



# AMFA/Southwest Airlines Contract Negotiations Update

**Update #11**      **August 12, 2013**

**Participants for AMFA:**

*Michael Nelson – Region II Director  
Bob Cramer – Airline Representative Local 4  
Matt Townsend – Airline Representative Local 11  
Shane Flachman – Airline Representative Local 18  
Mike Young – Airline Representative Local 32  
Lucas Middlebrook – AMFA Counsel*

**Participants for Southwest Airlines:**

*Mike Ryan- VP, Labor Relations  
Jim Sokol – VP, Maintenance Operations  
Gerry Anderson- Sr. Director, Labor Relations  
Michelle Jordan- Director, Labor Relations  
George Tompkins – Director, Eastern Region  
Mark Lyon – Sr. Manager, Labor Relations  
Sam Moser - Manager, Financial Planning*

The Negotiating Committee is providing this update to the AMFA Membership at Southwest Airlines. This report is the only official authorized source of negotiating communications by the Committee.

We met again on Tuesday, August 6 in Dallas to resume Mechanic Negotiations. We scheduled the day to work on the Technical Instructors Article 4 Classification language. In attendance as Subject Matter Experts (SME) assisting the Committee were Instructors Robert Geisheimer and Tucker Steele. The main focus of discussions centered on technical and non-technical training. The Company's concern was they did not want a Technical Instructor (A&P licensed) routinely teaching non-technical classes when they could have someone without the credentials and pay rate do the same work. We spent much time discussing what courses are considered technical and which would be considered non-technical. We also had to work through the issue regarding two non-technical Instructors that have been working within the group. We concluded the day by completing language that protected the work currently performed by the Technical Instructors and agreed to draft a side Letter of Agreement (LOA) that would bring the two non-technical Instructors into the group with the understanding that any future Instructors added must possess an A&P license. Although we reached an agreement at the table, Mike Ryan had to get a final buy-off from someone outside the room; we have yet to hear how that turned out.

On Wednesday, August 7 we scheduled the discussions to focus on Article 8 Field Service, specifically the international aspect. Steve Day was our SME from Maintenance Control and provided insight on how they are currently calling for International Field Service under our LOA #1 and specific issues our mechanics are dealing with when performing International Field Service. The Company again said they would be willing to enhance those who go on Domestic Field Service by paying them for their time away from home in exchange for unabated International Field Service assignment privileges. The Committee feels our group already has what the Company is offering domestically in our current CBA, and LOA #1 clearly mandates International Field Service. Being that all field service belongs to our group at this time, compensation for any relief will probably have to come from somewhere outside of Article 8. We informed the Company we would have to discuss Article 8 further in Committee caucuses.

Thursday, August 8 was scheduled for a half day. We discussed a few Articles that we understood were close to finalizing. We were able to TA Article 3, adding language that provides advanced "merger notification" to the Association, which was language that the Pilots already have. We also TA'd Article 22. addressing Company concerns with grievances not being addressed for several years after they are appealed for arbitration. We concluded the session by going back to Article 21 and partook in productive discussions until we were forced to table the subject due to time restraints.

Sincerely,  
Your Negotiating Committee

**Upcoming Negotiation Date - Dallas**

September: 9-10  
October: 28-30

\*We are seeking more dates, and the Company is to reply by the end of the week on their availability.

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