

ARTICLE 21

COMPENSATION

1. Flight Attendants shall be compensated on the basis of standard trip pay as follows. For purposes of this Article, the "New Contract Date" shall be May 1, 2024.

Upon ratification, the rates below ensure we are the highest paid Flight Attendants in the industry, eclipsing Delta by a margin ranging from 5.9% to 21.4% above their rate, depending on the Step.

PAY RATES

The "Steps" described below refer to the pay level held by the Flight Attendant as of the New Contract Date. Thereafter, each Flight Attendant shall move up one Step on her/his Anniversary Date, in the manner described in Article 21, Section 14. Flight Attendants in their first or second six months on the New Contract Date, and those hired thereafter, shall move to Step 1 at the completion of one year of employment with the Company, and will thereafter move up one Step on her/his employment anniversary date, in the manner described in this Article.

Pay Rate	Current	5/1/24	5/1/25	5/1/26	5/1/27
1st 6 Months	\$ 25.14	\$ 30.75	\$ 31.67	\$ 32.62	\$ 33.60
2nd 6 Months	\$ 25.46	\$ 31.14	\$ 32.07	\$ 33.03	\$ 34.02
Step 1	\$ 27.91	\$ 34.14	\$ 35.16	\$ 36.21	\$ 37.30
Step 2	\$ 29.93	\$ 36.61	\$ 37.71	\$ 38.84	\$ 40.01
Step 3	\$ 32.37	\$ 39.60	\$ 40.79	\$ 42.01	\$ 43.27
Step 4	\$ 35.01	\$ 42.83	\$ 44.11	\$ 45.43	\$ 46.79
Step 5	\$ 39.92	\$ 48.83	\$ 50.29	\$ 51.80	\$ 53.35
Step 6	\$ 42.19	\$ 51.61	\$ 53.16	\$ 54.75	\$ 56.39
Step 7	\$ 44.34	\$ 54.24	\$ 55.87	\$ 57.55	\$ 59.28
Step 8	\$ 46.98	\$ 57.47	\$ 59.19	\$ 60.97	\$ 62.80
Step 9	\$ 49.73	\$ 60.83	\$ 62.65	\$ 64.53	\$ 66.47
Step 10	\$ 52.26	\$ 63.93	\$ 65.85	\$ 67.83	\$ 69.86
Step 11	\$ 55.95	\$ 68.44	\$ 70.49	\$ 72.60	\$ 74.78
Step 12	\$ 59.84	\$ 73.20	\$ 75.40	\$ 77.66	\$ 79.99
Step 13	\$ 63.30	\$ 77.43	\$ 79.75	\$ 82.14	\$ 84.60

*This table represents effective dates of new rates, provided this Agreement is ratified prior to May 1, 2024.

A Flight Attendant who has 25 years or more of Occupational Seniority will receive an additional \$1.50 per TFP for trips flown to include RIGs, overschedule/overfly, excluding Charters.

Changes in dates were made to reflect the new effective pay raise dates.

To read the chart above, the Flight Attendant should locate her/his current Step under the column titled "Current" and move one column to the right to locate her/his new pay rate as of May 1, 2024 .

Upon the Flight Attendant's anniversary each year, the Flight Attendant should move down the column to determine her/his Step increase.

On May 1st of 2025, 2026, and 2027 the Flight Attendant should move horizontally to the right (i.e. to the next column) to determine her/his pay rate increase.

Until a Flight Attendant tops out, the Flight Attendant will receive Step increases upon her/his Inflight anniversary. Additionally, the Flight Attendant will also receive pay rate increases as of May 1st of 2025, 2026, and 2027.

2. STANDARD/NON-STANDARD

- A. For the purposes of pay computation, a standard trip shall be any trip for which the nonstop mileage according to the CAB or DOT Book of Airport to Airport mileage is 243 miles or less. A non-standard trip shall be any trip for which the nonstop mileage exceeds 243 miles. In the event, however, there is in effect during the term of this Agreement, a non- standard trip pay formula for Southwest Airlines' pilots which would, if applied to Flight Attendants, be more beneficial to the Flight Attendants, then the non-standard trip formula used for pilots shall also apply to Flight Attendants.
- B. Flight Attendants will be paid for non-standard trips at the rate of one standard trip as set forth in paragraph 1 above, plus one-tenth (0.1) trip for each forty mile increment over 243 miles, rounded up or down to the nearest forty (40) mile increment, unless a formula more favorable to the Flight Attendants is required under Article 21, Section 2.A. above.

