



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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NEW HIRE LETTER OF AGREEMENT

This letter will confirm the mutual desire of Southwest Airlines Co. ("Company" or "SWA") and Transport Workers Union, Local 556 ("TWU Local 556" or "Union"), (collectively, the "parties") addressing issues related to Probationary Flight Attendants being awarded to a base following graduation from new hire training.

Therefore, the parties agree the current collective bargaining agreement ("CBA") will remain in force except that Article 7, §§ 4-5; Article 10, § 1.A.9 and Article 28, §§ 3.D & E are modified by this letter of agreement as stipulated below. It is understood by the parties that technology modifications are necessary to administer the new process created by these CBA modifications. This new process will become effective for the first new hire Flight Attendant class following implementation of the necessary technology modifications.

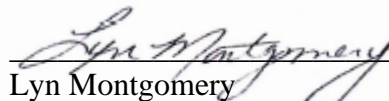
1. Probationary Flight Attendants graduating prior to the closing date of Bid Lines as stipulated in Article 10.1.A.2 of the parties' current CBA will participate in the line bidding process for the following bid period.
2. Except as set forth in Section 4 below, a Probationary Flight Attendant will be scheduled for time off and assignments prior to the completion of Initial Training as follows:
 - A. She/he will be scheduled for at least five (5) Days Off after Initial Training beginning with her/his Seniority Date (i.e. the Day Off after graduation).
 - B. She/he will be assigned an initial multi-day pairing, from a group of identified pairings, as set forth below:
 - i. The pairings may originate from multiple domiciles and will be identified after the primary bid lines are awarded and before the secondary lines are published for bidding;
 - ii. The pairing may be assigned in the "B", "C", or "D" position. A "D" position pairing may only be assigned if that pairing is built with all four positions;
 - iii. The pairing may be assigned out of any domicile, excluding Satellite Bases;
 - iv. The identified pairings will be assigned in order of class seniority and each Flight Attendant's Vacancy Bid order; and,
 - v. Only one (1) new hire Flight Attendant may be assigned to the same initial multi-day pairing.
 - C. She/he will be scheduled for at least seventy- two (72) hours off after the scheduled completion of her/his initial multi-day pairing.

- D. Following the time off in Section C. above, she/he may be assigned Ready Reserve blocks in her/his awarded domicile that begin prior to her/his first awarded bid line. Ready Reserve blocks assigned will be of the same type as the published Reserve Lines for that bid period.
3. A Probationary Flight Attendant who is unable to work her/his scheduled initial multi-day pairing due to a leave of absence of fourteen (14) days or more, may be assigned another initial multi-day pairing. Should this situation arise, the Probationary Flight Attendant does not have to be scheduled for at least seventy-two (72) hours off after the scheduled completion of this initial multi-day pairing.
 4. In situations involving extraordinary or emergency circumstances affecting the Company's ability to cover Open Time, Probationary Flight Attendants may be assigned a pairing from Open Time prior to the completion of Initial Training in any position and without regard to the stipulations in Section 2 above. This pairing will then serve as the Probationary Flight Attendant's initial multi-day pairing and any previously assigned initial multi-day pairing will be removed and placed in Open Time. The Probationary Flight Attendant will be scheduled for at least seventy-two (72) hours off after the scheduled completion of this new initial multi-day pairing and the beginning of Ready Reserve as stipulated in Section 2.C and 2.D above.
 5. Probationary Flight Attendants will be awarded straight Reserve in the Line Bidding process throughout her/his Probation Period, with the exception of any month with vacation or if a sufficient number of Flight Attendants satisfy the requirement through the Line Bidding process. A Probationary Flight Attendant who is projected to complete probation in the current bid period will not be required to sit straight Reserve in the following bid period.
 6. Probationary Flight Attendants may pick up pairings/Reserve blocks following completion of Initial Training, but may not alter (trade or give away) their initial multi-day pairing or any original Reserve blocks through the end of their first full bid period on the line. Probationary Flight Attendants will have full utilization of all provisions in Article 12 of the parties' current CBA except as stated in this Section.
 7. This LOA will remain in place for the duration of the parties' current Section 6 negotiations, and unless re-negotiated by written agreement of the parties, will terminate upon ratification of any succeeding CBA; provided however, the Company or the Union may, at any time, unilaterally terminate this Letter of Agreement by providing written notice of the intent to terminate to the other party. This Letter of Agreement will automatically terminate within ninety (90) calendar days following receipt of the written notice of intent to terminate, and thereafter all obligations arising in accordance with this Letter of Agreement will cease in all respects. In the event of one party unilaterally terminating this Letter of Agreement, Article 7, §§ 4-5; Article 10, § 1.A.9 and Article 28, §§ 3.D & E of the current collective bargaining agreement will apply.



Brendan Conlon
Sr. Director Labor Relations
Southwest Airlines

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Lyn Montgomery
President, TWU Local 556