

**SWA-AMFA SYSTEM BOARD**

May 21, 2003

<b><u>Grievance:</u></b>	<b><u>Nature of Grievance</u></b>	<b><u>Disposition</u></b>
<b>SWA-1092B</b> Mike Carr/ HOU Mechanic	HOU Line Facility Environmental Concerns	Deadlocked
<b>SWA-1246</b> DAL App. Tech Group	Seat Bottom Security Checks	Withdrawn Without Prejudice
<b>SWA-1254</b> Mike Ochoa/ PHX Inspection	O/T Lost Due to LOA Release Date	Union Hold
<b>SWA-1270</b> DAL Mechanic Group	Mechanics Doing App. Tech Work	Awarded
<b>SWA-1271</b> DAL Mechanic Group	Mechanics Doing App. Tech Work	Awarded
<b>SWA-1272</b> Mechanic Group/ (Larry Dildine)	Delayed Retro-Pay	Respectfully Denied
<b>SWA-1273</b> Group/ BNA Mechanics	Birthday Holiday Pay at O/T Rate	Deadlocked
<b>SWA-1278</b> DAL Inspection Group	Outsource A/C 313 QD's	Joint Hold
<b>SWA-1281</b> Tim Grey/ BWI Mechanic	O/T Pay	Respectfully Denied
<b>SWA-1282</b> BWI Group	Downline Trips/Oncoming Shifts	Awarded

<b><u>Grievance</u></b>	<b><u>Nature of Grievance</u></b>	<b><u>Disposition</u></b>
<b>SWA-1289</b> Marty Kries/ DAL Inspection	Outsourced Inspection Work on A/C 721 To BFG-1016 Web Inspection	Joint Hold
<b>SWA 1301</b> Penny Hudson/ PHX App. Tech	O/T Pay	Union Hold
<b>SWA-1302</b> Darrell Huffman/ DAL Inspection	Retro Lead Pay	Awarded
<b>SWA-1303</b> Greg Breland/ BNA Mechanic	O/T Bypass	Withdrawn
<b>SWA-1304</b> Greg Breland/ BNA Mechanic	Foul Weather Parkas Not Available	Settled Prior to System Board
<b>SWA-1305</b> Greg Breland/ BNA Mechanic	Management Paying Full Four Hours O/T	Joint Hold
<b>SWA-1306</b> Willie Figueroa/ PHX App. Tech	Sick on O/T, Received Occurrence	Withdrawn
<b>SWA-1307</b> Thomas Staebell/ LAS Mechanic	No Alt. /RII Inspectors Sent for A/C 765	Settled Prior to System Board
<b>SWA-1309</b> John Ramirez/ MCO Mechanic	Bypass for Receiving/RON Inspection	Union Hold

<b><u>Grievance</u></b>	<b><u>Nature of Grievance</u></b>	<b><u>Disposition</u></b>
<b>SWA-1310</b> Craig Laughlin/ MDW Mechanic	O/T Bypass; Mgmt incorrectly dialing phone numbers	Union Hold
<b>SWA-1312</b> Harvey King/ DAL Inspection	Zero Out of O/T Hours on December 31	Joint Hold
<b>SWA-1314</b> Doug Collier/ DAL Inspection	Inspector Assigned to Evening Shop Inspection	Remanded Back For Local Settlement
<b>SWA-1315</b> Robert Bartram/ BWI Mechanic	Holiday Pay	Union Hold
<b>SWA-1317</b> Group DAL	Contracting A/C 610	Joint Hold
<b>SWA-1318</b> DAL Mechanic Group	Contracting A/C 609	Joint Hold
<b>SWA-1319</b> Darrell Huffman/ DAL Inspection	Shop Inspection/Bid Locations	Remanded Back For Local Settlement
<b>SWA-1320</b> Mike Nelson/ LAX Mechanic	“A” Check Performed by Tramco	Union Hold
<b>SWA-1321</b> Mike Ochoa/ PHX Inspection	Unjust Termination	Withdrawn Without Prejudice
<b>SWA-1323</b> Jerry Medina/ PHX Mechanic	Tech Foreman Giving Orders to Line Mechanic	Union Hold

