

16 Month Roll Off Sunset

Q1: "What does it mean by 'sunset'?"

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. The "sunset clock" will begin on February 1, 2025.

Q2: "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.

Q3: "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. Contract 2024 also introduced 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
Contract 2024

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 is currently working on updating our Contract education resources. Please be on the lookout for updated Contract 101/201, FAQs, and more!

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Q4: "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 Contract 2024.

"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 begin the sunset period until February 1, 2025.

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.

"Sunset Clock" Begins February 1, 2025

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 January 30, 2025, I have 6 attendance points. I get a No Show on February 3, 2025 bringing my point total to 8.5. All of the attendance points accrued prior to the "Sunset Clock" beginning (6 points) on February 1, 2025, 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