3. OVERSCHEDULE/OVERFLY AND GATE RETURN PAY

- A. An overschedule override will be computed for each flight based upon each flight equal to one (1) paid trip, plus one tenth (0.1) for each five (5) minutes in excess of fifty-five minutes, truncated to the nearest five (5) minutes. If the value exceeds the value under the non-standard trip formula, the flight will pay the override value.

- B. In addition to the non-standard trip adjustment contained herein, Flight Attendants will be paid, where applicable, an additional overfly premium component for flights which actually operate in excess of the scheduled block time. Such premium will apply to each flight segment and will be paid at the rate of one-tenth (0.1) trip for each five (5) minutes in excess of such flight's scheduled block time, truncated to the nearest five (5) minutes. Inflight diversions/enroute stops are subject to the overfly premium.

COMPUTATION OF OVERFLY PREMIUM PAY	
#Minutes over Scheduled Block Time	Trips for Pay
0 to 4	0.0
5 to 9	0.1
10 to 14	0.2
15 to 19	0.3
20 to 24	0.4
25 to 29	0.5
30 to 34	0.6
35 to 39	0.7
40 to 44	0.8
45 to 49	0.9
50 to 54	1.0
55 to 59	1.1
60 to 64	1.2
65 to 69	1.3
70 to 74	1.4
75 to 79	1.5
80 to 84	1.6

85 to 89	1.7
90 to 94	1.8
95 to 99	1.9
100 to 104	2.0
105 to 109	2.1
110 to 114	2.2

Currently, we do not get paid for a gate return unless the time away from the gate equals more time than the original block time of the flight. This language ensures we receive the gate return separately and gives us parity with the pilots.

- C. If a flight blocks out and then has to return to the gate without taking off, the time will be displayed as a gate return in the pairing. The pay for the gate return will be one-tenth (0.1) trip for each five (5) minutes in excess of such flight's scheduled block time, truncated to the nearest five (5) minutes. The flight following the gate return will pay as if the gate return did not occur.

4. **SENIOR PAY**

The "A"'s list of duties has only continued to grow with the last increase in their pay was over 20 years ago. While your Negotiating Team fought for more, doubling from the current rate is where the final language ended up.

Each trip shall have a Senior ("A" position) Flight Attendant. Each Flight Attendant who flies in the Senior position shall receive \$4.00 for each trip flown or credited. The premium increase will be effective first day of the bid month following the Date of Ratification.

An additional \$1.00 per TFP or fraction thereof will be paid to the "A" Flight Attendant working on a Regulatory Requirements (RR) flight. The premium will not be paid if the "A" Flight Attendant does not work a Regulatory Requirements (RR) flight.

5. **SPECIAL ASSIGNMENT PAY**

When a Flight Attendant is assigned to publicity, promotional or other special assignments and as a result is removed from her/his regular trip assignment in order to participate in the special assignment, she/he should receive the appropriate trip pay for trips missed as a result of the special assignment. If the Company requests a Flight Attendant accept a special assignment on her/his duty

time and the Flight Attendant accepts such assignment, the Company will compensate the Flight Attendant at a rate acceptable to the Flight Attendant. A Reserve Flight Attendant will be credited with six and one-half (6.5) standard trips at the Senior position.

6. **CHARTER PAY**

Charters and other flying including promotional and sightseeing shall be paid or credited at the rate of two (2.0) times the applicable trip rate, excluding deadheads and ferry flights. If food service is offered on a charter, each Flight Attendant will receive \$5.00 in addition to trip pay.

7. **DEADHEAD PAY**

A Flight Attendant who deadheads at Company request shall be paid or credited the appropriate standard or non-standard trip for the flight on which she/he deadheads. A Flight Attendant who deadheads to retrieve or return from a Senior ("A" position) flight will be paid Senior ("A" position).

8. **INITIAL TRAINING PAY**

While the Company was not willing to raise the rate for Initial Training Pay, we granted them the ability to do so in the future by adding the words, "a minimum of".

