

The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on 25 March 2009 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-1893
 STATION: HOU
 GRIEVANT: Group
 NATURE: N605 Outsourcing EA 1-353-8732
 DECISION: Withdrawn

CASE NO: SWA-1911
 STATION: HOU
 GRIEVANT: Group
 NATURE: Outsourcing A/C 323 Sheet Metal
 DECISION: Withdrawn

CASE NO: SWA-2047
 STATION: PHX
 GRIEVANT: Dave Widerski
 NATURE: Disqualified member from bump lead
 DECISION: Settled Prior

CASE NO: SWA-2079
 STATION: HOU
 GRIEVANT: Larry Penden
 NATURE: Day trade privileges revoked for
 DECISION: **Partial Award. See Notes.**

CASE NO: SWA-2084
 STATION: HOU
 GRIEVANT: Larry Penden
 NATURE: Rescind attendance final letter of warning
 DECISION: Joint Hold

CASE NO: SWA-2094
 STATION: LAX
 GRIEVANT: Group
 NATURE: Leads forced to work in lower classification
 DECISION: Settled Prior

CASE NO: SWA-2096
 STATION: Group
 GRIEVANT: DAL
 NATURE: Forced to work out of bid location causing overtime by pass
 DECISION: **Award**

CASE NO: SWA-2101
 STATION: DAL
 GRIEVANT: Mike Velasco
 NATURE: Excessively harsh punishment
 DECISION: Union hold

CASE NO: SWA-2102
 STATION: DAL
 GRIEVANT: Jesse Tarango
 NATURE:
 DECISION: Excessively harsh punishment
 Union Hold

CASE NO: SWA-2109
 STATION: DAL
 GRIEVANT: Local 18 GSE group
 NATURE:
 DECISION: No notification of outsourcing event
 Company hold

CASE NO: SWA-2111
 STATION: BWI
 GRIEVANT: Group
 NATURE: Security checklist work for aircraft mechanics
 DECISION: Union hold

CASE NO: SWA-2115
 STATION: DAL
 GRIEVANT: John Hook
 NATURE: Overtime pay
 DECISION: Settled prior

CASE NO: SWA-2124
STATION: MDW
GRIEVANT: Don Banaski
NATURE: Field trip service bypass

DECISION: Partial Award. See Notes

CASE NO: SWA-2132
STATION: DAL
GRIEVANT: Daryl Meyer
NATURE: Overtime bypass fueling qualification
DECISION: Joint hold

CASE NO: SWA-2135
STATION: DAL
GRIEVANT: Troy Clemens
NATURE: Overtime bypass fueling qualification
DECISION: Joint hold

CASE NO: SWA-2138
STATION: DAL
GRIEVANT: Jason Vliet
NATURE: Overtime bypass fueling qualification
DECISION: Joint hold

CASE NO: SWA-2140
STATION: PHX
GRIEVANT: Group
NATURE: Outsourcing A/C 744

DECISION: Company hold

CASE NO: SWA-2142
STATION: All
GRIEVANT: System wide group
NATURE: 20NOV08 outsourcing notification
DECISION: Deadlocked

CASE NO: SWA-2144
STATION: DAL
GRIEVANT: Jason Vliet
NATURE: Overtime Bypass Fueling Qualification
DECISION: Joint Hold

CASE NO: SWA-2131
STATION: MCO
GRIEVANT: Charles Crawford
NATURE: No inspectors in MCO to perform scheduled work

DECISION: **Company Hold**

CASE NO: SWA-2134
STATION: DAL
GRIEVANT: Troy Clemens
NATURE: Overtime bypass fueling qualification
DECISION: Joint hold

CASE NO: SWA-2137
STATION: DAL
GRIEVANT: Craig Hamlet
NATURE: Overtime bypass fueling qualification
DECISION: Joint hold

CASE NO: SWA-2139
STATION: SMF
GRIEVANT: Local 32 Group
NATURE: Representation
DECISION: **Partial Award. See Notes.**

CASE NO: SWA-2141
STATION: ALL
GRIEVANT: System wide group
NATURE: 13NOV08 outsourcing notification

DECISION: Deadlocked

CASE NO: SWA-2143
STATION: All
GRIEVANT: System wide group
NATURE: 27NOV08 outsourcing notification
DECISION: Deadlocked

CASE NO: SWA-2145
STATION: PHX
GRIEVANT: Jay Bovee
NATURE: Paid Rest / OT Bypass
DECISION: Deadlocked

CASE NO: SWA-2147
STATION: PHX
GRIEVANT: Mike Caspersen
NATURE: Downline Selection Bypass
DECISION: Denied. See Notes.

