



AMFA/Southwest Airlines AMT Contract Negotiations Update

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Participants for AMFA:

*Louie Key - AMFA National Director
Michael Nelson – Director, Region II
Bob Cramer – Airline Representative, Local 4
Matt Townsend – 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
Michelle Jordan – Director, Labor Relations
Mark Lyon – Sr. Manager, Labor Relations
Sam Moser – 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 met with the Company on Wednesday, January 14, 2015, in Dallas, Texas for the first day of a scheduled two-day session. Upon conclusion of our last session in December, the Company advised they would have an Article 2 proposal prepared to present at this session; however, due to a personal issue with one of their main Subject Matter Experts (SME) on Article 2 related items, we were informed that they would not be presenting an Article 2 proposal during this session.

At the beginning of our January 14 session the parties addressed the status of each open article. The Company was initially confused as to what articles they owed responses to. After discussion, however, the parties agreed that AMFA had no open articles on our side that required a counterproposal. The Company, however, owed responses to articles 9, 11, 13, 20, and 24. Articles 4, 5, 6, 9, and 24 remain open, but need Maintenance Control and Technical Instructors items resolved with our SMEs and the appropriate department leaders. Articles 2, 14, 15, 29 and Letter of Agreements 1 and 2 have yet to be opened.

After identifying the above, the parties reviewed Article 24. Of the four main items left open, three were AMFA's requests for: bereavement leave to be 40 hours instead of four (4) days, Company to pay parking for those technicians who are forced to pay for parking to come to work, and our deletion of the Maintenance Control "cut-and-paste" portion that is covered elsewhere in the existing Collective Bargaining Agreement (CBA). The main item left in Article 24 for the Company is their ask to change the Day Trade policy to forbid Inspectors from day trading with AMT's. We also reviewed Article 9, and agreed that the major items to work through are our "Bump-up" Supervisor proposal (includes a one-for-one backfill) and the omission of the Company's "exclusionary" language for Maintenance Control and Technical Instructors regarding reductions in force.

The Company then requested a caucus to prepare counteroffers for articles 13, 20, and possibly articles 9 and 24. After nearly a three and a half hour wait including lunch, the Company returned with the exact proposals that they had provided us last year for all four articles with the one caveat being possibly allowing us to use our vacation in conjunction with the four (4) days of bereavement leave. They also said they would need their SMEs to address sections of articles 9 and 24.

Following this utterly unproductive negotiation session, we advised the Company that we were going to utilize the remainder of the day and the following day to work as a Committee.

The next session is scheduled for February 19, 2015, and we will work on Maintenance Control specific items. We would like to thank those who took their time to observe these negotiations. If you have any questions, do not hesitate to contact your representative. We also appreciate your support.

Sincerely,

Your Negotiating Committee.