



IAM
DISTRICT 142

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2026 – 158

IAM/Southwest Airlines - General Grievance #2871 - Employee Pass Privilege Warning and Suspensions

Dear Sisters and Brothers:

District 142 has reached a settlement with Southwest Airlines regarding Grievance #2871.

As part of this settlement, Customer Service Agents, Customer Representatives, and Source of Support Representatives who received a pass suspension letter in December 2025 and did not previously request a review of their suspension will be provided another opportunity to have their case reviewed through Employee Relations.

Under the terms of the settlement:

- Employees who have not previously requested a review will be given an additional opportunity to appeal their pass suspension.
- Within two weeks of the settlement's acceptance, Employee Relations will contact affected employees with instructions on how to participate in the review process.
- Employees who have not yet submitted an appeal through Employee Relations are strongly encouraged to do so as soon as possible.
- Decisions reached through the Employee Relations appeal process will be final.
- This settlement is on a non-precedent and non-referable basis.

A separate communication will be sent directly to employees who are eligible for this additional review opportunity, outlining the appeal process and any applicable deadlines.

If you believe you are affected by this settlement and have questions, please contact your District 142 representative.

Sincerely and fraternally,

John M. Coveny, Jr.
President/Directing 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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