Memorandum

Date: May 6, 2022

To: Aircraft Appearance Technicians

From: Southwest and the Aircraft Mechanics Fraternal Association

Subject: Agreement in Principle Reached

We wanted to personally inform you that on May 5, 2022, Southwest and the Aircraft Mechanics Fraternal Association (AMFA) reached an Agreement in Principle (AIP) on a contract extension through 2026 for our Appearance Technicians.

An AIP is achieved when both Negotiating Teams have reached a general agreement on the terms of the contract, but need additional time to ensure no items have been omitted and that agreed upon terms are accurately expressed. Once this review is completed, both parties will declare a Tentative Agreement and prepare for membership ratification.

We are proud of the effort both Teams put forth to reach this new agreement, which benefits both our Appearance Techs and Southwest Airlines. The AIP includes fixed wage rate increases for our Appearance Techs, as well as other improvements to the contract.

Both Committees are working diligently to finalize the language in the contract extension. Once complete, you will receive the details of the agreement, additional information, and materials to review. We appreciate your patience while we work through these final items.

If you have any questions in the meantime, please reach out to your Union Representative, or email Southwest Labor Relations at LaborRelationsFeedback@wnco.com.