

ARTICLE 9

ADDITIONAL FLYING

Added the new Reserve shifts to match what is in Article 11 with the times for self-assignment.

All open flying will be placed into Open Time for more than a few minutes prior to being assigned to a Reserve to fly and will be assigned/self-assigned to Reserves in the following manner:

1800 Local Time: Senior AM Reserves (SAR) may begin self-assigning pairings originating at or before 0959 Local Time.

1830 Local Time: Junior AM Reserve (JAR) may begin self-assigning pairings originating at or before 0559 Local Time.

1900 Local Time: Crew Scheduling may begin assigning pairings originating at or before 0959 Local Time.

2200 Local Time: Senior PM Reserves (SPR) may begin self-assigning pairings originating at or after 1000 Local Time.

2230 Local Time: Junior PM Reserve (JPR) may begin self-assigning pairings originating between 1000 and before 1159 Local Time.

2230 Local Time: Junior Late Reserve (JLR) may begin self-assigning pairings originating between 1500 and before 1659 Local Time.

2300 Local Time: Crew Scheduling may begin assigning pairings originating at or after 1000 Local Time.

Once the open flying has been assigned or self-assigned to a Reserve Flight Attendant, it will be immediately removed from Open Time.

For the purpose of trading with Open Time, pairings may be dropped into Open Time until 2300 Local time for all trips originating at or before 0959 Local time the following day, and until 0300 Local time for all trips originating at or after 1000 Local time of the same day. Unless assigned to a Reserve, Flight Attendants may pick up Open Time until two (2) hours prior to scheduled check-in; however, a Flight Attendant may contact Crew Scheduling to pick up an assignment with a report time of less than two hours (2). If there is an insufficient number of Reserves, VJA will be offered. If there is insufficient time to assign a Reserve, the Company will utilize reschedules or move ups.

Currently, if a Southwest Airlines Employee like an Ops Agent or Pilot tells a Flight Attendant to call Scheduling while they are on duty, they are required to call Scheduling and accept the assignment. This change is to reflect that instead of calling Scheduling, the Flight Attendant will now use the system to acknowledge the assignment instead of having to call Scheduling. This change does NOT mean that someone has to check their screen constantly or acknowledge a change that they happen to log on and see.

Flight Attendants will have the option to self-notify unconfirmed assignments via electronic means while off-duty. While on duty, once a Flight Attendant has been notified of a change in assignment, the Flight Attendant is required to utilize the system to acknowledge changes.

1. VOLUNTARY JUNIOR AVAILABLE (VJA)

With new technologies available, the ability to choose the method of notification should be in the Flight Attendant's hand.

Crew Scheduling will notify Flight Attendants via the system of pairings available for VJA. Should there be multiple methods of notification, the Flight Attendant will have his/her choice of method. Flight Attendants may pick up pairings available for VJA from Open Time on a first-come, first-served basis. Crew_Scheduling will determine, on an as-needed basis, the specific number of pairings to be covered through VJA. Crew Scheduling may restrict the pairings offered for VJA to pairings of a specified length and/or to pairings that originate at or before 0959 Local Time, or at or after 1000 Local Time. When Crew Scheduling offers a pairing(s) for VJA on a specific day(s), all pairings in Open Time for that domicile that meet the restrictions above will also be offered for VJA on that day(s). Crew Scheduling may discontinue offering VJA at any time based on the needs of the operation. Crew Scheduling may assign Reserve Flight Attendants and Reserve Flight Attendants may self-assign while VJA is being offered, provided such assignment takes place after the time periods stated above.

- A. Flight Attendants will be compensated at a minimum rate of time and one-half for the accepted assignment.
- B. No VJA will be compensated at less than five (5.0) TFP or one and one-half (1.5) times the applicable trip rate, whichever is greater.

2. JUNIOR AVAILABLE

- A. Junior Available (JA) -- A Flight Attendant who is required to work an assignment on her/his unscheduled day. Such assignment must be legally scheduled.

