

THE AIRCRAFT MECHANICS)	
FRATERNAL ASSOCIATION)	
)	
and)	Amendments to the 2009-2017
)	Aircraft Appearance Technicians
)	Collective Bargaining Agreement
SOUTHWEST AIRLINES CO.)	
_____)	

1. The Company will provide a one-time Ratification Bonus of \$593,177 (6 percent of 2015 401-k earnings) for division among Employees eligible to vote for ratification. This Bonus will be paid no later than sixty (60) days following ratification of this agreement.
2. Effective August 1, 2017, there will be a four (4) percent increase to the Pay Scale.
3. Effective August 1, 2018, there will be an additional three (3) percent increase to the Pay Scale.
4. Effective August 1, 2019, there will be an additional three (3) percent increase to the Pay Scale.
5. Effective August 1, 2020, there will be an additional three (3) percent increase to the Pay Scale.
6. The Productivity Performance Bonus Plan identified in Article 15, WAGE RATES, Paragraph 3, will cease following the August 2016 payment.
7. Article 11, VACATIONS, Paragraph 7, will be amended as follows:

An Employee may, at his option, split his vacation periods. Any or all vacation weeks may be taken in increments of no less than one (1) day provided he makes request with adequate notice prior to starting vacation. Except in cases of emergency, vacation days will be requested at least 24 hours in advance. However, except in cases of emergency, requests made less than 24 hours in advance will be granted if a slot is available in the shift allocation and at least 8 hours' notice is provided. Less than required notification shall not preclude management approval of said requests. The selection of increments less than one (1) work week does not count as a choice. The employee after making a choice of this first period, shall not make a second choice until all first choices in his bid location have been completed and then in accordance with seniority. Third choices of vacation period will not be allowed until all first and second

choices have been made. Selections in increments of less than one (1) work week may be made after all choices have been made. Employees shall have the right to obtain their vacation pay in advance, provided the employee makes application to his immediate supervisor at least two (2) weeks prior to starting his vacation. An employee transferring at his own request into a different bid location shall not disrupt assigned vacation periods. Where no conflict exists, an employee will be allowed his previously assigned vacation period. Where there is a conflict the employee will select another vacation period.

8. Article 13, SICK LEAVE AND ON-THE-JOB INJURIES, Paragraph 14, will be amended as follows:

Transitional Duty for Occupational Injury – The Company may offer Transitional Duty to Employees who experience an occupational injury and are released to restricted duty. Transitional Duty will last a maximum of eight (8) weeks. Employees on Transitional Duty will be allowed to work days in eight (8) hour increments or greater up to their scheduled shift, subject to their restrictions and will have the option to perform their duties on their scheduled shift. Employees on Transitional Duty will not be eligible for overtime or able to pick up other Employees' shift/day trades, however they are eligible to give shifts away. The Company will consult with the treating physician in regards to transitions work available for occupational injuries and shall ensure that the treating physician has released the employee to perform the work assigned.

- a. An Employee's refusal of Transitional Duty will result in the loss of salary continuation and, to the extent permitted by law, loss of his/her indemnity benefits.
- b. If a dispute should arise between the Company's physician and the Employee's physician concerning the physical capability of an Employee to return to work on transitional duty after an On-The-Job Injury Leave or sick leave, a third physician shall be borne equally by the Employee and the Company. The Employee will be required to perform transitional duty until such time as the third party provider renders his decision. If the decision favors the Employee, the Employee will be reimbursed his cost of the third party physician.

9. Article 24, GENERAL AND MISCELLANEOUS, Paragraph 15.f, will be amended as follows:

The Company reserves the right to restrict an employee's shift/day trade privileges in the event it hinders the employees quality or quantity of work, schedules Employee for

more than twenty four (24) consecutive hours, or causes an employee to be on paid status less than 90 hours in a month. In the case of an emergency situation, by mutual agreement between the Company and the Employee, an Employee may fall below the 90 hours worked requirement and continue to give shifts away.

10. The amendable date identified in Article 28, DURATION OF AGREEMENT, will be four (4) years from date of ratification.

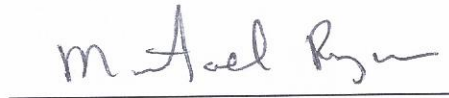
Agreed this [22] day of [Nov], 2016:

FOR THE AIRCRAFT MECHANICS
FRATERNAL ASSOCIATION



Earl Clark

FOR SOUTHWEST AIRLINES CO.



Michael Ryan