

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 30 January 2008 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-1780
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing/No notification
Of pax seats N507
DECISION: Settled prior to Board

CASE NO: SWA-1781
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing/No notification
Of pax seats 750
DECISION: Settled prior to Board

CASE NO: SWA-1782
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing/No notification
Of pax seats N408
DECISION: Settled prior to Board

CASE NO: SWA-1783
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing/No notification
Of pax seats N329
DECISION: Settled prior to Board

CASE NO: SWA-1785
STATION: PHX
GRIEVANT: Mechanic Group
NATURE: Outsourcing N322 ART.2
DECISION: Withdrawn

CASE NO: SWA-1786
STATION: MDW
GRIEVANT: Mechanic Group
NATURE: Outsourcing Nose Gear N738
DECISION: Withdrawn

CASE NO: SWA-1789
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
14 September 2007 ART. 2
DECISION: Deadlock

CASE NO: SWA-1790
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
31 August 2007 ART. 2
DECISION: Deadlock

CASE NO: SWA-1791
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
07 September 2007 ART. 2
DECISION: Deadlock

CASE NO: SWA-1792
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
21 September 2007 ART. 2
DECISION: Deadlock

CASE NO: SWA-1794
STATION: MCO
GRIEVANT: Mechanic Group
NATURE: Not Meeting Lead
Mechanic Requirements
DECISION: Settled prior to Board

CASE NO: SWA-1795
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing/No notification
Of Pax Seats N753
DECISION: Settled prior to Board

CASE NO: SWA-1796
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing/No Notification
Of Pax Seats N605
DECISION: Settled prior to System Board

CASE NO: SWA-1797
STATION: MDW
GRIEVANT: Mechanic Group
NATURE: Not Posting Temp Vacancies
Of Over 30 Days
DECISION: Withdrawn

CASE NO: SWA-1798
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsource/ No Notification
Of Pax Seats N755
DECISION: Settled prior to System Board

CASE NO: SWA-1799
STATION: PHX
GRIEVANT: Mike Mutsaers
NATURE: Insp Test Art. 10 Para 12
DECISION: Joint Hold

CASE NO: SWA-1801
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
3 October 2007 Art. 2
DECISION: Deadlock

CASE NO: SWA-1802
STATION: MCO
GRIEVANT: Gary Lynch
NATURE: Start Times For Day And
Evening Line
DECISION: Company Hold

CASE NO: SWA-1803
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
12 October 2007 Art. 2
DECISION: Deadlock

CASE NO: SWA-1804
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: Outsource Notification
19 October 2007 Art. 2
DECISION: Deadlock

CASE NO: SWA-1805
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing / No Notification
Of Pax Seats N660
DECISION: Settled Prior To Board

CASE NO: SWA-1806
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing / No Notification
Of Pax Seats N756
DECISION: Settled Prior To Board

CASE NO: SWA-1808
STATION: MDW
GRIEVANT: Jim Dowd
NATURE: Inspection Not Sent On Down
Line Field Service
DECISION: Company Hold

CASE NO: SWA-1809
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: November 02, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1810
STATION: PHX
GRIEVANT: David Widerski , Appearance Tech
NATURE: Supervisor Doing The Work Of Cover
Members on November 1, 2007
DECISION: Withdrawn

CASE NO: SWA-1811
STATION: PHX
GRIEVANT: David Widerski , Appearance Tech
NATURE: Supervisor Doing The Work Of Cover
Members on November 2, 2007
DECISION: Withdrawn

CASE NO: SWA-1812
STATION: ALL
GRIEVANT: System Wide Group
NATURE: November 08, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1813
STATION NO: ALL
GRIEVANT: System Wide Group
NATURE: November 15, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1814
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing / No Notification
Pax Seats N333
DECISION: Settled prior to Board

CASE NO: SWA-1815
STATION: ALL
GRIEVANT: System Wide Group
NATURE: November 22, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1816
STATION: MCO
GRIEVANT: Gary Lynch
NATURE: Unjust Punishment Final
Letter Of Warning
DECISION: Union Hold

CASE NO: SWA-1817
STATION: DAL
GRIEVANT: Orlando Chow
NATURE: Overtime Bypass
DECISION: Settled Prior To Board

CASE NO: SWA-1818
STATION: DAL
GRIEVANT: Orlando Chow
NATURE: Overtime Bypass
DECISION: Settled Prior To Board

CASE NO: SWA-1819
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: November 30, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1820
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: January 02, 2008 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1821
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: December 06, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1822
STATION: HOU
GRIEVANT: Joan Alksnis
NATURE: Denial Of Contractual Benefits
Due To Company Negligence
DECISION: Union Hold

CASE NO: SWA-1823
STATION: BNA
GRIEVANT: Mechanic Group
NATURE: Contracting Out Work Customarily
Performed After Reducing Headcount
DECISION: Union Hold

CASE NO: SWA-1824
STATION: MDW
GRIEVANT: Appearance Tech Group
NATURE: Blended Workforce With
Vendor One source
DECISION: Deadlock

CASE NO: SWA-1825
STATION: MDW
GRIEVANT: Appearance Tech Group
NATURE: Establish Bid Locations For App.
Techs To Do All Covered Work
DECISION: Company Hold

CASE NO: SWA-1826
STATION: MDW
GRIEVANT: Appearance Tech Group
NATURE: Pay All Lost Overtime For App.
Techs Not Doing Covered Work
DECISION: Company Hold

CASE NO: SWA-1827
STATION NO: DAL
GRIEVANT: Jason Gilbrech
NATURE: Overtime Bypass
Deice Qualification
DECISION: Settled Prior To Board

