



TWU Local 556 Contract 2024 Summary Overview & Article by Article Breakdown

Compensation: TFP Increases May 1, 2024

Pay Rate	Current	Total \$ Increase	Rate as of May 1, 2024
1st 6 mos	\$25.14	+ \$5.61	\$30.75
2nd 6 mos	\$25.46	+ \$5.68	\$31.14
Step 1	\$27.91	+ \$6.23	\$34.14
Step 2	\$29.93	+ \$6.68	\$36.61
Step 3	\$32.37	+ \$7.23	\$39.60
Step 4	\$35.01	+ \$7.82	\$42.83
Step 5	\$39.92	+ \$8.91	\$48.83
Step 6	\$42.19	+ \$9.42	\$51.61
Step 7	\$44.34	+ \$9.90	\$54.24
Step 8	\$46.98	+ \$10.49	\$57.47
Step 9	\$49.73	+ \$11.10	\$60.83
Step 10	\$52.26	+ \$11.67	\$63.93
Step 11	\$55.95	+ \$12.49	\$68.44
Step 12	\$59.84	+ \$13.36	\$73.20
Step 13	\$63.30	+ \$14.13	\$77.43

Article 37 Duration: This Agreement shall become effective May 1, 2024 and shall remain in full force and effect until April 30, 2028. Upon request from either party, the parties agree to commence negotiations twelve (12) months prior to May 1, 2028, or any time thereafter.



2024 Contractual Raises

Effective Date	Percentage Increase
May 1, 2024	22.325%
May 1, 2025	3%
May 1, 2026	3%
May 1, 2027	3%

Compensation: TFP Increases May 1, 2024

Pay Rate	Current	Rate as of May 1, 2024	Rate as of May 1, 2025	Rate as of May 1, 2026	Rate as of May 1, 2027
1st 6 mos	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
2nd 6 mos	\$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



Compensation Continued:

Ratification Bonus of at least \$364 million

Ratification Bonus Periods 1-6

RBP 1	RBP 2	RBP 3	RBP 4	RBP 5	RBP 6
November 1, 2019 - October 31, 2020	November 1, 2020 - October 31, 2021	November 1, 2021 - October 31, 2022	November 1, 2022 - October 31, 2023	November 1, 2023 - December 31, 2023	January 1, 2024 - March 31, 2024
3%	6.09%	9.27%	12.55%	15.93%	20.00%

*3% compounding raise from November 1, 2019 - December 31, 2023

**Recapturing period of 20.00% from January 1, 2024 - March 31, 2024

***RB not applicable during TA rollout and voting period - April 2024

All 401(k) eligible wages earned on the pay period following the month in the Ratification Bonus period.

For example, the Ratification Bonus will be paid on 401(k) eligible earnings paid on December 20, 2019 for November 2019 earnings.

All Flight Attendants on property as of March 31, 2024 will receive a Ratification Bonus based on their 401(k) eligible earnings. The 2024 tax withholding rate for the ratification bonus is flat 22%, per the IRS.

Per Diem - Domestic and International/Hawaii

Date of Effectiveness	Domestic	International/Hawaii
February 1, 2024	\$2.90	\$3.45
January 1, 2025	\$2.97	\$3.54
January 1, 2026	\$3.04	\$3.63
January 1, 2027	\$3.12	\$3.72
January 1, 2028	\$3.20	\$3.81



Compensation Continued:

\$ Additional \$20 meal stipend for flights over 4:00 hours scheduled. {Pilot Parity}

\$ A Pay Increase to \$4 per TFP - This increase applies not only when flying the A position but also if rescheduled A pairings to other positions, on vacation pay if awarded line in A position, sick leave if pairing was in A position, and vacation pay while on medical leave pays 34 TFP in A position.

\$ LODO Pay Increased to \$5 per - TFP for LODO Flights.

\$ Reserve Daily Guarantee increased to 6.5 TFP.

IROP Protections

Duty Day

\$ Extended Duty Day Premium of double and triple time will now **pay above all RIGs**, including Reserve Flight Attendants. Article 8.2.C.1, 3 & 4.

