



## **AMFA/Southwest Airlines Contract Negotiations Update**

### **For Southwest Airlines Appearance Technician Group**

**Update #15    August 23<sup>rd</sup>, 24<sup>th</sup>, 25<sup>th</sup>, 26<sup>th</sup>, & 27<sup>th</sup> 2010**

**Participants for AMFA:**

*Jack Coonrod – Region II Director  
Lee Rhame – Airline Representative Local 11  
Bob Cramer – Airline Representative Local 18  
Mike Young – Airline Representative Local 32  
Carla Foster - Appearance Technician Representative*

**Participants for Southwest Airlines**

*Mike Ryan – VP, Labor Relations  
Jim Sokol – VP, Maintenance  
Tony Lowery – Senior Director Maintenance  
George Tompkins – Director, Employee Resources  
Mark Lyons – Manager, Employee Resources  
Keith McCormick – Manager, Employee Resources  
Mike Hunter - Manager, Production Appearance  
Christina Bennett – SWA Legal Counsel  
Sam Moser -- Planning Manager, Finance*

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.

The above AMFA and Southwest Airlines Representatives participated in open, formal negotiations, seeking contract changes in Section VI negotiations.

The Company and your Negotiating Committee began this negotiating session with AMFA presenting counter proposals for Articles 6, 10, & 24 to the Company. Article 6 was sent back and forth throughout the week, by Friday it had been reduced to one item. The one item was the Company's idea to reset the employee's 24 hour clock for pay purposes, every time they reached the start of their regular shift. A tentative agreement on Article 6 has not been reached. Article 10 was tentatively agreed to late Tuesday evening with most changes mirroring the Mechanic's contract. Article 24 was tentatively agreed to on Thursday. Changes to Article 24 includes, employees with temporary injuries given up to 8 weeks of transitional duty, the inclusion of step parents, step children, and committed or registered partners to the bereavement policy, and a "Me Too" clause in the event another group is given a larger bereavement period. Also included in Article 24 changes are the automation of uniform ordering, a Perfect Attendance Policy allowing for an extra paid day off, the Company's right to publish and administer an attendance policy, and the Appearance Technicians priority and rights in the Apprentice Program were put into writing.

Your Negotiating Committee next received the Company's counter proposals for Article 2 & 3. That Wednesday we were able to tentatively agree to Article 3. Your Negotiating Committee along with AMFA legal our law firm Seham, Seham, Meltz & Petersen, LLP was able to enhance your Article 3 Status, Mergers, and Acquisitions language. Although

some progress was made we were unable to tentatively agree to all changes in Article 2. Agreement in Article 2 was reached on language concerning the acquisition of another entity and our Appearance Technicians performing their customary work, an agreement to not engage in Blended work without consent, and an agreement for expedited arbitration in the event the Company and AMFA was unable to resolve disputes or violations of Article 2. Yet to be resolved is your Negotiating Committee's proposal that the Company's ability to contract out work when qualified personnel are not available is not due to the abolishment of positions pursuant to Article 10 paragraph 2.

We exchanged proposals on Article 11 and were able to come to a tentative agreement. We agreed on a ratio for determining the number of vacation slots that will be made available during the annual vacation bid, in an emergency the ability to borrow up to 80 hours of vacation, and language in case the annual bid is automated.

In Article 23 AMFA proposed that the Company would not require Employees covered under this agreement to handle struck work. Although no agreement was reach the Company stated this was not necessary, as the Company could not force an Employee to do others work.

Letter of Agreement No. 2 was also discussed. Some progress was made but no agreement was reached.

Thursday afternoon AMFA presented the Company a counter proposal for Article 13. In Article 13 the Company had proposed contract language for disciplinary action for what the Company felt were excessive absenteeism, tardiness, and or sick leave abuse. Your Negotiating Committee countered that they had the right to publish and administer an attendance policy. A tentative agreement was reached on Article 13. Changes were an increase in the sick leave bank up to 2000 hours, the Company's right to publish and administer an attendance policy, and the provisions for a maximum of 8 weeks of transitional duty for occupational injuries.

Friday morning your Negotiating Committee submitted their proposals on Articles 18 and 20. In Article 18 the Union had only one proposal. And as no one at Southwest Airlines has ever been laid off, AMFA proposed to increase severance pay to a maximum of 15 weeks. In Article 20 the Union proposed allowing earlier retirement and mirroring portions of the Mechanics contract. No agreements were reached.

When it is stated a tentative agreement was reached, this is in no way to suggest that there will be no more changes to these or any other Articles after our conceptual agreement or agreements.

Articles 14, 15, & 16 and De-icing have yet to be addressed.

We did agree to resume negotiations in San Antonio on Monday, September 20th 2010 at 8:30 am through Tuesday September 21st. We will secure future dates when we meet in San Antonio.

The Negotiation Committee would like to thank Kenneth Dawson from Houston; Darlene D. Warren, Teresa Price, Alexis C Martinez, and Vertis Hawkins from Dallas; Will Abbott from Chicago; Dave Widorski & Glen Eder from Phoenix, and Louie Key and Floyd

Looney from AMFA National, our observers who participated this past month. Their input in caucus was very helpful and welcomed. We know that they will communicate with other members from their locals on how the Union is working to protect their jobs and contract language.

Sincerely,

You're Negotiating Committee