The language was moved to help with the flow of the JA process, no intent changes.

1. The monthly seniority list must be used and the most junior qualified, available Flight Attendant who is completely legal for the trip will be assigned.
 2. If there is no such Flight Attendant available, Crew Scheduling will start over, and contact the most junior Flight Attendant who requires the least amount of future trips to be pulled to be made legal for the JA trip to be assigned.
 3. No JA'ing will be allowed between domiciles. Flight Attendants will not be required to check-in out of her/his domicile unless agreed to by the Flight Attendant.
 4. The Company will adhere to all contractual legalities when assigning a Flight Attendant, a JA assignment including legal bid line combinations and those stipulated in Article 8.
- B. Flight Attendants may be assigned for JA duty by the following methods of contact only:
1. Telephone contact at the Flight Attendant's primary telephone number. Flight Attendants must provide their primary number to Crew Scheduling.
 2. In person only by members of Crew Scheduling or Inflight Management in the Flight Attendant's domicile lounge or a training facility.
 3. After a Flight Attendant's pairing is in progress.
 4. A Flight Attendant cannot be contacted for JA duty more than twenty-four (24) hours before the scheduled flight or reserve duty period for which she/he is needed.
- C. The Company shall have the right to assign the Junior Available Flight Attendant to all regular and extra section trips and charters operated to which positions are not filled from the Reserve Flight Attendant pool or VJA but only in compliance with the rules listed below. A Flight Attendant who is called as a JA and flies as such shall be compensated either by pay and days off as follows:
1. If the Flight Attendant elects pay, such Flight Attendant shall receive 1.5 times the appropriate trip rate for all trips flown as a JA or for trips from which the Flight Attendant was pulled at one (1.0) times the trip

rate, whichever is greater. In no event will the Flight Attendant be compensated for fewer trips than immediately prior to being JA'd.

2. If the Flight Attendant elects to receive days off as compensation, such Flight Attendant shall receive days off of her/his choice to give such Flight Attendant days off equal in number to those on the Flight Attendant's scheduled line immediately prior to being JA'd.
3. If, as a result of being JA'd, such Flight Attendant has more days off than scheduled immediately prior to being JA'd, such Flight Attendant will be entitled only to receive pay as compensation for the JA.
4. The choice of days off or pay will be made within sixty (60) minutes following release of the pairing for which the Flight Attendant was JA'd.
5. A Flight Attendant having to sit JA Reserve shall be paid for one (1) trip at the appropriate pay for her/his current monthly bid she/he flies, whichever is greater, for each three (3) hours she/he sits JA Reserve. In computing the time such Flight Attendant is on JA Reserve, over one and one-half (1½) hours shall count as a full three (3) hours and one and one-half (1½) hours or less shall not count, but the Flight Attendant will be guaranteed one (1) standard trip pay. For any fractional time over three (3) hours, a Flight Attendant will be paid at a rate of 1.3 trips pay for each additional hour which will be computed to the nearest hour. If a Flight Attendant does not fly, the Flight Attendant will be paid the appropriate trip rate for her/his current bid month position.
6. When a Flight Attendant is called as JA on her/his scheduled day off and she/he reports sick at that time, such Flight Attendant will not be charged with a sick day but such Flight Attendant may be required to produce verification of her/his illness. If the Flight Attendant produces a doctor's statement dated within forty-eight (48) hours of the JA call, and submits it prior to departure of her/his next scheduled trip, no points will be charged under the Attendance Policy.
7. No JA will be compensated less than six and one-half (6.5) TFP or one and one-half (1.5) times the applicable trip rate, whichever is

greater.

- D. A Flight Attendant who drops vacation overlap trips cannot be JA'd during the days dropped.