\$ Last Day Late Pay (LDLP) - a Flight Attendant who is rescheduled to return later than originally scheduled will get 1.5x for all legs that block-in after the originally scheduled block in time and were not included in the original pairing. Additional LDLP will **pay above all RIGs**. Article 9.E.

\$ Late Return Override (LRO) - 1 TFP on top of all RIGs if return to domicile on last day is more than 2:00 hours delayed. Applies to original pairings that a Flight Attendant checks-in for, including traded, picked up etc.. Article 8.2.C.7. LRO will **pay above all RIGs**. {Pilot Parity}

\$ Extended Ground Time Pay (ExGT) - when a FA experiences ground time in excess of more than 2h30m, they will be compensated .01 of a TFP at a straight time rate for each minute. ExGT will **pay above all RIGs**, but will not apply when ground transportation premiums are paid. {Pilot Parity}

\$ Gate Return Pay - 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. {Pilot Parity}

◦ **Reschedule protections for Lineholder** if rescheduled to return later and FA misses commute flight home, Crew Scheduling will secure a hotel room in domicile and a must ride the following day. {Pilot Parity}

◦ **Additional Protections** if a duty day is projected to exceed 16 hours, under certain conditions, on the last day. Article 8.2.C.3.



IROP Protections Continued...

- **Reschedule protections for Lineholder** - If a Reserve is part of a Crew, they **must** be reassigned before a Lineholder is rescheduled. Article 9.3.B.
- **Additional options for Flight Attendants** who experience IROPS and the potential of being stranded to be DH'd back to their commuter city or domicile. Article 9.3.E.2.
- **Additional protections for D position Flight Attendants** - D position protected regardless of seniority. If part of a downgrade and the entire Crew is either working/deadheading. Protects not only bidding seniority but also TTGA seniority. Article 9.C & D.

Stranded/Unscheduled

- **\$ Reschedule into stranded** - All Flight Attendants will no longer lose the stranded RIG of 1 TFP for every 3 hours if choosing a day off and will not lose the pay for the day they are requesting to be pulled. If the Flight Attendant designates a day that would have otherwise been pulled, they may choose to fly for 1.5x and, if on a VJA pairing, this premium will be paid above the VJA premium. Article 9.3.E.2.
- Company and Union will meet quarterly regarding reschedules and stranded issues. Article 9.7.

Crew Rest

- All FAA 10 Hour Rest Protections implemented.
- Flight Attendants may only be contacted one time during Crew Rest and be guaranteed seven (7) consecutive hours of rest. Previously only Reserves were protected. Provisions for off-duty periods including RON remain the same, and a Flight Attendant is not obligated to answer any calls from Crew Scheduling. Article 8.3.C.

Reserve Improvements & Changes

- **Five (5) Shifts: TWO (2) AM shifts, TWO (2) PM shifts and ONE (1) Late PM shift:**

Contactable times:

- Senior AM Reserve: 0300 - 1100 Local Time
- Junior AM Reserve: 0300 - 1500 Local Time
- Junior PM Reserve: 1000 - 2200 Local Time
- Senior PM Reserve 1000 - 1800 Local Time
- Junior Late Day Reserve 1500 - 0259 Local Time (last day must be scheduled for round trip and cannot be assigned a charter or redeye)



Reserve Improvements & Changes Continued...

- Senior Reserves do not sit APSB.
- Reserve Daily Value (RDV) goes back to book.
- Reserve daily pay increased to 6.5 TFP per day.
- Monthly Reserve Line Guarantees increased to 78 TFP to 110.5 TFP.
- Junior Reserves sit APSB (max 5 times per month, unless Flight Attendant opts to accept additional APSB).
- All Reserve designations have additional premium for assignments with check-ins 2:01 - 4:00 from contactable time ending. May only be assigned 1x per month, may refuse after.

Article by Article Changes in TA2024

Article 1: Nondiscrimination - added additional protections in line with Southwest Airlines Company policy on protected classes.

