



16 Month Roll Off Sunset

TA2024 includes the sunset of one of our Record Improvement options - the 16 Month Roll Off. While this does not mean that if you accrue points, you have to live with those forever... it is a change that many need to keep in mind if you have an attendance points total that is at or near disciplinary level.

"This was so talked about with TA2023... why is it still in this TA?"

Southwest Airlines came to the bargaining table demanding that there needs to be some version of "improvement" in Article 32 to address their attendance concerns. While our Team was able to protect the quarterly PIN with no additional Black Out Dates, add medical professionals to the list of approved Doctor's signatures on a quarterly Doctor's note, revert Intermittent FMLA to a non-chargeable occurrence, allow for "banking" points with the quarterly No Chargeable Occurrences record improvement, protect the quarterly and Bonus MBL, and much more, the 16 Month Roll Off sunset was used as a bargaining chip.

"But won't this negatively impact so many of our Members?"

Historically, while the 16 Month Roll Off helps in reducing attendance points for some, our other record improvement options are much more efficient means to removing attendance points. When the sunset period is approaching, TWU Local 556 is committed to reaching out to those Members who are at discipline level points via Points Reduction Counselors. The aim will be to discuss a Members points status and come up with a game plan to best support the individual Flight Attendant with discipline level points, whether that be breaking down their 16 Month Roll Off and anticipated quarterly record improvement -or- discussing other options that could be helpful. This Counselors are intended to provide our co-hearts with the tools they need to get their attendance points down and maintain that status.

"What does it mean by 'sunset'?"

As you can see in the red-line TA, the language in Article 32.7.D about the 16 Month Roll Off is not struck (crossed out). This is because the change to our attendance points roll off system would actually "sunset" and will not be implemented on the date of ratification.

When we talk about "sunset" this means that the change isn't an immediate change, it's more of a gradual process. The 16 Month Roll Off language remains in place for all attendance points accrued up until the announced "sunset" actually takes place.



D. 16 Month Roll Off: Points will be deducted from the Flight Attendant's accumulated point total 16 months after the event for which the points were charged. Once a Flight Attendant reaches zero (0) points, the Flight Attendant has a "fresh start" in point accumulation. However, attendance events that happened prior to the Flight Attendant reaching zero points, but that are within 16 months, although deducted from the Flight Attendant's total point accumulation, may be considered in the Company's assessment of a Flight Attendant's overall job performance.

The 16-Month Roll Off will remain in effect until the 24-hour contact period for Reserves has been removed and replaced by modified Reserve structure as defined in Article 11.



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“How will this sunset affect the points that I have already accrued... or will accrue up until the actual sunset?”

Attendance points accrued prior to the sunset of the 16 Month Roll Off program will continue to roll off as scheduled, unless the Flight Attendant has a “fresh start” (reaches 0 points). A “fresh start” currently affects the 16 Month Roll Off and this has not changed in TA2024.

“Sunset Clock” Begins



Attendance Points accrued during this time will continue to roll off as scheduled, unless your points bank reaches zero (0), which is considered a “fresh start”.

NOTE: The 16 Month Roll Off will NOT sunset until the Reserve shifted system has been implemented.

Attendance Points accrued past the “Sunset Clock” beginning will not roll off in 16 months. Other record improvement options would need to be used to reduce your attendance point total.

***** EXAMPLES FOR ILLUSTRATION PURPOSES ONLY *****

“Sunset Clock Begins” - October 1, 2024 (EXAMPLE)

Example 1: On July 20, 2024, I get a No Show bringing my point total to 8.5. All of these attendance points were accrued prior to the “Sunset Clock” beginning and will continue to roll off as scheduled in 16 months, unless my points bank hits zero (0) and a “fresh start” occurs.

Example 2: On September 30, 2024, I have 6 attendance points. I get a No Show on October 3, 2024 bringing my point total to 8.5. All of the attendance points accrued prior to the “Sunset Clock” beginning (6 points) on October 1, 2024, would continue to roll off as scheduled (unless I receive a “fresh start”). However, the accrued points for my No Show would need to be reduced using other methods of record improvement.

As always, if you find yourself with questions about your attendance points status, or if you need guidance and advice on how to reduce your points bank total, please don't hesitate to call the TWU Local 556 Office Team. (214) 640-4300



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“How will we know when the ‘Sunset Clock Begins’, so we can be prepared?”

When a definitive timeframe is determined, TWU Local 556 and Southwest Airlines have committed to providing advance notice of the change. Keep in mind that the actual sunset date is tied with the implementation of the new Reserve shift system.

“Does this mean that if I get attendance points after the ‘Sunset’... that I’m stuck with them forever?”

No! There is no such thing as “permanent points.” The language in Article 32.7 about Perfect Attendance During a Quarter, No Chargeable Occurrences During a Quarter, Fourth Quarter Record Improvement Bonus, and December Record Improvement Bonus are still in the Contract and can be used to reduce your attendance points total. TA2024 also introduces additional non-chargeable occurrences that will dramatically improve attendance accrual for those with intermittent FMLA, a grave or life-threatening illness of an immediate or extended family member, and/or experience a driving commuter issue with severe weather conditions.

Perfect Attendance During a Quarter

A Flight Attendant who is active the entire quarter and has perfect attendance, two (2) attendance points will be deducted from their accumulated attendance points.

These points can be “banked” up to -6.

No Chargeable Occurrences During a Quarter

A Flight Attendant who is active the entire quarter and has no chargeable occurrences, two (2) attendance points will be deducted from their accumulated attendance points.

These points can be “banked” up to -2*.

*Language added in TA2024

Fourth Quarter Record Improvement Bonus

A Flight Attendant who is active the entire quarter, has four (4) or fewer points at the end of the quarter, and does not accrue more than one (1) attendance point since October 1st, will have their attendance points reduced to zero (0).

December Record Improvement Bonus

A Flight Attendant who is active the entire month and has perfect attendance in December, will have their point total reduced (or bank increased) by one (1) point. This is in addition to any other Record Improvement.

This point can be “banked” up to -7.

The TWU Local 556 Education Committee has Contract education resources about Article 32 on www.twu556.org and the 556 Connect App.

www.twu556ta.org