

ARTICLE 29

DOMICILES

1. **DOMICILE BIDS**

If, during the term of this Agreement, the Company chooses to open additional Flight Attendant domiciles, the following rules shall apply:

- A. Input from the Union will be considered prior to the opening of any new Domicile. The Company will notify the Union in writing at least ninety (90) days prior to the opening of a Flight Attendant Domicile.
- B. All Flight Attendants, regardless of seniority, must maintain bids via electronic means for all domicile listings on the "Southwest Airlines Domicile Bid" (hereinafter known as the Domicile Bid). Newly hired Flight Attendants will submit a Domicile Bid prior to completion of initial training.
- C. A Flight Attendant may revise her/his Domicile Bid at any time. Every change to the Domicile Bid will have the date/time automatically recorded.
- D. Each Domicile Bid will have provisions so that a Flight Attendant may bid on a contingency basis based on percentage position from the top of the seniority list for a specific domicile.

As Flight Attendants are spending less and less time in the lounges, having vacancies posted by electronic means only makes sense and doesn't waste paper.

- E. All new domicile vacancies will be posted for bid via electronic means and sent to TWU Local 556 offices not less than thirty (30) days prior to closing. If the original posted vacancy bid is changed, a new bid will be posted immediately. No new domicile bid will be altered within seven (7) days of closing. Such bids will include the date that the bid is effective, the number of vacancies, date of closing and any other relevant information. At closing, these vacancies will be awarded from Domicile Bid choices on file at the time of closing.
 - 1. All voluntary transfers to the new domicile will be awarded in seniority order from the Domicile Bid choices on file at the time of the closing. Any remaining vacancies in the new domicile will be filled in reverse system wide seniority order.
 - 2. All secondary vacancies created in existing domiciles will be filled in seniority order from vacancy bids on file at the time of the Domicile Bid closing. A secondary vacancy exists only when the number of

Flight Attendants in a domicile falls below the number required in that domicile.

3. Any remaining vacancies will be filled in reverse order of seniority from the existing domiciles that remain overstaffed after the secondary vacancies created by the Domicile Bid are awarded.

Flight Attendants will find out vacancy results 24 hours sooner since the technology is in place to accommodate that timeline.

- F. The results of each new domicile vacancy bid will be posted via electronic means and made available to the TWU Local 556 offices within twenty-four (24) hours of the closing of the vacancy bid. Flight Attendants will have seventy-two (72) hours after the award is posted to protest the new domicile vacancy bid award.
- G. All new vacancies put up for bid as well as all secondary vacancies left open by successful bidders will be available to all Flight Attendants in the system. No Flight Attendant will be involuntarily displaced from a domicile, except as provided herein. In the event that a reduction in Flight Attendants occurs in a domicile, this reduction will be posted as a domicile bid at least thirty (30) days prior to the reduction, except in the case of a reduction in force (wherein the provisions of Article 18 will apply) and the Domicile Bids on file at the time of closing will govern. If insufficient Flight Attendants have bid to leave the base, any Flight Attendants displaced will be done in reverse seniority.
- H. All hours of service and scheduling regulations will apply to all domiciles.
- I. All training will be done at a site designated by the Company. Flight Attendants required to deadhead from their domicile shall be compensated for deadhead flights, plus per diem and hotel room, as well as applicable training compensation.

2. MOVING EXPENSES

Moving expenses incurred in connection with transfer to a new domicile shall be compensated as follows:

- A. A newly established domicile shall be considered to be a "new domicile" for a period of twelve (12) consecutive months. Flight Attendants transferred during such period shall be considered as transferred at Company request and their moving expenses shall be paid by the Company per Section 2.E. of this Article.