<b><u>Grievance</u></b>	<b><u>Nature of Grievance</u></b>	<b><u>Disposition</u></b>
<b>SWA-1324</b> Howie Langer/ Mike Ochoa PHX Inspection	Harassment by a Supervisor	Withdrawn Without Prejudice
<b>SWA-1325</b> Tim Ketschek/ PHX Mechanic	Triple-Time on Holiday	Respectfully Denied
<b>SWA-1326</b> David Fischer/ LAX Mechanic	Requesting Vacation by the Hour	Withdrawn Without Prejudice
<b>SWA-1327</b> Kevin Campbell/ PHX Mechanic	Request Denied for December 25, 2002 off	Union Hold
<b>SWA-1328</b> Kevin Campbell/ PHX Mechanic	Holiday Pay in 24 Hour Period	Respectfully Denied
<b>SWA-1329</b> Joe Raica/ MDW Inspection	Requesting Premium Pay on a Holiday that was Floated	Respectfully Denied
<b>SWA-1330</b> Thomas Stephenson/ PHX Mechanic	Bump-Up Supervisor Selection at PHX Line	Respectfully Denied
<b>SWA-1331</b> Dan Rasmussen/ PHX Mechanic	Union Not Notified of Bump-Up Supervisor Selection	Respectfully Denied
<b>SWA-1332</b> Mark Tolkacz/ PHX Mechanic	Zero Out of O/T Hours on December 31	Joint Hold

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<b>SWA-1333</b> Brian Easter/ PHX Mechanic	Zero Out of O/T Hours on December 31	Joint Hold
<b>SWA-1334</b> Eric Young/ PHX Mechanic	Zero Out of O/T Hours on December 31	Joint Hold
<b>SWA-1335</b> Bodil Schultz/ PHX App. Tech	On LOA Missed Vacation Bids	Union Hold
<b>SWA-1336</b> Bernard Streily/ PHX Mechanic	Company Seniority vs. Category Seniority re: Floating Holiday bid	Settled Prior to System Board
<b>SWA-1337</b> Mike Hennig/ PHX Mechanic	O/T Pay on his Holiday	Union Hold
<b>SWA-1338</b> Joseph Lutrario/ LAX GSE Mechanic	Sanitation/Rodents in work area	Union Hold
<b>SWA-1339</b> DAL Mechanic Group	Attendance Policy	Joint Hold
<b>SWA-1340</b> DAL App. Tech Group	Attendance Policy	Joint Hold
<b>SWA-1341</b> Charles Carter/ DAL Inspection	Attendance Policy	Joint Hold
<b>SWA-1342</b> DAL Mechanic Group	Outsource JT8D to GE	Respectfully Denied

<b><u>Grievance</u></b>	<b><u>Nature of Grievance</u></b>	<b><u>Disposition</u></b>
<b>SWA-1343</b> DAL Mechanic Group	Outsource SWACOM Mods	Joint Hold
<b>SWA-1344</b> DAL Mechanic Group	Outsource work to Cascade	Joint Hold
<b>SWA-1345</b> DAL Mechanic Group	Outsource 4 QD's to BFG	Joint Hold
<b>SWA-1346</b> James McKeag/ PHX Mechanic	Seniority	Union Hold
<b>SWA-1347</b> Joel Johnson/ PHX Mechanic	Requested, but Not Granted a Vacation Day	Awarded
<b>SWA-1348</b> PHX Mechanic Group/ William Frey	Attendance	Joint Hold
<b>SWA-1349</b> Mike Nelson/ LAX Mechanic	Good Friday Holiday Pay	Union Hold
<b>SWA-1350</b> Michael Bucholtz, Rod Beaver, and Don Wagenseller/ PHX Mechanics	A/C 626 Contract MX in Boise	Settled Prior to System Board
<b>SWA-1351</b> Young Kim/ PHX App. Tech	Eligibility for Overtime/Training	Settled Prior to System Board
<b>SWA-1352</b> Kevin Dalrymple/ PHX App. Tech	Canceling O/T	Respectfully Denied

