



# Compensation

The TA2024 Contractual Pay Rate chart begins with an **automatic increase ("bump up") of 22.325% across all of our pay steps, followed by annual 3% raises through May 1, 2027**. This pay rate increase will go into effect on May 1, 2024 for all Flight Attendants. Southwest Airlines has informed our Negotiating Team that the new Advance amounts will be in effect for our May 5, 2024 Advance check. If you would like to change your Advance amount (reduce, reinstate, or stop), you can do so on SWALife > Workday.

|                    | Previous CBA | 05/01/2024 | 05/01/2025 | 05/01/2026 | 05/01/2027 |
|--------------------|--------------|------------|------------|------------|------------|
| <b>0-6 Months</b>  | \$25.14      | \$30.75    | \$31.67    | \$32.62    | \$33.60    |
| <b>7-12 Months</b> | \$25.46      | \$31.14    | \$32.07    | \$33.03    | \$34.02    |
| <b>Step 1</b>      | \$27.91      | \$34.14    | \$35.16    | \$36.21    | \$37.30    |
| <b>Step 2</b>      | \$29.93      | \$36.61    | \$37.71    | \$38.84    | \$40.01    |
| <b>Step 3</b>      | \$32.27      | \$39.60    | \$40.79    | \$42.01    | \$43.27    |
| <b>Step 4</b>      | \$35.01      | \$42.83    | \$44.11    | \$45.43    | \$46.79    |
| <b>Step 5</b>      | \$39.92      | \$48.83    | \$50.29    | \$51.80    | \$53.35    |
| <b>Step 6</b>      | \$42.19      | \$51.61    | \$53.16    | \$54.75    | \$56.39    |
| <b>Step 7</b>      | \$44.34      | \$54.24    | \$55.87    | \$57.55    | \$59.28    |
| <b>Step 8</b>      | \$46.98      | \$57.47    | \$59.19    | \$60.97    | \$62.80    |
| <b>Step 9</b>      | \$49.73      | \$60.83    | \$62.65    | \$64.53    | \$66.47    |
| <b>Step 10</b>     | \$52.26      | \$63.93    | \$65.85    | \$67.83    | \$69.86    |
| <b>Step 11</b>     | \$55.95      | \$68.44    | \$70.49    | \$72.60    | \$74.78    |
| <b>Step 12</b>     | \$59.84      | \$73.20    | \$75.40    | \$77.66    | \$79.99    |
| <b>Step 13</b>     | \$63.30      | \$77.43    | \$79.75    | \$82.14    | \$84.60    |

## "What is the duration of this Contract?"

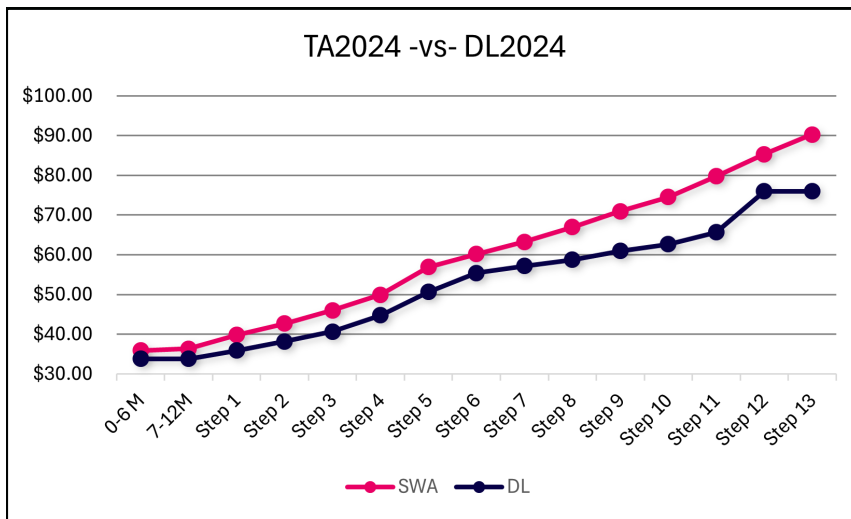
The amendable date for this Contract is May 1, 2028. However, there is language in TA2024 that allows for negotiations to open up to 12 months prior to the amendable date, or May 1, 2027. This allows for the next Negotiating Team to open up discussions with Southwest Airlines Management on the last contractual pay raise date with the goal of negotiating a ratifiable Contract before our Membership misses a pay raise. The timing of this early reopener also parallels the TWU Local 556 Officer Elections, which allows a newly elected (or re-elected) President and Lead Negotiator to take charge of negotiations on day one.



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**“Where does this pay increase put our compensation compared to Delta, the current industry leader in Flight Attendant pay?”**

With an automatic 22.325% pay rate increase effective May 1, 2024, and 3% annual pay rate increases in 2025, 2026, and 2027, Flight Attendants across all seniorities will be paid top dollar in our industry. Many of our fellow Flight Attendants at other carriers are in their own battles with Management for a needed improvement to their CBAs. These new pay rates will set an industry standard for Flight Attendant compensation rates.



**Remember:** Delta Airlines Flight Attendants are paid by block hour and not TFP. In order to compare our compensation (TFP) to Delta's block hour, we must take our TFP rate and multiply it by 1.164. This enables us to compare our compensation with theirs.

