



Fast Fact Friday

Involuntary Displacement

Friday, February 28, 2025

Q1: “What is a Primary Involuntary Displacement?”

A Primary Involuntary Displacement is when a Domicile is drawn down from its current size because not enough Flight Attendants are willing change bases from that domicile. Any time there is any change in a base's size, it is done solely by Southwest Airlines.

Q2: “How is an Involuntary Displacement treated?”

The Flight Attendant at the bottom of the seniority list for the domicile being reduced will be involuntarily displaced to another domicile. The overall seniority list for that domicile is used (including both Active and Inactive Flight Attendants).

Q3: “If I am displaced, how do I ensure I can be returned to the domicile I was displaced from?”

- Make sure your Vacancy Bid remains the same, with your “home” domicile at the top of your list.
- Continue to monitor the Right of Return list (ROR) sent by Crew Planning (to your wnco email) with the monthly Vacancy Awards.
- If you have any questions about your Vacancy Bid or Award, please contact Crew Planning (**not Crew Scheduling**) at (214) 792-4441 or inflight.planning@wnco.com.

Q4: “If I am involuntarily displaced, do I have options?”

Contract 2024 provides new protections for Flight Attendants who are involuntarily displaced:

- **Three (3) months of Company reimbursement for hotel accommodations.** The maximum reimbursement amount will not exceed \$175 multiplied by the number of pairings or Reserve blocks on their originally awarded line, prior to overlap adjustments or other schedule changes. This reimbursement will allow the Flight Attendant to be reimbursed for a hotel room at the start or end of their original assignments.
 - **Example 1:** I am awarded a PM line with four (4) Tue-Thu pairings. Because of the flight schedule, I will need to get a hotel room at the end of my trip and then commute home the next morning. I can submit for reimbursement for four (4) hotel rooms (max of \$175 a night or \$700 for the month) because of these assignments.
 - **Example 2:** I am awarded a line with five (5) blocks of SAR. I'll need to get a hotel room before the start of each block to ensure that I'm in domicile for my contact times. I can submit for a reimbursement of up to five (5) hotel rooms (max of \$175 a night or \$875 for the month) to acquire the hotel room at the start of my blocks.
- **Three (3) months of Company reimbursement for a crash pad not to exceed \$175.**

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Q5: “If I decide to stay in the Base I was involuntarily displaced to, do I have the option for a Paid Move?”

Yes. If you would rather move to that domicile, you were involuntarily displaced to (in lieu of commuting), you are afforded the paid move protections in Article 29.2.E.

!!! If you are affected by an Involuntary Displacement and you need clarification on your protections and options, please don’t hesitate to reach out to the Union Office for guidance. !!!

(214) 640-4300

? You can also email the TWU Local 556 Education Committee with your questions. ?
education@twu556.org

