

**SOUTHWEST AIRLINES CO.**

Naomi Hudson  
Sr. Director Labor Relations

P.O. Box 36611 - HDQ 4LR  
2702 Love Field Dr.  
Dallas, Texas 75235-1611  
(214) 792-3994

November 2, 2011

Thom McDaniel  
President  
Transport Workers Union, Local 556  
7929 Brookriver Drive, Suite 750  
Dallas, Tx 75235

Re: Letter of Understanding; Inflight Training Supervisor's Seniority

Dear Thom,

During a meeting on November 2, 2011, the Company informed you of its plan to reassign the reporting structure of Inflight Training to the Operational Training Department. Present during the discussion was you, Michael Massoni, Elizabeth Bryant, David Curry, Bobby Loeb, and me.

As a result of this reassignment, those Leaders in the Inflight Training department will no longer report directly to the VP Inflight; instead they will report to the Managing Director Operational Training/Sr. Director Operational Training.

The CBA between Southwest Airline Co. and the Transport Workers Union, Local 556, Art. 6. § 5 reads:

*A non-probationary Flight Attendant who has accrued at least one (1) year of occupational seniority as an on line Flight Attendant before transferring to supervisory or other non-flying duties directly related to the Flight Attendant duties shall continue to retain and accrue occupational seniority for a period equal to the greater of three (3) years or the Supervisor's years of accrued seniority as a Flight Attendant. Thereafter, such Supervisor shall retain but not accrue seniority. Such periods of time served as a Supervisor will be cumulative even though such periods of time may not be continuous.*

Accordingly, those Inflight Training Supervisors whose duties continue to be directly related to Flight Attendant duties will retain and accrue Flight Attendant occupational seniority per the Agreement. However, in the event an Inflight Training Supervisor elects to accept a position (Training or otherwise) which is not directly related to the Flight Attendant position, or a position whose primary functions are not exclusive to the Flight Attendant position, she/he will forfeit all Flight Attendant occupational seniority.

Historically, Inflight Training Supervisors have performed cross-over training assignments

requiring Inflight expertise such as CRM. It is understood that Inflight Training Supervisors performing such functions will continue those responsibilities without impact to seniority.

If this is agreeable to you, please sign below.

  
Thom McDaniel, President TWU 556      12/13/11  
Date

Regards,

Naomi Hudson

Copy to:      Mike Hafner  
                 Michael Massoni  
                 Elizabeth Bryant  
                 David Curry  
                 Bobby Loeb