



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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AMFA–Southwest Airlines Mechanics and Related CBA Extension AIP - Term Sheet Summary

June 2, 2023

AMFA and Southwest Airlines have negotiated and reached Agreement in Principle (AIP) on an extension to the Mechanics and Related collective bargaining agreement (CBA). AMFA and Southwest will now work to convert the AIP to a Tentative Agreement (TA) for your review and ratification.

Below is a summary of the AIP. Please be sure to reach out to your ALR if you have any questions about this AIP Summary. *Note: the final TA language sent for Member ratification vote controls if there is a discrepancy from the AIP or this AIP Summary.*

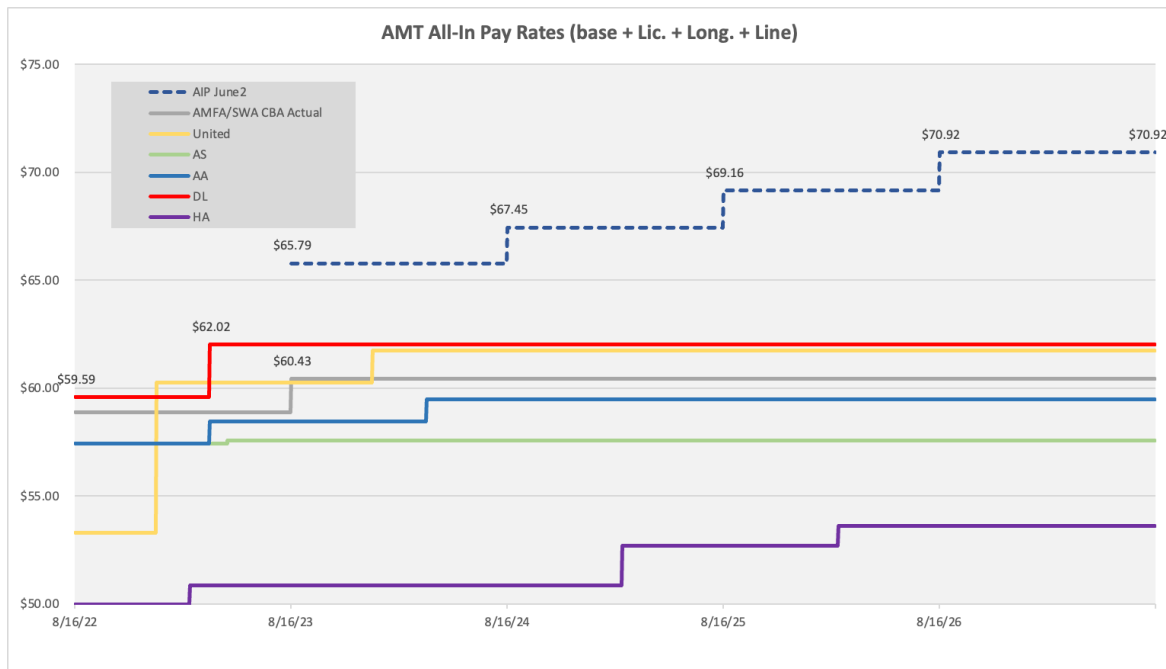
- **Duration**
 - 3-year extension from the Current CBA. New amendable date: August 16, 2027 (with 1-year early opener).
- **Changes to Wages (Articles 14 and 15)**
 - Base Wages and Licenses on 8/16/2023
 - Mechanics: *additional* 3% (6.0609% total base wage increase).
 - A&P License Premiums: \$2.50 per hour/per license increased to \$4.25 per hour/per license.
 - GSE / Plant Skill Premium: \$0.63 increased to \$3.00 per hour
 - Maintenance Controllers: *additional* 3% (6.0609% total base wage increase) and \$3.50 added to each Step of the scale.
 - Longevity (Article 14) increased from \$1.75 at 15 YoS to \$2.00 at 15 YoS.
 - All-In Increases on over current wages (summary)

Classification	All-In Increase 8/16/2023 over Current	All-In Increase 8/16/2026 through end of extension over Current
ToS AMT	11.8% or \$6.92	20.5% or \$12.05
ToS AMT Lead / Inspector	11.5% or \$7.11	20.2% or \$12.55
ToS Lead Inspector	11.2% or \$7.03	20.0% or \$13.05
ToS GSE / Plant Maint.	10.6% or \$5.79	20.0% or \$10.96
ToS GSE / Plant Maint. Lead	10.4% or \$5.98	19.8% or \$11.42
ToS Maintenance Controller	11.0% or \$8.18	21.0% or \$15.57
ToS Lead Maint. Controller	11.0% or \$8.66	21.0% or \$16.59

- AMT Industry Snapshot (as of date of AIP):

Carrier	ToS AMT (Base + Line + Long. + Lic)	Comment
SWA/AMFA June2 AIP	\$65.79	AIP
Delta	\$62.02	Non-Union; no contractual raises
UAL	\$60.25	Going to \$61.75 in Jan 2024 (amendable the next year)
SWA/AMFA Current CBA	\$58.87	Planned to go to \$60.43 in August 2023
AA	\$58.45	Going to \$59.49 in April 2024
AS	\$57.59	In Section 6 Negotiations
Hawaiian	\$50.87	Going up to \$53.63 in Feb 2026 with 2 increases

