



# Myth Busted

## Reserve Guarantees -vs- 4-day Blocks

There has been some confusion about the Minimum Guarantees for Reserve. Chatter has started that with the Minimum Pay Guarantee increasing, Southwest Airlines is bringing back 4-day blocks of Reserve. Let's discuss these changes in more detail and get to the bottom of this TA2024 language change.

### 4-Day Blocks of Reserve

**FACT:** There is nothing in our Current CBA (Teal Contract) that completely prohibits Southwest Airlines from constructing 4-day blocks of Reserve in the next month's Secondary Bid Packet. At this time, building 4-day blocks doesn't make much operational sense because the number of 4-day pairings constructed by Crew Planning is such a small percentage. **Both our Teal Contract and TA2024 maintain the language about dropping an originally constructed 4-day block of Reserve.**

#### 9. DROPPING RESERVE BLOCKS

Flight Attendants may drop up to four (4) days of a single four (4) day block of reserve per month. A Flight Attendant may drop any combination of her/his day(s) by 1659 Central time prior to the reserve day as long as a reserve assignment has not been made that will affect that day.

Example: If a 4-day reserve is assigned a three (3) day pairing, she/he may drop her/his fourth day prior to 1659 Central time on the third day of the block. If a reserve is assigned a four (4) day pairing, no reserve days in that block may be dropped.

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### Minimum Monthly Reserve Guarantee - Pay (Article 11.16.C)

Our Minimum Monthly Reserve Guarantee is based on 12 originally assigned days of Reserve.

**Teal Contract (CURRENT):** 12 days x 6 TFP = 72 TFP

**TA2024:** 12 days x 6.5 TFP = 78 TFP

### What does this minimum pay protection mean to you?

This is a monthly pay protection for our Reserve Flight Attendants to ensure they are paid at least a certain amount for original Reserve days.



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### Minimum Monthly Reserve Scheduled Days Off (Article 11.2 & 11.16.C)

In both the Teal Contract (Current) and TA2024, a Reserve is required to be originally scheduled a minimum number of days off dependent on the number of days in the bid month. This means when Crew Planning is building the On-Call Secondary Bid Lines, they have to scheduled no less than these number of days off.

- **30-day Bid Month: Originally scheduled for at least 13 days off (17 days scheduled on duty)**
- **31-day Bid Month: Originally scheduled for at least 14 days off (17 days scheduled on duty)**

#### 2. DAYS OFF

All Reserve Flight Attendants will be scheduled for and receive a minimum of thirteen (13) days off in a thirty (30) day bid month and fourteen (14) days off in a thirty one (31) day bid month. A day off will be a domicile day. Such scheduled duty free periods shall be preplanned and indicated on the Flight Attendants monthly schedule and shall be separated by not less than forty-eight (48) hours (~~block plus thirty~~ end of debrief to check-in). A Reserve Flight Attendant cannot be JA'd on unscheduled days.

Article 11.2 - Page 11-71 - TA2024

**Teal Contract (CURRENT): 17 days x 6 TFP = 102 TFP**

**TA2024: 17 days x 6.5 TFP = 110.5 TFP**

### If SWA decided to bring back 4-day blocks of Reserve, what would that look like?

The Minimum Monthly Pay Guarantee for TA2024 would multiply the number of originally scheduled (awarded) days by 6.5 TFP. Even with 4-day blocks of Reserve, Crew Planning would have to schedule at least 13 days off (30-day month) or 14 days off (31-day month).

### What does that mean in short?

In short, TA2024 still protects a Member's Reserve **scheduled time off** and increases the Reserve Monthly Guarantee **pay**.

**The Reserve Monthly Guarantee ranging from 78 TFP to 110.5 TFP has NOTHING to do with 4-day blocks of Reserve and EVERYTHING to do with the Reserve compensation increasing to 6.5 TFP.**