



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

National Office: 14001 E. Iliff Avenue, Suite 217 • Aurora, CO 80014

Tel: 303.752.AMFA (2632) • Fax: 303.362.7736

Assistant National Directors Office: (720)744-6634

E-Mail: Floyd.Looney@amfanatl.org

April 25, 2012

To: AMFA Southwest Mechanics

Re: AMFA/AirTran Seniority Integration Update

Dear Members:

On April 23, 2012, a tentative agreement was reached between the AMFA and the IBT providing for seniority integration between the SWA and AirTran mechanics. The principal revisions to the prior tentative agreement reflect membership input received during the AMFA road shows.

The highlights of the tentative agreement include:

- All Southwest mechanics on the payroll prior to May 2, 2011, receive a four-year bump in their category seniority;
- The Company agrees to restrictions on the involuntary displacement of SWA or AirTran mechanics at the BWI and MCO stations (Protection for BWI and MCO are there to make sure the company does not come in and decide there are too many people with the combined group and re-allocate them to other stations (No one will be forced to leave their homes); and
- The fence provisions in the prior proposal, including those contained in the AMFA/SWA LOA of March 29, 2011, have been eliminated.

In view of these revisions, the SLI Committee has endorsed this tentative agreement.

The Seniority Integration tentative agreement will be voted on together, as a package, with a tentative Transition Agreement, the provisions of which include:

- An expedited arbitration process to be applied in the event that the Company fails to agree to the expansion of its in-house 717 maintenance program;
- The creation of new premium positions (Lead Mechanics, Lead Inspectors, and GSE Leads), which will be open for bid on a carrier-wide basis; and
- A specific timeline to implement a fourth line of heavy maintenance in DAL.

The membership will also vote, separately, on the following Letters of Agreement:

- LOA 7, which will increase the Company's contribution to our 401(k) plan from 7.3% to 9.3% retroactive to January 1, 2012, and implement DEN maintenance within 90 days of ratification.
- LOA 8, which will create a new premium position of Technical Support Mechanics within the Mechanics Agreement

The ratification vote will commence on May 21, 2012, with the results to be announced on June 21, 2012. AMFA will engage in an in-depth information program prior to the commencement of the ratification vote. Consider the information, ask questions, and vote.

In closing, I want to express my gratitude to the Committee representatives who spent many weeks away from their homes in order to promote the interests of the SWA Mechanics. You have my heartfelt thanks.

Floyd Looney
AMFA Assistant National Director