

# Labor Contracts

## Quick Guide

Roughly 82% of Southwest Employees are represented by a union. Our goal is to maintain collective bargaining agreements that take care of our Employees, the Company, and Shareholders in ways that support our Vision to be the world's most loved, most efficient, and most profitable airline.

CBA By Workgroup Name	Headcount*	Union Representation	Effective Date	Status
Appearance Technicians	209	Aircraft Mechanics Fraternal Association (AMFA)	11/22/2022 to 7/31/2027	Closed
Customer Service Agents, Customer Representatives, Source of Support Representatives	6,919	International Association of Machinists and Aerospace Workers AFL-CIO (IAM) - District 142	12/15/2022 to 12/14/2027	Closed
Dispatchers	509	Transport Workers Union (TWU) - Local 550	2/4/2023 to 5/31/2027	Closed
Facilities Maintenance Technicians	48	Aircraft Mechanics Fraternal Association (AMFA)	11/16/2022 to 11/16/2027	Closed
Flight Attendants	20,601	Transport Workers Union (TWU) - Local 556	5/1/2024 to 4/30/2028	Closed
Flight Instructors	219	Transport Workers Union (TWU) - Local 557	1/1/2023 to 12/31/2026	Closed
Flight Simulator Technicians	48	International Brotherhood of Teamsters Airline Division (IBT) - Local 19	9/14/2024 to 9/14/2028	Closed
Material Specialists	480	International Brotherhood of Teamsters Airline Division (IBT) - Local 19, 104, 210, 455, 769, 781, and 986	10/6/2023 to 10/6/2026	Closed
Mechanics and Related Employees (Mechanics, Inspectors, Controllers, Training Instructors)	3,009	Aircraft Mechanics Fraternal Association (AMFA) - Local 4, 11, 18, and 32	8/16/2023 to 8/16/2027	Closed
Meteorologists	14	Transport Workers Union (TWU) - Local 550	5/1/2023 to 4/30/2028	Closed
Pilots	10,240	Southwest Airlines Pilots Association (SWAPA)	1/22/2024 to 12/31/2028	Closed
Ramp, Operations, Provisioning, and Cargo Agents	17,399	Transport Workers Union (TWU) - Local 555	3/21/2024 to 3/20/2029	Closed

\*"Headcount" represents active full-time equivalent (FTE) Employees as of Sept. 30, 2025