

The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on 16 September 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-2109	CASE NO: SWA-2159
STATION: All	STATION: MDW
GRIEVANT: Local 18 GSE group	GRIEVANT: Vergie Grayer Morris
NATURE: No notification of outsourcing event	NATURE: Leads not permitted to assign work
DECISION: Joint Hold (See notes)	DECISION: Settled Prior
CASE NO: SWA-2163	CASE NO: SWA-2171
STATION: DAL	STATION: PHX
GRIEVANT: Group	GRIEVANT: John Butkiewicz
NATURE: Performing work of lower classifications	NATURE: Storing and Shipping HAZMAT
DECISION: Settled Prior	DECISION: Settled Prior
CASE NO: SWA-2187	CASE NO: SWA-2223
STATION: DAL	STATION: PHX
GRIEVANT: Group	GRIEVANT: Group
NATURE: Mechanics performing covered work	NATURE: No outsourcing notification for A/C 491
DECISION: Settled Prior	DECISION: Withdrawn
CASE NO: SWA-2227	CASE NO: SWA-2240
STATION: DAL	STATION: HOU
GRIEVANT: Group	GRIEVANT: Eric Broussard
NATURE: No outsourcing notification for A/C 491	NATURE: OT bypass lead working out of
DECISION: Withdrawn	DECISION: Joint Hold (See notes)
CASE NO: SWA-2245	CASE NO: SWA-2249
STATION: PHX	STATION: DAL
GRIEVANT: Group	GRIEVANT: Gene Painter
NATURE: Reduction in Force	NATURE: LOA #2 position not being abolished
DECISION: Union Hold	DECISION: Awarded in part (See notes)
CASE NO: SWA-2265	CASE NO: SWA-2297
STATION: DAL	STATION: BWI
GRIEVANT: Group	GRIEVANT: Group
NATURE: Suspension of apprenticeship program	NATURE: Doubletime not paid until 12.5
DECISION: Deadlocked	DECISION: consecutive hours Union Hold
CASE NO: SWA-2308	CASE NO: SWA-2317
STATION: DAL	STATION: LAS
GRIEVANT: Group	GRIEVANT: David Nazareth
NATURE: Outsourcing passenger seats of A/C 435	NATURE: Company not sending (2) mechanics on
DECISION: Joint Hold	DECISION: a known overnight military charter Union Hold
CASE NO: SWA-2321	CASE NO: SWA-2322
STATION: DAL	STATION: DAL
GRIEVANT: Group	GRIEVANT: Group
NATURE: Outsourcing passenger seats on A/C 436	NATURE: Outsourcing Notification 29 May 2009
DECISION: Joint Hold	DECISION: Union Hold
CASE NO: SWA-2337	CASE NO: SWA-2338
STATION: PHX	STATION: PHX
GRIEVANT: Group	GRIEVANT: Brian Easter
NATURE: Outsourcing Event for A/C N378	NATURE: Adjusting days off in OTCS
DECISION: Withdrawn	DECISION: Remanded back for local settlement (See notes)

CASE NO: SWA-2339  
STATION: PHX  
GRIEVANT: Daniel Bates  
NATURE: Cancelling of Dallas Bids  
DECISION: Withdrawn

CASE NO: SWA-2348  
STATION: DAL  
GRIEVANT: Steve Dillie  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2350  
STATION: DAL  
GRIEVANT: Tim Osborne  
NATURE: Denied moving holiday with floating  
DECISION: Deadlocked

CASE NO: SWA-2352  
STATION: DAL  
GRIEVANT: Kenneth Karnes  
NATURE: Denied moving holiday with floating  
DECISION: Deadlocked

CASE NO: SWA-2354  
STATION: DAL  
GRIEVANT: Rick McKinley  
NATURE: Downline bypass  
DECISION: Settled Prior

CASE NO: SWA-2356  
STATION: PHX  
GRIEVANT: Wayne Wahl  
NATURE: Denied Holiday Bonus

DECISION: Deadlocked

CASE NO: SWA-2358  
STATION: ALL  
GRIEVANT: Group  
NATURE: 09 July 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2360  
STATION: ALL  
GRIEVANT: Group  
NATURE: Forced off disparately on holiday

DECISION: Union Hold

CASE NO: SWA-2362  
STATION: PHX  
GRIEVANT: Shane Faulkner  
NATURE: Overtime bypass while on downline

DECISION: Awarded (See notes)

CASE NO: SWA-2364  
STATION: ALL  
GRIEVANT: Group  
NATURE: Forced 8 Hr rest after working less than 20 hours  
DECISION: Settled Prior

CASE NO: SWA-2347  
STATION: DAL  
GRIEVANT: Group  
NATURE: Taking .5 hour lunch from paid rest.  
DECISION: Awarded. (See notes)

CASE NO: SWA-2349  
STATION: DAL  
GRIEVANT: Rick McKinley  
NATURE: Downline bypass  
DECISION: Settled Prior