- A. Each New Hire Flight Attendant (excluding internal transfers who receive continuation pay from their previous position with the Company) shall receive a minimum of \$1,200 Initial Training Pay within five (5) working days following her/his Flight Attendant Hire Date.
- B. Each Flight Attendant attending Initial Base Orientation, when not scheduled as part of the Initial Training curriculum, will be compensated at two (2.0) TFP.
- C. Probationary Flight Attendants will be compensated at two (2.0) TFP for completion of each required Probationary Exam.

9. **RECURRENT TRAINING PAY**

A Flight Attendant scheduled for recurrent training will be paid or credited for trips missed at the appropriate rate, five and one-half (5.5) standard trips, or 0.65 TFP for each scheduled hour of classroom training, whichever is greater. Additionally, Flight Attendants will receive 0.5 TFP per scheduled hour for completion of RT online training.

10. **ADDITIONAL TRAINING**

Any Flight Attendant required to attend or perform any training immediately preceding or following their duty period (outside the period from check-in to the

end of debrief) will be paid a minimum of one (1) TFP at her/his applicable trip rate. This training will not exceed one (1) hour.

11. OTHER TRAINING

The Company is responsible for development of Flight Attendant training curricula; however, if additional training is required by the Company or the Government, the Company will seek the views of and work with the Union regarding such training.

Flight Attendants will be paid four (4.0) TFP or 0.65 TFP for each scheduled hour of classroom training, whichever is greater.

Flight Attendants will receive 0.5 TFP per scheduled hour for completion of required online training.

12. CANCELLATION PAY

If any flights appearing on a Flight Attendant's line of time are canceled due to irregular operations or to suit Company convenience, and such flights are not made up the same day or days in the case of a multi-day pairing including an overnight, the Flight Attendant shall be paid according to her/his schedule bid for the trips scheduled. 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.

13. STRANDED PAY/UNSCHEDULED RON PAY

In the event a Flight Attendant is stranded away from her/his base or an unscheduled RON results in more days of flying due to weather, mechanical problems, or to suit Company convenience, she or he will receive trip pay in accordance with the provisions of Article 9.3.E.2 and Article 9.4 as applicable.

14. PAY RATE CHANGES

Seniority raises shall be computed as follows: changes occurring from the first day of the month through the fifteenth day of the month will be effective on the first day of that month. Changes occurring from the sixteenth of the month through the end of the month will be effective on the first day of the following month.

15. PAY RAISES BEYOND CONTRACT AMENDABLE DATE

Should this Agreement continue in effect beyond the amendable date of this Agreement, while the parties negotiate a new contract, Flight Attendants who reach an Anniversary Date entitling them to a step increase shall move to the appropriate Step, and shall receive pay in accordance with the standard trip pay then in effect for that Step.

16. PRODUCTIVITY PAY

Flight Attendants will receive an additional \$5.00 for each straight-time TFP over 102 TFPs picked up and flown from Open Time or credited for Reserve. Flight Attendants must pick up from Open Time to reach the 102 TFPs, if her/his awarded bid line or Reserve line pays less. The Company will offer Productivity Pay at least 6 months during each calendar year.

17. **ADDITIONAL PRODUCTIVITY PAY PROGRAM**

The Company may, after consultation with the Union, implement a Productivity Pay program, in addition to the compensation described in Article 21.16 above.

Before implementing any such additional Productivity Pay program, the Company will give notice of its intent and will consult with the Union. After any such Productivity Pay program has been in effect for at least three (3) months, the Union may require the Company to discontinue the program, on sixty (60) days' advance notice.

Except as stated above, the Company reserves the right to extend, modify, or discontinue any such programs, at its discretion.

18. **\$5.00 PREMIUM**

Codified current practice of the MAX aircraft being included for this premium as well as added it for any future 700 MAX models.

If the number of passengers on a flight involving a 737-700 (including MAX models) exceeds 122 or the number of passengers on a flight involving a 737-800 (including MAX models) exceeds 162, each Flight Attendant will be paid \$5.00 in addition to trip pay.

19. **FAR PULLS**

See Article 8, Section 7.