The chart to the right has converted our TFP to its block hour comparison.

|             | SWA 2024 | DL2024  | % ABOVE |
|-------------|----------|---------|---------|
| 0-6 Months  | \$35.79  | \$33.81 | 5.9%    |
| 7-12 Months | \$36.25  | \$33.81 | 7.2%    |
| Step 1      | \$39.74  | \$35.85 | 10.9%   |
| Step 2      | \$42.61  | \$38.14 | 11.7%   |
| Step 3      | \$46.09  | \$40.62 | 13.5%   |
| Step 4      | \$49.85  | \$44.73 | 11.4%   |
| Step 5      | \$56.84  | \$50.65 | 12.2%   |
| Step 6      | \$60.07  | \$55.42 | 8.4%    |
| Step 7      | \$63.14  | \$57.19 | 10.4%   |
| Step 8      | \$66.90  | \$58.76 | 13.9%   |
| Step 9      | \$70.81  | \$60.97 | 16.1%   |
| Step 10     | \$74.41  | \$62.64 | 18.8%   |
| Step 11     | \$79.66  | \$65.64 | 21.4%   |
| Step 12     | \$85.20  | \$76.00 | 12.1%   |
| Step 13     | \$90.13  | \$76.00 | 18.6%   |

**“There is so much discussion about ‘Pilot parity’ based on SWAPAs newly ratified Contract. They got a “bump up” rate of 29.15%... why are we only getting 22.325%???”**

When negotiating a compensation package, it's important to remember many things, one being industry demand. Southwest Airlines' Pilots are the best in the business and have long needed compensation improvements in order to maintain Pilot staffing and recruit new Pilots. Our Pilots pay also fell behind the industry after other major airlines ratified their latest agreements. It was incredibly important that SWA provide our Pilots (and any future Pilots) with a compensation package good enough to retain and recruit... which is why their Contract included a larger “bump up” pay raise.



# Compensation

“What about Holiday Pay? Did we see any improvements to the language in Article 21.21?”

“Yes, we did. In TA2024, you will find an additional three (3) paid holidays: Memorial Day (May), Independence Day (July), and Labor Day (September). This means that we will receive an additional 1x premium and an increase to 6.5 TFP guarantee for Reserve Holiday Pay for six (6) holidays spread out throughout the year:

- Memorial Day (May) \*NEW\*
- Independence Day (July) \*NEW\*
- Labor Day (September) \*NEW\*
- Thanksgiving Day (November)
- Christmas Day (December)
- New Year’s Eve (December)

**NOTE:** Previously, Flight Attendants had the ability to get both VJA pay AND the Holiday Pay premium when adjusting their schedules appropriately on New Year’s Eve. With this new language, you would also have the opportunity to receive VJA and the Holiday Pay premium on Labor Day and July 4th!

| July 2024 |   |   |   |   |   |   |
|-----------|---|---|---|---|---|---|
| 30        | 1   | 2   | 3   | 4 Paid Holiday                                      | 5 | 6 |
|           | VJA 4-day with Holiday Pay premium on day 4 |   |   |   |   |   |
|           |   | VJA 3-day with Holiday Pay premium on day 3 |   |   |   |   |
|           |   |   | VJA 3-day with Holiday Pay premium on day 2 |   |   |   |
|           |   |   |   | Overlap VJA 3-day with Holiday Pay premium on day 1 |   |   |
|           |   |   | VJA 2-day with Holiday Pay premium on day 2 |   |   |   |
|           |   |   |   | Overlap VJA 2-day with Holiday Pay premium on day 1 |   |   |
|           |   |   |   | Overlap VJA turn with Holiday Pay                   |   |   |

“Do we have Pilot parity with paid Holiday days in TA2024?”

“The new Pilot CBA has two (2) additional paid Holidays (Easter Sunday and Christmas Eve day). These additional days were agreed to because of Pilot industry standards -and- because two of their other paid Holiday days won’t go into effect until 2026 (Labor Day) and 2027 (Memorial Day). In TA2024, we will have three additional paid Holidays beginning in 2024.



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## “Did we maintain the increase to our ‘A’ pay in TA2024?”

**Yes. We did.**

“Senior Pay” (more commonly referred to as “A Pay”) was added to our CBA in 1981 and hasn’t increased since 1982! With TA2024, “A Pay” increases to \$4.00 per flown and credited TFP.

## “Did we see an increase to any RIGs?”

**We did.**

The one Minimum Pay Rule (aka RIG) which we attained an increase for in TA2024 was our Reserve daily pay to 6.5 TFP. This brings our Reserve compensation to the same average daily guarantee as Lineholders.

## “Is that all?”

While we did not see an increase to DHR, THR, ADG, or DPM in this agreement, TA2024 does include new language allowing for premiums to be applied ON TOP of RIGs, as opposed to being paid the greater of the two like is in our current CBA. Compensation which will see premiums paid above RIGs, include:

- **Extended Ground Time pay**
- **Last Day Late Premium**
- **Extended Duty Day of 12+ (2x) or 16+ (3x) hour duty day**
- **Late Return Override**

Ensuring that these premiums paid ON TOP of RIGs did not increase the Minimum Pay Guarantee itself... but it WILL result in putting a lot more money into Flight Attendants’ pockets when they experience reschedules or delays! **It’s important to note that this language can result in multiple premiums being applied to a single pairing.**

## Per Diem (Article 22.1)

Per diem increases in TA2024, mirrors the SWAPA language (2.5% increase annually):

|               | Current | 01/01/25 | 01/01/26 | 01/01/27 | 01/01/28 |
|---------------|---------|----------|----------|----------|----------|
| Domestic      | \$2.90  | \$2.97   | \$3.04   | \$3.12   | \$3.20   |
| International | \$3.45  | \$3.54   | \$3.63   | \$3.72   | \$3.81   |

The already implemented \$20 meal override can now be found in Article 22.1.C. The “Me-Too” Clause regarding per diem (and the meal override) remain in place for TA2024.