



SOUTHWEST AIRLINES CO.

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To: Bob Cramer – AMFA Local 4
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From: MX Labor Relations

Date: May 1, 2014

Subject: Overtime Call-Out Procedure

As you know, overtime callout procedures for Southwest Mechanics are specifically addressed in the collective-bargaining agreement.

According to Article 6 paragraph 8(f), when making overtime callout, the Company is to contact the Employee in OTCS that can cover the full shift and has the least amount of overtime first, then next least overtime second, etc. After exhausting this process, if no one in OTCS can cover the full shift, the assignment is to be made to the Employee in OTCS that can cover at least half the shift and has the least overtime first, then next least overtime second, etc. Article 6 paragraph 8(g) instructs that when determining whether an Employee can cover a full shift, an overlap of two hours or less will be ignored.

Recently, we have learned that overtime has been offered in error to Employees that are unable to cover the full shift as required in Article 6. This has resulted in overtime shifts being uncovered and/or requiring additional overtime to be called. We will be working with the OTCS Team to correct this matter.

Please know that effective May 5, 2014, the Company will comply with Article 6 procedures for calling out overtime. Specifically, overtime will be offered first to those Employees able to cover the full shift. Please email any questions to MXLaborRelations-DG@wnco.com.

Copy: MX Directors
A&L Payroll Team