



# AMFA/Southwest Airlines Contract Negotiations Update

Update #7

March 31, 2014

Participants for AMFA:

*Michael Nelson – Region II Director  
Bob Cramer- Airline Representative Local 4  
Matt Townsend – Airline Representative Local 11  
Shane Flachman– Airline Representative Local 18  
Mike Young – Airline Representative Local 32  
Danny York - Facility Maintenance DAL  
Lucas Middlebrook - Legal Counsel*

Participants for Southwest Airlines:

*Mike Ryan – V.P., 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, TX on Tuesday, March 25, for a scheduled day and a half Facilities Maintenance Technician (FMT) negotiation session. The Company began by presenting “Article 17: Safety and Health.” The proposal reorganized language from the Aircraft Maintenance Technician (AMT) CBA for clarity and slight adjustments were made to more accurately capture the FMTs’ needs with respect to safety equipment. Also, in regards to “bomb scare investigations,” the benefits were raised to: Death – \$500K, Total Loss of Two Members or Total Loss of Sight – \$500K, Total Loss of One Member or Total Loss of Sight, One Eye – \$250K. We also identified the term “member” as an eye, hand, or foot. The next article the Company presented on Tuesday was “Article 11: Vacations.” Their Vacation proposal basically captured the current practice that is being exercised today which is included in the “Guidelines for Employees.” The final article the Company was to present was “Article 21: Grievance Procedure.”

We were able to work through minor tweaks and tentatively agree (TA) to Articles 17 and 21. The AMFA Committee presented an “Article 26: Union Security” proposal which was primarily cleaned-up AMT language. We were also able to reach a TA on Article 26. The major hurdle for this session was the Company’s Article 11 proposal. We worked on our counter offer and presented it prior to the end of the session. Our counter offer contained additional vacation accrual including five (5) weeks after 15 years, six (6) weeks after 20 years, and seven (7) weeks after 25 years of service with the Company. We also included the ability to sellback 40 hours of vacation annually, inserted a provision to borrow vacation for situations upon Company approval, and we added a “me too” clause in regards to a vacation carry over bank.

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 a full day April 29, and a half day April 30.

Sincerely,

Your Negotiating Committee