

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 29 May 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-1822
STATION: HOU
GRIEVANT: Joan Alksais
NATURE: Denial of contract benefits due to company negligence
DECISION: Deadlocked

CASE NO: SWA-1825
STATION: MDW
GRIEVANT: Appearance Technician Group
NATURE: Establish bid locations for Appearance Technicians to do all covered work
DECISION: Union Hold

CASE NO: SWA-1826
STATION: MDW
GRIEVANT: Appearance Technician Group
NATURE: Pay all lost overtime for appearance technicians not doing covered work
DECISION: Union Hold

CASE NO: SWA-1837
STATION: PHX
GRIEVANT: Lead Mechanic Group
NATURE: Relief lead vacation selection
DECISION: Remanded back for local settlement

CASE NO: SWA-1843
STATION: HOU
GRIEVANT: Ken Faulk
NATURE: Forced to move holidays and work RDO to be off at years end
DECISION: Union Hold

CASE NO: SWA-1849
STATION: HOU
GRIEVANT: Aaron Pepin
NATURE: Shift overtime bypass by using 4 over call-out for aircraft move.
DECISION: Withdrawn

CASE NO: SWA-1855
STATION: All
GRIEVANT: Mechanic Group
NATURE: 24 January 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1856
STATION: All
GRIEVANT: Mechanic Group
NATURE: 01 February 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1857
STATION: All
GRIEVANT: Mechanic Group
NATURE: 07 February 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1858
STATION: All
GRIEVANT: Mechanic Group
NATURE: 14 February 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1859
STATION: All
GRIEVANT: Mechanic Group
NATURE: 21 February 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1860
STATION: PHX
GRIEVANT: Tim Ketschek
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1861
STATION: All
GRIEVANT: Mechanic Group
NATURE: 28 February 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1862
STATION: PHX
GRIEVANT: John Sandiego
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1863
STATION: PHX
GRIEVANT: Raymond Sheeler
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1864
STATION: PHX
GRIEVANT: Charles Hessel
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1865
STATION: PHX
GRIEVANT: Jay Bovee
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1866
STATION: PHX
GRIEVANT: Mike Buchholz
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1870
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: Outsourcing-Lav Tank
DECISION: Company Hold

CASE NO: SWA-1872
STATION: PHX
GRIEVANT: Mike Buchholz
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1873
STATION: All
GRIEVANT: Mechanic Group
NATURE: 06 March 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1874
STATION: PHX
GRIEVANT: Mechanic Group
NATURE: N391 Outsourcing
DECISION: Company Hold

CASE NO: SWA-1875
STATION: PHX
GRIEVANT: Mechanic Group
NATURE: N687 Outsourcing
DECISION: Company Hold

CASE NO: SWA-1876
STATION: PHX
GRIEVANT: Mechanic Group
NATURE: N208 Outsourcing
DECISION: Company Hold

CASE NO: SWA-1877
STATION: All
GRIEVANT: Mechanic Group
NATURE: 21 March 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1879
STATION: MDW
GRIEVANT: Kevin Herron
NATURE: Denied Vacation in Emergency
DECISION: Remanded back for local settlement

CASE NO: SWA-1880
STATION: All
GRIEVANT: Mechanic Group
NATURE: 02 April 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1881
STATION: HOU
GRIEVANT: Appearance Group
NATURE: Not allowing appearance leads to assign jobs
DECISION: Remanded back for local settlement

CASE NO: SWA-1882
STATION: All
GRIEVANT: Mechanic Group
NATURE: 26 March 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1883
STATION: PHX
GRIEVANT: Michael Buchholz
NATURE: Paid Rest
DECISION: Company Hold

CASE NO: SWA-1884
STATION: PHX
GRIEVANT: Michael Bulhholz
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1886
STATION: DAL
GRIEVANT: Mechanic Group
NATURE: DAL line fueling agreement
DECISION: Union Hold

CASE NO: SWA-1887
STATION: MDW
GRIEVANT: Jeffery Henry
NATURE: Letter of warning for sick leave
DECISION: Deadlock

CASE NO: SWA-1888
STATION: MDW
GRIEVANT: Appearance Group
NATURE: Temp vacancy not cancelled per CBA
DECISION: Joint Hold

CASE NO: SWA-1889
STATION: HOU
GRIEVANT: Joan Alksais
NATURE: Denied return to work from OJI
DECISION: Deadlock

