

AMFA Members,

There have been a number of recent inquiries from you, the members, regarding the status of Ken Hackett's termination. Hopefully this will provide a general status update and fill in some of the gaps.

In February, Ken was on duty and working in Shops. He was engaged in a discussion near the end of the shift – responding to member inquiries regarding overtime and our contract. Ken is a long time AMFA Shop Representative, and was fielding questions regarding overtime callout issues. Southwest Airlines alleged that Ken's remarks were inappropriate and violated Company Policies. As a result, a fact finding was conducted, and Ken was subsequently terminated over the incident.

AMFA believes that the Company's actions were unjustified, retaliatory and the termination was without just cause. Ken was engaged in lawful union activity acting in his capacity as a Shop Representative by advising employees as to their rights and obligations set forth in the CBA. His actions in that capacity are protected both by the CBA and Federal Law.

AMFA is committed to Ken's reinstatement and is utilizing every available resource towards that end. Currently there is an Arbitration scheduled for August 3-4 to resolve the matter, if it cannot be settled before that time. In addition, Ken has filed an AIR 21 Complaint and that is proceeding as well.

Please keep Ken in your thoughts during these difficult times. We are all in this together. We must stand as one when defending against the Company's aggressive actions. You are the backbone of the Association and now is the time to stand strong.

Thank You.



Craig Hamlet

AMFA Local 11; Airline Rep