



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 32 • 3414 S. 48th St. Suite 6 • Phoenix, Arizona 85040
PHONE (480) 967-5532 FAX (480) 323-2235 • WEBSITE: www.amfa32.com

TO: AMFA Membership
FROM: Southwest Local ALR's
DATE: May 30, 2013
RE: Airline Rep Update

Dear Members,

We realize most Members don't have the chance to attend the business meetings to hear the challenges we are facing every day. Therefore, we wanted to take this opportunity to update you on the issues your Union is currently working to resolve with the Company.

AMT Negotiations:

Currently AMFA has determined, based on several higher priority issues, to suspend negotiations for the time being to try and resolve these other issues. We are still committed to resolve these issues and reconvene negotiations soon as possible. Our last session was March 8th 2013, the following Articles have been T/A'd.

Article 1- Purpose of Agreement- No changes

Article 12- Leaves of Absence, changing language for every 30 day written request to extend a leave to longer period on a case- by case-basis.

Article 17- Safety & Health, changes to the payout benefits for Death to \$500,000, Loss of sight and 2 members to \$500,000 & Total loss of one member & sight in 1 eye to \$250,000 & any single incident to \$2 million.

Article 26- Union Security- No changes

Article 27- Saving Clause- No changes

Articles in Work

Article 8- Field Service- Discussions focused on rules around International field service and clarification on domestic down lines

Article 21- Grievance Procedure- Working on the process for filing a grievance into actual steps in order and time lines for a more efficient process. Also, upon request of an Employee on OJI to receive the State & Federal Laws pertaining to the Employee's domicile.

Article 22- Arbitration- Working toward discovery language for actions taken by the Company against an Employee.

Article 23- No Strike No Lockout- AMFA proposed language for the Company while in negotiations to not seek or hire replacement workers or lock members out.

Facilities Maintenance Negotiations:

As of the present time, we have dates set for a day and a half on June 6th & 7th 2013 to begin openers for our Facilities maintenance mechanics. The Committee will be utilizing Danny York as our subject matter expert for negotiations. We have proposals submitted by these members and they are under the Corporate Facilities umbrella. Updates will be forth coming once the sessions begin.

Station Closures- PHL & SMF:

April 3rd AMFA received a letter from the Company proposing to discontinue maintenance stations in Philadelphia & Sacramento as of January 1, 2014. The Union has filed a grievance against this action and we have had 2 meetings with the Company per LOA 1 paragraph 4 to discuss alternatives. We have made efforts to obtain all relevant information the Company used to determine their actions.

The union has also proposed both written and verbal alternatives to the proposed station closures with the intent to try and keep the maintenance presence in these 2 stations. The Company has given the Union a counter to our proposal, and we have a meeting set for June 5th to try and resolve this issue. There is a 60-day window in LOA 1 paragraph 4 during which the parties must meet to discuss alternatives. If a resolution cannot be accomplished by the end of the 60-day window, then either party may file for expedited arbitration.

4th Line Remedy Arbitration Hearing:

As most of you know, the Union was successful in the 1st (liability) phase of this bifurcated arbitration, in which the arbitrator ruled in our favor and determined the Company breached our CBA by not implementing the line on March 1, 2012. The 2nd phase of the hearing, to determine a remedy for the breach, is scheduled for June 13th & 14th 2013. We have met with the Company to try and settle this issue prior to the hearing, but so far we have been unsuccessful in getting a resolution. Our hopes are that we will be able to have another meeting prior to the 13th to reach resolution.