



TA2024

A RESULT OF MEMBERS' STRENGTH

22.325%

Snap-up raise May 1, 2024



3%

in 2025



3%

in 2026



3%

in 2027



Shortest Duty Day
in the Industry

Protected



Highest RIGs

NO Minimums

NO Maximums



Ratification Bonus of at least
\$364M paid to Flight Attendants



Industry First: Paid maternity and parental
leave with healthcare



Enhanced Regular
Plan with vision



Eliminated the 24-hour
Ready Reserve System



Extended Ground Time
paid above RIGs



Enhanced pay for
IROPs situations



OJI pay
Protections



Three new 2x paid holidays added
Memorial Day, July 4th and Labor Day

Quality of Life Improvements



Parity for Lineholders
when stranded



Premium for Last Day
Late paid above RIGs



Late Return Override
paid above RIGs



Revised Reserve System with Senior
AM/PM Reserve self-assignment
times remain unchanged



New Junior AM/PM shift
self-assignment 30 minutes
after Senior AM/PM Reserve



No more 'courtesy calls' from
Crew Scheduling, once new shifted
Reserve System is in effect



Extended duty day premiums
of double and triple time paid
above RIGs



Deadheading Flight Attendants
allowed to pre-board and free
WIFI in cabin



19% above Industry at top
of scale



Commuter protections when
rescheduled and missed flight
home -- paid hotel and SWA must
ride home



\$4 for "A" pay and \$5 for LODO
Reserve pay increased from 6.0
to 6.5 TFP per day