

**SOUTHWEST AIRLINES CO.**

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Audrey Stone  
TWU Local 556  
7929 Brookriver Drive  
Suite 750  
Dallas, TX 75247

Re: Supervisors transferring to Flight Attendant status

Dear Audrey,

This letter is to clarify our procedure for determining domicile assignment when an Inflight Supervisor or Manager returns to active Flight Attendant status.

1. Those with occupational seniority as outlined in Article 6 and Side Letter 2 of the CBA:
  - a) She/he will be assigned to the domicile in which she/he was based prior to transferring from the Flight Attendant position, provided she/he would not have been displaced out of that domicile and unable to exercise Right of Return had she/he remained a Flight Attendant in that domicile.
  - b) If she/he would have been displaced out of that domicile, had she/he remained a Flight Attendant in that domicile, the domicile will be assigned based on her/his seniority and current vacancy bid. For example, if a Flight Attendant could no longer hold PHX, which is her/his first choice, and LAS is the second choice, she/he would go to LAS as long as at least one Flight Attendant in LAS is junior to her/him.
  - c) If she/he had Right of Return prior to transferring from the Flight Attendant position, she/he will be placed in the domicile to which she/he had Right of Return if she/he would have been able to return to that base had she/he remained a Flight Attendant. If she/he had Right of Return and would have been unable to return to that domicile, she/he will retain Right of Return to that base upon returning to active Flight Attendant status. He/ she will be placed on the Right of Return list based on his/her occupational seniority as of the date she/he returns to the line.
2. Those without occupational seniority as outlined in Article 6 and Side Letter 2 of the CBA:

If the Flight Attendant has no occupational seniority, her/his domicile assignment shall be assigned as if she/he were awarded in the vacancy as a New Hire Flight Attendant for that month.

The domicile assignments will be made after the vacancy awards are processed for that month.

If this conforms to your understanding, please sign below.

Respectfully,

*Mik Merkle for CT.*  
Claire Taitte

Agreed:

*Audrey Stone*

Audrey Stone

3/31/14

Date