20. **GROUND TRANSPORTATION**

Ground transportation, other than normally scheduled hotel transportation will be paid as follows:

- A. Travel time will be paid at the rate of one standard trip (1.0 TFP) for the first two (2:00) hours and an additional one tenth (0.10) trip for each six (6) minutes over two (2:00) hours.

Minutes beyond 2:00	Trips for Pay
0-5	0.0
6-11	0.1

12-17	0.2
18-23	0.3
24-29	0.4
30-35	0.5
36-41	0.6
42-47	0.7
48-53	0.8
54-59	0.9
60-65	1.0

- B. The travel time will start when the aircraft is blocked into the gate and will end with the arrival at the airport or the destination hotel. When ground transportation is required prior to the beginning of a flying day, the travel time will start when the crew is picked up at the departure hotel or domicile and stop when the crew arrives at the airport or thirty (30) minutes prior to push time, whichever is later. The Flight Attendant should call Crew Scheduling at the completion of the ground transportation to verify the travel time.
- C. This Section does not allow the Company to use ground transportation between city pairs as a scheduling tool to construct crew pairings. Ground transportation between city pairs may only be used as a last resort. This paragraph is not applicable to charter flying.
- D. Ground transportation will not be utilized to or from destinations for which the U.S. Department of State has issued travel alerts or warnings.

Three additional holidays were gained to keep us more in line with industry standard, all of the premiums for holiday pay will be effective on DOR.

21. **HOLIDAY PAY**

Holiday Pay will be paid on all RIGs and TFP for any duty period reporting on the Holiday, and will also be paid above premium pay, if applicable. The Company will pay double time for all trips actually flown on Memorial Day, Independence Day (July 4th), Labor Day, Thanksgiving Day, Christmas Day, and New Year's Eve. Flight Attendants sitting Reserve on those days who are available and do not fly will receive an additional 6.5 TFP above their monthly guarantee (or trips actually flown for the month, whichever is greater).

A Flight Attendant who actually works a single pairing containing duty periods both before and after a Holiday, but not reporting on the Holiday, will receive Holiday Pay for the duty period following the Holiday.

22. **MINIMUM PAY RULES (RIGS)**

A. **Average Daily Guarantee (ADG)**

On trips flown and for purposes of computing Vacation Pay, Flight Attendants will receive a minimum of 6.5 TFP times the number of originally scheduled domicile days in the pairing. ADG will be applied per domicile day to multi-duty period pairings. ADG will be applied per duty period, rather than domicile day, for all single duty period pairings.

B. **Duty Period Minimum (DPM)**

Flight Attendants will receive a minimum of four (4.0) TFP each duty day. The DPM will be applied for each duty period in the pairing.

The Company was unwilling to consider an increase in DHR as we are already the highest in the industry, but we were able to gain extended duty day premiums on top of all RIGs.

C. **Duty Hour Ratio (DHR)**

For each duty period in a flown pairing (and for purposes of computing Vacation Pay), Flight Attendants will be paid the greater of what the duty period pays from all sources, including but not limited to any overschedule/overfly, double time, triple time, cancellation pay, and VJA/JA premiums, or a minimum of .74 TFP for each hour on duty. Flight Attendants will be credited with DHR through the end of debrief or release from Scheduling, whichever is later. Extended Duty Day pay (Article 8.2.C.1 and 8.2.C.3 & 4) will be paid on top of all RIGs and will not be considered a pay source as set forth above.

D. **Trip Hour Ratio (THR)**

A Flight Attendant will receive a minimum of one (1.0) TFP for each three hours (3:00) away from domicile (report to release) or fraction thereof. The trip hour period may only be broken by a legal rest break in domicile.

E. **RIG Calculations**

1. The TFP calculated under the DHR and THR specified above will be calculated to two decimal places, rounded by standard convention.
2. Each of the daily RIG credits (DPM and DHR) in a pairing will be calculated separately for each duty period in the pairing. Averages

will not be used. Pay for each duty period will be the greater of the DPM, DHR, or trips flown, including any overschedule/overfly, double time, triple time, cancellation pay, and VJA/JA premiums. The sum of the daily trip totals will then be compared to the ADG and THR, and the pairing will pay the greater of the three.