3. RESCHEDULE

Rescheduling can occur as the result of irregular operations (see definition of irregular operations in Article 5). Rescheduling is any change of flying assignment made after check-in for the Flight Attendant's original pairing, including different pairings, partial pairings or additional pairings other than a move up.

- A. Rescheduling requiring an entire crew will be made based upon availability and legality of the crew.

Currently, Scheduling will look at the pairing number for Flight Attendants and may not take seniority into account when rescheduling a crew. For example, if a Flight Attendant MBLs on the first day of the pairing, their pairing number will be different from the rest of their crew even though they are still flying the exact same legs. This language was placed here to remedy that type of situation and to ensure that a Reserve will always be rescheduled before a lineholder.

- B. Rescheduling requiring less than an entire crew will be assigned in reverse order of seniority regardless of whether a crew shares the same pairing number(s). If a Reserve is a member of the crew, the Reserve must be used prior to the rescheduling of a bid line holding Flight Attendant. However, a more senior member of that crew may choose to accept the reschedule in order of seniority.

After receiving feedback from Flight Attendants, the decision was made to ensure if someone who bid for, or picked up, a "D" position pairing and their position was no longer needed, it should be them who is allowed to return home or deadhead.

- C. If it is determined, prior to push of a first working leg of an -800 Only Pairing in all four (4) positions, that a smaller aircraft (downsized aircraft) will be used for that flight, and all duty periods in "D" position for that pairing are cancelled without reschedule, the "D" position Flight Attendant will be sent home or allowed to remain at home and paid cancellation pay.
- D. If the entire Crew will be working/deadheading on a smaller aircraft (downsized aircraft) (crew not split in reschedule, three (3) Flight Attendants will be working and one deadheading on the exact same flight(s)), the deadheading position will be assigned to the "D" position Flight Attendant.
- E. Flight Attendants will be paid her/his actual or scheduled flying, whichever is

greater over the life of the pairing for the number of day(s) the Flight Attendant was originally scheduled to work.

Footprint language was one of the major items the Flight Attendants have stated they wanted in a new agreement. This was something the Company was only willing to entertain under a myriad of circumstances but your negotiating team finally got them to agree to *any* reschedule that resulted in a later block-in on the last day would receive a premium above all RIGS, VJA, and JA.

A Flight Attendant will be paid a premium of one and a half (1.5) times the applicable trip rate when she/he is rescheduled to a later release time than was originally scheduled for her/his last day of the pairing. This Last Day Late Premium (LDLP) will be paid for all legs on that day which block-in after the originally scheduled block-in time and were not included in the original pairing. This premium (LDLP) will be paid above all RIGs, VJA, and JA, but will not be paid when the extended duty period premiums in Article 8.2.C.1 and 8.2.C.3 & 4 apply. A Flight Attendant who is rescheduled to a later release will be entitled to additional protections outlined in Article 33.3.A.

1. If the reschedule results in flying more than scheduled, the flying above scheduled will be paid at time and one-half; or

In a Stranded or Unscheduled RON situation, Reserve received both the stranded RIG and a day off in the future. It wasn't fair that a lineholder should have to lose out on pay because they were flying more days than originally scheduled. This language gives lineholders both the stranded RIG and a day off with pay, or the option to work for time and a half for what would have been pulled. Additionally, in a situation where a Flight Attendant physically could get home in a day but couldn't be rescheduled over the duty limits set forth in Article 8, they will now have a choice to deadhead over their duty period and still receive any options they are owed for going over their contractual duty period.

