



IAM
DISTRICT 142

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Date: March 13, 2026
File: WN – 2026

2026 – 42

IAM/Southwest Airlines – Your Contractual Rights under Article Fifteen

Dear Sisters and Brothers:

Regarding the previous bulletin, we want to clarify that members in ORD who wish to transfer to MDW, as well as members in IAD who want to move to DCA, must exercise their seniority at those stations, in accordance with Article Fifteen of the IAM/Southwest Airlines Collective Bargaining Agreement (CBA).

Your contractual rights under Article Fifteen are as follows:

Reverse Seniority Protections

All reductions in force must occur in reverse order of classification seniority, excluding probationary employees who are not protected by the language in this article.

60-Day Notice Requirement

Southwest must provide at least 60 days' notice, unless prevented by factors outside the Company's control.

Your Options if Affected

Employees impacted by the reduction may elect to:

1. Fill a vacancy elsewhere in the system, in the same classification, on the preferential bid provided by the Company.
2. Accept a furlough at their current station.
3. Resign and receive severance under Article 16.

If relocation is selected under Option 1, the Company must pay relocation expenses per Article 21. Please refer to the Company's FAQ for the self-move option.

Preferential Bid Process

Affected employees will receive a notice listing current system vacancies. A preferential bid must be filed by 11:59 CT, on March 28. Failure to file is considered an election to be furloughed.

Recall & Reemployment Rights

Furloughed employees are recalled in seniority order. Relocated employees retain return rights for five (5) years, should openings occur. Furloughed employees continue to accrue seniority. Recall rights last five (5) years.

Travel Passes for Job Search

Employees not offered employment may request space-available passes for up to 120 days to seek work elsewhere.

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We understand how stressful these changes are, and your Union is fully mobilized to support you every step of the way including:

- EAP Representatives providing confidential support.
- General Chairs (GCs) On-Site to explain options and ensure compliance.

IAM District 142 will ensure full compliance with every provision of Article Fifteen, maintain an on-site presence, protect members' rights, and demand transparency.

We will continue to update you as this situation develops.

Sincerely and fraternally,

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

Paul Shultz
EAP Director

Oralia Beecher
General Chair

April Butler
General Chair

Kenny Champagne
General Chair

Lorraine Fraser
General Chair

Carrie Lessley
General Chair

JMC/td

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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