



# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 11 · AMFA Local 18 · AMFA Local 32

## SWA-AMFA SYSTEM BOARD

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The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on 20 Jan 2010 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 #	GRIEVANT	STA	NATURE	DECISION
SWA-2245	GROUP	PHX	REDUCTION IN FORCE	Remanded back for Local settlement
SWA-2297	GROUP	BWI	DOUBLE TIME NOT PAID UNTIL 12.5 CONSECUTIVE HOURS	Awarded*

\*Grievance awarded effective March 01, 2010

SWA-2308	GROUP	DAL	OUTSOURCING PASSENGER SEATS OF A/C 435	Joint Hold
SWA-2321	GROUP	DAL	OUTSOURCING PASSENGER SEATS OF A/C 436	Joint Hold
SWA-2377	GROUP	PHX	OUTSOURCING OF A/C 669	Withdrawn without prejudice
SWA-2381	GROUP	MDW	INCREASE THE AVAILABLE LINE RON VACATION SLOTS	Settled Prior
SWA-2383	GROUP	MDW	RAMP PERSONNEL PERFORMING CUSTOMARY MECHANIC WORK	Company Hold
SWA-2385	CHARLES CRAWFORD	MCO	CROSS UTILIZATION OF CLASSIFICATION – LEAD INSTRUCTED TO WORK AS MECHANIC	Settled Prior



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2390	JAMES OLIVER	MDW	SUPERVISOR ASSIGNING WORK LOAD AND ASSIGNING A LEAD MECHANIC TO WORK OUT OF CLASSIFICATION	Settled Prior
SWA-2395	THOMAS MEADE	HOU	REMOVE WRITTEN VERBAL WARNING LETTER FOR SICK TIME USE	Company Hold
SWA-2397	MIKE FARREN	HOU	REMOVE WRITTEN VERBAL WARNING LETTER FOR SICK TIME USE	Company Hold
SWA-2400	GROUP	ALL	INCREASE THE COMPANY 401(k) MATCH TO MIRROR THE FLIGHT ATTENDANT CBA	Company Hold
SWA-2419	GROUP	DAL	OUTSOURCING THE CABIN FLOOR BOARDS OF N751	Remanded back for Local settlement
SWA-2420	GROUP	DAL	OUTSOURCING THE CABIN FLOOR BOARDS OF N750	Remanded back for Local settlement
SWA-2431	GROUP	DAL	OUTSOURCING THE CABIN FLOOR BOARDS OF N753	Remanded back for Local settlement
SWA-2432	GROUP	DAL	ASSIGNING LEAD MECHANICS NEW ADDITIONAL DUTIES OUTSIDE OF CBA WORK SCOPE	Remanded back for Local settlement
SWA-2433	THOMAS MUELLER	BWI	DENIED TAMPA BID LINE TPA326 DUE TO ABOLISHMENT OUTSIDE OF CBA	Withdrawn
SWA-2436	GROUP	MCO	INDISCRIMINATELY CHANGING DAY SHIFT START TIMES	Settled Prior



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2441	MICHAEL WIZBICKI	BWI	DENIED HOLIDAY PREMIUMS DUE TO 24 HOUR RULE PAID REST	Awarded*

\*If an employee would have been required to work their regular shift on a Holiday and is sent home after working 24 consecutive hours, such employee will be paid the 1 and ½ time rate for their regular shift including premiums and differentials if applicable. Employees sent home after working 24 consecutive hours on an OT shift will only be entitled to straight time rate of pay for their rest period.

SWA-2442	BRAD ALBEE	MDW	MDW RAMP PERSONNEL PERFORMING CUSTOMARY MECHANIC WORK	Company Hold
SWA-2446	THOMAS MUELLER	BWI	DENIED TAMPA BID LINE TPA326 DUE TO ABOLISHMENT OUTSIDE OF CBA ON BID NOTICE #95-09	Awarded
SWA-2448	KENNETH CARDWELL	BWI	DENIED MOVING A FIXED HOLIDAY DUE TO MANDATORY PAID REST PERIOD	Awarded*

\*If an employee would have been required to work their regular shift on a Holiday and is sent home after working 24 consecutive hours, such employee will be paid the 1 and ½ time rate for their regular shift including premiums and differentials if applicable. Employees sent home after working 24 consecutive hours on an OT shift will only be entitled to straight time rate of pay for their rest period.