Article 2: Purpose of Agreement - no changes.

Article 3: Scope of Agreement -

- Additional 3 days Notice to TWU Local 556 ahead of communications to Employees.
- Foreign Domicile Language protecting rights of Southwest Airlines Flight Attendants under the Railway Labor Act if a domicile is opened outside of the United States. {Pilot Parity}
- In order for TWU Local 556 to enforce Scope protections we have added information request provisions. This also includes compliance with confidential or proprietary information.
- Definitive language added for implementation of the “Me Too” clause with SWAPA including proprietary information.

Article 4: Status of Agreement - no changes.



Article 5: Definitions -

- Definition of **Debrief** clarified per the FAA 10 Hour Rest Rule - debrief changed to 30 minutes after block arrival of the last flight in a duty period or release by Scheduling, whichever is later.
- Definition of **Duty Period** clarified per the FAA 10 Hour Rest Rule and consistently defined throughout contract.
- Definition of **Holidays** updated to include Memorial Day, Independence Day (July 4th) and Labor Day.

Article 6: Seniority -

- Incorporated Inflight Training Supervisors (RT & Initial Training) will retain and accrue Flight Attendant occupational seniority. If the Flight Attendant chooses to accept a position which is not directly related to the Flight Attendant position they will forfeit occupational seniority.
- Incorporated long standing (current) procedures when an Inflight Supervisor or Manager returns to active Flight Attendant status.

Article 7: Probation Period -

- Incorporated the New Hire Letter of Agreement (LOA) from December 8, 2021. The LOA went into effect in the March 2022 bid period and remains in effect today.
- Timeframe for what is considered a New Hire's first full bid month established.
- New Hire must be scheduled for 5 days off between graduation and their initial pairing.

Article 8: Hours of Service -

- Increased Medical Leave max pay from 118.2 TFP to 130 TFP per month.
- Variable report times from 30 minutes, up to and including 45 minutes. The company must give the Union 90 days notice prior to implementation and notify Flight Attendants in an RBF. The company has indicated they may want these times shifted seasonally. The variable report times will be printed in the bid packet and will not change. The change, if ratified, does not change our duty day. Current language only allows for a 30 or 45 minute report time. Article 8.2.A.1.b.
- Extended Duty Day Premium of double and triple time will now **pay above all RIGs**, including Reserve Flight Attendants. Article 8.2.C.1, 3 & 4.



Article 8: Hours of Service Continued...

- Late Return Override (LRO) - 1 TFP on top of all RIGs if return to domicile on last day is more than 2:00 hours delayed. Applies to original pairings that a Flight Attendant checks-in for, including traded, picked up etc.. Article 8.2.C.7. LRO will **pay above all RIGs**. {Pilot Parity}
- Incorporated language previously agreed to Letter of Agreement (September 2017) regarding checking in for two pairings on the same domicile day. Added *new* provision for 3 pairings in one day.
- Options to be pulled for a projected duty period of 16+ hours on the last day of a scheduled pairing, if going through a domicile.
- Uninterrupted rest on an overnight extended to both Lineholder and Reserve Flight Attendants.
- Red Eye protections - max duty day of 9:30 + :30 minute debrief clarified. (Pilot parity)
- Added protections within 90 days of DOR, the company and TWU Local 556 will meet to discuss Red Eye pairing construction, line construction, reserve coverage and fatigue mitigation. Southwest Airlines Executives have stated to TWU Local 556 - Scheduled Red Eye flights are planned for 4th quarter 2026/1st quarter 2027, at the earliest. Currently, Southwest Flight Attendants have the highest Red Eye pay of \$1 per TFP + 15% Red Eye Premium on leg credits.
- Meal and Inflight Rest Break protections added to allow for a 15-30 minute rest/meal break while on duty within certain parameters.
- Language allowing for the modernization of communications ("the system") between Flight Attendants and Crew Scheduling.

