

The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on 26 March 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-1799
 STATION: PHX
 GRIEVANT: Mike Mutsaers
 NATURE: Inspection test article 10 paragraph 12
 DECISION: Settled

CASE NO: SWA-1802
 STATION: MCO
 GRIEVANT: Gary Lynch
 NATURE: Start times for day and evening line
 DECISION: Withdrawn

CASE NO: SWA-1808
 STATION: MDW
 GRIEVANT: Jim Dowd
 NATURE: Inspection not sent on downline field service.
 DECISION: Awarded

CASE NO: SWA-1816
 STATION: MCO
 GRIEVANT: Gary Lynch
 NATURE: Unjust Punishment, Final letter of warning.
 DECISION: Deadlock

CASE NO: SWA-1822
 STATION: HOU
 GRIEVANT: Joan Alksnis
 NATURE: Denial of contractual benefits due to company negligence
 DECISION: Company hold

CASE NO: SWA-1823
 STATION: BNA
 GRIEVANT: Group
 NATURE: Contracting out work customarily performed after reducing station head
 DECISION: Deadlock

CASE NO: SWA-1825
 STATION: MDW
 GRIEVANT: Apperance tech. group
 NATURE: Establish bid locations for APP. Techs to do all covered work
 DECISION: Joint Hold

CASE NO: SWA-1826
 STATION: MDW
 GRIEVANT: Apperance tech. group
 NATURE: Pay all lost overtime for App. Techs not doing covered work
 DECISION: Joint hold

CASE NO: SWA-1837
 STATION: PHX
 GRIEVANT: Lead Mechanic group
 NATURE: Relif lead vacation selection article 11.6
 DECISION: Joint Hold

CASE NO: SWA-1843
 STATION: HOU
 GRIEVANT: Ken Faulk
 NATURE: Forced to move holidays and work RDOs to be off at year's end.
 DECISION: Joint hold

CASE NO: SWA-1844
 STATION: MCO
 GRIEVANT: Paul Powell
 NATURE: Bypassed for overnight field service to PHL
 DECISION: Withdrawn

CASE NO: SWA-1849
 STATION: HOU
 GRIEVANT: Aaron Pepin
 NATURE: Shift Overtime bypass by using four over call out for aircraft move.
 DECISION: Join Hold

CASE NO: SWA-1855
STATION: All
GRIEVANT: Group
NATURE: 24 January 2008 outsourcing
DECISION: Union Hold

CASE NO: SWA-1856
STATION: All
GRIEVANT: Group
NATURE: 01 February 2008 outsourcing
DECISION: Union hold

CASE NO: SWA-1857
STATION: All
GRIEVANT: Group
NATURE: 07 February 2008 outsourcing
DECISION: Union hold

CASE NO: SWA-1858
STATION: All
GRIEVANT: Group
NATURE: 14 February 2008 outsourcing
DECISION: Union Hold

CASE NO: SWA-1859
STATION: All
GRIEVANT: Group
NATURE: 21 February 2008 outsourcing
DECISION: Union Hold

CASE NO: SWA-1860
STATION: PHX
GRIEVANT: Tim Ketschek
NATURE: Paid rest by-pass
DECISION: Company hold

CASE NO: SWA-1861
STATION: All
GRIEVANT: Group
NATURE: 28 February 2008 outsourcing
DECISION: Union Hold

CASE NO: SWA-1862
STATION: PHX
GRIEVANT: John Sandeigo
NATURE: Paid rest by-pass
DECISION: Company Hold

CASE NO: SWA-1863
STATION: PHX
GRIEVANT: Raymond Sheeler
NATURE: Paid rest by-pass
DECISION: Company hold

CASE NO: SWA-1864
STATION: PHX
GRIEVANT: Charles Nessel
NATURE: Paid rest by-pass
DECISION: Company hold

CASE NO: SWA-1865
STATION: PHX
GRIEVANT: Jay Bouvee
NATURE: Paid rest by-pass
DECISION: Company hold

CASE NO: SWA-1866
STATION: PHX
GRIEVANT: Mike Buchholz
NATURE: Paid rest by-pass
DECISION: Company hold

CASE NO: SWA-1867
STATION: DAL
GRIEVANT: Gene Painter
NATURE: Overtime calculations
DECISION: Withdrawn

CASE NO: SWA-1868
STATION: DAL
GRIEVANT: Gene Painter
NATURE: Paid Luch
DECISION: Withdrawn

CASE NO: SWA-1869
STATION: DAL
GRIEVANT: JamesTucker
NATURE: Downline by-pass
DECISION: Withdrawn

CASE NO: SWA-1870
STATION: DAL
GRIEVANT: Group
NATURE: Outsourcing
DECISION: Joint hold

CASE NO: SWA-1871
STATION: DAL
GRIEVANT: Tony McClure/Tim Pritchard
NATURE: Downline by-pass
DECISION: Awarded

Notes

Case No. SWA-1799: Settled

1. Test was rewritten to reduce any ambiguity in answers and minimize amount of time required to write out
2. MPM changes to state manager will administer test and ensure it is current
3. Each member will be given 4 days prep time to take test
4. Q.C. test study guide to be posted on SWA life

Case No. SWA-1869: Withdrawn
Previous ruling that no member will be forced downline if there is a volunteer on the clock.
ie. shift overlap