CASE NO: SWA-1828
STATION: DAL
GRIEVANT: Jeff Nichols
NATURE: Overtime Bypass
Deice Qualification
DECISION: Settled prior to Board

CASE NO: SWA-1829
STATION: DAL
GRIEVANT: John Spence
NATURE: Overtime Bypass
Deice Qualification
DECISION: Awarded

CASE NO: SWA-1830
STATION: DAL
GRIEVANT: Jason Buckman
NATURE: Overtime Bypass
Deice Qualification
DECISION: Awarded

CASE NO: SWA-1831
STATION: DAL
GRIEVANT: Gary Wesely
NATURE: Overtime Bypass
Deice Qualification
DECISION: Awarded

CASE NO: SWA-1832
STATION: DAL
GRIEVANT: Jason Gilbrech
NATURE: Overtime Bypass
Deice Qualification
DECISION: Settled Prior To Board

CASE NO: SWA-1833
STATION: DAL
GRIEVANT: Gilbert Hernandez
NATURE: Time Off Without Pay Unfair
And Disparate Disciplinary Action
DECISION: Settled Prior To Board Reduced Punishment

CASE NO: SWA-1834
STATION: ALL
GRIEVANT: System Wide Group
NATURE: December 13, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1835
STATION: ALL
GRIEVANT: System Wide Group
NATURE: December 20, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1836
STATION: ALL
GRIEVANT: System Wide Group
NATURE: December 27, 2007 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1837
STATION: PHX
GRIEVANT: Lead Mechanic Group
NATURE: Relief Lead Vacation
Selection Art 11.6
DECISION: Company Hold

CASE NO: SWA-1838
STATION: DAL
GRIEVANT: Floyd Looney
NATURE: Ramp Personnel Performing
Mechanic Work
DECISION: Remanded Back For Local Settlement

CASE NO: SWA-1839
STATION: DAL
GRIEVANT: David Green
NATURE: Overtime Calculation When
Working A Day Trade
DECISION: Denied

CASE NO: SWA-1840
STATION: DAL
GRIEVANT: Richard Hammack
NATURE: Ramp Personnel Performing
Mechanic Work
DECISION: Remanded Back for Local Settlement

CASE NO: SWA-1841
STATION NO: PHX
GRIEVANT: Michael Casspersen
NATURE: Art 6 Overtime Bypass During 'C'
Check Holiday Off Period
DECISION: Awarded Prior To Board

CASE NO: SWA-1842
STATION: ALL
GRIEVANT: Mechanic Group
NATURE: January 10, 2008 Outsourcing
Notification Article 2
DECISION: Deadlock

CASE NO: SWA-1843
STATION: HOU
GRIEVANT: Ken Faulk
NATURE: Forced To Move Holidays And Work
RDO's To Be Off At Years End
DECISION: Union Hold

CASE NO: SWA-1844
STATION: MCO
GRIEVANT: Paul Powell
NATURE: Bypassed For Overnight
Field Service To PHL
DECISION: Company Hold

CASE NO: SWA-1845
STATION: BWI
GRIEVANT: Chris Leidahl
NATURE: Bump Up Supervisor
Articles 2, 4, 6, And 24
DECISION: Settled Prior To Board

CASE NO: SWA-1846
STATION: BWI
GRIEVANT: Steven Gruebl
NATURE: Field Service Selection
Article 8
DECISION: Settled Prior To Board

CASE NO: SWA-1847
STATION: BWI
GRIEVANT: James Klapp
NATURE: Vacation Bid Article 11
DECISION: Settled Prior To Board

CASE NO: SWA-1848
STATION: BWI
GRIEVANT: James Klapp
NATURE: Vacation Bid Article 11
DECISION: Settled Prior To Board

CASE NO: SWA-1849
STATION: HOU
GRIEVANT: Aaron Pepin
NATURE: Shift Overtime Bypass By Using Four
Over Call Out For Aircraft Move
DECISION: Union Hold

CASE NO: SWA-1850
STATION: HOU
GRIEVANT: Sandra Oestrich
NATURE: Overtime Bypass Due To A Day Trader
Being Assigned Out Of Station
DECISION: Withdrawn

CASE NO: SWA-1851
STATION: HOU
GRIEVANT: Deanna E Cobb
NATURE: Overtime Bypass Due To A Day Trader
Being Assigned Out Of Station
DECISION: Withdrawn

CASE NO: SWA-1852
STATION: MDW
GRIEVANT: Appearance Tech Group
NATURE: Required To Work On A Bug Infested
Aircraft Prior To Extermination
DECISION: Settled Prior To Board

CASE NO: SWA-1853
STATION: MDW
GRIEVANT: Appearance Tech Group
NATURE: Techs Are Being Required To
Sign For Their Own Work
DECISION: Withdrawn

SWA-AMFA

30 January 2008 SYSTEM BOARD NOTES

SWA-1786 Company proved through paperwork (S/N) that the same NLG that was removed to facilitate maintenance was reinstalled. NLG was time changed in HOU at a later date.

SWA- 1810 & SWA-1811 New SWA Appearance Tech Manager has just been appointed. Union is willing to give this new manager some time to come up to speed.

SWA- 1824 Combined 1638, 1639 and 1652

SWA-1825 & SWA- 1826 Company wants to study this issue and get back with the Union.

SWA-1829, SWA- 1830 & SWA 1831 Company informed the Union that De-ice Qualifications for DAL line is driven by the FAA. The company will try to prove this and offer more De-ice training.

SWA- 1838 & SWA- 1840 Ground ops training ramp personnel to push back aircraft without Union notification.