Article 9: Additional Flying -

- Incorporated previously agreed to 10-hour rest LOA language.
- Flight Attendant optional notification process, while on duty via "the system," once implemented. Flight Attendants can still choose to call Crew Scheduling for rescheduled assignments while on duty.
- Senior Reserve Self-Assignment times remain unchanged. New Junior Reserve self assignment 30 minutes after Senior AM/PM Reserve. Article 9

Article 10 Scheduling/Bidding -

- Secondary Bid (Reserve) timeline moved up to 11th of every month and closes on 14th. Bid awards will be posted on 15th and protest ends on 16th. Article 10.B.



Article 10 Scheduling/Bidding Continued...

- Daily Release Time (DRT) changes back to book.

Recurrent Training (RT) Bidding Timeline added and dates moved up 1 day to 11th of bid month and close on 17th of bid month.

- Out-of-base pick up and trades moved up to 27th of the bid month.
- Additional 2 hours for Daily Release Time (DRT) bidding to be posted at 1600. Article 10.A.1.
- Probationary Flight Attendants in their first 90 days cannot DRT/SDRT. Article 10.6.
- Incorporated Time Away Program (TAP) language (LOA January 2020).
- Deadheading Crew Members will be allowed to preboard. Article 10.12.G.
- Any distance learning/computer based training required to be completed on a quarterly basis will be made available for at least 90 days.
- Deadheads at the beginning of a Lineholder pairing can be waived up to 24 hours prior to scheduled check-in (increased from 6 hours prior to check-in).
- Reserve Flight Attendants can waive deadhead **on the last day** of their Reserve obligation so long as Scheduling doesn't have an additional assignment for them at that time. Article 10.12.F.

Article 11: Reserve -

- Reserve daily pay increased from 6.0 TFP per day to 6.5 TFP per day. **(8.3% pay increase)**
- Monthly Reserve Line Guarantees increased - 78 TFP to 110.5 TFP.
- **Five (5) Shifts: TWO (2) AM shifts, TWO (2) PM shifts and ONE (1) Late PM shift**

Contactable times:

- Senior AM Reserve: 0300 - 1100 Local Time
- Junior AM Reserve: 0300 - 1500 Local Time
- Junior PM Reserve: 1000 - 2200 Local Time
- Senior PM Reserve 1000 - 1800 Local Time
- Junior Late Day Reserve 1500 - 0259 Local Time (last day must be scheduled for round trip and cannot be assigned a charter or redeye)



Article 11: Reserve continued...

- **All** Reserve shifts are assigned to check-in no later than 2 hours after contactable time but the assignment must be given during the contactable time.

Reserve Premiums:

- All Reserve designations (SAR/JAR/JPM/SPM/LPR) have additional premium for assignments with check-ins 2:01 - 4:00 hours from contactable time ending, **but the assignment must be given during the contactable time**. If assigned APSB or a pairing, the Reserve will be paid 1.5x for all leg credits on Day 1 and the additional premium will go above the monthly guarantee or the block guarantee (if picked up). May only be assigned 1x per bid period, the Flight Attendant shall be permitted to decline any future assignments in the same bid period that check-in 2:01 - 4:00 hours after the liable for contact time ended.
- Flight Attendants have the option to accept or decline assignments with a check-in time more than four (4) hours after the end of their contact time, **but the assignment must be given during the contactable time**. If the Flight Attendant accepts the assignment as stated above, they will be compensated at double time (2.0) for all trips flown or credited for the entire pairing and the premium will go above the monthly guarantee or the block guarantee (if picked up).
- **Secondary Line Construction** - Crew Planning can build each month:
 - 30% Senior Reserve Shift Lines
 - 65% Junior Reserve Shift Lines
 - **Floating Five Percent** of either Senior Reserve Shift Lines or Junior Reserve Shift Lines
- **Junior PM Late Reserve FYI:**

We have on record that the SWA Negotiating Team has stated Crew Planning intends to only build one (1) line of Junior Late PM Reserve per base - per month. The majority of the 65% Junior Reserve lines in the secondary bid packet *will* be Junior AM/PM shifts. Article 11.3.A.5.
- **Important Reserve FYI's:**
 - **Airport Standby (APSB) FYI:**
 - Junior Reserves sit APSB - max 5 times per month.
 - *NOTE: Senior Reserves **do not** sit APSB
 - **Vacation Relief (VR) Lines don't change.** The percentage change of 5% will be on the actual On-Call Reserve lines (SAR/JAR/JPM/SPM/LPR) in the secondary bid packet.



