



# AMFA/Southwest Airlines FMT Negotiations Update

Update #15      February 24, 2015

**Participants for AMFA:**

*Earl Clark - Region I Director*  
*Michael Nelson – Region II Director*  
*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:**

*Mike Ryan – VP, Labor Relations*  
*Gerry Anderson – Sr. Director, Labor Relations*  
*Cindy Nagle - Sr. Director, Labor Relations*  
*John Zuzu - Sr. 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 report is the only official authorized written source of negotiating communications by the Committee.

We met with the Company in Dallas, Texas on Tuesday and Wednesday, February 17-18, 2015. The Company stated they had five (5) articles to present counter offers: Article 4: Classifications, Article 5: Hours of Service, Article 6: Overtime and Holidays, Article 8: Field Service, and Article 9: Seniority. First, the Company presented their Article 5 counter offer, which captured the “Flex Schedule,” but rejected our proposal to allow the member to select his extra day off in the second week. The Company also rejected our proposal that introduced a ten-hour shift option.

The Company then presented their Article 8 counter proposal, which omitted and changed parts of our last proposal due to misunderstandings of the intent of the proposed language. After discussing their concerns, we moved on and they presented their Article 9 counter proposal. Article 9 discussions began with the Company reiterating their intent for only one classification for the entire group. The Company also agreed that there will be no “temp supervisor” language in this Agreement. The Company then presented Article 6 in which they deleted our proposed language for a “short hour” and double- and triple-time rates. They also omitted the Over Time Callout System (OTCS) language we had included that would be charged with calling overtime and keeping track of overtime hours. The Company then presented Article 4 where they again stated their apprehension to having a Lead classification, although the Lead classification currently exists within this group.

We then presented our Article 10: Filling of Vacancies counter proposal in which we entered into a lengthy discussion on how the bid process would work in this group, and also provisions of filling a vacancy when there is a “No Successful” bid. The Company then asked to keep these five articles as a package as they see these interacting with each other.

The following day we met as a Committee in the morning to work on our counter proposals to the articles we received from the Company, and we agreed that keeping them packaged together would be the best option. When we met with the Company after lunch and presented Articles 4, 5, 6, 8, 9, and 10. We began with Article 5 where we inserted 7:00AM as the latest for the Day-Shift to begin. We then presented Article 6 where we accepted the “Flex Shift” language and withdrew our ten-hour shift request IF they accept our start times in Article 5. We also reinserted double- and triple-time, expanded Holidays to include members’ birthdays, added back two Floating Holidays, and agreed to remove the OTCS language due to the small size of this group and their bid locations. We then presented Article 8 where we accepted the Company’s clarifying language. The Company took a short caucus and we agreed to Tentative Agree (TA) Article 8. We wrapped up the day by presenting Articles 9 and 10 with most of the discussion centered on the provisions that apply to a member taking a permanent supervisor position and how his seniority would be affected.

Our next scheduled session is for two day to commence on March 2, 2015. If you have any questions, please call your Local representative or the Region I or II Directors.

Sincerely,

Your Negotiating Committee

SAFETY IN THE AIR BEGINS WITH QUALITY MAINTENANCE ON THE GROUND