CASE NO: SWA-2351  
STATION: DAL  
GRIEVANT: Derrol Allen  
NATURE: Denied moving holiday with floating  
DECISION: Deadlocked

CASE NO: SWA-2353  
STATION: DAL  
GRIEVANT: Keith Waggoner  
NATURE: Denied moving holiday with floating  
DECISION: Deadlocked

CASE NO: SWA-2355  
STATION: DAL  
GRIEVANT: Jeff Moore  
NATURE: Downline bypass  
DECISION: Settled Prior

CASE NO: SWA-2357  
STATION: PHX  
GRIEVANT: Kevin Neuman  
NATURE: Denied moving holiday when moved by crew

DECISION: Union Hold

CASE NO: SWA-2359  
STATION: ALL  
GRIEVANT: Group  
NATURE: 02 July 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2361  
STATION: ALL  
GRIEVANT: Group  
NATURE: Overtime bypass. Not calling low hour available full shift first  
DECISION: Withdrawn without prejudice

CASE NO: SWA-2363  
STATION: PHX  
GRIEVANT: Randy Miller  
NATURE: Forced 8 Hr rest after working less than 20 hours  
DECISION: Settled Prior

CASE NO: SWA-2365  
STATION: PHX  
GRIEVANT: Steve Farber  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2366  
STATION: PHX  
GRIEVANT: John Mosby  
NATURE: Forced 8 Hr rest after working less than 20 hours  
DECISION: Settled Prior

CASE NO: SWA-2368  
STATION: PHX  
GRIEVANT: Ronald Rodriguez  
NATURE: Denied holiday bonus  
DECISION: Deadlocked

CASE NO: SWA-2370  
STATION: PHX  
GRIEVANT: Michael Wethington  
NATURE: Forced 8 Hr rest after working less than 20 hours  
DECISION: Settled Prior

CASE NO: SWA-2372  
STATION: PHX  
GRIEVANT: Shane Faulkner  
NATURE: Denied holiday bonus  
DECISION: Deadlocked

CASE NO: SWA-2374  
STATION: ALL  
GRIEVANT: Group  
NATURE: Denied moving holiday with excused absence  
DECISION: Deadlocked

CASE NO: SWA-2376  
STATION: All  
GRIEVANT: Group  
NATURE: 16 July 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2378  
STATION: All  
GRIEVANT: Group  
NATURE: 23 July 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2380  
STATION: All  
GRIEVANT: Group  
NATURE: 06 Aug 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2382  
STATION: MDW  
GRIEVANT: Group  
NATURE: Graveyard kept out of work with no pay due to weather  
DECISION: Grievance denied based on time frame

CASE NO: SWA-2384  
STATION: MDW  
GRIEVANT: William Dixon  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2367  
STATION: PHX  
GRIEVANT: John Mosby  
NATURE: Denied holiday bonus  
DECISION: Deadlocked

CASE NO: SWA-2369  
STATION: PHX  
GRIEVANT: David Thompson  
NATURE: Denied moving holiday with day trade  
DECISION: Deadlocked

CASE NO: SWA-2371  
STATION: PHX  
GRIEVANT: Wayne Wahl  
NATURE: Denied moving holiday with floating holiday off  
DECISION: Deadlocked

CASE NO: SWA-2373  
STATION: ALL  
GRIEVANT: Group  
NATURE: Denied holiday bonus  
DECISION: Deadlocked

CASE NO: SWA-2375  
STATION: PHX  
GRIEVANT: Tracy Hailpern  
NATURE: Denied moving holiday with floating holiday off  
DECISION: Deadlocked

CASE NO: SWA-2377  
STATION: PHX  
GRIEVANT: Group  
NATURE: Outsourcing of A/C 669  
DECISION: Union Hold

CASE NO: SWA-2379  
STATION: All  
GRIEVANT: Group  
NATURE: 30 July 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2381  
STATION: MDW  
GRIEVANT: Group  
NATURE: Increase vacation slots on LRON to five  
DECISION: Remanded back for local settlement (See notes)

CASE NO: SWA-2383  
STATION: MDW  
GRIEVANT: Group  
NATURE: Ramp personnel performing customary mechanic work  
DECISION: Union Hold

CASE NO: SWA-2385  
STATION: MCO  
GRIEVANT: Charles Crawford  
NATURE: Cross Utilization of classifications-lead instructed to work as a mechanic  
DECISION: Company Hold

CASE NO: SWA-2386  
STATION: HOU  
GRIEVANT: Ron Frizzlle  
NATURE: Forced 8 Hr rest after working less than 20 hours  
DECISION: Settled Prior

CASE NO: SWA-2388  
STATION: MDW  
GRIEVANT: Christopher Raue  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2390  
STATION: MDW  
GRIEVANT: James Oliver  
NATURE: Supv assigning work load and assigning a lead mechanic to work out of classification  
DECISION: Company Hold

CASE NO: SWA-2392  
STATION: HOU  
GRIEVANT: Joan Alksnis  
NATURE: Denied changing a floating holiday to a vacation day  
DECISION: Remanded back for local settlement

