

SOUTHWEST-AMFA SYSTEM BOARD

The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on July 09, 2003 and reviewed all the evidence and appropriate exhibits concerning the following matters, and hereby renders the following final and binding decision on such matters.

CASE NO: SWA-1254
STATION: PHX
GRIEVANT: Mike Ochoa
NATURE: O/T Lost Due to LOA Release date
DECISION: Withdrawn

CASE NO: SWA-1278
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsource A/C 313 QD's
DECISION: Union Hold

CASE NO: SWA-1289
STATION: DAL
GRIEVANT: Marty Kreis
NATURE: Outsource A/C 721
DECISION: Union Hold

CASE NO: SWA-1301
STATION: PHX
GRIEVANT: Penny Hudson
NATURE: O/T Pay
DECISION: Withdrawn

CASE NO: SWA-1305
STATION: BNA
GRIEVANT: Greg Breland
NATURE: Four Hour O/T
DECISION: Grievance Respectfully Denied. No error made with extended overtime opportunity.

CASE NO: SWA-1308
STATION: DAL
GRIEVANT: Steve Crocker
NATURE: Job Duties
DECISION: Grievance Respectfully Denied. The company has the right to temporary assign employees per Article 2 Paragraph 5, provided it's not abused.

CASE NO: SWA-1309
STATION: MCO
GRIEVANT: John Ramirez
NATURE: Bypass for Receiving/RON Inspection
DECISION: Union Hold

CASE NO: SWA-1310
STATION: MDW
GRIEVANT: Craig Laughlin
NATURE: O/T Bypass, Dialing of Numbers
DECISION: Grievance Respectfully Denied. It's the Employee's responsibility to notify O/T callout with changes in prefixes associated with personal answering services.

CASE NO: SWA-1312
STATION: DAL
GRIEVANT: Harvey King
NATURE: Zero out of O/T Hours on 12/31
DECISION: Settled After System Board

CASE NO: SWA-1315
STATION: BWI
GRIEVANT: Robert Bartram
NATURE: Holiday Pay
DECISION: Grievance Awarded. Pay grievant.

CASE NO: SWA-1317
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Contracting A/C 610
DECISION: Union Hold

CASE NO: SWA-1318
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Contracting A/C 609
DECISION: Union Hold

CASE NO: SWA-1320
STATION: LAX
GRIEVANT: Mike Nelson
NATURE: "A" Check Performed by Tramco
DECISION: Grievance Awarded. The Company and Union did not mutually agree upon work to be completed addressing "A" check requirement. This ruling does not prevent the company from requesting "A" check events to be incorporated when the A/C requires such maintenance in conjunction with outsourced events, provided the Union is notified of need. Pay grievant eight hours straight time.

CASE NO: SWA-1323
STATION: PHX
GRIEVANT: Jerry Medina
NATURE: Tech Foreman Giving Orders to Line Mechanics
DECISION: Settled Prior to System Board

CASE NO: SWA-1327
STATION: PHX
GRIEVANT: Kevin Campbell
NATURE: Request Denied for 12/25/02 Off
DECISION: Withdrawn

CASE NO: SWA-1332
STATION: PHX
GRIEVANT: Mark Tolkacz
NATURE: Zero out of O/T Hours on 12/31
DECISION: Settled After System Board

CASE NO: SWA-1333
STATION: PHX
GRIEVANT: Brian Easter
NATURE: Zero out of O/T Hours on 12/31
DECISION: Settled After System Board

CASE NO: SWA-1334
STATION: PHX
GRIEVANT: Eric Young
NATURE: Zero out of O/T Hours on 12/31
DECISION: Settled After System Board

CASE NO: SWA-1335
STATION: PHX
GRIEVANT: Bodil Schultz
NATURE: On LOA-Missed Vacation Bids
DECISION: Withdrawn

CASE NO: SWA-1337
STATION: PHX
GRIEVANT: Mike Hennig
NATURE: O/T Pay on Holiday
DECISION: Grievance Awarded. Pay grievant.