CASE NO: SWA-2148
STATION: PHX
GRIEVANT: Fred Bishop
NATURE: Overtime Bypass
DECISION: Remanded Back for Local Settlement

CASE NO: SWA-2149
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 04DEC08 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2150
STATION: LAX
GRIEVANT: Arthur Johnson
NATURE: Overtime Bypass
DECISION: **Awarded**

CASE NO: SWA-2151
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 25DEC08 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2152
STATION: HOU
GRIEVANT: Steve Lewis
NATURE: Uniform Dollar Allotment does not meet CBA Criteria
DECISION: Awarded. See Notes

CASE NO: SWA-2153
STATION: MDW
GRIEVANT: Greg Gronkewicz
NATURE: Overtime Bypass
DECISION: Settled Prior

CASE NO: SWA-2154
STATION: LAS
GRIEVANT: Randall Denman
NATURE: Letter of Warning for Sick Time Usage
DECISION: Union Hold

CASE NO: SWA-2155
STATION: LAX
GRIEVANT: James Palmer
NATURE: Overtime Bypass
DECISION: Union Hold

CASE NO: SWA-2156
STATION: LAX
GRIEVANT: Ramon Santos
NATURE: Unjust Punishment - Letter of Warning
DECISION: **Remanded Back for Local Settlement**

CASE NO: SWA-2157
STATION: LAX
GRIEVANT: James Anderson
NATURE: Overtime Bypass
DECISION: Union Hold

CASE NO: SWA-2158
STATION: LAX
GRIEVANT: Group
NATURE: Unsanitary Working Conditions
DECISION: Union Hold

CASE NO: SWA-2159
STATION: MDW
GRIEVANT: Vergie Grayer Morris
NATURE: Leads not permitted to assign work
DECISION: Settled Prior

CASE NO: SWA-2161
STATION: LAS
GRIEVANT: Las Vegas Group
NATURE: Disparate Treatment - Unpaid when working through lunch period
DECISION: Company Hold

CASE NO: SWA-2163
STATION: DAL
GRIEVANT: Group
NATURE: Performing Work of Lower
DECISION: Joint Hold

CASE NO: SWA-2165
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 08JAN09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2167
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 22JAN09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2169
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 05FEB09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2171
STATION: PHX
GRIEVANT: John Butkiewicz
NATURE: Storing and Shipping HAZMAT
DECISION: Company Hold

CASE NO: SWA-2160
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 11DEC08 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2162
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 18DEC08 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2164
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 01JAN09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2166
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 15JAN09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2168
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 29JAN09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2170
STATION: TPA
GRIEVANT: Gregg Rowold
NATURE: QC Supervisor at Tampa Pemco performing the duties of an inspector
DECISION: Company Hold

CASE NO: SWA-2172
STATION: PHX
GRIEVANT: Eric Kershen
NATURE: Temporary Assignment Bid
DECISION: **Denied. See Notes**

CASE NO: SWA-2173
STATION: DAL
GRIEVANT: Group
NATURE: Overtime Calculation with Day Trade
DECISION: Denied

CASE NO: SWA-2175
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 12FEB09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2177
STATION: TPA
GRIEVANT: Gregg Rowold
NATURE: Overtime Bypass Supervision
Performing QC Receiving Work
DECISION: Company Hold

CASE NO: SWA-2179
STATION: LAX
GRIEVANT: Raymond Hodge
NATURE: Overtime Bypass
DECISION: Remanded Back for Local Settlement

CASE NO: SWA-2181
STATION: DAL
GRIEVANT: J.D. Privett
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2183
STATION: DAL
GRIEVANT: Andrew Killoran
NATURE: Unjust Removal from the Apprentice
Program
DECISION: Settled Prior

CASE NO: SWA-2185
STATION: MDW
GRIEVANT: Wilber Abbott
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2174
STATION: DAL
GRIEVANT: Group
NATURE: Laptops Outsourced without
DECISION: Company Hold

CASE NO: SWA-2176
STATION: DAL
GRIEVANT: Group - (Inspection)
NATURE: Laptops Outsourced without
DECISION: Company Hold

CASE NO: SWA-2178
STATION: HOU
GRIEVANT: Kent Dawson
NATURE: Denied Holiday Premium Rate when
Returning from OJl
DECISION: Deadlocked

CASE NO: SWA-2180
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 19FEB09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2182
STATION: DAL
GRIEVANT: Roger Evett
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2184
STATION: DAL
GRIEVANT: Alex Garcia
NATURE: Over Time Bypass Fueling
Qualification
DECISION: Joint Hold

CASE NO: SWA-2186
STATION: DAL
GRIEVANT: Steven Epps
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2187
STATION: DAL
GRIEVANT: Group
NATURE: Mechanics Performing Covered Work
DECISION: Joint Hold

CASE NO: SWA-2189
STATION: DAL
GRIEVANT: Forrest Stearns
NATURE: Improper Bid Process
DECISION: Denied. See Notes

CASE NO: SWA-2191
STATION: DAL
GRIEVANT: Steve Bower
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2193
STATION: PHX
GRIEVANT: Brian Easter
NATURE: Overtime Bypass
DECISION: Union Hold

CASE NO: SWA-2195
STATION: PHX
GRIEVANT: Scott Smeltzer
NATURE: Overtime Bypass
DECISION: **Awarded**

CASE NO: SWA-2197
STATION: LAS
GRIEVANT: David Crow
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2199
STATION: LAS
GRIEVANT: David Nazareth
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2188
STATION: DAL
GRIEVANT: Jason Erdman
NATURE: Over Time Bypass Fueling
DECISION: Joint Hold

