



# AMFA/Southwest Airlines Contract Negotiations Update

Update #11      September 22, 2014

Participants for AMFA:

*Michael Nelson – Region II Director  
Bob Cramer – Airline Representative Local 4  
Shane Flachman – Airline Representative Local 18  
Danny York - Facility Maintenance DAL  
Lucas Middlebrook – Legal Counsel*

Participants for Southwest Airlines:

*Mike Ryan – VP, Labor Relations  
Gerry Anderson - Sr Director, Labor Relations  
Cindy Nagle - Sr Director, Labor Relations  
John Zuzu - Sr Director, Corporate Facilities  
Clint Auton - Director, Corporate Facilities  
Robert Dorsey - Director, Corporate Facilities  
Tim Hooyman - Sr Manager, Corporate Facilities*

The Negotiating Committee is providing this update to the AMFA Membership at Southwest Airlines. This report is the only official authorized written source of negotiating communications by the Committee.

We met with the Company in Dallas, Texas on Wednesday, September 17, 2014, for a scheduled two day Facility Maintenance Technician (FMT) negotiation session. We began with the Company presenting their counter proposals for articles 13: Sick Leave and On-The-Job Injuries and 20: Insurance Benefits. After working to understand the Company's positions, we took a committee caucus to work on our counter offer. When we reconvened, the Company accepted our counter offers and we tentatively agreed (TA) to these articles.

The primary gain for this group regarding articles 13 and 20 is that the FMT group will NOT be forced into the Company's new sick policy. In addition to being able to keep your current sick bank, we were able to enhance the maximum bank to 2000 hours. We were able to secure a fifteen (15) calendar week pay continuance in the event a member is forced out of work as a result of an On-The-Job Injury. The FMT group will also have a benefit that allows a retired member who reaches age sixty-five (65) the ability to use his remaining sick time hours in his bank to purchase Medical Plan C and Basic Dental for a younger spouse.

After we worked through articles 13 and 20, the Company presented the comprehensive package they notified us of during the last session. The package contains seven (7) articles, Article 2: Scope, Article 4: Classification, Article 5: Hours of Service, Article 6: Overtime and Holidays, Article 8: Field Service, Article 9: Seniority, and Article 10: Filling of Vacancies. Considering the fact that this package is the equivalent to twenty-five percent (25%) of the entire Collective Bargaining Agreement (CBA), we notified the Company that we would not be ready to meet again with our counter offers until the next scheduled FMT negotiation session.

Although we did not meet with the Company Wednesday afternoon or Thursday, the FMT Negotiating Committee worked in caucus and has counter proposals ready for the majority of the articles presented. Our side continues to be committed to making a concerted effort to reach an agreement that addresses our members' and the Company's concerns. Our next scheduled dates for FMT Negotiations are the afternoon of Monday, October 13 and a full day on Tuesday, October 14.

Sincerely,

Your Negotiating Committee