CASE NO: SWA-1338
STATION: LAX
GRIEVANT: Joseph Lutrario
NATURE: Sanitation/Rodents in Area
DECISION: Company Hold

CASE NO: SWA-1339
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Attendance Policy
DECISION: Company Hold

CASE NO: SWA-1340
STATION: DAL
GRIEVANT: Appearance Group
NATURE: Attendance Policy
DECISION: Company Hold

CASE NO: SWA-1341
STATION: DAL
GRIEVANT: Charles Carter
NATURE: Attendance Policy
DECISION: Company Hold

CASE NO: SWA-1343
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsource SWACOM Mods
DECISION: Deadlocked

CASE NO: SWA-1344
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsource to Cascade
DECISION: Deadlocked

CASE NO: SWA-1345
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsource Four QD's to BFG
DECISION: Joint Hold

CASE NO: SWA-1346
STATION: PHX
GRIEVANT: James McKeag
NATURE: Seniority
DECISION: Referred back to Union and Company for letter of agreement addressing seniority of previous AMFA members becoming Mechanics through the Apprentice program.

CASE NO: SWA-1348
STATION: PHX
GRIEVANT: Mechanic Group
NATURE: Attendance Policy
DECISION: Company Hold

CASE NO: SWA-1349
STATION: LAX
GRIEVANT: Mike Nelson
NATURE: Good Friday Holiday Pay
DECISION: Withdrawn

CASE NO: SWA-1354
STATION: PHX
GRIEVANT: Hollis Dunlap
NATURE: O/T Bypass vs. Day Trade
DECISION: Withdrawn

CASE NO: SWA-1359
STATION: PHX
GRIEVANT: Howie Langer
NATURE: Temporary Vacancies not Being Filled
DECISION: Settled Prior to System Board

CASE NO: SWA-1364
STATION: MCO
GRIEVANT: Joel Potter
NATURE: Manager Doing Mechanic's Work
DECISION: Union Hold

CASE NO: SWA-1365
STATION: MCO
GRIEVANT: Wayne Frankson
NATURE: O/T Bypass-Two Numbers in the Book
DECISION: Grievance Awarded. Overtime selection should only be made from Employees entering one phone number. Employees entering more than one number will be considered ineligible.

CASE NO: SWA-1366
STATION: MCO
GRIEVANT: Wayne Frankson
NATURE: O/T Bypass-Two Numbers in the Book
DECISION: Grievance Awarded. Overtime selection should only be made from Employees entering one phone number. Employees entering more than one phone number will be considered ineligible.

CASE NO: SWA-1367
STATION: MCO
GRIEVANT: Manny Fernandez
NATURE: O/T Bypass-Two Numbers in the Book
DECISION: Grievance Awarded. Overtime selection should only be made from Employees entering one phone number. Employees entering more than one phone number will be considered ineligible.

CASE NO: SWA-1368
STATION: MDW
GRIEVANT: Pat Splan
NATURE: Incorrectly Paid
DECISION: Grievance Denied. Grievant was paid correctly. He did not work twelve consecutive hours per Article 6 Paragraph 4c, in addition to Article 24 Paragraph 16k, which states no additional pay will be associated with a day trade.

CASE NO: SWA-1369
STATION: BNA
GRIEVANT: Mechanic Group
NATURE: Safety Meetings
DECISION: Joint Hold

CASE NO: SWA-1370
STATION: MDW
GRIEVANT: Pat Hehir
NATURE: Incorrectly Paid
DECISION: Grievance Denied. Grievant was paid correctly. He did not work twelve consecutive hours per Article 6 Paragraph 4c, in addition to Article 24 Paragraph 16k, which states no additional pay will be associated with a day trade.

CASE NO: SWA-1371
STATION: BNA
GRIEVANT: Mechanic Group
NATURE: Cold Weather Ops
DECISION: Referred back to Union and Company Safety Committees.

CASE NO: SWA-1372
STATION: BNA
GRIEVANT: Mark Montani
NATURE: Safety Meetings
DECISION: Joint Hold

CASE NO: SWA-1373
STATION: BNA
GRIEVANT: Mark Montani
NATURE: Safety Meetings
DECISION: Joint Hold

CASE NO: SWA-1375
STATION: DAL
GRIEVANT: Larry Stallcup
NATURE: Denied Approved Day Trade Pay due to OJI
DECISION: Grievance Respectfully Denied. Worker's Comp does not recognize day trades for pay purposes.