SWA-2451	GROUP	ALL	Bid #107-09-AT POSTED AGAINST CBA PROCEDURE	Withdrawn
SWA-2461	GROUP	PHX	OUTSOURCING A PARTIAL C CHECK	Company Hold
SWA-2468	DANA MORRISON	DAL	SHEET METAL SHOP REQUIRES A PERMANENT LEAD MECHANIC BE ADDED	Settled Prior



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2474	THOMAS STEVENSON	PHX	24HR FORCED OFF NOT MOVING HOLIDAY	Awarded*

\*If an employee would have been required to work their regular shift on a Holiday and is sent home after working 24 consecutive hours, such employee will be paid the 1 and ½ time rate for their regular shift including premiums and differentials if applicable. Employees sent home after working 24 consecutive hours on an OT shift will only be entitled to straight time rate of pay for their rest period.

SWA-2476	GROUP	ALL	CEASE PROGRESSIVE DISCIPLINARY SYSTEM FOR CONTRACTUAL USE OF SICK LEAVE	Union Hold
SWA-2479	ANDY MILEWSKI	MDW	DENIED MOVING A FIXED HOLIDAY DUE TO PAID REST	Awarded*

\*If an employee would have been required to work their regular shift on a Holiday and is sent home after working 24 consecutive hours, such employee will be paid the 1 and ½ time rate for their regular shift including premiums and differentials if applicable. Employees sent home after working 24 consecutive hours on an OT shift will only be entitled to straight time rate of pay for their rest period.  
Holiday does not move.

SWA-2480	GROUP	ALL	ABOLISHMENT OF APPEARANCE LEAD	Union Hold
SWA-2481	STEVE PRETTO	MDW	DENIED FIELD SERVICE TRIP DUE TO FORECASTING HOURS OF SERVICE	Withdrawn
SWA-2484	GROUP	ALL	POSITIONS ABOLISHED OUTSIDE OF CBA	Withdrawn
SWA-2485	GROUP	ALL	SHIFT BID #107-09-AT NOT POSTED PER CBA	Withdrawn



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2489	GROUP	PHX	IMPROPER QC TEMP POSTING	Awarded in part*

\*Temporary vacancies created by the filling of Temporary assignments will be posted and awarded per Art 5 & 10 of the CBA

SWA-2490	GROUP	ALL	NOVEMBER 12, 2009 OUTSOURCING NOTIFICATION	Company Hold
SWA-2491	GROUP	ALL	NO NOTIFICATION OF OUTSOURCING FUEL PANELS	Company Hold
SWA-2492	GROUP	DAL	OUTSOURCING PASSENGER SEATS OF AIRCRAFT N448	Company Hold
SWA-2493	CARLOS RAMOS	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2494	JEFF NICHOLS	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2495	GROUP	OAK	MULTIPLE STARTS TIMES FOR A SINGLE BID LOCATION	Remanded back for Local settlement
SWA-2496	GROUP	PHX	IMPROPER ABOLISHMENT OF A LEAD POSITION	Deadlocked
SWA-2497	DAVID FISHER	LAS	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2498	KEITH WRIGHT	HOU	CEASE THE USE OF FINGER PRINTING TO CLOCK IN AND OUT	Union Hold
SWA-2499	ROBERT BARTRAM	BWI	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2500	CHRIS LEIDAHN	BWI	DENIED MOVING A FIXED HOLIDAY	Deadlocked
SWA-2501	THOMAS THOMPSON	BWI	DENIED MOVING A FIXED HOLIDAY	Deadlocked
SWA-2502	DON M. BLEWS	MCO	DENIED MOVING A FIXED HOLIDAY DUE TO A FLOATING HOLIDAY	Deadlocked
SWA-2503	GREG GRONKIEWICZ	MDW	OVERTIME BYPASS – TEMPORARY ASSIGNMENT POSTINGS ARE AGAINST CBA	Remanded back for Local settlement
SWA-2504	GREG GRONKIEWICZ	MDW	OVERTIME BYPASS – TEMPORARY ASSIGNMENT POSTINGS ARE AGAINST CBA	Remanded back for Local settlement
SWA-2505	TIM WOZNAK	MDW	OVERTIME BYPASS – TEMPORARY ASSIGNMENT POSTINGS ARE AGAINST CBA	Remanded back for Local settlement
SWA-2506	STEVE PRETTO	MDW	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Withdrawn
SWA-2507	GROUP	ALL	COMPANY ALLOWING COCKPIT BOARDING PRIORITY TO SWA PILOTS	Deadlocked
SWA-2508	BASIL MURPHY	DAL	APPRENTICE LEADS BEING ALLOWED ON THE DOWN LINE LIST	Denied*

