



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

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Tentative SWA – AirTran Seniority Agreement Reached Based on Company Proposal November 7, 2011

Your AMFA Seniority Integration Committee and the AirTran Seniority Integration Committee met on November 2nd, 3rd and 4th in San Antonio, Texas. The AMFA Seniority Integration Committee was assisted by AMFA General Counsel Lee Seham and attorney Scott Petersen.

On the final day of these meetings, the parties reached a tentative seniority integration agreement based on a proposal submitted by Southwest Airlines. Highlights of the Tentative Agreement (TA) are below. This TA will not become effective unless and until it is ratified by Southwest mechanics as part of a single CBA integrating the AirTran mechanics. AMFA members must understand that the TA will be part of a multi-document agreement that will be submitted for a single ratification vote. There will be further negotiations on a variety of issues before that ratification vote can take place.

The highlights of the agreement are as follows:

- All SWA mechanics on the SWA seniority on the May 2, 2011, date of closing (DOC) will receive a Revised Seniority Date (RSD), which, in designated RSD stations, will enhance their seniority relative to AirTran mechanics.
- The RSD seniority enhancement applied to SWA mechanics will be a **70 percent increase** in their Original Seniority Date (OSD) at the DOC or a **minimum of four (4) years**, whichever has the greater impact.
- The RSD seniority enhancement shall apply at every SWA station currently staffed by Southwest mechanics under the SWA Mechanics Agreement, including the BWI and MCO line stations and those stations currently staffed exclusively by SWA GSE Mechanics.
- The RSD seniority enhancement shall **also** apply to every new SWA station created and staffed within five (5) years of the date of ratification (DOR) of the seniority integration agreement.
- RSD shall **not** apply at the AirTran stations of ATL, FLL, MKE, BOS, IND, and MCO Hangar, where all bidding shall be based on SWA and AirTran Mechanics' OSD.
- The protections contained in the AMFA-SWA March 29, 2011, Letter of Agreement (LOA) shall apply to all RSD stations, including any new SWA station created and staffed within five (5) years of DOR, but excluding the BWI and MCO line stations. Thus, at all these stations – including newly created stations – SWA Mechanics on the seniority list as of January 1, 2011, cannot be subject to displacement by, or a station-specific reduction prior to, any Employee not on the SWA seniority list as of that date.
- AirTran mechanics will receive equivalent LOA protections at the AirTran stations of ATL, FLL, MKE, BOS, IND, and MCO Hangar.
- At the BWI and MCO line stations, Southwest will be prohibited from reducing the respective number of SWA and AirTran Day, Evening, and RON line positions and days off in effect as of the DOC (“protected slots”). Any subsequent vacancies in these positions will be filled by Mechanics who were members of the respective group at DOC; provided, however, that the protected slots will be reduced if no member of the same group bids for and fills the protected slot. In the absence of a 20 percent reduction in flights, these minimum slot protections will remain in effect until the ratification of the CBA following our next CBA.

We encourage you to ask your Committee representatives any questions you may have regarding this TA.