



# AMFA/Southwest Airlines AMT Contract Negotiations Update

Update #45 August 30, 2016

**Participants for AMFA:**

*Earl Clark – Director, Region I  
Michael Nelson – Director, Region II  
Bob Cramer – Airline Representative, Local 4  
Craig Hamlet – Airline Representative, Local 11  
Shane Flachman – Airline Representative, Local 18  
Mike Young – Airline Representative, Local 32  
Lucas Middlebrook – AMFA Counsel*

**Participants for Southwest Airlines:**

*Mike Ryan – VP, Labor Relations  
Gerry Anderson – Sr. Director, Labor Relations  
Cindy Nagel- Sr. Director, Labor Relations  
Bill Venckus – Director, Labor Relations  
Scott Collins- Director, Central Region  
Mark Lyon – Sr. Manager, Labor Relations  
John Donnelly – Manager, Financial Planning*

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

We have heard from many of you expressing your extreme displeasure at having received the Company's latest propaganda piece in both your Company email inbox and at your homes. Your Committee and your Union are listening to all of your concerns in this respect, and we share your displeasure. AMFA is reviewing all legal options to address this practice. We would like to take this opportunity to thank all of you that responded to these communications by expressing your unwavering support for your Committee – that is solidarity. It is apparent from the outpouring of support that none of you have been swayed by the Company's divide and conquer tactics.

We would also like to remind all of you to maintain a professional tone if you decide to engage in open debate on these issues, especially if doing so on Company-controlled communication platforms, such as in response to the recent blast e-mails from Southwest Airlines.

Your Committee was scheduled to meet with the Company for a three-day mediated negotiation session this week to address the AMT group beginning Tuesday, August 23 and ending Thursday, August 25. The Committee decided not to meet with the Company Tuesday, August 23 in order to thoroughly examine Article 2 – Scope, and generate a supposal intended to break the logjam created by the Company's latest request for sweeping changes to our work protection language. On Wednesday, August 24, the parties discussed these scope issues in an off-the-record interest-based format, and the discussions were productive. However, during the course of these discussions, your Committee realized that it needed further data from the Company on the evolution of its maintenance programs. A request for this information was conveyed to the Company, and the Southwest Committee guaranteed we would have the information within a few weeks. The final day, Thursday, August 25, was spent discussing scope issues, off-the-record, with the Company.

We are currently scheduled to receive the additional scope data on September 15, and will arrange meeting dates with the Company after digesting that data. Please stay informed, and if you have any questions, don't hesitate to contact your representative.

Sincerely,

Your Negotiating Committee