

NEW: Federal Vaccine Requirement FAQs

14 minute read

Created by [Sarah Cohen](#) on Jan 25, 2021 11:43 AM

Updated Oct. 19, 2021 at 9:30 a.m. CT.

New: What is the deadline to request an accommodation?

If you are requesting an accommodation, please submit the request as soon as possible. All accommodation requests need to be submitted by Nov. 24, 2021.

New: Will I continue to work while my accommodation request is reviewed?

Yes. Everyone who submits an accommodation request will continue working while the request is reviewed. You will continue to be in active status and you should continue to work and bid for your schedule. You will not be put on unpaid leave, although you may be asked to follow additional safety guidelines while your request is reviewed. If your request is approved, we will follow up to discuss what steps you will need to take in order to work safely at American.

New: When will the company make a decision on granting accommodation requests?

Those notifications are already underway, and team members are being contacted individually as requests are reviewed and a determination is made. The process to review all requests will take time, as we want to ensure we give full consideration to all requests. That's in part why it's important for team members to keep working during the review process.

New: What happens if my accommodation request is approved? Will I be placed on unpaid leave?

If your request is approved, you will be able to continue working as long as you agree to certain safety-related accommodations. You will not be placed on unpaid leave. We will follow up to discuss what steps you will need to take in order to work safely at American.

New: If my accommodation request is approved, what will accommodations look like that allow me to keep working?

We are still working to develop accommodations that will allow you to continue working, and will continue to discuss this and other issues with our union partners. Accommodations will likely include the requirement to wear a face mask, regular self-declaration of being well for work and regular testing. As an example, OSHA is expected to require that employers subject to its rule ensure that unvaccinated employees are tested once per week. We expect that will be a good guide as we develop our protocols and continue our discussions with our union partners on this issue.

New: What happens if my accommodation request is denied?

If your request is denied, we will ask you to meet our vaccination requirement, and we will provide an opportunity for you to get fully vaccinated.

New: What happens if I don't submit proof of vaccination or an accommodation request by Nov. 24?

If you don't submit proof of vaccination or an accommodation request by the deadline, we will be in touch regarding next steps. You will continue working until those conversations are complete. For represented team members, that means we will follow the investigative process under your collective bargaining process.

New: If I previously submitted an accommodation request during the vaccine incentive program, do I need to submit another accommodation request?

No. If you previously requested an accommodation during the incentive program, you do not need to submit a new accommodation request related to the federal mandate. We will be in touch regarding next steps.

What is the deadline to get vaccinated?

You must submit proof of full vaccination as soon as possible — no later than 11:59 p.m. CT on Wednesday, Nov. 24, 2021.

What happens if I choose not to get vaccinated?

If you choose not to get vaccinated, or if you have not submitted proof of vaccination by Nov. 24, we will be in touch to begin the next steps. For union represented workgroups, we will follow the investigative process that is outlined in the applicable collective bargaining agreement. To be clear, if you fail to comply with the requirement, the result will be termination from the company.

Will there be a testing option available to team members who don't want to be vaccinated?

No. Because American is a government contractor, we are not able to make a testing option available to team members who do not want to be vaccinated.

Will American grant accommodations for medical or religious reasons?

The federal vaccine mandate allows for accommodations to be granted in two circumstances:

- To individuals with a medical disability that prevents them from receiving a COVID-19 vaccination. This requires a signed statement from a doctor or other licensed professional.
- To individuals with a sincerely held religious belief that prohibits them from receiving the vaccine.

If you cannot be vaccinated because of a medical disability or sincerely held religious belief, visit [the Accommodations and Exemptions page](#) on Jetnet for more information on how to request an accommodation.

Is the federal vaccine mandate only for U.S.-based team members?

While we encourage all team members to be vaccinated, the federal vaccine mandate only applies to U.S.-based team members and Latin America-based flight attendants who travel to the United States regularly.

Do I need to submit proof of vaccination if I participated in the vaccine incentive program?

Most team members will have to resubmit their vaccine record even if they participated in the incentive program prior to Oct. 1. The exception is pilots and flight attendants, whose records remain on file because American was required to retain them for international travel purposes. Because we committed not to retain vaccine records as part of the vaccine incentive program and no longer have vaccine verifications on file, all other U.S.-based team members will need to resubmit proof.

Can I still receive the extra day of vacation pay and \$50 in Nonstop Thanks points if I submit my vaccine card prior to Nov. 24?

