



## **AIR TRANSPORT**

### **DISTRICT LODGE 142**



2021-4

March 3, 2021  
File: WN-18

## **Southwest Airlines**

# **Voluntary Lateral Transfer Incentive Program**

This morning, Southwest Airlines created a new program for the CSA work group they call the “2021 Agent Voluntary Lateral Transfer Incentive Program”. This program would provide an incentive, only to CSAs who are staffed in “overstaffed” locations, if they transfer to an “understaffed” location. Any other employee who transfers to an “understaffed” location will NOT be entitled to the bonus. The Union did not approve or negotiate the program, it was created by the company. We feel this provides disparate treatment and compensation to our members and we have sent notice to the company advising them of our position.

The Union negotiates the Collective Bargaining Agreement (CBA) so ALL members are treated fairly. We provide a means to address those who feel they are not treated fairly, or when the Company violates the contract, through the grievance procedure. We pursue the case to get fair treatment and plan on doing the same in this case.

We also have concerns of the locations the company claims they are “overstaffed”. We have told the company of these concerns, but it appears those concerns fell on deaf ears. We continue to push for proper staffing and address the concerns of the use of mandatory overtime to make up for the understaffing across the system.

Fraternally,

Dave Supplee  
**PRESIDENT DIRECTING  
GENERAL CHAIR**

DS/cg

cc: S. Pantoja  
T. Klima  
DL142 E-Board

opeiu #277

## **POST ON ALL IAM BULLETIN BOARDS**