Article 11: Reserve continued...

- The Base Reserve Rotation of 35%/65% **does not change**. The 65% will continue to be part of the Reserve Rotation (example: every other month) and will be awarded VR lines or SAR/JAR/JPM/SPM/LPR on as part of the secondary bid based on bidding seniority.
- **NEW Reserve System Implementation Item Regarding Contactability:**
 - *After* the new Reserve system is fully implemented, including “the system,” Crew Scheduling will be prohibited from calling Reserves outside of their contactable hours. (**No more courtesy calls**). If Crew Scheduling calls you outside of your contact time to prevent JA’ing, and the Flight Attendant answers their phone they will be paid 2.0x for the trips assigned.

Article 12: Exchange of Trips -

- Incorporated previously agreed to 10-Hour Rest LOA language.
- Automated jetway trade process for Lineholders.
- Out-of-base pick-up (TT/GA and Open Time) moved up to 27th.

Article 13: Uniforms -

- New Hire Uniforms will now be paid up to \$500 through allotment. {Pilot Parity}
- Incorporated the ability to pay for new uniforms using a combination of payment methods (i.e., allotment and credit card).
- Flat-soled shoes allowed to be worn during service.
- Petite sized uniforms available for women.
- Union Pin codified in Contract.

Article 14: Vacation -

- Floating Vacation pulls - pairing(s) that overlap with a floating vacation week will be pulled, pay remains the same. Article 14.3.1.

Article 15: Leave of Absence -

- If a Flight Attendant is on extended OJI and their workers compensation claim is in dispute - they will remain on seniority list for 5 years. Article 15.1



Article 15: Leave of Absence continued...

- Paid Maternity Leave with continuation of healthcare - 19.5 TFP for 6 weeks (natural birth) or 19.5 TFP for 8 weeks (cesarean)
- Loss of pregnancy from 20 weeks through due date (including stillborn) - 19.5 TFP for 6 weeks (natural birth) or 19.5 TFP for 8 weeks (cesarean) with continuation of healthcare for duration.
- Paid Parental Leave 19.5 TFP for 2 weeks with continuation of healthcare for duration.
- Extended Bonding Leave (unpaid) duration for up to one (1) year, with continuation of healthcare.
- Expanded qualified healthcare providers for medical leave requests.
- Flight Attendant converted to Medical Leave if denied FMLA based on the date originally requested.
- Emergency Time Off for the care of immediate and extended family to include hospice, critical injury or hospitalization up to 4 days unpaid, or deducted from the Flight Attendants unused vacation time. {Pilot Parity}
- If a Flight Attendant's scheduled week of vacation overlaps with a Medical Leave of Absence or Maternity Leave, and line has not been awarded yet, pay will be 34 TFP at "A" Pay.
- Codified vacation pay while on leave - 34 TFP in "A" position.
- When the Company requests a Flight Attendant to appear in accordance with a subpoena - will be paid for any pairings or reserve pulled. If on day off, compensated at a daily rate of 6.5 TFP.
- Non-duty related Court Appearance - a Flight Attendant who is required to appear in court will be granted unpaid leave with appropriate documentation.

Article 16: Sick Leave/On Job Injury -

- Probationary Flight Attendants allowed to use accrued sick bank on probation
- Reserve sick calls paid at 6.5 TFP per day.
- Reserve sick leave recovery language added if a Reserve has at least six (6:00) hours available left for contact, then the 6.5 TFP will be restored for that day.



Article 16: Sick Leave/On Job Injury continued...

