

AMFA – Southwest Airlines AMT Contract Negotiations

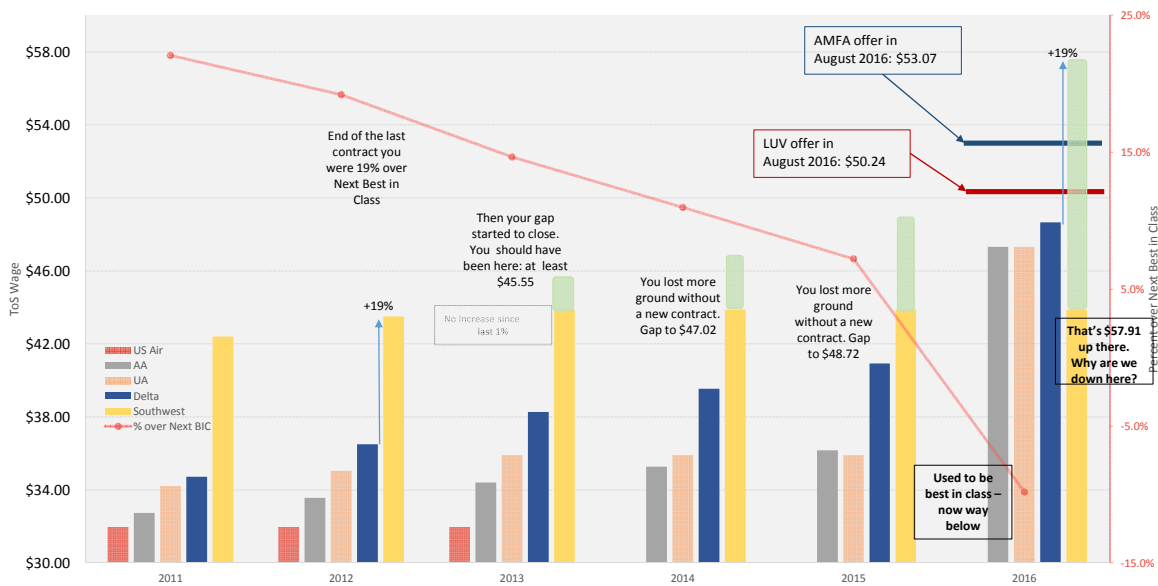
Fact Sheet #5 January 13, 2017

AMFA Negotiating Committee:

- Earl Clark – Director, Region I
- Michael Nelson – Director, Region II
- Bob Cramer – Airline Representative, Local 4
- Craig Hamlet – Airline Representative, Local 11
- Shane Flachman – Airline Representative, Local 18
- Mike Young – Airline Representative, Local 32
- Lucas Middlebrook – AMFA Counsel

Article 15: Wage Rates:

Your Growing Gap



Lost Opportunity

	Southwest	US Air	AA	UA	Delta	% Over Best in Class ("BIC")	If you would have stayed BIC by 15%	The Difference per Hour
2009	\$40.27	\$29.06	\$32.75	\$31.97	\$31.81	23.0%		
2010	\$41.32	\$30.65	\$32.75	\$31.97	\$32.54	26.2%		
2011	\$42.40	\$31.98	\$32.75	\$34.22	\$34.73	22.1%		
2012	\$43.51	\$31.98	\$33.57	\$35.06	\$36.50	19.2%		
2013	\$43.89	\$31.98	\$34.41	\$35.92	\$38.28	14.7%	\$45.55	\$1.66
2014	\$43.89		\$35.28	\$35.92	\$39.55	11.0%	\$47.06	\$3.17
2015	\$43.89		\$36.17	\$35.92	\$40.94	7.2%	\$48.72	\$4.83
2016	\$43.89		\$47.31	\$47.31	\$48.66	-9.8%	\$57.91	\$14.02

At 2,080 hours (no OT)

\$3,459

\$6,602

\$10,043

\$29,152

The above illustrations speak for themselves. With each day that passes, we continue to lose money. We have lost our standing in the industry due to the Company's outrageous demands for concessions on our workgroup, which has worked tirelessly to ensure the success of our Company during a time of record profits. Demand that the Company negotiate in good faith and provide us the contract that we deserve.

During the last negotiation session the Company said it has not changed its position on ANY of the "must have" items, indicating that our Article 2: Scope concessions is their highest priority. Therefore, at the suggestion of the Mediator and to utilize our negotiation sessions as efficiently as possible, we will continue working through Maintenance Control and Technical Instructor issues until such time that the Company has the desire to move off its "must have" items and recognize the huge movement we have made regarding ALL of their items.

Although we must resolve the issues for these groups prior to a ratification vote, our preference is to finish the body of the Collective Bargaining Agreement first, but the Company is again unresponsive to that plan. Please contact your representative if you have any questions.

In Solidarity,

Your Negotiating Committee