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<b>SWA-1353</b> Michael Saipaia/ PHX App. Tech	App. Techs Performing Work that is not Within Their Duties-APU Ducts	Remanded Back For Local Settlement
<b>SWA-1354</b> Hollis Dunlap/ PHX App. Tech	O/T Bypass vs. Day Trade	Union Hold
<b>SWA-1355</b> Jeff Hall/ PHX Mechanic	Denied Vacation Day	Awarded
<b>SWA-1356</b> Chris Fitzgerald/ PHX Mechanic	Denied Floating Holiday	Withdrawn Without Prejudice
<b>SWA-1357</b> Mike Hewitt/ PHX Inspection	Not Enough Bump-Up Inspectors, Leads Inspection Work	Withdrawn Without Prejudice
<b>SWA-1358</b> Howie Langer/ PHX Inspection	Union not Notified of Temporary Supervisor Position	Settled Prior to System Board
<b>SWA-1359</b> Howie Langer/ PHX Inspection	Temporary Vacancies not being filled Per Contract	Union Hold
<b>SWA-1360</b> Frank Lamanna/ PHX Mechanic	Mgmt's Actions during Ochoa Fact-Finding	Withdrawn Without Prejudice
<b>SWA-1361</b> Paul Diaz/ LAX GSE Mechanic	O/T Called to Open Door	Withdrawn Without Prejudice
<b>SWA-1362</b> Michael Farren/ HOU Mechanic	Partial Vacation Days Doesn't Follow the Contract	Settled Prior to System Board

<u>Grievance</u>	<u>Nature of Grievance</u>	<u>Disposition</u>
SWA-1363 DAL Mechanic Group	JT8D Outsourced to Pratt & Whitney	Awarded
<u>Notes</u>		
SWA-1270	Grievance Awarded. Dallas Appearance coverage for immediate needs involving line cleaning will be provided. This ruling will not set precedent to prevent Mechanics from performing basic functions minimizing delays	
SWA-1271	Grievance Awarded. Ruling is same as <b>SWA-1270</b> .	
SWA-1272	Grievance Respectfully Denied. Mutually agreed upon terms with retro-pay at contract ratification per LOA number 1	
SWA-1281	Grievance Respectfully Denied. The employee did not complete twelve consecutive hours within his 24 hour clock. This clock starts at the beginning of his regularly scheduled shift.	
SWA-1282	Grievance Awarded. Without compromising AOG needs, employee selection for down line opportunities will come from the shift that has minimal cost to the company.	
SWA-1302	Grievance Awarded. Pay applicable rate.	
SWA-1325	Grievance Respectfully Denied. Contract followed Article 6, paragraph 1a and past pay practices. Triple-time is limited to the 24 hours of the holiday. The applicable rate of overtime is double-time plus the holiday bonus during those 24 hours.	
SWA-1328	Grievance Respectfully Denied. Ruling is same as <b>SWA-1325</b> .	
SWA-1329	Grievance Respectfully Denied. Employee must work the holiday to receive holiday pay.	
SWA-1330	Grievance Respectfully Denied. No violation of contract. The Company has the right to bump-up as needed qualified employees for temporary supervisor positions. The Company will make every effort to back fill vacancies as a result of vacated bump-up selection for Mechanic position. A memo from Don Roberts will be written and disseminated.	
SWA-1331	Grievance Respectfully Denied. Ruling is same as <b>SWA-1330</b> .	
SWA-1342 change.	Grievance Respectfully Denied. Task groups to work with Engineering for warranty	
SWA-1347	Grievance Awarded. The Company will make every effort to award allocated vacation slots provided adequate notice is given for such request. Floating Holidays can be turned into vacation for the purpose of selling back to the Company, not to exceed 40 hours per the contract.	
SWA-1352 cancellation.	Grievance Respectfully Denied. The employee was given 6 hour notice of overtime	
SWA-1355	Grievance Awarded. Ruling is same as <b>SWA-1347</b> .	
SWA-1363	Grievance Awarded. Pay applicable rate. The Company knew QEC preparation was required, thus entitled work should have been offered to SWA workforce.	