- Non-Compensatory On-the-Job Injury Salary Continuation - a Flight Attendant who is not covered for an on the job injury will be granted salary continuation of 85 TFP per month for 3 months. Will be treated as salary continuation for purposes of calculating health insurance coverage. {Pilot Parity}
- The company and TWU Local 556 Quarterly Workers Compensation Meetings to review matters affecting Flight Attendants injured on the job.

Article 17: Medical Examinations -

- Added protections for cause and notification of request for fitness for duty.
- Added protections if Flight Attendant is withheld from service.
- If Flight Attendant fails fit-for-duty, they will be placed on Medical Leave as outlined in Article 15.
- Dispute Process codified.
- Protections for Flight Attendant Medical History/Records Privacy.

Article 18: Reduction In Force -

- Additional protections in the event of a reduction in force including meeting with Union prior to taking any action.
- Increased severance pay if furloughed due to reduction in force.
- Continued health coverage, if furloughed.
- Additional pass privileges, if furloughed.

Article 19: Grievance Procedures -

- Additional time to dispute discipline to 10 days.
- Board of Adjustment timeframes for termination cases increased to 150 days and no longer required to file extension, it will be automatic.
- If a Flight Attendant has reached 5 points or higher, a grievance will be filed in accordance with disciplinary grievances.



Article 19: Grievance Procedures Continued...

- If a Flight Attendant has 4.5 points or less, a grievance will be filed in accordance to non-disciplinary (contract) grievances.
- Flight Attendant will have the right to respond in writing to any material in their file and a copy will be placed in their file.

Article 20: Board of Adjustment & Arbitration -

- Added language about notice if either the company or TWU Local 556 removes an Arbitrator from the panel.

Article 21 Compensation:

***Please refer to pages 1-3 of this document for pay tables.**

\$ Added 3 Holidays = Memorial Day, Independence Day (July 4) and Labor Day, pay double time (2.0x).

\$ Gate Return Pay - 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. {Pilot Parity}

\$ Extended Ground Time Pay (ExGT) - when a FA experiences ground time in excess of more than 2h30m, they will be compensated .01 of a TFP at a straight time rate for each minute. ExGT will **pay above all RIGs**, but will not apply when ground transportation premiums are paid. {Pilot Parity}

\$ A Pay Increase to \$4 per TFP - This increase applies not only when flying the A position but also if rescheduled A pairings to other positions, on vacation pay if awarded line in A position, sick leave if pairing was in A position, and vacation pay while on medical leave pays 34 TFP in A position.

\$ LODO Pay Increased to \$5 per - TFP for LODO Flights.

\$ Reserve Daily Guarantee increased to 6.5 TFP.



Article 22: Expenses

Per Diem - Domestic and International/Hawaii

Date of Effectiveness	Domestic	International/Hawaii
February 1, 2024	\$2.90	\$3.45
January 1, 2025	\$2.97	\$3.54
January 1, 2026	\$3.04	\$3.63
January 1, 2027	\$3.12	\$3.72
January 1, 2028	\$3.20	\$3.81

\$ Additional \$20 meal stipend for flights over 4:00 hours scheduled. {Pilot Parity}

- Employee Parking language codified and enhanced, including employee parking for Satellite Bases.

Article 23: Insurance Benefits -

- Added vision to Regular Plan {Pilot Parity}

Article 24: General & Miscellaneous -

- Reopener language added for the addition of different aircraft types/configurations.
- Protections should the Federal Government mandate that monitoring devices be required in the cabin.
- Codified the Critical Incident Stress Management (CISM) and Flight Attendant Drug and Alcohol Program (FADAP) Committees.
- Added wifi while deadheading in the cabin {Pilot Parity}.

Article 25: Health, Safety and Security -

- Updated hearing test administration.
- Three (3) glove sizes on the aircraft.
- Memorialized the ASAP Program.



Article 25: Health, Safety and Security continued...

- SWA managed Passenger No Fly List.
- Strengthened fatigue language (LOA).
- Infectious Disease Policy with Pandemic Provisions {Pilot Parity}

Article 26: Union Security -

- Added ability to collect signatures for dues electronically.

