

## **LETTER OF AGREEMENT**

**between**

**SOUTHWEST AIRLINES CO.**

**and the Mechanics represented by the**

**AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

### **Letter of Agreement No. 7**

This is to confirm the discussion between Southwest Airlines and the Aircraft Mechanics Fraternal Association with regard to incorporating the current (7) seven Technical Support Mechanics from AirTran into the Collective Bargaining Agreement between the parties covering the Company's Mechanic employees (the Agreement) as a new classification in the Agreement with the following additional provisions to apply:

1. The rates of pay applicable to the current Technical Support Mechanics shall be increased to 6% above the thereafter base rate for Mechanics.
2. Article 4 of the Agreement shall be amended to provide the following terms for the classification of Technical Support Mechanics'.
  - a. The work of a Technical Support Mechanic shall primarily, but not exclusively, consist of the following as directed by Departmental Leadership: the expert and specialized troubleshooting/diagnosis of aircraft discrepancies, assisting other Mechanics, Lead Mechanics, and Maintenance Controllers with specialized repairs or problem repairs, writing technical repair plans as necessary, entering data in the Computerized data Collection system (CDCS), researching technical data in the computerized manuals or any other manufacturer's data sources, interfacing with customer support personnel from vendors and manufacturers, and the preparation of reports pertaining to technical support activities. In addition, the work of a Technical Support Mechanic shall consist of all work of Mechanics. Should the Company change a manual which amends the job duties of a Technical Support Mechanic, and such amendment provides for job duties not typically performed by such positions in the industry, the change in duties must be first agreed by the union. The Field Tech Supervisor, through coordination with the Maintenance shift Supervisor, shall determine the priority of the work to be or that is being performed by Technical Support Mechanic.

b. Technical Support Mechanic must possess a valid A & P Mechanic certificate and also possess a thorough knowledge of aircraft systems and troubleshooting techniques gained from prior maintenance experience in a Line Maintenance environment commensurate with operation of type II aircraft in Part 121 line maintenance operations.

c. In addition, the parties understand and agree that the following provisions of the Mechanics agreement shall not apply to Technical Support Mechanics; Article 24, General and Miscellaneous Paragraph 16;

d. In addition, the parties understand and agree the existing complement of the current seven Technical Support Mechanics shall not grow in size unless the company elects to grow this group by voluntarily increasing headcount. It is further understood the scope of this work should not be required outside of the existing Atlanta location unless the company elects to willingly do so.

4. The filling of vacancies during the term of this Letter of Agreement will be in accordance with current practice, procedures and Guidelines for Employees.

5. Article 9, Seniority, paragraph 2 shall be modified to read: Mechanical Category – Shall include Employees in the classification of Inspector, Aircraft Mechanic, Ground Equipment Mechanic, Plant Maintenance Mechanic, Lead Mechanic and Lead Inspector where applicable, and Maintenance Controller and Lead Maintenance Controller, and Maintenance, Technical Instructors and Technical Support Mechanics.

6. This LOA will remain in place for the duration of the current Southwest Airlines/AMFA Mechanics Collective Bargaining Agreement (the CBA) and shall become amendable on August

16, 2012, pursuant to the parties' intent to incorporate all terms of employment relating to Technical Support Mechanics the Mechanics Agreement.

IN WITNESS WHEREOF, the parties have signed this Agreement this \_\_\_\_ day of \_\_\_\_\_, 2011.

SOUTHWEST AIRLINES CO.

By: \_\_\_\_\_

Jim Sokol

Vice President Maintenance Operations

AIRCRAFT MECHANICS FRATERNAL (AMFA National)

By: \_\_\_\_\_

Louie Key

National Director