\*Apprentice Lead is a member of the bid location for downline selection

SWA-2509	RICHARD HAMMACK	DAL	FREE PARKING AT TERMINAL NO LONGER AVAILABLE	Denied*
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\*Employees are allowed to park at the Hangar and shuttle to work area



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2510	CLAUD ROGERS	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2511	ROGER EVETT	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2512	GROUP	DAL	NO NOTIFICATION OF OUTSOURCING OF HORIZONTAL STAB GAP COVERS	Joint Hold
SWA-2513	GROUP	ALL	DECEMBER 10, 2009 OUTSOURCING NOTIFICATION	Company Hold
SWA-2514	GROUP	ALL	DECEMBER 17, 2009 OUTSOURCING NOTIFICATION	Company Hold
SWA-2515	BRIAN RONGHOLT	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2516	BRIAN RONGHOLT	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO A DAY TRADE	Deadlocked
SWA-2517	GROUP	ALL	DECEMBER 24, 2009 OUTSOURCING NOTIFICATION	Company Hold
SWA-2518	JIM OLIVER	MDW	DENIED FIELD SERVICE TRIP AT START OF SHIFT	Remanded back for Local settlement
SWA-2519	JOHN BOMASTER	BWI	DENIED MOVING A FIXED HOLIDAY	Deadlocked
SWA-2520	KATHLEEN KORZEN	BWI	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked
SWA-2521	MICHAEL MILLER	BWI	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked
SWA-2522	GREGG ROWOLD	TPA	PEMCO PERFORMING CUSTOMARY WORK	Union Hold





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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2523	FRANK ZIFCAK	DAL	FINAL LETTER OF WARNING EXCESSIVELY HARSH AND DISPARATE TREATMENT	Deadlocked
SWA-2524	STEVEN VAN EPPS	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked
SWA-2525	STEVEN VAN EPPS	DAL	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked
SWA-2526	JAY SMITH	DAL	NOT PAID FOR THANKSGIVING OR CHRISTMAS HOLIDAYS	Deadlocked
SWA-2527	TONY MAYER	DAL	NOT PAID FOR CHRISTMAS HOLIDAY	Deadlocked
SWA-2528	SYSTEM WIDE GROUP	ALL	COMPANY FAILED TO ACCOMPLISH BID AWARD PER CBA	Denied*

\*Vacancy was posted in error, there was no vacancy in TPA.

The Company and Union will meet to discuss bid procedures to ensure there are checks and balances to minimize errors.

SWA-2529	WILL ABBOTT	MDW	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked
SWA-2530	BRUCE LARSEN	LAS	DENIED CANCELLING A VACATION DAY DUE TO MANDATORY REST PERIOD	Settled Prior
SWA-2531	SCOTT ABER	PHX	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked
SWA-2532	SCOTT ABER	PHX	DENIED MOVING A FIXED HOLIDAY DUE TO APPROVED SICK LEAVE ABSENCE	Deadlocked
SWA-2533	DUANE MENDEZ	LAS	DENIED MOVING A FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlocked





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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2534	DAVID CLARK	STL	DENIED MOVING A FIXED HOLIDAY DUE TO USE OF A FLOATING HOLIDAY	Deadlocked