CASE NO: SWA-2394  
STATION: HOU  
GRIEVANT: Aaron Pepin  
NATURE: Denied applicable rate when returning with less than 8 hours rest  
DECISION: Settled Prior

CASE NO: SWA-2396  
STATION: HOU  
GRIEVANT: Danald Kelley  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2398  
STATION: MDW  
GRIEVANT: Ronald Wallin  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2401  
STATION: ALL  
GRIEVANT: Group  
NATURE: OTCS Changes  
DECISION: Settled Prior

CASE NO: SWA-2404  
STATION: All  
GRIEVANT: Group  
NATURE: 20 Aug 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2406  
STATION: MDW  
GRIEVANT: John Riss  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2387  
STATION: HOU  
GRIEVANT: Michael John  
NATURE: Denied applicable rate when returning with less than 8 hour rest  
DECISION: Settled Prior

CASE NO: SWA-2389  
STATION: BWI  
GRIEVANT: Scott Warrenbrand  
NATURE: Denied moving holiday with FMLA off  
DECISION: Deadlocked

CASE NO: SWA-2391  
STATION: MDW  
GRIEVANT: Jason Wright  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2393  
STATION: MDW  
GRIEVANT: James Strzechowski  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2395  
STATION: HOU  
GRIEVANT: Thomas Meade  
NATURE: Remove written verbal warning letter for sick time use  
DECISION: Union Hold

CASE NO: SWA-2397  
STATION: HOU  
GRIEVANT: Mike Farren  
NATURE: Remove written verbal warning letter for sick time use  
DECISION: Union Hold

CASE NO: SWA-2399  
STATION: MDW  
GRIEVANT: Michael Throne  
NATURE: Denied moving holiday with day trade off and refused bump-up  
DECISION: Deadlocked

CASE NO: SWA-2403  
STATION: All  
GRIEVANT: Group  
NATURE: 13 Aug 2009 outsourcing grievance  
DECISION: Deadlocked

CASE NO: SWA-2405  
STATION: DAL  
GRIEVANT: Group  
NATURE: Mechanics performing appearance technician work  
DECISION: Settled Prior

CASE NO: SWA-2407  
STATION: MDW  
GRIEVANT: Mark Smith  
NATURE: Denied moving holiday with day trade  
DECISION: Deadlocked

CASE NO: SWA-2408  
STATION: DAL  
GRIEVANT: Group  
NATURE: Outsourcing laptops  
DECISION: Deadlocked

CASE NO: SWA-2410  
STATION: DAL  
GRIEVANT: Group  
NATURE: Outsourcing EA-1-A53-11346  
DECISION: Withdrawn

CASE NO: SWA-2412  
STATION: DAL  
GRIEVANT: Roger Brutto  
NATURE: Denied moving holiday with day trade off  
DECISION: Deadlocked

CASE NO: SWA-2414  
STATION: TPA  
GRIEVANT: Gregg Rowold  
NATURE: A/C 312 Sheetmetal repair outsourced to PEMCO  
DECISION: Deadlocked

CASE NO: SWA-2409  
STATION: DAL  
GRIEVANT: Tim Regnold  
NATURE: Automation not agreed by both parties  
DECISION: Remanded back for local settlement

CASE NO: SWA-2411  
STATION: DAL  
GRIEVANT: John Morrison  
NATURE: Denied moving holiday with day trade  
DECISION: Deadlocked

CASE NO: SWA-2413  
STATION: TPA  
GRIEVANT: Gregg Rowold  
NATURE: Blended Workforce  
DECISION: Joint Hold

CASE NO: SWA-2415  
STATION: PHX  
GRIEVANT: Phillip Mullaly  
NATURE: Forcing mechanics to work out of classification  
DECISION: Remanded back for local settlement

**SOUTHWEST-AMFA SYSTEM BOARD**  
**Notes**

**16 September 2009**

SWA-2109 – The Union and Company agreed to maintain this grievance on Joint Hold status for one more period. This will allow both parties to participate in final negotiations on a final resolution while maintaining grievance tracking. This event is not precedent setting.

SWA-2240 – Union and Company agreed to maintain this grievance on Joint Hold status for one more period. This will allow both parties to participate in final negotiations on a final resolution while maintaining grievance tracking. This event is not precedent setting.

SWA-2249 - Awarded in Part. Inspector positions referenced in LOA #2 have been created. The mechanic realignment will take place on the Annual Re-bid.

SWA-2338 - Remanded back for local settlement. A clarification memo will be issued by the Company.

SWA-2347 – Awarded. Employee will receive a full eight hours paid rest and will come back at the applicable rate of pay.

SWA-2362 – Awarded – Provisions of article 24 in regards to day trades will not apply for field service trips.

SWA-2381 – Remanded back for local settlement prior to 01 October 2009.

Note. All grievances dealing with "moving Holidays" were deadlocked and are being appealed to Arbitration.