



**IAM Air Transport District 142**

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2024 – 152

## **IAM/SOUTHWEST AIRLINES NEW MATERNITY AND PARENTAL LEAVE BENEFITS**

Dear Sisters and Brothers:

District 142 is proud to announce that we have finalized a Letter of Agreement (LOA) with Southwest Airlines which will provide Maternity and Parental Leave benefits for our members who are Customer Service Agents (CSAs) and Customer Representatives.

Southwest CSAs and Customer Representatives will be eligible for new Company-paid Maternity and Parental Leave benefits starting January 1, 2025.

- **Maternity Leave:** Full-time CSA or Customer Representatives will be paid 40 hours per week, and part-time CSAs or Customer Representatives will be paid up to 40 hours per week, based on their base schedule at their applicable straight-time rate, for up to six weeks for a natural birth or eight weeks for a cesarean birth. While on Maternity Leave, CSAs and Customer Representatives will retain and accrue seniority, and insurance coverage will continue (CSAs and Customer Representatives are required to continue to pay the premiums when they are due).
- **Parental Leave:** Eligible CSAs or Customer Representatives will receive up to 12 consecutive weeks of Parental Leave, maintaining seniority and insurance coverage (CSAs and Customer Representatives must continue to pay the premiums when they are due). For the first two weeks, a full-time CSA or Customer Representative will be paid 40 hours per week, and a part-time CSA or Customer Representative will be paid up to 40 hours per week, based on their base schedule at their applicable straight-time rate. The remaining ten weeks of Parental Leave will be unpaid, but the CSA or Customer Representative may use accrued vacation or sick leave as income replacement.

The LOA will be available soon on the District 142 website, and we will communicate that information as soon as it is posted.

We want to thank the leadership at Southwest Airlines for working with us to provide this new benefit to our IAM members.

If you have any questions, please contact your General Chairs.

Sincerely and fraternally,

John M. Coveny, Jr.  
President/Directing General Chair

Oralia “Lollie” Beecher General Chair	April Butler General Chair	Kenny Champagne General Chair	Lorraine Fraser General Chair	Carrie Lessley General Chair
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JMC/et al/td

cc: R. Johnsen, General Vice-President, Air Transport Territory  
E. Fraser, Chief of Staff, Air Transport Territory  
T. Regan, Airline Coordinator, Air Transport Territory  
J. Carlson, Air Transport Coordinator  
DL 142 Executive Board

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