

Southwest Airlines/IAMAW

TENTATIVE AGREEMENT HIGHLIGHTS



If ratified, this four-year agreement will provide industry leading job protections and pay scale for our membership. It will also provide better mandatory overtime rules and create a better quality of life for our members.

BETTER WORK/LIFE BALANCE

- Improved vacation language
- CS&S - Trade approval enhancements
- Enhanced FTO, DAT parameters
- Shorter time to reach top of scale (TOS)
- Improved mandatory overtime language

MORE MONEY ON YOUR PAYCHECKS

- 6.5% wage increase on date of ratification (DOR)
- 3% increase DOR +12 months
- 3% increase DOR +24 months
- 3% increase DOR +36 months
- Pickup of a mandatory assignment from another agent will be paid at the mandatory overtime rate

BONUS

- \$1,000 and a maximum of \$3,000
- \$400 Productivity Bonus based on a 1% point reduction paid leave improvement, using 2020 sick usage data

MANDATORY OVERTIME PROTECTIONS

- Enhanced protection for day-of rest regarding Mandatory Overtime
- True 10-hour Rest Period
- 32 hour monthly cap on Mandatory Overtime
- If an employee has 32 hours or more of voluntary overtime worked in a calendar quarter, the employee will have the option to refuse a mandatory assignment in a subsequent quarter and have the ability to accrue up to three (3) refusals with no penalty. The only exceptions are Monday through Sunday of Thanksgiving week and December 16th through January 3rd.

OTHER IMPROVEMENTS

- Training per diem increased
- CS&S – Added remote agent language
- CS&S – Percentage adjustments on DATs
- CCSL – Job Protection for Station Closures
- SOS – Improved PTO Language
- Uniform Allowance Increase
- Relief Agent Schedule Adherence
- CSA – Scope and job protection
- CSA – Curb Side & Off Site, STK Language
- CS&S – Shorter duration between breaks
- Enhanced P/T Language
- SOS – Job protections
- Upon notification, either party can open negotiations 18 months earlier than the amendable date of the agreement