

The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on 18 November 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-2240
STATION:	All	STATION:	HOU
GRIEVANT:	Local 18 GSE group	GRIEVANT:	Eric Broussard
NATURE:	No notification of outsourcing event	NATURE:	OT bypass lead working out of
DECISION:	Withdrawn	DECISION:	Withdrawn
CASE NO:	SWA-2245	CASE NO:	SWA-2297
STATION:	PHX	STATION:	BWI
GRIEVANT:	Group	GRIEVANT:	Group
NATURE:	Reduction in Force	NATURE:	Doubletime not paid until 12.5 consecutive hours
DECISION:	Joint Hold	DECISION:	Joint 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 a known overnight military charter
DECISION:	Company Hold	DECISION:	Withdrawn
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:	Company Hold	DECISION:	Settled Prior
CASE NO:	SWA-2357	CASE NO:	SWA-2360
STATION:	PHX	STATION:	ALL
GRIEVANT:	Kevin Neuman	GRIEVANT:	Group
NATURE:	Denied moving holiday when moved by crew	NATURE:	Forced off disparately on holiday
DECISION:	Withdrawn	DECISION:	Settled Prior
CASE NO:	SWA-2377	CASE NO:	SWA-2381
STATION:	PHX	STATION:	MDW
GRIEVANT:	Group	GRIEVANT:	Group
NATURE:	Our sourcing of A/C 669	NATURE:	Increase vacation slots on LRON to five
DECISION:	Joint Hold	DECISION:	Joint Hold
CASE NO:	SWA-2383	CASE NO:	SWA-2385
STATION:	MDW	STATION:	MCO
GRIEVANT:	Group	GRIEVANT:	Charles Crawford
NATURE:	Ramp personnel performing customary mechanic work	NATURE:	Cross Utilization of classifications-lead instructed to work as a mechanic
DECISION:	Joint Hold	DECISION:	Joint Hold
CASE NO:	SWA-2390	CASE NO:	SWA-2395
STATION:	MDW	STATION:	HOU
GRIEVANT:	James Oliver	GRIEVANT:	Thomas Meade
NATURE:	Supv assigning work load and assigning a lead mechanic to work out of classification	NATURE:	Remove written verbal warning letter for sick time use
DECISION:	Joint Hold	DECISION:	Joint Hold
CASE NO:	SWA-2397	CASE NO:	SWA-2400
STATION:	HOU	STATION:	All
GRIEVANT:	Mike Farren	GRIEVANT:	Group
NATURE:	Remove written verbal warning letter for sick time use	NATURE:	Company 401(k) match
DECISION:	Joint Hold	DECISION:	Joint Hold

CASE NO: SWA-2413
STATION: TPA
GRIEVANT: Gregg Rowold
NATURE: Blended Workforce
DECISION: Remanded Back

CASE NO: SWA-2417
STATION: ALL
GRIEVANT: Group
NATURE: 03 Sep 09 Outsourcing Grievances
DECISION: Settled Prior

CASE NO: SWA-2419
STATION: DAL
GRIEVANT: Group
NATURE: N751 Outsourcing Cabin Floorboards
DECISION: Company Hold

CASE NO: SWA-2421
STATION: DAL
GRIEVANT: Clarke Dickerson
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2423
STATION: DAL
GRIEVANT: Berry Gordon
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2425
STATION: DAL
GRIEVANT: Group
NATURE: Cross utilization between bid locations Aug 28
DECISION: Remanded Back

CASE NO: SWA-2427
STATION: DAL
GRIEVANT: Ken Hackett
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2429
STATION: DAL
GRIEVANT: Steve Bower
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2431
STATION: DAL
GRIEVANT: Group
NATURE: Outsourcing N753 Cabin Floorboards
DECISION: Company Hold

CASE NO: SWA-2433
STATION: BWI
GRIEVANT: Thomas Mueller
NATURE: Denied Tampa bid line TPA326 due to abolished outside of CBA
DECISION: Company Hold

CASE NO: SWA-2416
STATION: All
GRIEVANT: Group
NATURE: 27 Aug 09 Outsourcing Grievances
DECISION: Settled Prior

CASE NO: SWA-2418
STATION: DAL
GRIEVANT: Jason Erdman
NATURE: Cross utilization between bid locations
DECISION: Remanded Back

CASE NO: SWA-2420
STATION: DAL
GRIEVANT: Group
NATURE: N750 Outsourcing Cabin Floorboards
DECISION: Company Hold

CASE NO: SWA-2422
STATION: DAL
GRIEVANT: Jeff Frazier
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2424
STATION: DAL
GRIEVANT: Group
NATURE: Cross utilization between bid locations Sep01
DECISION: Remanded Back

