Happy New Years to everyone!

The LEC of AMFA Local 11 hopes that everyone enjoyed time with their families thru the Christmas holidays and if traveling arrived safely home.

It is true that Ken Hackett is coming back after winning his arbitration for "Wrongful Termination" and the ALR Craig Hamlet has put a letter in regards to that which is on the AMFA Local 11 website. Thanks to Craig Hamlet and AMFA Legal for all their hard work and due diligence in a tremendous victory!

Congratulations to Rich Johnson MX Control Area Rep. and Kern Morris AMT Area Rep.

General Membership Meeting will be on Tuesday the 16<sup>th</sup> of January 2018.

The election for Alternate AMFA-SWA ASAP ERC Representative will close on Tuesday the 9<sup>th</sup> of January at 09:00 CT. If you have questions or did not receive your ballot in the mail contact the National Elections Administrator Director at 720-744-6629.

The time is well past to become more proactive in the Union and put the Company on point. The LEC asks that you get the AMFA application on your phones and then take the time to register for members only with your home email at the AMFA Local 11 website.

This Company is certainly not going to go into bankruptcy over the well-deserved wages of approximately 2,500 mechanics. The amount due you for "100% retro-active pay" should not be a problem monetarily for Southwest Airlines who had no problem fully funding 15% into a 401k plan for approximately 8,700 Southwest Airlines Pilots at no cost to the Pilots. Simply put, they most definitely can afford to pay your full retro-active pay, keep you as the best paid AMT's in Aviation, and not skip a beat as a profitable Airline.

The New Year 2018 is upon us and effective the 1<sup>st</sup> of January 2018 it has been 1,963 days and still counting since you have had a contract. The Company continues to blame AMFA the Union, and tell you, "Why hasn't your AMFA Union allowed you to vote on it?" Well ask the Company, "How is it that Southwest Airlines employees that hold and comprise the AMFA National positions, along with the Alaskan negotiating team were able to get a Tentative Agreement (TA) out in 53 days. The road to this point has been filled with multitudes of propaganda here on the screens at work, in your email at work, and mailed to you at your homes. The AMFA Negotiating Team are certified AMT's who work for Southwest Airlines as well as Earl Clark (Alaska Airlines), Lucas Middlebrook (AMFA Legal), and whose best interest is to provide the best possible contract for you and your family.

The Company certainly will be hitting the Line, Shops, and Hangar trying to engage or feel what it is going to take to get a contract thru. This conduct by the Company undermines the negotiating process and I suggest that if you are frustrated with the stall tactics, the treatment of you or your fellow brothers and sisters by Technical Operations Management, and feel the need to vent...well it certainly could lead to a fact finding resulting in your possible termination. It has been without a doubt a road we have never traveled down before and never thought that the "LUV" Airlines would be treating us this way. In fact we weren't the only Unions to be disrespected and treated this way. That being said we ask that if your "blood is boiling", or you feel you can no longer take it, just simply do not attend when the Company Team comes around it is not worth your job. Those of you which have the fortitude, demeanor, and a certain level headedness (as difficult as it may be) to not get emotional, but feel the need to ask the Technical Operation Leaders the tough questions certainly feel free to do so.

Thanks to all for your charitable contributions that AMFA Local 11 supports and may 2018 bring you a contract and resolve!

LEC AMFA Local 11