

IAM CONTRACT PROPOSALS SOUTHWEST AIRLINES

ARTICLE I – PURPOSE OF AGREEMENT

- **Amend to clarify and improve paragraph A**

ARTICLE II – SCOPE OF THE AGREEMENT

- **Review, amend and update to address new technology/notification**

ARTICLE IV - DEFINITIONS

- **Amend to clarify definitions**
- **LWOP administration**

ARTICLE V - CLASSIFICATIONS

- **Amend to update and improve**
- **Clarify Kiosk Coverage**
- **Clarify Bags to Go and Curbside**
- **Add Sweeper and Home Agents**

ARTICLE VI - HOURS OF SERVICE

- **Amend to update and improve**
- **Bid Language**
- **Time limits**

ARTICLE VII – OVERTIME

- **Amend clarify and overtime procedures**

ARTICLE VIII - SENIORITY

- **Amend to update and improve provisions of this article**

ARTICLE IX – TRAINING

- **Amend to improve training**
- **Increase per diem**

ARTICLE X - PART TIME AND TEMPORARY EMPLOYEES

- **Amend to improve and update Part time Provisions**
- **Amend Part Time Percentage**
- **Clarify Awarding of Part Time Bids**
- **Amend Bidding**
- **Clarify Scheduled Breaks**

ARTICLE XI - FILLING OF VACANCIES

- **Review and update to improve the provisions of this article**
- **Amend to ease movement between classifications**

ARTICLE XII - LEAVES OF ABSENCE

- **Amend to update and improve provisions of this article**
- **Amend to improve health coverage during leave**

ARTICLE XIII – SICK AND OCCUPATIONAL INJURY PAY

- **Amend to improve sick pay accrual**
- **Review to update and improve attendance requirements**
- **Age reduction for Medical coverage**

ARTICLE XIV - VACATIONS

- **Review and amend as necessary**
- **Amend to provide for increased vacations**

ARTICLE XV - REDUCTION IN FORCE

- **Amend to provide unlimited recall**

ARTICLE XVI - SEVERANCE PAY

- **Amend to provide for increased severance pay**

ARTICLE XVII - SAFETY AND HEALTH

- **Amend and update to improve provisions of this article**
- **Add AD&D**

ARTICLE XVIII - GENERAL MISCELLANEOUS

- **Provide paid parking for employees**
- **Create EAP program**
- **Improve Bereavement Provisions**
- **Critical Care Days**
- **Tuition Reimbursement**
- **Improve Short Term Disability**

ARTICLE XIX - UNIFORMS

- **Improve uniform allowance**
- **Increase Maternity pieces**
- **Provisions for alternate uniforms**

ARTICLE XX - GRIEVANCE PROCEDURES/SYSTEM BOARD OF ADJUSTMENT

- **Amend to improve this entire article to expedite grievances**

ARTICLE XXI - MOVING EXPENSES

- **Increase mileage allowance**
- **Improve pass privileges**

ARTICLE XXII - HOLIDAYS AND FREE DAY

- **Provide for increased holidays**
- **Improve New Hire Language**
- **Amend to clarify Relief Agent bid and administration**

ARTICLE XXV - PROFIT SHARING

- **Amend to improve provisions of this article**

ARTICLE XXVI - RELIEF AGENT

- **Increase Premium Pay**
- **Improve Rest Period**

ARTICLE XXVII - WAGE RULES

- **Amend and improve to provide substantial wage increase**
- **Amend to provide for MNPL deductions**
- **Amend to provide for International Guiding Eyes (IGE)**

ARTICLE XXVIII - DURATION AND TERMINATION

- **Provide for two year agreement**

ARTICLE XXIX - UNION MEMBERSHIP-CHECK OFF/DUES MAINTENANCE

- **Review and amend as necessary**

ARTICLE XXX - PENSION (NEW ARTICLE)

- **Provide IAM National Pension Plan for all Employees covered by this agreement**

LETTERS OF UNDERSTANDING

Review, amend, and update as necessary

**OM/slb
opeiu #320**