

To All,

The Company has issued, and is currently practicing an attendance policy that AMFA is in disagreement with. The ALR'S and AMFA legal have recently met with SWA Senior Management to discuss our issues with the new attendance guide lines. The Company has been notified that we do not recognize many of the provision outlined within the policy as taking precedence over our article 13 CBA language, to date the matter remains unsettled. AMFA is working hard to seek out a fair and tolerable solution that will protect our Memberships negotiated right to utilize our earned sick leave when we are sick or injured.

Presently the Company is issuing attendance letters to Employees who their records indicate have surpassed the thresholds outlined in their disputed policy. I have received numerous reports of letters being issued to SWA Employees who were not in violation of the disputed policy. I have spoken to George and per his instructions; it is the duty of the Department Managers to properly verify the Employee's attendance records for accuracy prior to calling the Employee in for a consultation. The reports that the Department Managers are receiving are payroll/time clock generated, they flag every late punch – in or call-in sick as an occurrence, including if you punch in late because of a partial shift paid rest. If you are called in, and you feel the Company records of your occurrences are incorrect, politely ask them to provide you with your payroll records.

Going forward I ask that everyone please remain cool, the Managers and Supervisors tasked with administering this disputed policy are simply following the instructions of their Directors. Please do not sign any letters and always be sure to utilize a Shop Representative when meeting with the Company about your attendance.

Sincerely,

AMFA Local 11 ALR, Nino DiMaggio