



AMFA/Southwest Airlines AMT Contract Negotiations Update

To: Southwest Airlines Aircraft Maintenance Technicians and Related

From: Earl Clark, Region I Director; Michael Nelson, Region II Director; Bob Cramer, Local 4 Airline Representative; Matt Townsend, Local 11 Airline Representative; Shane Flachman, Local 18 Airline Representative; Mike Young, Local 32 Airline Representative; Lucas Middlebrook, AMFA Counsel

Date: July 27, 2015

Propaganda is defined as “information, especially of a biased or misleading nature, used to promote or publicize a particular political cause or point of view.” On July 20, 2015, you received exactly that in the form of an un-signed memorandum from Southwest Airlines “Labor Relations” titled, “Negotiation Clarifications.” Unlike correspondence that you receive from your Union, which always bears indication of the individual authors, the Company memorandum was conspicuously anonymous. We all must question why those responsible for propaganda are unwilling to take personal responsibility for its issuance.

AMFA is simply not interested in engaging in written back and forth exchanges with the Company. Instead, we would appreciate the Company putting as much effort at the negotiating table as it does with the creation of its anonymous messages. However, it is important to note that the Company goes to great lengths -- including use of half-truths, misleading statistics, and blatant falsities -- in an attempt to convince you that its negotiating posture is reasonable and that the concessionary position it is taking during a time of record profits is somehow justified. Make no mistake, today’s version of our Company views you not as individuals trying to earn a living and support families, but rather as a line item on an accounting spreadsheet, and the directive from the top is to reduce the cost of that line item by whatever means necessary.

There is only one entity that represents you during these negotiations -- your Union. Labor Relations, who represents the Company, is under orders from Mr. Kelly, Ms. Romo, and the other senior executives to convert our contract into one that resembles those obtained by the legacy carriers through bankruptcy. Please keep this in mind anytime you receive an anonymous message from Labor Relations trying to convince you that less money and work rules which limit your ability to earn a living are a good thing.

With respect to our application for mediation, the National Mediation Board has assigned our mediators: Patricia Sims and Catherine McCann. You can access and read their biographies online by following this link: <http://www.nmb.gov/about-nmb/officials-staff/nmb-board/office-of-mediation-adr-services/>

We have already been in contact with Mediator Sims and are scheduling a time in the near future for our Committee to meet with her and Ms. McCann. We look forward to their assistance in this unfortunately prolonged process.

Do not hesitate to contact your Airline Representative or Region Director if you have any questions or need clarification on the propaganda being released by the Company -- we, as your Union, are here for you.

Sincerely,

Your Negotiation Committee.