Article 27: General Union Information -

- Greater Union visibility on Crew Scheduling Systems (CSS) functions.

Article 28: Scheduling Policy -

- Added consistent pairing construction language for all domiciles.
- Clarified definition of an AM and a PM pairing when building primary lines, based on local time.

Article 29: Domiciles -

- Domicile vacancies posted electronically.
- Increased the reimbursements for moving expense(s).
- Flight Attendant who takes a paid move will be required to remain in the new domicile for 8 months.
- Co-Terminal provisions to mutually develop and agree to contractual provisions that will be presented in a Side Letter for Member vote.

Article 30: Profit Sharing & Retirement -

- Added protections for 401(k) match with other contract employees, excluding the Pilots, based on same terms and conditions.

Article 31: Savings Clause - No changes



Article 32: Attendance -

- New system to electronically report a sick call to Scheduling will be implemented
- Weather and Natural Disaster related No Shows both in bases and commuter cities. Upon documentation being provided to Inflight Management, the absence will be converted to a non-chargeable (unpaid) and will allow for quarterly record improvement.
- Expanded the list of medical providers who can write a valid Doctor's note to include:
 - Doctor of Medicine (M.D.)
 - Osteopathy (D.O.)
 - Dentist
 - Orthodontist or Oral Surgeon
 - Clinical Psychologist
 - Doctor of Chiropractic (D.C)
 - Advanced Practice Registered Nurse (APRN)
 - Nurse Practitioner
 - Physician Assistants
- Virtual or telemedicine services can be used to obtain a valid Doctor's note if parameters from Article 32.4 are met.
- The 16-month Roll Off will remain in effect until the 24-hour contact period for Reserves has been removed and replaced by modified shifted Reserve structure, as defined in Article 11.
- No Chargeable Occurrences in a quarter can be banked up to -2
- Intermittent FMLA no longer counts against ability to record improve.
- OJI occurrence of up to 7 days (annually) will not affect record improvement for no chargeable occurrences

Article 33: Commuter Policy -

- Added reschedule protection for commuters, who miss their commute home to get hotel/must ride {Pilot Parity}
- Incorporated previously agreed Settlement Letters about checking in at an outstation, hotel when assigned a pairing out of domicile, or at a mutually agreed upon point, and Domicile Closure procedures.
- Clarified the 30 day limitations for when Scheduling can assign a comparable pairing for a Lineholder pairing pull.



Article 33: Commuter Policy continued...

- Added protections if a commuting Flight Attendant is unable to create a listing due to canceled flights, significant airport disruption(s), unexpected airport closures, and a technological breakdown of Company systems.

Article 34: Passports & LODO Program -

- Expedited Fee reimbursement for lost or stolen passport while on duty.

Article 35: Hotel and Transportation -

- Extensive hotel standards and amenities on overnights outlined.
- A Flight Attendant can request a hotel room when scheduled ground time exceeds 4 hours, in domicile and outstation.
- The Crew Accommodations Board Vice-Chair will be a Flight Attendant and TWU Local 556 Member in Good Standing.
- Satellite based Flight Attendants will be provided a hotel room when required to travel in for Recurrent Training.
- If CHAT NOC cannot secure a hotel within 30 minutes from block-in or 30 minutes after the last scheduled change occurs, whichever is later, Hotel Irregularities language is available to the Flight Attendant.

Article 36: Technology Security and Protections -

- Expectations of privacy established for company-supplied IEFB.
- Protections for the usage of SWA sponsored apps on personal device.
- The Joint Technology Implementation Subcommittee will be established within 30 days of ratification to facilitate the technological changes agreed upon in this CBA pertaining to “the system.”



Article 37 Duration -

This Agreement shall become effective May 1, 2024 and shall remain in full force and effect until April 30, 2028, and shall renew without change each succeeding May 1st thereafter unless written notice of intended change is served by either party in accordance with Section 6, Title I of the Railway Labor Act, as amended, at least one hundred eight (180) days prior to May 1, 2028, or any May 1st thereafter, except that the wage rates shown in Article 21 will be effective in accordance with the dates shown. Upon request from either party, the parties agree to commence negotiations twelve (12) months prior to May 1, 2028, or any time thereafter.



