



# AMFA/Southwest Airlines Contract Negotiations Update

Update #9

July 1, 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:**

Gerry Anderson - 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 is the only official authorized source of negotiating communications by the Committee.

We began our two-day session on Wednesday, June 25 at Dallas, Texas. We started by presenting our first proposal for Article 9, Seniority. The language we presented was taken from the Mechanics Collective Bargaining Agreement (CBA) with a few omissions that did not apply to this workgroup. We also presented our counter offer for Article 22, Arbitration. We entered discussions surrounding the selection process of an arbitrator-specifically the guidelines that would invoke an alternate method of selection to be enacted.

The company gave us their counter offer for Article 11, Vacations. The company struck our 6<sup>th</sup> week of vacation accrual and also changed when the 5<sup>th</sup> week vacation is to be earned back to the current practice of 18 years. We spent time discussing the company's proposal that stopped the accrual of vacation when someone is on an extended leave and how that would apply to a member of the military called for active duty. The company also presented a counter offer to Article 24, General and Miscellaneous. The two main items the company is hung up on is first, they firmly believe their supervisors need to work with the technicians from time to time for the operation to succeed, and second, they want any unpaid leave a technician under a Last Chance Agreement (LCA) may take to be exempted from the total time credited to the 12 month duration that the letter is in effect. After we discussed and understood their counter offers, we caucused as a committee for the rest of the afternoon to work on our counterproposals for Articles 11 and 24.

We returned Thursday and began discussing Article 11. We TA'd the article except the 6<sup>th</sup> week and 15 year to accrue 5 weeks of vacation items that the company had struck. We also TA'd Article 24, except for the "supervisor doing covered work" language. We basically put a place holder on these items and will revisit them later in negotiations. The Company said they would have to get with Mike Ryan for his approval to our Article 9 proposal. We also worked through each other's concerns in Article 22 and TA'd it in its entirety.

We worked on future negotiation dates to meet, but due to the summer schedules of both sides, the only date available among both parties was August 19. We offered a few additional dates to the company in July in case their schedules become open. Thank you for your continued support.