

Sept. 18, 2026

Coming soon: Day At a Time (DAT) election process for year 2027 vacation

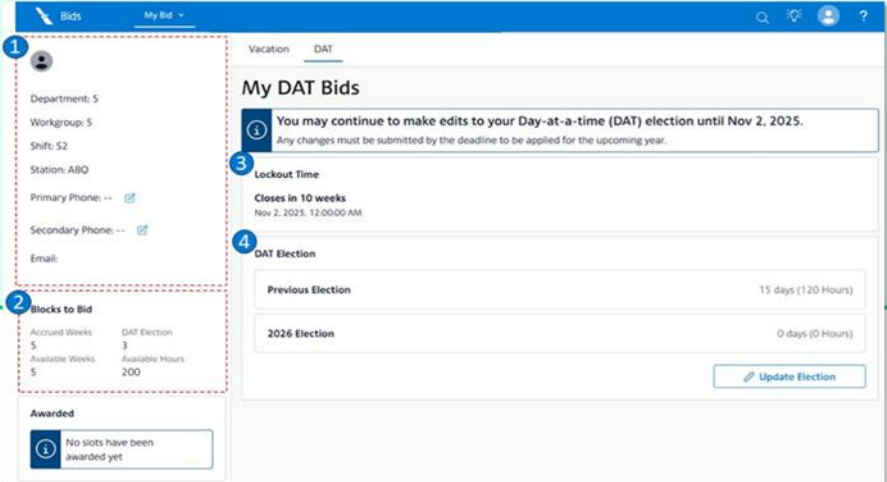
For all IAM and TWU represented team members covered by the M&R and MLS agreements, excluding MCTs and MTSS

From Oct. 15 through Nov. 1, 2026, eligible team members will have the opportunity to reserve earned vacation as Day At a Time (DAT) vacation for next year using the online [DAT Election](#) tool.

Note: This link will not be live until the election window opens.

DAT Election Tool

The Day At a Time (DAT) Election tool has been relocated to a new and simplified platform. This tool has a similar look and feel as the previous tool but makes DAT elections even easier than before.



- Per the Joint Collective Bargaining Agreement (JCBA), team members may reserve up to 15 days (120 hours) of earned vacation to be taken one (1) or more days at a time.
- Block vacation may be converted in groups of 5, 10 or 15 days (40, 80 or 120 hours).
 - **NEW!** If accrued vacation balance is at least 24 — but less than 40 — hours, team members now have the option to convert that balance into DAT or retain them to bid a full block week of vacation. Any accrued vacation balance fewer than 24 hours will automatically be converted to DAT.
- The DAT Election tool will display the team member's total vacation time accrued. JCBA vacation entitlements will be included.
- Team members will be required to have a DAT balance available in 2027 to use any accrued vacation time in one hour, half day or full single day increments. If DAT is not elected during this contractual open window, all accrued vacation time will be bid by seniority as block vacation during the annual vacation bid conducted at a local level.

- For represented team members who participated in the DAT election process last year, the tool will display their previous year election as the default. Team members who elect not to change the number of DAT days will have the same number of DAT days as the previous year.
- For represented team members who did not participate during the election window last year, the tool will default to zero (0) days/hours.
- If the team member has returned from any type of Leave of Absence, an election must be made for 2027 use.

Who can participate?

All IAM and TWU-represented team members covered by the Maintenance and Related (M&R) and Material Logistics Specialist (MLS) agreements who are active and have accrued at least five (5) days/40 hours of vacation for use in 2027 can participate in the online DAT election process.

Maintenance Control Technicians (MCTs) and Maintenance Training Specialists (MTSs) will not use the online DAT election tool this year and will continue with their local vacation and DAT selection process.

When is the election window?

Starting at 12:01 a.m. CT on Oct. 15, 2026, eligible team members will be able to access the online [DAT Election](#) tool and submit their election. Users may change their election as many times as they wish prior to the deadline at 11:59 p.m. CT on Nov. 1, 2026. At that time, the last election submitted in the tool will be considered final.

Resources

Use the resources below to learn more about the DAT election process:

- [DAT Election Tool Training Guide](#)
- [DAT Election FAQ](#)
- [DAT Election Training Simulation Video](#)

Questions?

Please contact your local Workforce Admin or timekeeper, email TechOps.DAT@aa.com or contact the 24/7 Tech Ops Support Desk at 888-697-5836 or SAFE.Support@aa.com.