- B. Moving expenses incurred during the training period incident to original employment, as a Flight Attendant, shall be borne by the individual. Flight Attendants who are recalled from furlough into a base other than their last assigned base will be moved at Company expense subject to the provisions of this section.
- C. Moving expenses of Flight Attendants who are assigned during a vacancy bid to domiciles which are not new domiciles shall be paid by the Company per Section 2.E. of this Article. A Flight Attendant is considered to be assigned for purposes of this section if, due to his/her seniority, he/she would have been required to accept a vacancy bid regardless of the choices expressed on his/her Domicile Bid.
- D. Successful bidders on a vacancy bid shall pay their own moving expenses.
- E. Flight Attendants eligible for Company paid moving expenses under the provisions of this section shall be reimbursed per the following provisions:

Increases were made in a weight increase from 18,000 pounds (or 1800 cu. ft) to 25,000 pounds (or 2,500 cu. ft.) as well as the first/second vehicle mileage increased from \$0.24/\$0.18 per mile to \$0.67 per mile for each vehicle with the mileage updating each year to the published IRS rate. The vehicle reimbursement rate will now be based on the Flight Attendant's primary residence instead of their old domicile and there is now language to address a situation where someone's primary residence is outside of the contiguous forty-eight states.

- 1. Actual moving expenses, including packing, unpacking, and insurance for household effects up to 25,000 pounds per Flight Attendant or 2,500 cu. ft. per Flight Attendant, including up to sixty (60) days' storage. Normal and customary third party charges for actual moving expenses will include the disconnecting, disassembly, assembly, installation, or adjustment of electrical wiring, equipment, plumbing, or appliances. Any item of personal property may be included unless an additional surcharge or separate fee is charged for the item, in which case the excess charges will not be paid by the Company. This move may be accomplished in two stages.
- 2. In addition to the moving expenses set forth in Section E.1 above, up to two (2) vehicles may be driven from the Flight Attendant's primary residence to the new domicile. The vehicles must be registered in the name of the Flight Attendant, the Flight Attendant's spouse, committed partner, and/or dependent(s).
 - a. The Company will reimburse the applicable IRS standard

mileage rate for business sixty- seven cents (\$0.67) per mile (as of January 2024 as updated annually) per mile for each vehicle based on the shortest AAA mileage between ~~old~~ the Flight Attendant's primary residence and the new domicile. If the Flight Attendant's primary residence is outside the contiguous forty-eight (48) states, the Company will reimburse the costs for driving the vehicle(s) above up to a maximum of \$1,350.00 for each vehicle.

- b. If a Flight Attendant chooses to have her/his vehicle(s) shipped to the new domicile, the Company will pay the shipment charges up to the allowable mileage provided in Section 2.a above.

If the Flight Attendant's primary residence is outside the contiguous forty-eight (48) states, and her/his vehicle(s) can only be shipped by ocean or air, the Company will pay the shipping costs up to a maximum of \$2,000.00 for each vehicle.

Currently, hotel reimbursements are only \$100 a night. This was far too low and the increase of 75% was necessary to accommodate for the higher costs of a room.

3. Actual expenses (within reason supported by receipt) for meals and lodging enroute for the Flight Attendant and members of his/her dependent family with a maximum of \$175.00 per night per family for lodging.

Both 4 and 5 below were changed to clarify how many days a Flight Attendant will receive to move, how many they will be paid for, and codifying this can be done in two parts. With both DEN and LAX, there have been issues with the way the Company was interpreting the previous language. For example, there was issues getting the Company to pay for a trip a Flight Attendant picked up before they knew when their moving company would be coming. This language clears it up and the intent was also captured, and agreed to, at the table.

4. Travel time shall be allowed at the rate of one (1) calendar day for each three hundred fifty (350) miles or fraction thereof based on the shortest AAA mileage between the Flight Attendant's primary residence and the new domicile, plus one (1) additional day on each end of the move. To facilitate the move, these days may be divided on each end of the move.

If the Flight Attendant's primary residence is a non- Southwest City

outside the contiguous forty-eight (48) states, the Flight Attendant's current domicile will be used instead of the primary residence for this calculation.

If the Flight Attendant's primary residence is a Southwest City outside the contiguous forty-eight (48) states, the Flight Attendant's primary residence will be used for this calculation based upon statute miles.

No pairings or Reserve days will be pulled during the period including Thanksgiving Day or the last two (2) weeks of December unless approved by the Company; however, travel time may be used and will be paid.

