



Southwest

Material Specialist

Tentative Agreement FAQ'S

Q. When do the pay rates go into effect?

A. If ratified, the pay rates will become retroactively effective to April 1, 2017.

Q. Why should I accept a 20% signing bonus in lieu of full retro?

A. The signing bonus is in fact a form of retro pay and is the equivalent of a 5.15 % increase YOY from the amendable date of this agreement.

Q. I'm getting less than an 8% increase when the new pay rates go into effect, how will I get paid the difference?

A. Anyone receiving less than an 8% increase will receive a one-time check that will make up the difference. Example: The new pay scale only moves you 5%, your one time true up check will cover the missing 3%.

Q. Why was the pay scale moved to an 11 year top out?

A. Under the last agreement, the actual top out was twenty-one (21) years (grandfathered), and twenty-four (24) years (non-grandfathered) due to longevity not starting until the 10th year of employment. We have eliminated the two-pay scale system and "longevity" is now included in your wages starting day one.

Q. What if another work group negotiates a higher 401K match?

A. The company is mandated to meet and negotiate the same deal with us.

Q. Why are we trading GSE for Kitting and Staging work?

A. The company has been shrinking it's GSE footprint since before the last negotiations. We saw an opportunity to use this to gain additional work and bid locations such as; Tool Room in ATL and MCO, Shops in DAL, Staging in DAL, HOU, MDW and PHX, Staging/ Stores in ATL and Kitting/Stores. The new bid locations will allow for more, and better, shift and day off patterns as well as additional vacation day usage.

Q. How can we be sure that the Company won't refuse to recognize the new Kitting, Staging and Tool Room positions and bid locations?

A. Letters of Intent #3 and #4, as well as new language in Article 5, ensure that these will positions and bid locations will be made available.

Q. What are the changes in Vacation?

A. Vacation requested more than 8 hours in advance will be granted if a slot is available. Vacation requested less than 8hrs in advance may be granted based on the needs of service.

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Q. What are the enhancements to Funeral Leave?

A. Grandchildren and Domestic Partners have been added as immediate family.

Q. How has the Trade Day language been improved?

A. The Warning Letter and Discipline language has been removed for failure to cover a traded shift.