



## AMFA/Southwest Airlines Contract Negotiations Update

### For Southwest Airlines Appearance Technician Group

**Update #14 July 13th, 14th, 15th, 22nd, & 23rd 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 by reviewing Articles 4 & 5 tentatively agreed to at our last negotiating session.

Your Negotiating Committee next countered the Companies proposal for Article 13. Although some progress was made we were unable to TA Article 13.

The Company then presented a proposal for Article 10. In Article 10 the Company wants to reserve the right to abolish any or all unsuccessful bids, the right to fill temporary vacancies of more than 30 days at their discretion, they proposed to fill temporary vacancies in Lead jobs referencing Article 4, and proposed adding Mechanic language to return a lead to his basic classification. Your Negotiating Committee countered the right to abolish all unsuccessful bids and the right to fill temporary vacancies at their discretion, with no changes from the current Agreement. In the Companies proposal to reference Article 4 when filling temporary Lead jobs, AMFA proposed to add intent language, stating that the original intent stands and that the new language was for clarification only. AMFA proposed adding other language from the Mechanics' contract concerning the date a successful bidder of a bulletined job shall be considered to hold the job. Your Negotiating Committee agreed that the Mechanics' language to return a Lead to his basic classification should be utilized in the Aircraft Appearance Technicians' new contract. In Article 10, AMFA further proposed that the Company provide our Airline Representatives

a timely list of all on OJI or any other type of leave, so that the Company might post a temporary vacancy in a timely manner. Article 10 went back and forth, although no agreement was reached, progress was made.

Your Negotiating Committee and the Company next exchanged proposals on Article 24. There were proposals from both sides on how to treat employees with temporary and permanent disabilities. AMFA proposed changing bereavement time from 4 days to 40 hours and the inclusion of step-parents, step-children, committed or registered partners, brother and sister in-laws for bereavement pay. The Company proposed doubling the time a letter remains in a members file to two years, automating the uniform ordering process, and by adding the Maintenance Procedures Manual as the code for an Employees general appearance. A good deal of progress was made on the treatment of Employees with temporary and permanent disabilities, but other areas prevented an agreement on Article 24.

We next began working on Article 6. We first exchanged proposals on Article 6 in March 2009. We had agreed on most everything, except the 24 hour rule language. Again proposals went back and forth, but no agreement was reached.

We agreed to resume negotiations in San Antonio on Monday, August 23rd 2010 at 1:00 pm through Friday August 27th. 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, and Vertis Hawkins from Dallas, Vergie Grayer-Morris from Chicago, Dave Widerski, Maria Cordero, & Lee Fowler 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,

Your Negotiating Committee