

## 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 September 26, 2006 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-1602  
STATION: PHX  
GRIEVANT: Mike Casperson  
NATURE: Holiday Pay  
DECISION: Deadlock

CASE NO: SWA-1621  
STATION: BWI  
GRIEVANT: Tom Tompson  
NATURE: Letter of Warning  
DECISION: Settled prior to System Board

CASE NO: SWA-1638  
STATION: HOU  
GRIEVANT: Sandra Oestreich  
NATURE: MDW Outsource  
DECISION: Deadlock

CASE NO: SWA-1644  
STATION: PHX  
GRIEVANT: Howard Langer  
NATURE: Moving B/C Check Holiday  
DECISION: Joint Hold

CASE NO: SWA-1646  
STATION: DAL  
GRIEVANT: Sam Dodson  
NATURE: Bid Location  
DECISION: Withdrawn prior to System Board

CASE NO: SWA-1652  
STATION: MDW  
GRIEVANT: App. Tech. Group  
NATURE: Outsource of Work/Overtime Bypass  
DECISION: Deadlock

CASE NO: SWA-1654  
STATION: HOU  
GRIEVANT: Mike Farren  
NATURE: Attendance Policy  
DECISION: Awarded prior to System Board

CASE NO: SWA-1615  
STATION: PHX  
GRIEVANT: Mechanic Group  
NATURE: Forced Run/Taxi/CAT III  
DECISION: Awarded

CASE NO: SWA-1628  
STATION: HOU  
GRIEVANT: Joan Alksnis  
NATURE: Letter of Warning  
DECISION: Joint Hold

CASE NO: SWA-1639  
STATION: MDW  
GRIEVANT: MDW App. Tech. Group  
NATURE: Outsource of Work  
DECISION: Deadlock

CASE NO: SWA-1645  
STATION: HOU  
GRIEVANT: Ken Faulk  
NATURE: Inspection Field Trip  
DECISION: Remanded back to local

CASE NO: SWA-1651  
STATION: DAL  
GRIEVANT: Craig Laughlin  
NATURE: Working out of Bid Location  
DECISION: Withdrawn prior to System Board

CASE NO: SWA-1653  
STATION: HOU  
GRIEVANT: Larry Balfour  
NATURE: Attendance Policy  
DECISION: Awarded prior to System Board

CASE NO: SWA-1655  
STATION: HOU  
GRIEVANT: Greg Hatcher  
NATURE: Attendance Policy  
DECISION: Awarded prior to System Board

CASE NO: SWA-1656  
STATION: HOU  
GRIEVANT: Victor Moarales  
NATURE: Attendance Policy  
DECISION: Awarded prior to System Board

CASE NO: SWA-1658  
STATION: BNA/MCI  
GRIEVANT: BNA/MCI Group  
NATURE: Paid Moves  
DECISION: Company Hold

CASE NO: SWA-1660  
STATION: PHX  
GRIEVANT: Brian Easter  
NATURE: Field Trip Selection  
DECISION: Awarded

CASE NO: SWA-1662  
STATION: PHX  
GRIEVANT: Mike Young  
NATURE: Bid/Bump Procedures  
DECISION: Settled prior to System Board

CASE NO: SWA-1664  
STATION: MDW  
GRIEVANT: Randy Ilic  
NATURE: Incorrect Rate of Pay  
DECISION: Denied

CASE NO: SWA-1657  
STATION: DAL  
GRIEVANT: Lyndon Heffernan  
NATURE: Bid/Bump Procedures  
DECISION: Remanded back to local

CASE NO: SWA-1659  
STATION: BNA  
GRIEVANT: Anthony Palmisano  
NATURE: Reduction/Bid Procedures  
DECISION: Denied

CASE NO: SWA-1661  
STATION: PHX  
GRIEVANT: Emanuel Serrano  
NATURE: Field Trip Selection  
DECISION: Awarded

CASE NO: SWA-1663  
STATION: PHX  
GRIEVANT: Mike J Nelson  
NATURE: Improper Abolishment Notification  
DECISION: Settled

CASE NO: SWA-1665  
STATION NO: MDW  
GRIEVANT: Randy Ilic  
NATURE: Removed from Position MQC921  
DECISION: Denied

## **SWA-AMFA**

### **September 26, 2006 SYSTEM BOARD NOTES**

**SWA-1615** Grievance awarded: The Company can not require employees to obtain endorsements provided no operational duties within that bid location are neglected. It is the Company's responsibility to provide the necessary training for operational support. Employees not normally assigned to that bid location are not required to obtain any endorsements to be eligible for overtime opportunities in that bid location.

**SWA-1645** Remanded back to local: Inspection Management to look for a solution for proper downline coverage.

**SWA-1660 & 1661** Awarded: The Company will make every attempt to call out employees on shift with minimal cost to the Company. In this grievance the Company could have utilized the on-coming shift and filled the requirements without delaying customers. Selection will be made from the applicable shift with the scheduled departure time being the cut-off time for the selection process.

**SWA-1663** Grievance settled: The Company will provide written notification to each employee being abolished or bumped from their current position. Such notification will be placed in each affected employee's company mailbox.

**SWA-1664** Grievance denied: No contract violation.

**SWA-1665** Grievance denied: No contract violation.