



**IAM**  
DISTRICT 142

9633 S. 48<sup>th</sup> St. Ste. 100  
Phoenix, Arizona 85044  
(816) 982-6480  
[iamdl142@iamdl142.org](mailto:iamdl142@iamdl142.org)  
<https://atd142.org>

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2025 – 209

## **IAM/Southwest Airlines NCP Negotiations Update**

Dear Sisters and Brothers:

Negotiations resumed on **December 10 and 11, 2025**, focusing on:

- **Article 5 – Classifications** (including AI/Artificial Intelligence)
- **NCP Time Off Language**
- **Article 27 – Wages**

Following the IAM's proposed PTO language, the Company introduced a **counterproposal: LOU 13 – NOC Customer Planner Time Off Program**. We appreciate your participation in the recent Teams Meeting. Many planners expressed interest in reviewing the Company's presentation explaining this counterproposal.

### **Upcoming Hybrid Meetings (Virtual & In-Person):**

 **Tuesday, December 16, 2025**

- **12:00 PM – 1:00 PM**
- **2:00 PM – 3:00 PM**

These sessions will provide an opportunity to view the presentation and ask questions about the proposed program. Room assignment and Teams Links will be communicated once established.

Additionally, a **tentative date of December 18, 2025**, has been set for further discussions with the company contingent on the outcome of these meetings.

Thank you for your continued support and solidarity throughout this process.

Sincerely and fraternally,

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

Oralia "Lollie" Beecher  
General Chair

Negotiating Committee:  
Erica Small, Deanna Dye

JMC/et al/rr

cc: R. Johnsen, General Vice-President, Air Transport Territory  
E. Fraser, Chief of Staff, Air Transport Territory  
J. Carlson, Airline Coordinator, Air Transport Territory  
D142 Executive Board

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