CASE NO: SWA-2190
STATION: DAL
GRIEVANT: Brian Heeg
NATURE: Apprentice Working Overtime
DECISION: Settled Prior

CASE NO: SWA-2192
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 26MAR09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2194
STATION: PHX
GRIEVANT: H. John Martin
NATURE: Denying Holiday Premium Rate when
Returning from Excused Absence
DECISION: Deadlocked

CASE NO: SWA-2196
STATION: DAL
GRIEVANT: Floyd Looney
NATURE: Laptops Outsourced without
DECISION: Company Hold

CASE NO: SWA-2198
STATION: LAS
GRIEVANT: Christopher Edsall
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2200
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 05MAR09 Outsourcing Notification
DECISION: Deadlocked

CASE NO: SWA-2201
STATION: MDW
GRIEVANT: Jeffery Duliba
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2203
STATION: OAK
GRIEVANT: Group
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2205
STATION: MDW
GRIEVANT: Steve Pretto
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2208
STATION: PHX
GRIEVANT: Cicil Dent Moore
NATURE: Forced to Work Out of Bid Location
DECISION: Union Hold

CASE NO: SWA-2210
STATION: PHX
GRIEVANT: Cicil Dent Moore
NATURE: Forced to Work Out of Bid Location
DECISION: Union Hold

CASE NO: SWA-2212
STATION: HOU
GRIEVANT: Keith Wright
NATURE: Denying Holiday Premium Rate when Returning from Excused Absence
DECISION: Deadlocked

CASE NO: SWA-2214
STATION: PHX
GRIEVANT: Group
NATURE: Violation of Art 10 Sec 12 Intent
DECISION: **Partial Award. See Notes.**

CASE NO: SWA-2202
STATION: MCO
GRIEVANT: Chuck Crawford
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2204
STATION: MCO
GRIEVANT: William Chavez
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2207
STATION: PHX
GRIEVANT: Jennie Varge & Carmen Platt
NATURE: Forced to Work Out of Bid Location
DECISION: Union Hold

CASE NO: SWA-2209
STATION: PHX
GRIEVANT: Cicil Den Moore
NATURE: Forced to Work Out of Bid Location
DECISION: Union Hold

CASE NO: SWA-2211
STATION: MDW
GRIEVANT: Greg Gronkiewicz
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2213
STATION: PHX
GRIEVANT: Brian Selchert
NATURE: Denied Moving a Holiday Due to Day Trade Off
DECISION: Deadlocked

CASE NO: SWA-2215
STATION: PHX
GRIEVANT: Fred Bishop
NATURE: Denying Holiday Premium Rate when Returning from Excused Absence
DECISION: Deadlocked

CASE NO: SWA-2216
STATION: PHX
GRIEVANT: Michael Ochoa
NATURE: Denied Moving a Holiday Due to Day
Trade Off
DECISION: Deadlocked

CASE NO: SWA-2217
STATION: ALL
GRIEVANT: System Wide Group
NATURE: 12MAR09 Outsourcing Notification
DECISION: Deadlocked

25 March 09 System Board Rulings

SWA-2079. Partial Award. Day trades are not subject to suspension except for failure to show or cover the entire shift/day trade as outlined in Art 24 sec 16e. Grievant is not entitled to compensation for any missed opportunities.

SWA-2096. Partial Award. Field Service records will be maintained in the (each) bid location. Grievant not entitled to this Field Service trip.

SWA-2139. Partial Award. Grievant will receive 3 days pay reimbursement due to Company failure to provide written notice of the Fact Finding (Meeting). Warning Letter will not be retracted.

SWA-2147. Denied. This (ruling) applies to the early C- check as outlined in Art 5 sec 16a. The posted start times for each shift will be used for eligibility for Field Service trips. If insufficient Employees accept the Field Service trip on their regular shift, any other Employee on duty may be solicited as a volunteer. Any volunteer accepting a Field Service trip outside their regular shift will not have their name moved to the bottom of the list for their regular shift.

SWA-2152. Awarded. An Employee may have their uniform dollar allotment increased above the standard allotment to accommodate the increased cost associated with non-standard uniform sizes. For example, Tall Sizes.

SWA-2172. Denied. For clarification, all Temp Assignments to perform covered work will be posted and filled by seniority preference within classification first and out of classification second. All subsequent Temp VACANCIES will be filled by the trickle-down process within classification first and outside classification second. Temp Assignments may not be extended and must be reposted. All affected Employees will return to their regular (permanent) bid positions at the conclusion of the Temp Assignment.

SWA-2189. Denied. Bid Form will be reworked to clarify Form.

SWA-2214. Partial Award. Employees will not be subject to trial basis as outlined in Art 10 (sec 12) if the Employee has already successfully demonstrated his ability to perform the job for a 90-day period at a previous time. (In this case) Employee does not want to be returned to the position and therefore will not be placed back into the position he was removed from.

Note. All grievances dealing with "moving Holidays" were Deadlocked and are being Appealed to Arbitration.