



## AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 32 • 2942 N. 24<sup>th</sup> St., Suite 202 • Phoenix, Arizona 85016

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Date: June 1, 2016

TO: Local 32 SWA AMT Membership

FROM: Mike Young

RE: Wearing AMFA Buttons

Dear Members:

The following update has been drafted, approved and is being released on behalf of all four of the Southwest Airlines Air Line Representatives (ALR's) representing Locals 4, 11, 18 and 32.

We received communication from Southwest last week advising that it considered the wearing of union buttons to violate Company policy. In addition, the Company asked us to help it stop the usage of the current buttons worn by some of our members. We referred the Company's correspondence to AMFA Legal for a response. A copy of that response is included below.

We ask all of you to do the following if you are approached by management and asked to remove the button:

1. Inquire as to whether removal of the button is voluntary or if you are being instructed by management to remove it;
2. If the answer to the first question is that removal of the button is an order – inquire whether you will be charged with insubordination if you fail to comply;
3. If the answer is that you will be charged with insubordination, we ask that you comply with the directive, but immediately make note of which manager/supervisor issued the order, as well as the time, date, location and a summary of the incident.
4. Send this information to an AMFA rep as soon as possible so that AMFA may take all necessary legal action in response.

AMFA will take all necessary legal action to protect your rights under the Railway Labor Act and our contract.

In Solidarity,

Bob Cramer, AMFA ALR, Local 4

Craig Hamlet, AMFA ALR, Local 11

Mike Young, AMFA ALR, Local 32

Shane Flachman, AMFA ALR, Local 18