5. For each day of travel time, a Flight Attendant shall receive pay for all lost trips (up to a maximum of ten (10) days), that were assigned or acquired prior to the confirmation of the move, or three (3.0) trips per day, whichever is greater.
6. Flight Attendants will only be "pulled from" and/or "recovered to" legs from the Flight Attendant's affected pairing(s).

If Flight Attendants are unable to recover legs from her/his affected pairing(s), she/he will be credited for trips missed. A Flight Attendant pulled for travel time will not be required to fly additional pairings or Reserve days in place of her/his affected pairing(s).

When it becomes evident that a Flight Attendant will be required to deadhead to recover her/his affected pairing(s), Crew Scheduling will inform her/him of the new schedule. At that time, the Flight Attendant may elect to work comparable pairing(s) constructed from Open Time in lieu of recovering her/his affected pairing(s) if such comparable pairing(s) are available in Open Time, or the Flight Attendant may elect to work day(s) of Reserve in lieu of recovering her/his affected pairing(s). The Flight Attendant will be compensated for the travel time pulls plus the comparable pairing(s), or the pay for her/his affected pairing(s), whichever is greater.

Current contract language limits paid moves to 200 highway miles or within 50 miles of a SWA airport 1.5 TFP from the new domicile. In recognition that cities are getting bigger and more expensive, we have expanded the radius to 250 miles and increased the commuter city range to within 75 miles of an airport within 1.6 TFP. This also gives us parity with the Pilots.

7. If a Flight Attendant's present residence is other than the present

domicile, the Company shall pay for the move from the Flight Attendant's present residence to the new domicile, but not greater than an amount equivalent to be paid for a move from his/her present domicile. The move must be to a location within two hundred fifty (250) highway miles of the new domicile or to a location which is a Southwest city that is not greater than the equivalent of one and six tenths (1.6) TFP from the new domicile. If the Flight Attendant elects the TFP equivalent move, the move location must be within seventy-five (75) highway miles of the online airport.

Clarifying language was added to account for involuntary displacements and for when the 24 calendar month clock starts

8. The Company's obligation for a paid move to the new domicile or involuntary displacement shall terminate if not used within twenty-four (24) calendar months. The move will commence on the date when the mover loads the household effects where the move originates.
9. A Flight Attendant will be reimbursed for moving expenses associated with a self-move, not to exceed the commercial move limits. Expenses will be substantiated by receipts.

10, 11, and 12 below were all added to give a Flight Attendant more money in their pocket and is designed to help in the transition to a new domicile. By being reimbursed for selling their home or breaking a lease, it is less of a financial burden on the Flight Attendant and they can move to the new domicile quicker, if they so choose. The must-ride passes can be used for house hunting in the new domicile, for example, but this is not exclusive to just that purpose. These all also give us parity with the pilots.

10. If a Flight Attendant who owns and sells their primary residence as a result of a Company Paid move, they will be reimbursed up to one thousand two hundred dollars (\$1200).
11. If a Flight Attendant must terminate a lease as a result of a Company paid move, they will be reimbursed up to three (3) months' rent not to exceed one thousand two hundred dollars (\$1200). A copy of the lease or rental agreement and a letter from the landlord confirming the cancellation cost incurred may be required to be provided to the company.

12. The Company will provide up to five (5) round-trip must-ride passes to each eligible family member of the Flight Attendant in association with the Company-paid move. Travel must be to or from the new domicile based on the guidelines above.

G. Exceptions to Company paid moving expenses for voluntary transfers:

1. Any Flight Attendant who voluntarily transfers to a “new domicile,” but fails to stay at the domicile for eight (8) consecutive months, will be required to repay the Company for the move if the subsequent transfer is to an existing domicile.

A Flight Attendant will not be required to repay the Company for the move if the subsequent transfer is to another “new domicile” that had not been announced prior to the request for the paid move.

2. A Flight Attendant who voluntarily transfers to a “new domicile” may only be paid for one (1) such move unless voluntarily moving to another “new domicile” that had not been announced prior to the request for the paid move.

