



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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Memorandum

To: AMFA Locals
From: National Executive Council
Date: October 11, 2016
Re: Southwest Airlines Appearance Technicians to Vote on
Tentative Agreement

Aircraft Mechanics Fraternal Association (AMFA) and Southwest Airlines have agreed to terms on a tentative agreement for Southwest Airlines (SWA) Aircraft Appearance Technicians. AMFA will be communicating the terms of the extension agreement in the coming days.

“The AMFA NEC is proud of the SWA Airline Representatives and their commitment and dedication of what they have done to get this agreement. The AMFA NEC will soon provide the affected Members the opportunity to express their opinion by a vote,” said Bret Oestreich, AMFA National Director.

If approved, this 4 year extension will run through February 2021 and replace the current collective bargaining agreement that becomes amendable in February 2017. Some notable parts of the agreement:

- One-time ratification bonus of \$593,177 (6% of 2015 401-K earnings) for a division among Employees eligible to vote for ratification
- Effective August 1, 2017, there will be a 4% increase to the Pay scale
- Effective August 1, 2018, there will be a 3% increase to the Pay scale
- Effective August 1, 2019, there will be a 3% increase to the Pay scale
- Effective August 1, 2020, there will be a 3% increase to the Pay scale
- Requests for vacation made less than 24 hours in advance will be granted if a slot is available in shift allocation and at least 8 hours notice is provided
- Employees on Transitional Duty will not be eligible for overtime or able to pick up other Employees' shift/day trades, however they are eligible to give shifts away.

The productivity Performance Bonus Plan identified in Article 15, WAGE RATES, Paragraph 3, will cease following the August 2016 payment.

On Behalf of the NEC,

Jay Johnson, National Secretary/Treasurer