



AMFA/Southwest Airlines Contract Negotiations Update

Update #4

December 4, 2012

Participants for AMFA:

Earl Clark – Region I Director
Jack Coonrod – Region II Director
Mike Young – Airline Representative Local 32
Bob Cramer – Airline Representative Local 18
Nino DiMaggio – Airline Representative Local 11
Robert Geisheimer – Technical Training Instructor Rep.
Mark Sheaffer – Technical Training Instructor Rep.

Participants for Southwest Airlines

Jim Sokol – VP, Maintenance
Gerry Anderson- Sr Director Labor Relations
George Tompkins – Director, Labor Relations
Mark Lyons – Sr. Manger, Labor Relations
Sam Moser - Planning Manager, Finance
Don Filippone – Sr. Manager Maintenance Training

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

On December 4, 2012, we met with the Company for a one-day session in the Executive Conference Room at the Hangar in Dallas. The discussions started with AMFA providing the Company with a proposal for the classification of work for the Technical Training Instructors which is to be added to Article 4. The Company provided AMFA with four (4) articles they had prepared for AMFA's review: Article 1 Purpose of Agreement, Article 17 Safety and Health, Article 12 Leaves of Absence, and Article 28 Apprentice Aircraft Mechanic Program. Articles 1 and 17 contained no changes to the current language. Within the Article 12 proposal, the Company proposed language that would limit the time an employee can be on leave of absence for a sickness or injury to three years. The Company explained that the change in Article 12 was only to capture the Company's current practice. The Company's proposal for Article 28 had many changes: name change from aircraft mechanic to AMT, change control of the program from training to operations, just to name a few.

Both committees went to their breakout rooms to review each others proposals. When both committees got back together, AMFA countered the Company's Article 12 proposal by removing their proposal, inserted language to increase the leave times in paragraph one to one hundred eighty days (180), and changing language in the last paragraph to clarify temporary union leave language. For Article 17, AMFA proposed two changes, the first is in paragraph four to require the Company to provide an employee that is injured on the job their rights under the law, second was in paragraph five to increase the Accidental Death and Dismemberment amounts in paragraph five for an individual. The day continued with back and forth proposals on Article 12 and 17 as well as Technical Trainer Instructor classification language. The session ended at about 8:00 PM with the committees agreeing on no changes to Article 1 and needing only a final review of the language for the Technical Trainer Instructor classification language.

Both sides continue to be committed to making a concerted effort to reach an agreement that addresses our members', and the Company's, concerns. Our Committee would like to thank the observer that took the time to attend.

Sincerely,
Your Negotiating Committee

Upcoming Negotiation Date - Dallas

January: 9-10; 24-25 has been cancelled
February: 12-13 and 27-28
March: 7-8 and 26-27