CASE NO: SWA-1376
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsource Elevator Mod to San Antonio
DECISION: Deadlocked

CASE NO: SWA-1377
STATION: PHX
GRIEVANT: Chris Fitzgerald
NATURE: Denied Ability to Work O/T During Paid Rest
DECISION: Union Hold

CASE NO: SWA-1378
STATION: PHX
GRIEVANT: Emmanuel Serrano
NATURE: Denied Ability to Work O/T During Paid Rest
DECISION: Union Hold

CASE NO: SWA-1379
STATION: PHX
GRIEVANT: Sam Cloutier
NATURE: Denied Ability to Work O/T During Paid Rest
DECISION: Union Hold

CASE NO: SWA-1380
STATION: PHX
GRIEVANT: Chris Fitzgerald
NATURE: Denied Ability to Work O/T During Paid Rest
DECISION: Union Hold

CASE NO: SWA-1381
STATION: PHX
GRIEVANT: Bryan Sonburg
NATURE: Improper Notification
DECISION: Settled Prior to System Board

CASE NO: SWA-1382
STATION: BNA
GRIEVANT: Greg Breland
NATURE: Mandatory Bump Up Lead/Inspection Lead
DECISION: Grievance Respectfully Denied. No violation of contract.

CASE NO: SWA-1383
STATION: TPA
GRIEVANT: Scott Warranbrand
NATURE: Holiday Pay
DECISION: Grievance Awarded. All holidays listed in Article 6 paragraph 13, excluding the two additional floating holidays listed in Article 6 paragraph 13a, shall be recognized holidays in which an Employee shall be entitled to holiday bonus pay. Therefore, each Employee shall understand that when they complete the form trading their holiday prior to the beginning of each fiscal year, they shall not be allowed to cancel or alter any of their choices including the birthday holiday. The Company agrees to pay retroactivity birthday holiday pay back to August 16, 2001, no later than the October 20, 2003 paycheck. This ruling also reverses SWA-1273, which had been previously deadlocked.

CASE NO: SWA-1384
STATION: TPA
GRIEVANT: Richard Fromknecht
NATURE: OT Pay
DECISION: Grievance Awarded. OT hours will be reduced by ten hours when System Board rulings are published.

CASE NO: SWA-1385
STATION: BWI
GRIEVANT: Ron Wilburn
NATURE: Holiday Premium Pay
DECISION: Grievance Awarded. Pay Grievant.

CASE NO: SWA-1386
STATION: BWI
GRIEVANT: Chris Leidahl
NATURE: Holiday Premium Pay
DECISION: Grievance Awarded. Pay Grievant.

CASE NO: SWA-1387
STATION: DAL
GRIEVANT: GSE Group
NATURE: Outsource Water Cart
DECISION: Company Hold

CASE NO: SWA-1388
STATION: LAX
GRIEVANT: Joe Lutrario
NATURE: Pay For Overlap When Working Double-Shift
DECISION: Company Hold

CASE NO: SWA-1389
STATION: LAX
GRIEVANT: Joe Lutrario
NATURE: Bump Up Lead Procedures
DECISION: Company Hold

CASE NO: SWA-1390
STATION: LAX
GRIEVANT: Joe Lutrario
NATURE: Fact-Finding Meeting Procedures
DECISION: Company Hold

CASE NO: SWA-1391
STATION: LAX
GRIEVANT: Joe Lutrario
NATURE: Improper OT Callout Procedures Resulting in OT Bypass
DECISION: Company Hold

CASE NO: SWA-1273
STATION: BNA
GRIEVANT: Mechanic Group
NATURE: Holiday Pay (Birthday)
DECISION: Grievance Reversed From Deadlock. Grievance Awarded. All holidays listed in Article 6 paragraph 13, excluding the two additional floating holidays listed in Article 6 paragraph 13a, shall be recognized holidays in which an Employee shall be entitled to holiday bonus pay. Therefore, each Employee shall understand that when they complete the form trading their holidays prior to the beginning of each fiscal year, they shall not be allowed to cancel or alter any of their choices including the birthday holiday. The Company agrees to pay retroactivity birthday holiday pay back to August 16, 2001 no later than the October 20, 2003 paycheck.