



New Hire/Probationary Changes

While all of our Flight Attendants have had an increasingly difficult time making ends meet the last five years of bargaining, our New Hire Flight Attendants have had an even more challenging time. The first few years are so expensive. We have probationary Flight Attendants who can't afford to have this job and food pantry type cupboards are being introduced in domicile Lounges (funded by caring co-hearts... NOT Southwest Airlines). Ensuring pay raises recognizing the disparity in our "industry leading" status for the first few steps of our pay scale was just step one! Let's take a look at some of the other changes in TA2024 pertinent to our newest Members.

Uniforms (Article 13.2)

One of the biggest expenditures straight out of the gate for a New Hire Flight Attendant is the hefty cost of a complete uniform set. TA2024 ensures that Southwest Airlines provides our New Hires with a uniform allotment to include four (4) complete uniforms and accessories of any combination. This \$500 allotment credit will be put in place to ensure our newest Flight Attendants get started with the uniform pieces required to comfortably perform their duties. Upon completion of probation, New Hires will also be provided with two (2) sets of uniform wings. If a New Hire is terminated while on probation, they will need to return these company-purchased uniforms.

"I'm off of probation and still owe money for my initial uniform purchase. Will I get reimbursed?"

At this time, Southwest Airlines has not agreed to pre-existing uniform debt forgiveness.

Buddy Bid, Job Share, Time Away Program (TAP), MRT and DRT/SDRT

As is in the current Contract, Probationary Flight Attendants cannot be awarded a Buddy Bid, Job Share, or MRT. In TA2024, the Time Away Program (TAP) is also included in awarded time off programs probationary Flight Attendants cannot be awarded. (Article 10.2.C) Probationary Flight Attendants also will not be able to participate in the DRT/SDRT program until 90 days from their initial Inflight date of hire/occupational seniority date. (Article 10.6)

Paid Sick Leave

TA2024 changes the current practice of Probationary Flight Attendants not being paid out of their sick bank. Article 16.1.C from the Teal Contract is completely struck allowing probationaries to not only accrue sick bank, **but utilize it as well.**