



SOUTHWEST AIRLINES Co.

Mike Mankin
Director Labor Relations/Inflight Services

Labor Relations
P.O. Box 36611
Dallas, TX 75235-1611
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December 11, 2013

Audrey Stone
President
Transport Workers Union, Local 556
7929 Brookriver Drive, Suite 750
Dallas, TX 75247

Grievance 19-87 – Unscheduled RON on Vacation

Dear Audrey:

In order to settle the above mentioned grievance, the Company and Union agree to the following:

- In the event a Flight Attendant experiences an unscheduled overnight (RON) as a result of reschedule or being stranded on a pairing that originally did not cross over/encroach into their scheduled vacation the following will apply:
 - The Flight Attendant will be entitled to the provisions of Article 9.3.C of the CBA.
 - The Flight Attendant will be entitled to a Compensatory Day with no pay.
 - The Compensatory Day with no pay must be chosen from the first or last day of an assignment, and the request for the day off must be made at the completion of the reschedule.
 - As addressed in 9.3.C of the CBA, should the Flight Attendant elect a day off without pay instead of the RIG, this day off must be used in a contiguous manner with the Compensatory Day addressed in the bullet point above.
- A Flight Attendant who receives an unscheduled RON on a pairing that crosses over/encroaches into their scheduled vacation or a pairing that is contained within their scheduled vacation will be entitled to the provisions of Article 9.3.C only.
- In the event of a reschedule requiring less than an entire crew that results in an unscheduled RON, a Flight Attendant with scheduled vacation starting the following day will not be assigned the unscheduled RON.

The Company agrees to allow Amy Hinton #66610, Julie Ann Huntzicker #22280, Debbie Goda #2180, & Tonya McGrath #27321 to select a Compensatory day off without pay, which must be chosen from the beginning or end of an assignment. The day off must be utilized before March 31, 2014 and the affected pairing/assignment cannot contain a blackout date, as outlined in Article 32.5.b.v of the collective bargaining agreement. The remedy portion of the settlement is made on a non-precedent, non-referral basis.

Respectfully,

Mike Mankin

ACKNOWLEDGED AND AGREED:

Audrey Stone

12-12-13
Date