2. If the reschedule results in more days of flying, the Flight Attendant will be entitled to receive premium pay of time and one-half (1.5) for all trips flown above schedule plus a RIG of one (1) trip for each three (3) hours from block in at the overnight city until thirty (30) minutes after block arrival back in domicile and a day off with pay or the Flight Attendant may elect to fly pulled trips for one and one half (1.5) times the applicable trip rate for trips that otherwise would have been pulled. The choice of day(s) off with pay or one and one half (1.5) times the applicable trip rate for trips that otherwise would have been pulled must be made within sixty (60) minutes following release of the rescheduled pairing. The Flight Attendant will have the ability to exercise these options via the system. Any day off with pay chosen

must be the first or last day of an assignment and the Flight Attendant will suffer no loss of pay from the adjustment. Deadhead flights for recovery purposes will not be compensated, except when the deadhead exceeds the trips pulled. If a Flight Attendant elects to fly pulled trips and is on a VJA or JA pairing, this premium will be paid in addition to other applicable premiums. The Company will return the Flight Attendant to the home domicile at the earliest possible time (as published in the flight schedule).

To avoid an unscheduled RON, a Flight Attendant may, at their option, elect to take a deadhead to their home domicile, designated residence in a Southwest city, or the closest Southwest city to the Flight Attendant's designated residence that exceeds the duty period limitations set forth in Article 8. The Flight Attendant will receive all applicable contractual provisions and premiums calculated per the deadhead to their home domicile.

In the event a Flight Attendant does not have another pairing or Reserve day(s)/block in the current month, the Flight Attendant may elect to take the compensatory day(s) in the next bid month (provided the lines have been loaded).

If a Flight Attendant becomes stranded or is sent on an unscheduled RON during a Reserve assignment and in the event the Flight Attendant does not have any Reserve day(s) remaining in the current bid month, the Flight Attendant may elect one of the following:

- a. Be pulled from a Reserve day(s) in the next bid month (provided the lines have been loaded), or,
- b. Be compensated at double time (2.0) above her/his guarantee for all flight(s) flown or credited on the unscheduled day as outlined in Article 11.12.B.

If the deadhead(s) scheduled for a Flight Attendant to return to her/his home domicile as stated in 3.E above, creates reduced crew rest below the FAR ten (10) hours from end of debrief to check-in, the Flight Attendant will have the option to take a later deadhead(s) of her/his choice, but with no increase in pay. The Flight Attendant must notify Crew Scheduling of her/his choice. Any deadhead(s) will be Must-Ride.

3. For purposes of calculating the RIG referenced in 3.E above, one

(1.0) TFP will be credited for each three (3) hour period or fraction thereof. The RIG will be calculated to two decimal places, rounded by standard convention.

- F. If a Flight Attendant is rescheduled into compensatory days that were previously chosen by the Flight Attendant, then she/he will receive another day(s) off to compensate for the original choice(s) and the option in 3.E above for the new unscheduled RON. The compensatory days must be consecutive and must be at the beginning or ending of an assignment.
- G. Flight Attendants are eligible for reschedule during vacation, reserve and vacation overlap when they make themselves available by picking up from Open Time or a line holder.
- H. Excluding delayed flights, if a Flight Attendant is originally scheduled to release in domicile by 0259 Local Time, and is rescheduled to an assignment scheduled to release in domicile at or after 0300 Local Time, the following will apply:
 - 1. Any flight(s) scheduled to depart at or after 0300 Local Time will be paid according to Article 9.3.E.
 - 2. The Flight Attendant will receive a RIG of one trip for each three (3) hours calculated from 0300 Local Time until thirty (30) minutes after block arrival back in domicile; or a day off with pay in accordance with Article 9.3.E.

If a Flight Attendant is originally scheduled to release in domicile at or after 0300 Local Time, paragraph 3.E above would apply if she/he is rescheduled to return to domicile after 0259 Local Time the following day.