Management Gains

● **Variable report times** from 30 minutes, up to and including 45 minutes. The company must give the Union 90 days notice prior to implementation and notify Flight Attendants in an RBF. The company has indicated they may want these times shifted seasonally. The variable report times will be printed in the bid packet and will not change. The change, if ratified, does not change our duty day. Current language only allows for a 30 or 45 minute report time. Article 8.2.b.

● **Secondary Line Construction -**

Crew Planning can build:

30% Senior Reserve Shift Lines

65% Junior Reserve Lines

5% floating either Senior Reserve Shift Lines or Junior Reserve Shift Lines

We have on record that the SWA Negotiating Team has stated Crew Planning intends to only build 1 line of Junior Late PM Reserve per base per month. The majority of the 65% Junior Reserve lines *will be* Junior AM/PM shifts. Article 11.3.A.5.

Important Reserve FYI's:

Vacation Relief (VR) Lines do not change. The percentage change of 5% will be on the on-call reserve (SAR/JAR/JPM/SPM/LPR) lines.

The Base Reserve Rotation of 35%/65% does not change. The 65% will continue to be part of the reserve rotation and will be awarded VR lines or Senior or Junior Reserve on a rotation basis.

● **Sick bank accrual** on straight time value of trips flown. Article 16.1.A.

● **SWA reserves right to open Co-Terminals** no earlier than when the Pilot co-terminal language is implemented and operational. There will be a 1 year evaluation period and the **final Co-Terminal contract language will be in a Side Letter voted on by the Membership.**

● **16-month roll off will sunset** with implementation of additional shifted reserve system. All points prior to the start of sunset period will still be subject to 16-month roll off per the Letter of Intent. Article 32.7.D. The Letter of Intent which states: *The removal of the 16-month roll-off provisions of Article 32.7.D will not begin until the first day of the month, after the 24-hour contact structure has been removed and replaced by the modified Reserve structure as defined in Article 11.*

✚ TA2024 has several attendance policy enhancements including teladoc/telemedicine doctor notes, INT FMLA will no longer make you inactive, ability to bank -2 points, even using a PIN, Doc Note or INT FMLA and Weather or Natural Related Absence.

TWU Local 556 will have Union Points Counselors available to assist Members in reducing their overall point total and educate on the additional current provisions in Article 32 record improvement system.



Education Material for TA2024 Rollout

TA2024 Website www.twu556ta.org (will go *live* on March 25, 2024)

- Homepage Contents:
 - Full Redline TA2024
 - TA2024 Summary
 - TA2024 Highlight
 - Frequently Asked Questions
 - Education Materials PDF
- Individual Tabs by Article that Include the Following:
 - Short form videos on overview of Article
 - Searchable feature
 - Annotated TA2024
 - Info icons click through to Letter of Agreements, Letter of Understanding and Memorandum of Understanding
 - TA 2024 Education Materials related to Article

TA2024 Summary

- All Changes from Current Contract to TA2024
- Management Gains

Full Redline TA2024

- Includes all struck, incorporated and new language

TA2024 Education Materials:

- Compensation Basics
- Extended Ground Time Pay and Gate Return Pay
- Last Day Late Premium
- Extended Duty Day Premium
- Late Return Override
- Reading the Step Chart
- Reading YOUR Step Chart
- Ratification Bonus
- Reserve Guarantee Monthly Increase
- Reserve Shifted System Basics (SAR/SPR/JAR/JPR/JLR)
- Reserve Self Assignment
- Reserve Combinability
- Secondary Bid Packets
- Intermittent FMLA, Emergency Leave, WDA
- 16 Month Roll Off Sunset
- Driving and Air Commuter Changes
- New Hire/Probationary Changes
- Duty Day
- 401(k) Match Comparisons, 401(k) Eligible Wages & Tax Withholdings

TA 2024 Summary (please note - a full redline is available by visiting www.twu556ta.org)

