

# Frequently Asked Questions

## Opening a New Domicile (AUS)

### Most Frequently Asked Questions about... Opening a New Domicile (AUS)

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#### Vacancy Bids and Awards (Article 29.3)

##### **Q1: "When will the Vacancy Bid open for AUS? When does it officially close? And when will I know if I'm awarded AUS?"**

AUS was added to our domicile list in the Vacancy Bidding portal on SWALife on Wednesday, December 17, 2025. This means from that point forward, you'll be able to update your vacancy preferences and include AUS in the preferential order. By default, AUS will be added as your list vacancy choice at 100%, so updating your preferences is very important if you'd like to place AUS anywhere else on your submitted Vacancy Bid. The Vacancy Bid for March 2026 will close on Thursday, January 29, 2026, at Noon CT. The results of this bid will be electronically posted no later than Noon CT on Friday, January 30, 2026.

#### **CWA > Bid Input > Vacancy Bid**

##### **Q2: "I don't want to be based in AUS. Why do I need to change my vacancy?"**

Our Vacancy Bid is structured to rank all of the SWA domiciles in order of our preference to be based there. To ensure that your domicile preference is taken into consideration, we must include all SWA domiciles with 100% contingency somewhere on your list.

##### **Q3: "What is the contingency percentage on the Vacancy Bid?"**

The contingency percentage delineates where you want your seniority to fall before being voluntarily relocated to that domicile. For example, if you have the contingency for AUS set at 35%, you could be awarded AUS when your seniority is in the Top 35%.

##### **Q4: "How will Inflight Crew Planning award the slots in AUS?"**

Vacancies for all domiciles, including new domiciles, are filled in seniority order based on the preferences submitted when the vacancy is closed.

##### **Q5: "I'm on probation. Can I bid for and be awarded AUS?"**

Yes. Like with any other domicile, the Vacancy Awards will be based on Inflight Seniority. If you are on probation and your seniority can hold the voluntary placement into AUS, you can be awarded it.

##### **Q6: "Will New Hire Flight Attendants be placed into AUS?"**

Maybe, but not likely. Like all other vacancies, Flight Attendants will be awarded a spot in AUS on a seniority basis.

##### **Q7: "How many Flight Attendants will be awarded AUS for its opening?"**

Southwest Airlines has indicated that they will be opening AUS with approximately 650 Flight Attendants.

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### **Q8: "Will I be 'force-based' to AUS?!"**

Southwest Airlines is not anticipating the need to force-base Flight Attendants at this time, including to fully staff the AUS domicile for its opening.

### **Q9: "I have a RoR for ATL. If I put AUS on my Vacancy Bid, won't that negate my RoR?!"**

As long as you keep ATL as your #1 choice, your RoR will not be impacted. If you place AUS as your #1 choice, you will negate your RoR to ATL.

### **Q10: "I'm on a leave of absence. Can I bid and be awarded AUS?"**

Yes. All Flight Attendants, whether active or inactive, are included in the Vacancy process every month.

## Moving Expenses (Article 29.2)

### **Q1: "I'm not sure if I want to go to AUS... How long do I have to make a decision and still get a paid move?"**

AUS will be considered a "new domicile" for twelve (12) consecutive months, which is March 2026 through February 2027. The Company's obligation for a paid move to the new domicile or involuntary displacement shall terminate if not used within twenty-four (24) calendar months. The move will commence on the date when the mover loads the household effects where the move originates.

### **Q2: "Do I have to move to Austin city proper to be eligible for the paid move?"**

No. You would need to move within two hundred fifty (250) highway miles of AUS -or- a SWA city that is not greater than the equivalent of 1.6 TFP from AUS. For AUS, the SWA cities meeting the 1.6 TFP distance includes the following SWA cities: AMA, CRP, DAL, HOU, HRL, LBB, MAF, MSY, OKC, SAT, and TUL. If you elect to move to one of the aforementioned SWA cities, your new residence must be within seventy-five (75) highway miles from the online airport. (Article 29.2.E.7)

### **Q3: "If I take a paid move to AUS, am I required to stay there for a certain period of time?"**

Any Flight Attendant that takes a paid move to AUS but fails to stay for eight (8) consecutive months because of a voluntary transfer to an established domicile (not another new domicile), will be required to repay the Company for the move. (Article 29.2.F.1)

### **Q4: "If I move to AUS, what moving expenses will be reimbursed?"**

A Flight Attendant will be reimbursed for actual moving expenses, including packing, unpacking, and insurance for household effects up to 25,000 pounds per Flight Attendant or 2,500 cubic feet per Flight Attendant, including up to sixty (60) days of storage. Normal third-party charges which can be reimbursed include disconnecting, disassembly, assembly, installation or adjustment of electrical wiring, equipment, plumbing, or appliances. The paid move may be done in two stages, if needed.

