



Red Eye Flying

Later last year, SWA CEO Bob Jordan sent our workgroup into a flurry of discussions when he announced that Southwest Airlines is looking at adding Red Eye flying to our routing in the future. Earlier this week, Chief Commercial Officer Ryan Green confirmed Southwest Airlines' plans to launch Red Eye flying within the next two years. Because we haven't really had to reference the language, few know that our current Contract has language regarding this type of flying. So, let's take a look at Article 8 and 21 to discuss our current contractual Red Eye language and see how it compares to other Flight Attendant Contracts.

"Is there language in TA2024 about Red Eye flying?!?"

There are no changes to the current contractual language we already have regarding Red Eye flying in our CBA.

Currently, we have contractual language in Article 8.8 (Hours of Service), Article 11.18 (Reserve), and Article 21.26 (Compensation) that is specific for any scheduled Red Eye flying Southwest Airlines may initiate.

"RED EYE" DEFINITION: Any flights (excluding charters) that are scheduled to operate between or across 0200 and 0400 Local Time in either the departure or arrival city.

MAXIMUM DUTY PERIOD: Ten (10) hours scheduled from check-in/report to end of debrief

FLIGHT RESTRICTIONS: No Flight Attendant shall be scheduled to work additional flights in a "Red Eye" duty period which are scheduled to depart after 0400 Local Time, unless deadheading.

RED EYE and NIGHT FLIGHT PAY: \$1.00 additional compensation per TFP

RED EYE PREMIUM (REP): 15% override for all Red Eye flights

"Did our Team discuss improving our Red Eye language in this round of bargaining?"

Yes. Our Team and Southwest Airlines Management discussed the current Red Eye language and potential changes. Both Teams referenced the Red Eye language presented in the new SWAPA Contract and compared that to current book. After crunching the numbers, and with the knowledge that Red Eye flying is not in the near future, our Team determined that the current compensation and work rules contained in Article 8.8 (Red Eye/Night Flight pay), Article 11.18 (Charters/Red Eye/Night Flights) and Article 21.26 (Red Eye Premium) was the most impactful to our Flight Attendants at this current time. The duration of TA2024 allows our next Negotiating Team to evaluate Red Eye language changes with better knowledge of how SWA is introducing and managing this new style of flying to our system.



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“How does our current ‘Red Eye’ language compare to other Flight Attendant’s Contracts?”

| | RED EYE PERIOD | MAX DUTY DAY | MAX SEGMENTS | PREMIUM(S) |
|-----|------------------------------|------------------------|--|--|
| SWA | 0200 - 0400 Local Time | 10 Hours | Cannot be scheduled to work additional flights scheduled to depart after 0400 Local Time (can DH) | \$1.00 per TFP + 15% override premium* |
| AA | 0100 - 0101 Domicile Time | 10:15 - 11:15 Hours | 2 | N/A |
| AS | N/A | 10:30 Hours | N/A | N/A |
| G4 | N/A | 14 Hours | N/A | N/A |
| DL | N/A | 14 Hours | N/A | N/A |
| F9 | 0100 - 0300 Domicile Time | 12:30 - 14 Hours | N/A | N/A |
| HA | N/A | 14 Hours | N/A | N/A |
| B6 | 0100 - 0459 Local Time | 14 Hours | 2 | \$0.50 per block hour |
| NK | N/A | 14 Hours | N/A | N/A |
| UA | 0200 - 0400 Local Time | 11:30 - 13 Hours | N/A | “Night Pay” - \$0.50 per block hour for a departure between 2200 - 0600 |

*** Flight Attendant will be paid 15% Premium or RIG, whichever is greater.**

There may not have been negotiated changes to our current Red Eye protections in TA2024. However, compared to other premiums and duty restrictions amongst other Flight Attendant’s, our language does provide strong guidelines for Red Eye construction and additional compensation for this type of flying.



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EXAMPLE FLIGHT:

Flight 1234 HNL 2300 Local Time LAS 0650 Local Time 5:50 Block Time 7.3 TFP (Leg Credit)

*** NOTE: THIS IS AN EXAMPLE ONLY ***

CURRENT RATE OF PAY

| | REG | REP | DIFF |
|-----|-----|-----|------|
| TFP | 7.3 | 8.4 | 1.1 |

$$7.3 \text{ TFP} + 15\% = 8.4 \text{ TFP}$$

| | | | |
|---------|----------|----------|---------|
| 0-6 M | \$183.52 | \$219.58 | \$36.05 |
| 7-12 M | \$185.86 | \$222.26 | \$36.41 |
| STEP 1 | \$203.74 | \$242.84 | \$39.10 |
| STEP 2 | \$218.49 | \$259.81 | \$41.32 |
| STEP 3 | \$236.30 | \$280.31 | \$44.01 |
| STEP 4 | \$255.57 | \$302.48 | \$46.91 |
| STEP 5 | \$291.42 | \$343.73 | \$52.31 |
| STEP 6 | \$307.99 | \$362.80 | \$54.81 |
| STEP 7 | \$323.68 | \$380.86 | \$57.17 |
| STEP 8 | \$342.95 | \$403.03 | \$60.08 |
| STEP 9 | \$363.03 | \$426.13 | \$63.10 |
| STEP 10 | \$381.50 | \$447.38 | \$65.89 |
| STEP 11 | \$408.44 | \$478.38 | \$69.95 |
| STEP 12 | \$436.83 | \$511.06 | \$74.22 |
| STEP 13 | \$462.09 | \$540.12 | \$78.03 |

Rate of Pay + \$1.00 (Night Flight Pay)

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| | REG | REP | DIFF |
|-----|-----|-----|------|
| TFP | 7.3 | 8.4 | 1.1 |

$$7.3 \text{ TFP} + 15\% = 8.4 \text{ TFP}$$

| | | | |
|---------|----------|----------|---------|
| 0-6 M | \$224.48 | \$266.70 | \$42.22 |
| 7-12 M | \$227.32 | \$269.98 | \$42.66 |
| STEP 1 | \$249.22 | \$295.18 | \$45.96 |
| STEP 2 | \$267.25 | \$315.92 | \$48.67 |
| STEP 3 | \$289.08 | \$341.04 | \$51.96 |
| STEP 4 | \$312.66 | \$368.17 | \$55.51 |
| STEP 5 | \$356.46 | \$418.57 | \$62.11 |
| STEP 6 | \$376.75 | \$441.92 | \$65.17 |
| STEP 7 | \$395.95 | \$464.02 | \$68.07 |
| STEP 8 | \$419.53 | \$491.15 | \$71.62 |
| STEP 9 | \$444.06 | \$519.38 | \$75.32 |
| STEP 10 | \$466.69 | \$545.41 | \$78.72 |
| STEP 11 | \$499.61 | \$583.30 | \$83.69 |
| STEP 12 | \$534.36 | \$623.28 | \$88.92 |
| STEP 13 | \$565.24 | \$658.81 | \$93.57 |

Rate of Pay + \$1.00 (Night Flight Pay)

While TA2024 did not introduce changes to the actual Red Eye Premium (15% override) or Night Flight Pay (\$1.00/TFP), negotiated pay rate increases would put more money in your pockets... when SWA implements this type of flying in the future. Keep in mind that the introduction of Red Eye flying is projected to occur in about 2 years time.