CASE NO: SWA-2426
STATION: DAL
GRIEVANT: Roger Evett
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2428
STATION: DAL
GRIEVANT: Lester Schmied
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2430
STATION: DAL
GRIEVANT: David Mason
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2432
STATION: DAL
GRIEVANT: Group
NATURE: Assigning Lead Mechanics new additional duties outside CBA workscope
DECISION: Company Hold

CASE NO: SWA-2434
STATION: BWI
GRIEVANT: Kurt Doerflein
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2435
STATION: MCO
GRIEVANT: Robert Harmon
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2437
STATION: MDW
GRIEVANT: Christopher Raue
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2439
STATION: BWI
GRIEVANT: Anthony Lottman
NATURE: Denied moving a fixed holiday due to a floating holiday
DECISION: Deadlocked

CASE NO: SWA-2441
STATION: BWI
GRIEVANT: Michael Wizbicki
NATURE: Denied moving holiday premiums due to 24 rule paid rest
DECISION: Union Hold

CASE NO: SWA-2443
STATION: All
GRIEVANT: Group
NATURE: 10 Sep 09 Outsourcing Grievance
DECISION: Settled Prior

CASE NO: SWA-2445
STATION: LAX
GRIEVANT: Bill Kraft
NATURE: Denied day trade and forced to use KinCare and charged sick day
DECISION: Settled Prior

CASE NO: SWA-2447
STATION: BWI
GRIEVANT: Kevin James
NATURE: Denied moving a fixed holiday due to bereavement leave
DECISION: Settled Prior

CASE NO: SWA-2449
STATION: HOU
GRIEVANT: Theo Holland
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2451
STATION: All
GRIEVANT: Group
NATURE: Bid # 107-09-AT posted against CBA procedure
DECISION: Union Hold

CASE NO: SWA-2453
STATION: LAS
GRIEVANT: Ron Katz
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2436
STATION: MCO
GRIEVANT: Group
NATURE: MCO indiscriminately changing Day Shift start times
DECISION: Company Hold

CASE NO: SWA-2438
STATION: TPA
GRIEVANT: Gregg Rowold
NATURE: PEMCO performing customary work
DECISION: Remanded Back

CASE NO: SWA-2440
STATION: BWI
GRIEVANT: Robert Bartram
NATURE: Denied moving a fixed holiday due to a day trade off
DECISION: Deadlocked

CASE NO: SWA-2442
STATION: MDW
GRIEVANT: Brad Albee
NATURE: MDW ramp personnel performing customary Mechanic work
DECISION: Joint Hold

CASE NO: SWA-2444
STATION: All
GRIEVANT: Group
NATURE: 17 Sep 09 Outsourcing Grievance
DECISION: Settled Prior

CASE NO: SWA-2446
STATION: BWI
GRIEVANT: Thomas Mueller
NATURE: Denied Tampa bid line TPA326 due to abolished outside of CBA on bid notice #95-09
DECISION: Company Hold

CASE NO: SWA-2448
STATION: BWI
GRIEVANT: Kenneth Cardwell
NATURE: Denied moving a fixed holiday due to mandatory paid rest
DECISION: Union Hold

CASE NO: SWA-2450
STATION: MCO
GRIEVANT: Sam Hernandez
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2452
STATION: PHX
GRIEVANT: Mike Casperson
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2454
STATION: LAS
GRIEVANT: Chris Hebert
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2455
STATION: LAS
GRIEVANT: Rob Skibinski
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2457
STATION: DAL
GRIEVANT: Basil Murphy
NATURE: Contract Maintenance used when parts were sent from MX base
DECISION: Awarded-See Notes

CASE NO: SWA-2459
STATION: DAL
GRIEVANT: Jerry Woods
NATURE: Denied moving holiday when on funeral leave
DECISION: Settled Prior

CASE NO: SWA-2461
STATION: PHX
GRIEVANT: Group
NATURE: Art 2 Outsourcing a partial C Check
DECISION: Union Hold

CASE NO: SWA-2463
STATION: PHX
GRIEVANT: Group
NATURE: Art 8, MX Control calling downline from a station that does not staff MX's (Piggy-backing trips)
DECISION: Settled Prior

CASE NO: SWA-2465
STATION: Dal(GSE)
GRIEVANT: Bradley Wright
NATURE: No notification of outsourcing glycol tanks maintenance
DECISION: Settled Prior

CASE NO: SWA-2467
STATION: DAL(GSE)
GRIEVANT: Trey Fricks
NATURE: Denied choice of moving holiday fwd or back while occurring during vacation
DECISION: Denied-See Notes

CASE NO: SWA-2469
STATION: ALL
GRIEVANT: Group
NATURE: Outsourcing Notification 15 Oct 2009
DECISION: Settled Prior

CASE NO: SWA-2471
STATION: ALL
GRIEVANT: Group
NATURE: Outsource Notification 22 Oct 2009
DECISION: Settled Prior