4. STRANDED

- A. If a Flight Attendant(s) is stranded due to irregular operations, she/he will be compensated time and one-half (1.5) for all trips flown above schedule plus a RIG of one (1) trip for each three (3:00) hours from block in at the overnight city until thirty (30) minutes after block arrival back in domicile and a day off with pay or the Flight Attendant may elect to fly pulled trips for one and one half (1.5) times the applicable trip rate for trips that otherwise would have been pulled. The choice of day(s) off with pay or one and one half (1.5) times the applicable trip rate for trips that otherwise would have been pulled must be made within sixty (60) minutes following release of the rescheduled pairing. The Flight Attendant will have the ability to exercise these options via the system. Any day off with pay chosen must be the first or last day of

an assignment and the Flight Attendant will suffer no loss of pay from the adjustment. Deadhead flights for recovery purposes will not be compensated, except when the deadhead exceeds the trips pulled. If a Flight Attendant elects to fly pulled trips and is on a VJA or JA pairing, this premium will be paid in addition to other applicable premiums.

- B. If a stranded Flight Attendant is not needed to work a flight(s) back to her/his domicile, she/he will be returned to her/his home domicile at the earliest possible time (as stated in the published flight schedule).

If the deadhead(s) scheduled for a Flight Attendant to return to her/his home domicile creates reduced crew rest below the FAR ten (10:00) hours from end of debrief to check-in, the Flight Attendant will have the option to take a later deadhead(s) of her/his choice, but with no increase in pay. The Flight Attendant must notify Crew Scheduling of her/his choice. Any deadhead(s) will be Must-Ride.

To avoid being stranded and with the exception of Section 9.4.C below, a Flight Attendant may, at their option, elect to take a deadhead to their home domicile, designated residence in a Southwest city, or the closest Southwest city to the Flight Attendant's designated residence that exceeds the duty period limitations set forth in Article 8. The Flight Attendant will receive all applicable contractual provisions and premiums calculated per the deadhead to their home domicile.

- C. If a stranded Flight Attendant(s) is needed to work a flight(s) back to her/his domicile, she/he must have the FAR minimum crew rest of ten (10) hours from end of debrief to check-in and will be compensated at two and a half (2.5) times the applicable trip rate for all flights that day.

A Letter of Agreement (LOA) between the Union and the Company from 12/11/2013 was incorporated to add clarity on what options a Flight Attendant has if they are stranded or given and unscheduled RON into a vacation day(s).

5. VACATION AND RESCHEDULE/STRANDED

In the event a Flight Attendant experiences an unscheduled RON as a result of a reschedule or being stranded on a pairing that originally did not cross over/encroach into her/his scheduled vacation the provisions in 9.3.E and 9.4 will apply. If a reschedule requires less than an entire crew which results in an unscheduled RON, a Flight Attendant with scheduled vacation, starting the following day, will not be assigned the unscheduled RON.

6. MOVE UP

Move up will occur at check-in when a Flight Attendant is moved up to cover a pairing that originates prior to the Flight Attendant's original pairing. A move up will be requested of the Flight Attendants having like pairings in order of seniority and assigned in reverse seniority. In determining like pairings, Crew Scheduling will first consider pairings with an equal number of days, then pairings with more days and finally pairings with fewer days.

- A. Flight Attendants will be paid her/his actual or scheduled flying, whichever is greater over the life of the pairing for the number of day(s) the Flight Attendant was originally scheduled to work.
 - 1. If the move up results in flying more than scheduled, the flying above schedule will be paid at time and one-half; or
 - 2. If the move up results in more days of flying, the Flight Attendant will, at her/his option, be entitled to a day off without pay in lieu of time and one-half pay. The choice of days off or pay must be made at completion of the move up.
 - 3. If a move up results in more day(s) of flying and falls into compensatory day(s) that were previously chosen by the Flight Attendant, then she/he will receive another day(s) off to compensate for the original choice(s) and the option in Paragraph 2 above for the new move up. The compensatory days must be consecutive and must be at the beginning or ending of an assignment.

In order to guarantee the Union would be given input, this language was added to obligate the Company to speak with the Union, at least quarterly, regarding these major issues that affect Flight Attendants.

7. GENERAL

The Company will meet with the Union at least once per calendar quarter to review and discuss reschedules and stranded issues. The Company will consider recommendations from the Union regarding stranded and rescheduling processes.