Flight Attendants made it clear they needed to see premiums on top of RIGs, which is what we were able to accomplish.

- a. Extended Duty Day pay in Article 8.2.C.1 and 8.2.C.3 & 4 will be paid on top of all RIG calculations above.
 - b. Late Return Override Article 8.2.C.6 will be paid on top of all RIG calculations above.
 - c. Last Day Late pay in Article 9.3.E will be paid on top of all RIG calculations above.
 - d. Extended Ground Time pay in Article 21.27 will be paid on top of all RIG calculations above.
3. A Flight Attendant on Reserve will receive RIGS on trips flown, credited toward her/his monthly Reserve guarantee. DHR for Reserves will be applied to each flight duty period in a pairing. THR for Reserves begins at scheduled check-in for an assigned pairing and ends upon the completion of the assigned pairing. A Flight Attendant on Reserve who is not used will be paid in accordance with Article 11, without regard to RIGS.

F. Optimized Open Time Pairings/Split Pairings

1. Optimized Open Time Pairings

Optimization will be used by Crew Scheduling to balance reserve utilization and Open Time pairings to ensure efficiency. With regard to optimization, the following will apply:

- a) Under no circumstances will the Company utilize optimization to decrease staffing.
- b) Excluding pieces of original pairings that are rejoined, no pairing in Open Time will be optimized more than four (4) days prior to the check-in day of the pairings being optimized.

- c) The maximum scheduled duty period including end of debrief, for optimized pairings will not exceed twelve hours thirty minutes (12:30 hours) into domicile or thirteen (13:00) hours into an RON. Excluding Reserve assignments, if a duty period in an optimized pairing is scheduled to exceed ten hours thirty minutes (10:30 hours), the flights scheduled to arrive after ten hours thirty minutes (10:30 hours) will be paid at double the applicable trip rate.
- d) If the duty period exceeds sixteen (16) hours, Flight Attendants will be paid for all trips flown after twelve (12) hours at triple the applicable trip rate until the Flight Attendants receive legal crew rest as stated in Article 8.2.C.3.
- e) Full RIGS will apply to Open Time pairings optimized by Crew Scheduling. However, in the event that Crew Scheduling combines additional legs to an unaltered original pairing, the pay and any applicable RIG associated with the original pairing will not be reduced, and pay and any applicable RIG associated with additional legs will be added.
- f) Except as stated in this section, all applicable provisions of this Agreement will apply.
- g) Excluding pairings created for Reserve assignments, no optimized pairing constructed by Crew Scheduling will exceed the maximum pairing length for the applicable base and bid period.

In circumstances where a triggering event occurs that affects the operation in one Southwest city or more, the four day (4) limitation outlined in F.1.b. above may be waived. The Company will advise the Union of such extreme circumstances as soon as practicable. A triggering event may include, but is not limited to, natural disasters, acts of war or terrorism, or extreme weather events. All other optimization restrictions will apply.

2. **Split Pairings**

- a) Any RIG credit projected for a pairing will be prorated when that pairing is split for any purpose. Split pairings assigned to Reserve Flight Attendants or through the VJA or JA process will retain prorated projected RIG credits.
- b) If an Open Time pairing is split by Crew Scheduling, all RIG will be prorated for each piece of the split pairing. Additionally,

if applicable, DHR will be applied to the split duty periods, and THR will be applied to each piece of the split pairing.

In the event an Open Time pairing is split by Crew Scheduling, and a portion of that split pairing is assigned to a Reserve, DPM will be applied to that portion. However, DPM will be recalculated for the entire duty period if the Reserve is also assigned Airport Standby and/or additional flying.

- c) If a pairing is split by a Flight Attendant, all RIG will be prorated for each piece of the split pairing. A Flight Attendant who has checked-in for a pairing may choose to keep all RIG, prorate all RIG, or give away all RIG if the Flight Attendant splits that pairing to trade with, or give away to, another Flight Attendant.

If a pairing is split by a Flight Attendant, and if the last flight of a duty period in the split pairing runs late three hours and one minute (3:01) or more, DHR will be recalculated for that duty period. If the last flight of a split pairing runs late three hours and one minute (3:01) or more, THR will be recalculated for the entire pairing. In either situation, if the flight runs late three hours (3) or less, only the original proration of the pairing will apply.