CASE NO: SWA-2473
STATION: DAL
GRIEVANT: Steven Van Epps
NATURE: Denied moving holiday due to day trade
DECISION: Deadlocked

CASE NO: SWA-2456
STATION: PHX
GRIEVANT: Group
NATURE: Abolishing a QC position in violation of CBA
DECISION: See Notes

CASE NO: SWA-2458
STATION: DAL
GRIEVANT: Matt Zmolik
NATURE: Denied moving a fixed holiday with day trade off
DECISION: Deadlocked

CASE NO: SWA-2460
STATION: DEN(GSE)
GRIEVANT: Neal Jankovski
NATURE: Art 2, Supervisor performing covered work (GSE)
DECISION: Settled Prior

CASE NO: SWA-2462
STATION: PHX
GRIEVANT: Group
NATURE: Art 2, No notification when outsourcing sliding windows
DECISION: Withdrawn

CASE NO: SWA-2464
STATION: PHX
GRIEVANT: David Brooks
NATURE: Not back-filling when taking a temp supervisor from a different bid location
DECISION: Awarded-See Notes

CASE NO: SWA-2466
STATION: Dal
GRIEVANT: Group
NATURE: Outsourcing laptops no notification (Inspection)
DECISION: Deadlocked

CASE NO: SWA-2468
STATION: DAL
GRIEVANT: Dana Morrison
NATURE: Sheet metal shop requires permanent Lead Mechanic be added
DECISION: Company Hold

CASE NO: SWA-2470
STATION: HOU
GRIEVANT: Group
NATURE: Appearance Tech bid locations combined on annual bid
DECISION: Settled Prior

CASE NO: SWA-2472
STATION: DAL
GRIEVANT: Berry Gordon
NATURE: Denied moving holiday due to day trade
DECISION: Deadlocked

CASE NO: SWA-2474
STATION: PHX
GRIEVANT: Thomas Stevenson
NATURE: 24 hour forced off not moving holiday
DECISION: Union Hold

CASE NO: SWA-2475
STATION: PHX
GRIEVANT: Euginio Sainz
NATURE: App Tech moving out of bid location

DECISION: Settled Prior

CASE NO: SWA-2477
STATION: MDW
GRIEVANT: Steve Pretto
NATURE: Denied moving a fixed holiday due to day trade off

DECISION: Deadlocked

CASE NO: SWA-2479
STATION: MDW
GRIEVANT: Andy Milewski
NATURE: Denied moving a fixed holiday due to paid rest
DECISION: Union Hold

CASE NO: SWA-2481
STATION: MDW
GRIEVANT: Steve Pretto
NATURE: Denied field service trip due to forecasting hours of service
DECISION: Joint Hold

CASE NO: SWA-2483
STATION: BWI
GRIEVANT: John Bomaster
NATURE: Denied moving a fixed holiday
DECISION: Deadlocked

CASE NO: SWA-2485
STATION: All
GRIEVANT: Group
NATURE: Shift bid #107-09-AT not posted per CBA
DECISION: Joint Hold

CASE NO: SWA-2487
STATION: DAL
GRIEVANT: Ken Branham
NATURE: Denied moving holiday due to day trade
DECISION: Deadlocked

CASE NO: SWA-2476
STATION: All
GRIEVANT: Group
NATURE: Cease progressive disciplinary system for contractual use of sick leave
DECISION: Joint Hold

CASE NO: SWA-2478
STATION: MDW
GRIEVANT: Robert Jones
NATURE: Denied moving a fixed holiday due day trade off
DECISION: Deadlocked

CASE NO: SWA-2480
STATION: All
GRIEVANT: Group
NATURE: Abolishment of Appearance Lead
DECISION: Joint Hold

CASE NO: SWA-2482
STATION: MCO
GRIEVANT: Robert Harmon
NATURE: Denied moving a fixed holiday due to day trade off
DECISION: Deadlocked

CASE NO: SWA-2484
STATION: All
GRIEVANT: Group
NATURE: Positions abolished outside of CBA
DECISION: Joint Hold

CASE NO: SWA-2486
STATION: DAL
GRIEVANT: Matt Zmolik
NATURE: Denied moving holiday due to day trade
DECISION: Deadlocked

SOUTHWEST-AMFA SYSTEM BOARD
Notes

18 November 2009

SWA-2456 – The Company will follow the CBA article 9 and article 10 when realigning positions within a station. In this case the CBA was not followed properly; however the board rules that no member's rights were violated.

SWA-2457 – If parts are sent from a maintenance station, AMFA mechanics will be sent down line to perform that maintenance.

SWA-2464 – Reference letter from George Tompkins dated Feb 6, 2008, "Backfilling Temporary Vacancies"

SWA-2467 – Reference system board ruling SWA-1385

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