

**SOUTHWEST AIRLINES Co.**

Kevin D. Allen
Manager Labor Relations

Labor Relations
2432 Wyman Street
Dallas, TX 75235
469-603-3064
Fax: 214-932-0036

January 20, 2014

Lyn Montgomery
Executive Grievance Committee Chairperson
Transport Workers Union Local 556
7929 Brookriver Drive, Suite 750
Dallas, TX 75247

Re: Grievance #32-363 (Co. # 4498)- Carolyn Montgomery, EE#11280

Dear Lyn,

In order to settle the above mentioned grievance, the Company and Union agree that a position discrepancy is created when a position is erroneously assigned either by Scheduling, Planning, or electronic means to more than one Flight Attendant, which leaves at least one position uncovered and does not create an overage in the number of required Crew Members and the language in Article 12.10 does not apply. When a position discrepancy occurs, the Flight Attendant who was awarded the position first has the first choice of the following:

1. Fly the leg(s) as scheduled in the position first acquired
2. Have the choice of flying the uncovered position for the affected leg(s)

If the Flight Attendant who first acquired the position chooses Option 1, then the second Flight Attendant will fly the uncovered position for the affected leg(s). If the first Flight Attendant chooses Option 2, then the second Flight Attendant will fly the original position.

If the Flight Attendants acquired the position at the same time, or the Company is unable to determine who acquired the position first, then the most senior Flight Attendant will have first choice of the options listed above.

The affected leg(s) will be compensated at the original position assigned, or position flown, whichever is greater.

Respectfully,

Kevin D. Allen

ACKNOWLEDGED AND AGREED

Lyn Montgomery or Designee

1/27/2014
Date

TX Result Report

P 1
01/27/2014 12:12
Serial No. A4FJ011002060
TC: 208848

Addressee	Start Time	Time	Prints	Result	Note
Mike Inflight Execut	01-27 12:11	00:00:51	001/001	OK	

Note TMR:Timer TX, PDL:Polling, ORG:Original Size, FME:Frame Erase TX,
DPS:Page Separation TX, MIX:Mixed Original TX, CSRC:CSRC,
FWD:Forward, PC:PC-FAX, BND:Double-Sided Binding Direction, SP:Special Original,
FCODE:F-code, RTX:Re-TX, RLV:Relay, MBX:Confidential, BUL:Bulletin, SIP:SIP Fax,
IPADR:IP Address Fax, I-FAX:Internet Fax

Result OK: Communication OK, S-OK: Stop Communication, PW-OFF: Power Switch OFF,
TEL: RX From TEL, NG: Other Error, Cont: Continue, No Ans: No Answer,
Refuse: Receipt Refused, Busy: Busy, M-Full:Memory Full, LOUR:Receiving length Over,
POVR:Receiving page Over, FIL:File Error, DC:Decode Error, MDN:MDN Response Error,
DSN:DSN Response Error, PRINT:Compulsory Memory Document Print,
DEL:Compulsory Memory Document Delete, SEND:Compulsory Memory Document Send.

01-20-2014 11:05 FROM- Cabin Services

469-603-3020

T-425 P0001/0001 F-507



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