3. **VACANCY BIDS**

- A. Vacancy bids for the purposes of movement between domiciles will be made available monthly. The Company will determine when a vacancy exists at a domicile due to adding additional aircraft to the schedule, new Flight Attendant classes and attrition.
- B. Domicile vacancies will be posted via electronic means for a period of fourteen (14) days prior to closing. The bid will include the number of vacancies in each domicile, the date the bid is effective and any other relevant information.
- C. The vacancies will be awarded by system seniority using the Domicile Bids on file. If a Flight Attendant(s) is forced out of her/his current domicile, that Flight Attendant(s) will be given return priority in order of seniority of those forced out of that specific domicile(s) only if the vacancy awarded will not cause displacement(s) elsewhere in the system. Any vacancies assigned will be done in reverse seniority.
- D. Any Flight Attendant may submit an updated Domicile Bid (with contingency) at any time prior to a vacancy bid closing.

- E. Moving expenses incurred by a successful vacancy bid will be paid by the Flight Attendant per Section 2.D. of this Article.

Language was added to give the option for an involuntarily displaced Flight Attendant to not take the paid move. This is new language that gives us parity with the pilots and the amounts of reimbursements will increased on 1/1/26.

- F. Moving expenses of Flight Attendants who are assigned during a vacancy shall be paid by the Company per Section 2.E. of this Article. In lieu of a Company-paid move, a Flight Attendant assigned due to involuntary displacement may choose one of the temporary living expense options below:
1. Three months of Company reimbursement for hotel accommodations. The maximum reimbursement amount will not exceed one hundred seventy-five dollars (\$175.00) multiplied by the number of pairings on her/his original bid line. The maximum reimbursement amount will increase to two hundred dollars (\$200.00) on January 1, 2026.
 2. The Flight Attendant will be entitled to reimbursement of up to one (1) night for each pairing and one (1) night for each Reserve block on their original line. The number of reimbursed overnights will be determined by the bid line awarded prior to any overlap adjustments or other schedule changes.
 3. Three (3) months of Company reimbursement for crash pad expenses. The monthly reimbursement rate for crash pads will not exceed one hundred seventy-five dollars (\$175.00). The monthly reimbursement amount will increase to two hundred dollars (\$200.00) on January 1, 2026.
- G. The Company will furnish TWU Local 556 with an updated seniority list reflecting any Flight Attendants successful in bidding a vacancy bid within twenty-four (24) hours of the bid closing via electronic means. Flight Attendants will have seventy-two (72) hours after the posting of the award to protest the vacancy bid award.
- H. If the Company elects to fill the vacancy, the Company, at its option after the sixth (6th) transfer, may fill the vacancy by hiring a new Flight Attendant.

Initially, the Company planned to open up 3 additional satellite bases which would have given more time and data in the testing period so more language could be worked out. Due to the pandemic, those plans were put on hold so the test period will continue but with timeframes for the two parties to meet and confer to discuss any possible amendments.

4. SATELLITE BASES

Upon ratification of this Agreement, the parties will meet and confer within ninety (90) days to establish the timeframes necessary to accumulate additional and sufficient operating data/information to evaluate different testing models. This period may be extended by mutual agreement in writing between the parties. Upon completion of the testing period, the parties will meet and confer within ninety (90) days to consider possible amendments to the current testing agreement. Unless amended, all other provisions of the July 1, 2019 LOA remain in effect.

With the pilots codifying co-terminals in their contract, it was important the Flight Attendants be given a seat at the table to help determine what will and won't work for our workgroup. This language allows for contractual provisions to be established and evaluated for at least one year with additional provisions voted upon in a side letter.

5. CO-TERMINALS

The Company has the right to establish Co-terminals. At least one hundred and eighty (180) days before the utilization of Co-terminals for the pilot bargaining group, the Company and the Union will convene a Co-Terminals Subcommittee to mutually develop and agree to contractual provisions for Co-Terminals. There will be an evaluation period of no less than one (1) year for Co-terminal provisions to allow both parties to determine best practices. Additional contractual provisions will be codified in a side letter.