Yes. Given the federal vaccine mandate, we will be providing an extra day of vacation pay and \$50 in Nonstop Thanks points to U.S.-based mainline team members who have not already received the incentive and who submit proof of full vaccination by Nov. 24.

Will the company be offering voluntary leave or early out programs to those who choose not to be vaccinated?

No. We want all of our team members to be vaccinated so they can continue working at American. We need our entire team to run the airline in 2022 and beyond and are not looking to reduce headcount.

How can I ensure I meet the Nov. 24 deadline?

To be considered vaccinated by Nov. 24, you must have received the full course of doses for your vaccine. This means the second dose in a two-dose series, such as the Pfizer-BioNTech or Moderna vaccine, or a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine. Any COVID-19 vaccine that is approved for use by the World Health Organization will satisfy the federal mandate. There are three vaccines that will qualify in the U.S. and two of the vaccines require several weeks between doses, so please plan accordingly.

- Johnson & Johnson's Janssen COVID-19 vaccine — This vaccine requires only one shot.
- Pfizer-BioNTech COVID-19 vaccine — This vaccine requires two shots, with the ability to get the second shot **three weeks (or 21 days)** after the first. The Pfizer-BioNTech vaccine has received full approval from the U.S. Food and Drug Administration.
- Moderna COVID-19 vaccine — This vaccine also requires two shots, with the ability to get the second shot **four weeks (or 28 days)** after the first dose.

Is a booster shot required to be considered vaccinated?

No. At this time booster shots are not required to be considered vaccinated.

If I have had COVID-19 and thus have natural immunity, do I need to get vaccinated?

Yes. The federal vaccine mandate requires all of American's U.S.-based team members and international crew members to be fully vaccinated. It does not make a provision for individuals who have natural immunity.

What will American do with the vaccine cards that are submitted through Qualtrics? How can I be sure my vaccination information remains safe and secure?

As always, we will adhere to all employee privacy laws, and vaccine cards will be stored in a secure database accordingly.

Will new hires have to submit proof of vaccination as part of onboarding?

Yes. The vaccine requirement extends to new hires. All applicants must provide proof of full vaccination if they are extended an offer of employment.

What if I got vaccinated outside the U.S. with a non-FDA-approved vaccine?

Per the federal vaccine mandate, any COVID-19 vaccine that is approved for use by the World Health Organization will satisfy the mandate. This includes these seven vaccines:

- Moderna
- Pfizer-BioNTech
- Johnson & Johnson's Janssen
- Oxford-AstraZeneca
- Serum Institute of India
- Sinopharm
- Sinovac

Where can I get the vaccine?

The COVID-19 vaccines are widely available throughout the U.S. Visit [vaccines.gov](https://www.vaccines.gov) to find a vaccine near you. Additionally, all of the Premise onsite clinics throughout the system have the COVID-19 vaccine available, and we are working to set up pop-up vaccine clinics in certain locations. Because the Moderna and Pfizer vaccines require several weeks between doses, we encourage you to begin your course of vaccination as soon as possible.

Will my insurance cover the COVID-19 vaccine?

In general, there should be no cost to receive the COVID-19 vaccine in the U.S. All of American's medical options cover the cost of the vaccine at 100%. If you are not covered by an American medical option, consult with your plan administrator to confirm coverage.

Is the federal vaccine mandate no longer applicable to American because of the new executive order issued by Texas Gov. Greg Abbott prohibiting vaccine mandates?

We are reviewing the executive order issued by Gov. Abbott, but we believe the federal vaccine mandate supersedes any conflicting state laws, and this does not change anything for American. As previously communicated, team members who cannot get vaccinated because of a medical disability that prevents them from receiving a COVID-19 vaccination, or who cannot receive the vaccine because of a sincerely held religious belief, can request an accommodation via the [Accommodations and Exemptions page](#).

How will I know my vaccine submission has been received and approved?

After you submit your vaccine card, you will receive an email to your aa.com email address confirming your card was successfully uploaded. Once your card has been validated, you will receive another email confirming that it was reviewed and verified. If the team is unable to verify your vaccine card, you will receive an email instructing you to resubmit your card. If you are not able to find the confirmation emails in your aa.com email inbox, please check your junk and spam folders.

When will I receive the email confirming my vaccine card has been validated and approved?

Validating all submitted vaccine cards is our top priority. Given the high volume of cards that are being uploaded into the system, the validation process will take some time. If you have uploaded your card and received a confirmation email, rest assured we will process it as soon as possible. We appreciate your patience as we get all submitted cards validated and approved.