CASE NO: SWA-1890
STATION: All
GRIEVANT: Mechanic Group
NATURE: 17 April 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1891
STATION: All
GRIEVANT: Mechanic Group
NATURE: 24 April 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1892
STATION: All
GRIEVANT: Mechanic Group
NATURE: 01 May 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1893
STATION: HOU
GRIEVANT: Mechanic Group
NATURE: N605 outsourcing EA 1-353-8732
DECISION: Union Hold

CASE NO: SWA-1894
STATION: HOU
GRIEVANT: Dan Worley
NATURE: Repeal grievance case # SWA-1753
DECISION: Union Hold

CASE NO: SWA-1895
STATION: HOU
GRIEVANT: Don Kelly
NATURE: Overtime/Downline Bypass
DECISION: Union Hold

CASE NO: SWA-1896
STATION: PHX
GRIEVANT: Tom Inmon
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1897
STATION: PHX
GRIEVANT: Alan Rennie
NATURE: Paid Rest
DECISION: Union Hold

CASE NO: SWA-1898
STATION: DAL
GRIEVANT: Kirk Suitor
NATURE: Downline/Overtime Bypass
DECISION: Company Hold

CASE NO: SWA-1900
STATION: All
GRIEVANT: Mechanic Group
NATURE: 08 May 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1901
STATION: All
GRIEVANT: Mechanic Group
NATURE: 15 May 08 Outsourcing
DECISION: Deadlock

CASE NO: SWA-1902
STATION: PHX
GRIEVANT: Mike Howitt
NATURE: Temp Sup/Overtime Bypass
DECISION: Remanded back for local settlement

CASE NO: SWA-1903
STATION: MDW
GRIEVANT: Mechanic Group
NATURE: Using consecutive hours on the clock as criteria for downline list
DECISION: Company Hold

CASE NO: SWA-1904
STATION: Hou
GRIEVANT: Rosa Espinosa
NATURE: Denied vacation in emergency
DECISION: Remanded back for local settlement

CASE NO: SWA-1905
STATION: LAX
GRIEVANT: Rolando Cortez
NATURE: Management performing covered work
DECISION: Settled prior to board

CASE NO: SWA-1906
STATION: LAX
GRIEVANT: Rolando Cortez
NATURE: Overtime Pay
DECISION: Deadlock



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 11 • AMFA Local 18 • AMFA Local 32 • AMFA Local 39

SOUTHWEST-AMFA SYSTEM BOARD

Notes

SWA-1849: Grievance withdrawn as remedy sought is non-contractual.

SWA-1874: Put on Company Hold while they continue research on this issue.

SWA-1875: Put on Company Hold while they continue research on this issue.

SWA-1876: Put on Company Hold while they continue research on this issue.

SWA-1879: Remanded back for local settlement (with vacation days awarded) understanding that these circumstances may not necessarily be deemed an emergency in the future.

SWA-1881: Remanded back for local settlement with an understanding that Leads assign the work load to the crews.

SWA-1883: Remanded back for Local Settlement. Company agreed to pay grievant for past lost pay if it is proven that the Relief Lead was allowed to continue coming in for Prep-time since the primary EVE Lead's Prep-time was cancelled.

SWA-1888: Overtime bypass due to temporary vacancy not being cancelled per Article 10.

SWA-1902: Remanded Back for Local Settlement. Grievance settled prior to System Board but was addressed in the System Board so we could come to the agreement that "moving a member from one bid location to another bid location to fill a temp supervisor position for the purpose of circumventing calling overtime is a violation to the settlement letter dated 6 Feb 08". The next Inspector up for "DAY" QC in OTCS on each of the three days grieved will be paid.

SWA-1904: Remanded back for local settlement (with vacation day awarded) understanding that these circumstances may not necessarily be deemed an emergency in the future.

SWA-1905: Deadlocked. This grievance from LAX in which a member was called mid-shift for Days and was not back-paid for the entire shift and only received the 4 hour minimum. The Company was adamant that they could not "AWARD" this and have a Ruling that would make this mandatory. We also were adamant that we could not accept a "Denied" as it may end any Local practices that benefit our membership.

SWA-1906: Settled Prior. Member will be paid as requested.

1. All PHX "Paid Rest" grievances put on "Union Hold". The Company preferred we take this issue straight to "Dead Lock" but we feel more dialog is required prior to a possible Arbitration.
2. The "ALL" Outsourcing Grievances were "Deadlocked" and added to the other cases. We are meeting with the Company to try and reach a settlement that would include all past grievances (weekly since Feb 07) and set guidelines for future Outsourcing events. All cases have been appealed to Arbitration as required per the CBA, but we have yet to select an Arbitrator while we work through this issue with the Company.