



**IAM**  
DISTRICT 142

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Date: April 7, 2026  
File: WN/NCP – 2026

2026 – 59

## **IAM Network Customer Planners at Southwest Airlines Overwhelmingly Ratify Collective Bargaining Agreement**

Dear Sisters and Brothers:

We are proud to announce that IAM Network Customer Planners at Southwest Airlines have officially ratified a new Collective Bargaining Agreement (CBA). Highlights of the new 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.
- Mandatory Overtime (JA) paid at double-time rate.
- Shift differential pay.
- Grievance Procedure.
- Mandatory Overtime protection of shift-traded off days.
- Paid Parental Leave, short-term/long-term disability pay.
- Reduction in Force-Severance pay and 5-year recall rights.
- ..and more.

This agreement is the result of a hard-fought negotiation process, made possible by the strength, determination, and unity of our members. In solidarity, you stood together to ensure a contract that reflects the value of your work and the respect you deserve. You proved once again that when IAM members stand united, we achieve meaningful results.

District 142 leadership will now work closely with Southwest Airlines leadership to ensure that all provisions of the new agreement are implemented accurately and in a timely manner. We are committed to working with the company to ensure this contract is fully realized on the property.

We extend our sincere thanks to our members for your patience, support, and unwavering solidarity throughout this process. Your trust and engagement were essential to reaching this agreement. We also want to recognize and thank our Negotiating Committee for their dedication, long hours, and tireless advocacy on behalf of the membership.

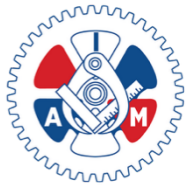
If you have any questions or concerns regarding the new agreement, please do not hesitate to reach out to your Shop Steward, General Chair, or a member of the Negotiating Committee. They are available to assist you and ensure you have the information you need.

Thank you again for standing strong and showing what union solidarity truly means.

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Sincerely and fraternally,

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

Oralia 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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