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5 TO: AMFA Seniority Integration Committee
6 AirTran Airways Mechanic's Merger Committee
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8 FROM: Mike Ryan, Southwest Airlines VP Labor Relations
9
10 DATE: November 4, 2011 9:15am
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12 SUBJECT: Seniority List Integration
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15 1. If and when this Agreement is tentatively agreed to by the AMFA and
16 IBT Merger Committees, it will be subject to ratification by the
17 Southwest mechanics and the AirTran mechanics. When presented to
18 the AirTran mechanics for ratification, this Agreement will be
19 accompanied by a Transition Agreement that provides for the full
20 integration of the AirTran mechanics into the Southwest Mechanics
21 CBA. Agreed
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24 2. For all mechanics employed by either Southwest or AirTran on the May
25 2, 2011 date of closing ("DOC") of the Southwest Airlines acquisition of
26 AirTran Airways whose name appeared on either the Southwest or
27 AirTran mechanics seniority list(s) on that date, the classification
28 seniority date shown on those lists shall be retained and be known as
29 the "OSD" or "Original Seniority Date". Agreed
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32 3. Southwest mechanics on the Southwest mechanics seniority list on the
33 DOC shall be also granted a "RSD" or "Revised Seniority Date", which
34 shall reflect a **70 percent increase (minimum of 48 months)** in the years
35 of their respective OSD (as of DOC). Thereafter, these Southwest
36 mechanics shall retain two seniority dates, an OSD and a RSD. AirTran
37 mechanics shall not have a RSD. The OSDs of the AirTran mechanics and
38 the Southwest mechanics are not subject to change under any
39 circumstances, except as expressly provided for herein. Once established,
40 the RSDs of Southwest mechanics are not subject to change under any
41 circumstances and may be used only as described herein.
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44 4. Mechanics obtaining an initial seniority list position for the first time,
45 either on the Southwest list or the AirTran list(s) after the DOC (e.g., new
46 hires) shall not have a RSD, but shall have an OSD, which is not subject to
47 change under any circumstances. Agreed
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- 51 5. At ATL, FLL, MKE, BOS, IND, and MCO Hangar, Southwest mechanics
52 employed on the DOC shall use their OSD for all seniority related
53 purposes while assigned to or bidding into one of those stations. At all
54 other stations currently staffed by employees covered by the SWA
55 Mechanics Agreement, RSD shall apply for all Southwest mechanics
56 employed on the DOC. RSD shall also apply at any new stations that are
57 created and staffed within five (5) years of Date of Ratification of this
58 Agreement ("DOR"). OSD shall apply to all stations created after five (5)
59 years of the DOR. Agreed
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- 61 6. At all stations, AirTran mechanics shall use their OSD for all seniority
62 related purposes while assigned to any station. Mechanics joining either
63 the Southwest list or the AirTran list after the DOC shall use their OSD
64 for all seniority related purposes at any and all stations. Agreed
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- 66 7. Special Provisions applicable to BWI and MCO line Maintenance
67 locations. At these bid locations, Southwest and AirTran mechanics
68 shall maintain their respective number of Day, Evening, and RON Line
69 positions and days off in effect as of the DOC ("protected slots"). Any
70 subsequent vacancies in these positions held by Southwest mechanics
71 shall be filled by Southwest mechanics in any bid for the position, and
72 any vacancies in these positions held by AirTran mechanics shall be filled
73 by AirTran mechanics if any bid for the position. If no AirTran mechanic
74 hired by DOC bids for and fills the AirTran slot position, that position
75 shall be deleted from the AirTran portfolio of protected slots. If no
76 Southwest mechanic hired by DOC bids for and fills the Southwest slot
77 position, that position shall be deleted from the Southwest portfolio of
78 protected slots. Any new vacancy (i.e., growth at the station) shall be
79 filled by Articles 5 and 10 of the Southwest Airlines Mechanic and CBA.
80 Agreed
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- 83 8. Except when a protected slot is deleted pursuant to paragraph 7 above,
84 there shall be no reduction of protected slots in BWI or MCO Line
85 Maintenance unless and until there is a reduction of flights by at least
86 20% set from SOC, as measured on a rolling twelve (12) month year over
87 year basis at either of these locations for operational reasons (excluding
88 seasonal adjustments to flight schedules). The twenty percent
89 reduction trigger shall expire upon ratification of the CBA following the
90 next CBA although the then protected slot portfolios shall remain in
91 effect. Any reduction in station positions, including those that affect the
92 protected slot portfolios shall be in RSD/OSD seniority order. If, while
93 the 20% reduction trigger is in effect, and it is exceeded, the respective
94 number of the then protected slots impacted by such reduction may be
95 realigned by the use of RSD and OSD seniority except that the then
96 number of Southwest protected slots remaining shall be first made
97 available to Southwest mechanics with a RSD seniority and the then
98 number of AirTran protected slots remaining shall be first available to
99 AirTran mechanics with an OSD seniority. Any reductions at these
100 stations shall remain subject to Letter of Agreement ("LOA") #1
101 paragraph 4 of the Southwest Mechanics CBA. Agreed
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9. The March 29, 2011 Letter of Agreement (“LOA”) between AMFA and Southwest Airlines shall be amended to provided that its provisions shall apply only to the RSD stations-defined in paragraph 5, excluding BWI and MCO Line. Agreed

10. Notwithstanding any provision to the contrary in the LOA between AMFA and Southwest Airlines, at the AirTran stations listed in paragraph 5 above, no Employee on the AirTran Seniority Lists as of January 1, 2011 will be displaced from his current station, bid location, shift or classification other than by another Employee on the AirTran Seniority List as of January 1, 2011 pursuant to the standard procedures of the single, merged CBA, nor shall any Employee on the AirTran Seniority List as of January 1, 2011 be subject to furlough or station-specific reduction in headcount prior to any Employee not on the AirTran Seniority List as of January 1, 2011. Agreed