

AMFA-SWA Appearance Technicians Negotiations
Update #4



Written by SWA Negotiating Committee
Thursday, 11 June 2009

Participants for AMFA:

Jack Coonrod - Region II Director
Lee Rhame – Local 11 Airline Rep
James Kinnerk - Local 18 Airline Rep
Mike Nelson - Local 32 Airline Rep
Carla Foster – Appearance Technician Rep
Louie Key - National Director
Scott Petersen - AMFA Legal

Participants for Southwest Airlines:

Mike Ryan – VP, Labor Relations
Jim Sokol - VP, Maintenance & Engineering
Tony Lowery - Senior Director Maintenance & Eng
George Tompkins - Director Employee Resources
Mark Lyons - Manager, Employee Resources
Keith McCormick - Manager, Employee Resources
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 negotiations in Dallas on Thursday, May 14th and Friday, May 15th were cancelled at the request of the Company.

Your Negotiating Committee and the Company exchanged proposals on Articles 2 & 5. AMFA presented our proposal for Article 3.

In Article 2, the Company proposed outsourcing any and all work if they were able to obtain a lower bid from an outside vendor. AMFA rejected this proposal and countered with increased protections of covered work in the event of affiliations, acquiring, or joint ventures in other maintenance operations. And, increased protections concerning blending of the workforce, and/or moving any work to an international location. AMFA

also proposed an expedited arbitration process for perceived violations of this Article.

In Article 3, AMFA proposed changes that would make the Appearance Technicians' contract more closely mirror the Mechanics' contract.

In Article 5, the Company formally proposed changing shift start times: day shift to between 3:30am and 10:30am; midday shift to between 8:30am and 1:00pm; afternoon shift to between 1:00pm and 7:00pm; and graveyard to between 6:00pm and midnight. In addition, the Company's formal proposal eliminated all but one bid location in Dallas (Hangar Utility Support) and all but two in Chicago, Houston, and Phoenix (Hangar Utility Support & Line Utility Support). They also formally proposed changes to the bidding process. AMFA rejected the proposals to all shift start times and the elimination of any bid locations. AMFA countered the proposal on the bidding process to make it closely mirror the Mechanics' bidding process.

During this negotiating session the Company informally (not in writing) proposed an approximate 54% reduction in the Appearance Technician headcount. Informally, they also proposed to outsource all of the RON cleaning in Dallas and 75% of the current RON cleaning in Chicago, Houston, and Phoenix. We countered these proposals with the 100% elimination of the Appearance Technician bureaucracy by eliminating all positions in this department above the Lead position level, utilizing the Mechanic's supervision and management. AMFA feels this would solve a great deal of the problems the Company associates with this department, create synergy, and a considerable cost savings.

The Company at this point requested a hiatus in our negotiations to consider our proposals, and to attempt to find some way to entice 50% plus one of our members to vote "yes" to eliminating approximately 54% of its members. We agreed to meet on Tuesday September 15th, in Dallas to review the Company's progress. Future dates to continue discussions will be secured at that time.

The Negotiation Committee would like to thank our observers who participated this last negotiating session: Edward A. Wilturner and Kenneth Dawson from Houston; Darlene D. Warren from Dallas; and Dave Widerski from Phoenix. 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