- AMT Industry Data Projected Throughout Life of Extension



- New Wage Tables

- Mechanics

Base	Effective Date			
	16-Aug-23	16-Aug-24	16-Aug-25	16-Aug-26
1st 6	\$32.74	\$33.72	\$34.73	\$35.77
2nd 6	\$34.36	\$35.39	\$36.45	\$37.54
2nd Year	\$36.30	\$37.39	\$38.51	\$39.67
3d Year	\$38.51	\$39.67	\$40.86	\$42.09
4th Year	\$40.91	\$42.14	\$43.40	\$44.70
5th Year	\$43.66	\$44.97	\$46.32	\$47.71
Thereafter	\$55.29	\$56.95	\$58.66	\$60.42

All-In	Effective Date			
	16-Aug-23	16-Aug-24	16-Aug-25	16-Aug-26
1st 6	\$41.24	\$42.22	\$43.23	\$44.27
2nd 6	\$42.86	\$43.89	\$44.95	\$46.04
2nd Year	\$44.90	\$45.99	\$47.11	\$48.27
3d Year	\$47.21	\$48.37	\$49.56	\$50.79
4th Year	\$49.71	\$50.94	\$52.20	\$53.50
5th Year	\$52.56	\$53.87	\$55.22	\$56.61
Thereafter	\$64.29	\$65.95	\$67.66	\$69.42

ToS (Max Long.)	\$65.79	\$67.45	\$69.16	\$70.92
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Inspectors, Lead Mechanics, Technical Support Mechanics, and Technical Instructors	\$58.61	\$60.37	\$62.18	\$64.05
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Inspectors, Lead Mechanics, Technical Support Mechanics, and Technical Instructors	\$69.11	\$70.87	\$72.68	\$74.55
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Lead Inspector	\$61.92	\$63.78	\$65.70	\$67.67
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Lead Insp. @ Max Long.	\$72.42	\$74.28	\$76.20	\$78.17
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- GSE / Plant Maint. (Base wage same as Mechanics)

<u>All-In</u>	<u>Effective Date</u>			
	16-Aug-23	16-Aug-24	16-Aug-25	16-Aug-26
1st 6	\$35.74	\$36.72	\$37.73	\$38.77
2nd 6	\$37.36	\$38.39	\$39.45	\$40.54
2nd Year	\$39.40	\$40.49	\$41.61	\$42.77
3d Year	\$41.71	\$42.87	\$44.06	\$45.29
4th Year	\$44.21	\$45.44	\$46.70	\$48.00
5th Year	\$47.06	\$48.37	\$49.72	\$51.11
Thereafter	\$58.79	\$60.45	\$62.16	\$63.92
ToS (Max Long.)	\$60.29	\$61.95	\$63.66	\$65.42
Lead @ Max Long.	\$63.61	\$65.37	\$67.18	\$69.05

- Maintenance Control

<u>Base</u>	<u>Effective Date</u>			
	16-Aug-23	16-Aug-24	16-Aug-25	16-Aug-26
1st Year	\$52.96	\$54.55	\$56.19	\$57.88
2nd Year	\$56.52	\$58.22	\$59.97	\$61.77
3d Year	\$59.42	\$61.20	\$63.04	\$64.93
4th Year	\$62.58	\$64.46	\$66.39	\$68.38
5th Year	\$66.14	\$68.12	\$70.16	\$72.26
Thereafter	\$80.75	\$83.17	\$85.67	\$88.24
Lead Maintenance Controllers	\$85.60	\$88.16	\$90.81	\$93.53

<u>All-In</u>	<u>Effective Date</u>			
	16-Aug-23	16-Aug-24	16-Aug-25	16-Aug-26
1st Year	\$52.96	\$54.55	\$56.19	\$57.88
2nd Year	\$56.62	\$58.32	\$60.07	\$61.87
3d Year	\$59.62	\$61.40	\$63.24	\$65.13
4th Year	\$62.88	\$64.76	\$66.69	\$68.68
5th Year	\$66.54	\$68.52	\$70.56	\$72.66
Thereafter	\$81.25	\$83.67	\$86.17	\$88.74
ToS (Max Long.)	\$82.75	\$85.17	\$87.67	\$90.24
Lead @ Max Long.	\$87.60	\$90.16	\$92.81	\$95.53

- Grievance Settlement re: NDT in HOU/MCO
Continues with CBA Extension.
- LOA #1 re: Outsourcing Heavy Maintenance to International Location (El Salvador)
 - Current LOA#1
 - 8 lines with 3 lines sunseting upon a new agreement
 - Mechanic to Aircraft Ratio¹ Minimum @ 2.75
 - AIP
 - 10 lines with 2 sunseting upon a new agreement
 - Mechanic to Aircraft Ratio Minimum @ 3.0
- Banners and Uniforms
SWA and AMFA will work collaboratively to discuss joint Company / AMFA banners in hangar locations and AMFA badges on uniforms.
- All other CBA terms, LOAs (except LOA #4), rights, etc. continue with Extension

Your AMFA Negotiating Committee strongly encourages you to stay informed and ask questions about the facts of this Extension AIP. Please contact your ALR with questions.

A full Tentative Agreement with full language is forthcoming.

¹ “the mechanic (aircraft, plant, ground support, lead and inspector) work group per aircraft” LOA #1 ¶6