A Letter of Agreement (LOA) between the Union and the Company from 7/27/11 was incorporated to add clarity on reapplying RIGs to split pairings in a reschedule.

If the reschedule results in an earlier or the same scheduled release time than the original split pairing, DHR & THR will not be recalculated, unless the last flight of a duty period runs three hours and one minute (3:01) or more late. If the reschedule results in a later scheduled release time than the original split pairing DHR & THR will be recalculated accordingly.

While the Company was unwilling to move on any RIGs, we still felt it was important to gain a “me-too” with the pilots should they ever gain a greater rate.

- G. Should the Pilot bargaining unit receive greater benefit(s) than those related to ADG and DHR, this Agreement will be reopened for the limited purpose of negotiating Article 21.22.A and Article 21.22.C. In the event a reopening is necessary as set forth in this section, all other contractual provisions of the collective bargaining agreement, will apply and remain unchanged. The Parties reserve all rights, positions, and proposals with respect to collective bargaining pursuant to Section 6 of the Railway Labor Act.

23. **SOUTH AMERICA FLYING**

Flights to and from South America will pay an override of \$3 per straight time TFP flown. The \$3 override, or a portion thereof, will pay above any duty period or pairing guarantee (i.e. RIGS or minimum pay for reschedules). In such instances, the \$3 override will pay above a Reserve's guarantee if a Reserve is assigned to the flight(s) in question.

24. **PAY CALCULATIONS**

A duty period with a report time before 0300 Local Time is considered to have reported on the previous calendar day for pay purposes.

- A. Pay for a duty period will be paid with the bid period in which it begins.
- B. In accordance with Article 14.4.A, trips (TFP) lost will be applied to vacation pay based on the day in which the duty period begins.
- C. All TFP credited will be applied to the Reserve guarantee on the day in which the duty period or Airport Standby assignment begins.

25. **LODO PAY**

We increased the LODO premium by 250% and it will be effective DOR.

A premium of \$5.00 per TFP or fraction thereof will be paid to a Flight Attendant who is determined by the Company to be qualified to speak the language of destination/origin on a LODO flight. The premium will not be paid if the language speaker does not work a LODO segment. The premium increase will be effective first day of the bid month following the Date of Ratification.

26. **RED EYE PREMIUM (REP)**

Excluding Charters and ferry flights, a 15% override will apply to red eye flights, including deadheads.

- A. The REP will not be paid on non-fly events (e.g. vacation, sick leave, training pulls, fatigue, etc.). The flight must be flown for the premium to apply.
- B. The REP will be calculated based on the straight time value of the red eye leg flown regardless of how the pairing is awarded/assigned.
- C. The REP will only pay above any daily or pairing guarantee when those guarantees have been exceeded. In such cases, the REP credit above ADG and THR will apply above a Reserve's reserve guarantee.
- D. The REP will be paid in addition to the \$1.00/TFP for Red Eye or Night Flights stipulated in Article 8.8.

Extended ground time pay was introduced as a way to address long sit times and will also be paid above all RIGs so it won't be absorbed by DHR, ADG, etc.

27. **EXTENDED GROUND TIME PAY**

When actual ground time exceeds one hundred and fifty (150) minutes between block-in and block-out of trips within the same duty period, a Flight Attendant will be paid one hundredth (.01) of a TFP at a straight time rate for each minute in excess of one hundred and fifty (150) minutes. This premium will be paid above all RIGs, but will not apply when ground transportation premiums are paid.

The amount of the ratification bonus accounts for full back pay of wages since 11/1/19, which was the first date in which no pay rate increases were received.

28. **ONE-TIME RATIFICATION BONUS**

Provided this Agreement is ratified prior to May 1, 2024, the Company will provide a one-time Ratification Bonus of approximately, but no less than \$364,000,000 for those Employees who are working under the Flight Attendant Agreement as of the Date of Ratification (DOR) and must be employed at Southwest Airlines on the date the bonus payment (s) are processed. This bonus will be paid in up to three (3) installments, each payable within one hundred sixty (160) days following ratification. The distribution of the Ratification Bonus among eligible Employees will be determined by the Distribution Letter of Intent.