



IAM
DISTRICT 142

9633 S. 48th St. Ste. 100
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<https://atd142.org>

Date: March 31, 2026
File: WN/NCP – 2026

2026 – 56

Tentative Agreement Reached for IAM Network Control Planners at Southwest Airlines

Dear Sisters and Brothers:

IAM District 142 is proud to announce that we have reached a Tentative Agreement with Southwest Airlines for our Network Control Planners (NCPs).

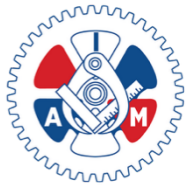
Highlights of the two and a half year agreement include:

- Transition wage scale with Snap up to TA1 December 2026 pay scale. 11% wage increase on the Date of Ratification (DOR), effective 1st full pay period (True Up).
- 3% of the current wage from March 1, 2025, to DOR paid in a lump sum.
- 401(k) Non-Elective Contribution 4% match and up to 5.3%, retroactive from January 1st, 2026, paid in a lump sum.
- One-time option to enroll or reenroll in the regular health plan during the 2026 enrollment period.
- NCP Time Off Program improvement 40 hours to 80 hours sick bank.
- Article 5 Classifications for improved language. (PCS and Coordinates).
- 8-hour holiday pay for those scheduled off Thanksgiving and Christmas.
- Those scheduled to work Thanksgiving and Christmas Day will receive time and ½ pay in addition to regular pay on Thanksgiving and Christmas.
- Mandatory Overtime (JA) paid at double-time rate.
- Picking up Mandatory Overtime paid at double-time rate.
- Shift differential pay.
- Premium pay (time and ½) for shifts beginning 0100-0500.
- Grievance Procedure.
- Memorialized shift trading practices.
- Memorialized equalization overtime practices.
- Mandatory Overtime protection of shift-traded off days.
- Earn 1 refusal MOT per quarter, to use in subsequent quarters, 32 hours of Voluntary Overtime (Accrual up to 2).
- Supervisors' vacancies filled within the classification.
- Yearly option for blocked vacation weeks.
- Guaranteed DAT (Day at a Time) allotment of vacation requests up to 72 hours prior.
- Language to allow DATs above the allotment.
- Memorialized ROC mileage reimbursement.
- Freedays converted to 10 bankable Flexible Days Off (FTOs) throughout the year.
- Paid Parental Leave, short-term/long-term disability pay.
- Reduction in Force-Severance pay and 5-year recall rights.

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The schedule for in-person and virtual Informational Meetings is as follows:

- **Tuesday, March 31, 2026** from **10:00 AM – 7:00 PM CDT** in the Wings Building – The Blueprint 201 Conference Room.
- **Wednesday, April 1, 2026** from **9:30 AM – 11:30 AM CDT** online via Microsoft Teams. Access the virtual meeting via the link or QR code below (you do not need to register to join this meeting):



https://teams.microsoft.com/l/meetup-join/19%3ameeting_ODBh0ThhMjYtZjl1ZS00MmE3LWE50TYtMDNjYWY3ZWl4MzFi%40thread.v2/0?context=%7b%22Tid%22%3a%229189800d-1c1d-4a79-86f0-b73707ee9ba4%22%2c%22Oid%22%3a%2208c2c81b-3e29-496c-8a17-8b3f7ad3af04%22%7d

A ratification vote will be held online and will open on **Monday, April 6, 2026**, at **6:00 AM CDT** and close on **Tuesday, April 7, 2026**, at **6:00 AM CDT**. Once the voting window opens, you will receive an email (at your personal email address) with a link to the voting site. Once you click on the link, simply follow the instructions to sign in and cast your vote. Once the voting window closes, we will notify the Company and the Air Transport Territory, then post a bulletin announcing the results.

We will keep you informed and will provide regular updates as this process moves forward.

Thank you for your continued support, patience, and solidarity throughout these negotiations.

Sincerely and fraternally,

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

Oralia "Lollie" Beecher
General Chair

Negotiating Committee:
Erica Small, Deanna Dye

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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