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### **Q5: "What about my cars? Can I be reimbursed for moving my car(s)?"**

Yep! In addition to the moving expenses discussed above, you can be reimbursed for the transportation (either by driving or through a moving service) of up to two (2) vehicles. The vehicle(s) must be registered in the name of the Flight Attendant or their spouse, committed partner, and/or dependent(s). (Article 29.2.E.2)

When driving the vehicle(s) to the new domicile, SWA will reimburse for the IRS standard mileage rate for business of \$0.67 per mile for each vehicle, based on the shortest AAA mileage between their primary residence and the new domicile. If the Flight Attendant's residence is outside the contiguous forty-eight (48) states, SWA will reimburse the costs from driving the vehicle(s) above up to a maximum of \$1350 for each vehicle. (Article 29.2.E.2.a)

When using a shipping service to transport the vehicle(s) to the new domicile, SWA will reimburse the shipping charges up to the allowable mileage discussed above. If the primary residence is outside the contiguous forty-eight (48) states and can only be shipped by ocean or air, SWA will reimburse a maximum of \$2000 for each vehicle for shipping costs. (Article 29.2.E.2.b)

### **Q6: "While driving the moving truck to my new home in AUS, I'm going to need to stop mid-way through the drive and get a hotel room. Can I get reimbursed for that cost too?"**

Yes. Meals and lodging en route (within reason and with receipts) for you and members of your dependent family with a maximum of \$175 per night per family for lodging. (Article 29.3)

### **Q7: "Am I eligible for any assignment pulls to accommodate my paid move?"**

Yes! Flight Attendants will be pulled from and/or recovered to legs from your affected assignments.

**IMPORTANT:** No pairings or Reserve days will be pulled during the period including Thanksgiving Day or the last two (2) weeks of December unless previously approved by SWA. Even though schedule adjustments can't happen during this time, travel time may be used and paid.

### **Q8: "How is travel time calculated for the time spent driving from my old home to my new home?"**

Travel time is allowed at a rate of one (1) calendar day for each three hundred and fifty (350) miles or fraction thereof based on the shortest AAA mileage between the Flight Attendant's primary residence and the new domicile, plus one (1) additional day on each end of the move.

### **Q9: "How do I calculate my travel time if my primary residence is outside of the contiguous forty-eight (48) states?"**

If the Flight Attendant's primary residence is a non-SWA city outside of the contiguous forty-eight (48) states, the Flight Attendant's current domicile will be used instead of the primary residence for this calculation.

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### **Q10: "Am I paid for this travel time?"**

Yep! For each day of travel time, you will be paid for all lost trips (up to a maximum of ten (10) days) that were assigned prior to the confirmation of the move, or 3 TFP per day, whichever is greater. (Article 29.2.E.5)

### **Q11: "I don't really want to pay anybody to help me move to AUS. Can I move myself and be reimbursed?"**

Yes. You will need to supply applicable receipts for moving expenses associated with the move.

### **Q12: "I'm selling my house in SEA to move to AUS. Can I get reimbursed for any of the expenses associated with selling my house in SEA?"**

You can be reimbursed up to \$1200 if you own and sell your primary residence in SEA as a result of the paid move to AUS. (Article 29.2.E.10)

### **Q13: "My apartment lease in ABQ will need to be broken so I can move to AUS. Can I be reimbursed for my penalty for breaking the lease to take the paid move?"**

If you must terminate a lease as a result of the Company-paid move, you can be reimbursed up to three (3) months' rent not to exceed \$1200. A copy of the lease or rental agreement and a letter from the landlord confirming the cancellation cost incurred must be submitted with the reimbursement request. (Article 29.2.E.11)

### **Q14: "I'm taking the paid move to AUS but need to fly myself and my family there to sign the paperwork for our new house. Will SWA provide any must-ride passes?"**

Yeppers! SWA will provide up to five (5) round-trip must-ride passes to each eligible employee and family member in association with the paid move to AUS. Travel must be to and from AUS. (Article 29.2.E.12)

## Vacation (Article 14)

### **Q1. "If I voluntarily transfer to AUS, will I lose my awarded vacation slots for 2026?"**

No. Your awarded vacation slots will transfer with you to the newly awarded domicile.

### **Q2: "What if my awarded vacation slot includes Thanksgiving or the last two weeks of December?"**

The restrictions for voluntarily changing domiciles with vacations during the holidays, is specific to already established domiciles. These restrictions do not apply to new domiciles. (Article 14.6.D)

## Reserve Rotation (Article 11)

### **Q1: "If I transfer to AUS, will the asterisk from my current domicile transfer with me?"**

No. AUS will be starting its own fresh Reserve Rotation for those who are not in the Top 35% or have vacation.