



**Southwest Airlines Material Specialists
Tentative Agreement Highlights
International Brotherhood of Teamsters,
Airline Division
April 5th, 2017**

This document highlights some of the most important elements of the Tentative Agreement (TA) that was reached on April 5th between the International Brotherhood of Teamsters and Southwest Airlines for the Materiel Specialist craft. It is meant only to be a summary describing what the Negotiating Committee believes are some of the more important changes to the contract. Please see the TA for all the details. The TA will be posted on IBT Airline Division website for your review. In addition, the TA will be mailed, in the very near future, to each member, along with voting instructions. Membership meetings to discuss the TA will also be held around the system shortly.

TA Highlights

27.3% weighted Average Pay Increase over current pay for the agreement duration, with a minimum 8% increase at Date of Ratification (DOR). *[SEE ART. 15]*

20% signing bonus based on 2016 401K eligible earnings payable within 90 days of ratification. *[SEE ART. 15]*

Compressed Pay Scale to a single 11-year scale with longevity compounded into the rate table. *[SEE ART. 14]*

Enhanced Scope coverage. *[SEE ART. 2]*

Letters of Agreement (LOA), on Staging and Kitting. *[SEE ART. 5]*

Added Kitting and Staging to the Material Specialist job description as a new bid location. *[SEE ART. 5]*

Created 5 new Bid Locations in exchange for GSE bid location. *[SEE ART. 5]*

Me-Too agreement on Profit Sharing. *[SEE LOA #5]*

Employees on duty for 16 hours or more will no longer be subjected to Mandatory Overtime. *{SEE ART.6}*

All volunteers will be eligible to work their holiday shift regardless of reduced staffing. You can't be forced off your regular shift if you choose to work.
[SEE ART. 6]

Holidays that fall on RDO's will be moved to the first day back to work. *[SEE ART. 6]*

TA Highlights

Improve field service – material specialist will hand carry parts unless hand carried by AMT's recovering the aircraft. *[SEE ART. 8]*

Passport cost reimbursed if used for Company business. *[SEE ART. 8]*

24-month pass privileges for furloughed employees. *[SEE ART. 9]*

Vacation requests will be granted if a slot is available and 8 hrs. notice is given. Less than 8-hours notice is not an automatic no. *[SEE ART. 11]*

Employees on Military leave shall retain and continue to accrue seniority for, pay and all benefits. *[SEE ART. 12]*

Letters of Instruction (LOI), and written verbal warnings are not considered discipline. *[SEE ART. 23]*

Enhanced Funeral Leave language. Added Domestic Partner and Grandchildren. *[SEE ART. 23]*

Improved trade day language. No disciplinary letter issued. *[SEE ART. 27]*

Southwest Material Specialists/AirTran Stock Clerks Seniority Integration consent award added to the back of contract as a historical record.