

Article 33 - Commuter Policy

The Commuter Policy protects all Flight Attendants that are flying into base for a trip or Reserve block on SWA or an offline carrier. Whether commuting in from home or returning to base after a vacation, the Commuter Policy ensures that you don't receive a No-Show on a trip because of full flights, delays, cancellations, weight restrictions, etc. as long as you meet the parameters laid out in Article 33. Let's break down the Commuter Policy and how it can be used to save you from stress... and attendance points... when using air travel to commute.

"In order to be protected by the Commuter Policy, do I have to be registered as a commuter? What are my responsibilities?"

No. You do **NOT** need to be registered as a commuter. All Flight Attendants, regardless of whether you live out of or in domicile, can use the language in Article 33. Flight Attendants must first list and present themselves for one (1) SWA flight or two (2) consecutive flights on offline carriers which are scheduled to arrive into a SWA Crew Base at least one (1) hour prior to scheduled check-in for Lineholders or thirty (30) minutes prior to available contact time **on the first day** of a Reserve block for Reserves. (Art.33.1)



"What do I do when I can't get on my flight?"

Notify Crew Scheduling ASAP.

When using the Commuter Policy, Crew Scheduling will work through these options:

LINEHOLDER:

(Article 33.1.A.1-7)

- See if there are any flights that could get you into base before the departure of your first flight.
- Check if there is a SIP (Schedule Interruption Point) or mutually agreed upon meet up point in your trip.
- Assign you a completely different pairing.
- Have you sit APSB in the commuter city. After four (4) hours, the FA must call Scheduling for further instructions.
- Pull your trip as an unpaid personal leave. You will be required to pick up a comparable pairing (i.e., 3-day for 3-day, 2-day for 2-day, etc.) out of Open Time. Once the replacement trip is picked up, notify Scheduling. If no trip is picked up within the 30-day timeframe, a trip will be assigned to you in the next 30 days.

RESERVE (First Day of Block ONLY):

(Article 33.1.B.1-4)

- Allow you to take the next flight into base and put you back on Reserve as long as there are at least six (6) hours left of your contact time. You will still be credited the 6.5 TFP for the day.
- Assign you to sit APSB in the outstation for no more than five (5) hours. Contact Crew Scheduling at the end of your APSB obligation for further assignment.
- Require you to list and present yourself for another flight that will get you into base before any subsequent contact hours.
- If none of these options are used by Scheduling, you will be granted an unpaid personal leave for the day (NOT THE ENTIRE BLOCK).

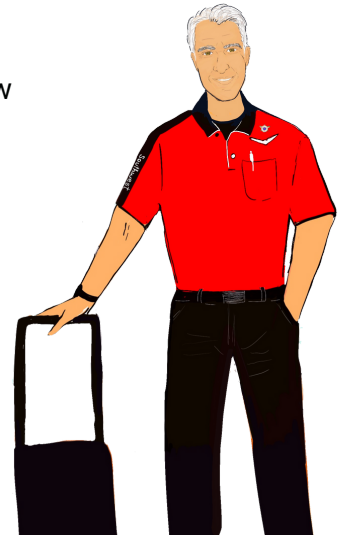
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"I commute to DAL. Will the Commuter Policy cover me if I fly into DFW?"

No. To be covered under the Commuter Policy, you must be commuting into a SWA Crew Base. So, in your situation, you must be flying into DAL to be covered.

"I have picked up a 3-day trip to make up for the one that was pulled when I used the Commuter Policy. Do I HAVE to work that trip? Or can I trade or give it away??"

Once the trip has been picked up out of Open Time and Crew Scheduling has been notified that you have completed your Commuter Policy responsibility, you may trade it, give it away, or even submit it for Daily Release Time (DRT).



"Do I have to take the jumpseat if it is available in order to be covered?"

Yes. You must make every reasonable effort to get on your commuter flight, including signing up for and taking an available cabin jumpseat.

"I had a trip that paid 20.7 TFP. Crew Scheduling pulled that and assigned me a trip with a later check-in... but it only pays 15.4 TFP! Am I pay protected for what my original trip paid?"

Unfortunately, no. You will be paid for what you work. The Commuter Policy does not pay guarantee you for any trips pulled. The policy's purpose is to ensure you do not accrue the No Show and attendance points because of a full, delayed or cancelled flight while commuting. The exception to this is when there is a full domicile closure (no flights depart or arrive the entire operational day) and you utilize the Commuter Policy. In that instance, you will receive the greater of your original trip pay or what you actually fly. (Article 33.1.C)

"Can I use the Commuter Policy for Recurrent Training (RT)?"

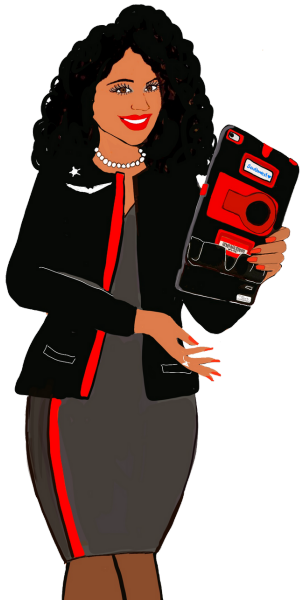
No. Commuter Policy language is not applicable when flying in for Company required training, including RT.

"I recently moved to Ireland. Can I use the Commuter Policy internationally?"

Yes, as long as you list and present for two (2) consecutive flights into a SWA domicile that is scheduled to arrive within the timeframes in Article 33, you can use the Commuter Policy for international flights.



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"I called Crew Scheduling to use the Commuter Policy, and they pulled my 3-day pairing. The Scheduler told me to pick up a 'comparable pairing'... what does that mean?"

A comparable pairing is one with the same number of days. This means in your situation, a comparable pairing would be a 3-day. A comparable pairing must be picked up out of Open Time but can be from any domicile and any day. Once you have picked up the pairing, call Crew Scheduling and provide the pairing number so they know you have fulfilled your Commuter Policy requirements.

IMPORTANT: If you do not pick up a comparable pairing within thirty (30) calendar days and provide notification to Crew Scheduling, they can place a comparable pairing on your screen. This pairing will be from Open Time and originate within the next thirty (30) calendar days. Crew Scheduling will make every attempt to notify you of the assignment via phone and CWA.

"I picked up a trip that was scheduled to get back to OAK at 1800 Local Time, so I could make my 2100 Local Time commute. Crew Scheduling rerouted me and now I'm not scheduled to get back until 2200 Local Time... meaning I have to get a hotel room. Is there anything I can do?"

Contract 2024 introduced reschedule commuter protections for when you are rescheduled to a later release time on the last day of the pairing, and there are no SWA flights with available seat(s), including cabin jumpseat(s), to get you back to your commuter city that day. When this happens, you can call Crew Scheduling and request a Company-provided hotel room and must-ride travel the following day to your commuter city on the first available SWA flight (or a mutually agreed upon later flight) with available seat(s).

"What if I experience a diversion? Is that considered a reschedule?"

Yes. For the Reschedule Commuter Protections, a diversion would be considered a reschedule.



"I got back to base on my last day... and the clipboard person was waiting to give me a mandatory drug or alcohol test. This caused me to miss my commuter flight. Is there anything I can do?"

Yes. The Reschedule Commuter Protections apply to Flight Attendants who are drug or alcohol tested at the end of their pairing. (Article 33.3.B)

NOTE: Reschedule Commuter Protections are for Lineholder pairings and do not apply to reassignments on Reserve.