



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 11 · AMFA Local 18 · AMFA Local 32

SWA-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 17 March 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.

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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2245	MIKE P. NELSON	PHX	REDUCTION IN FORCE <i>Previously Remanded Back To Local</i>	Withdrawn without prejudice (letter April 2009)
SWA-2308	GROUP	DAL	OUTSOURCING PASSENGER SEATS OF A/C 435 <i>Currently on Joint Hold</i> <i>(Previously on a Company Hold)</i>	Remanded back to Local
SWA-2321	GROUP	DAL	OUTSOURCING PASSENGER SEATS OF A/C 436 <i>Currently on Joint Hold</i> <i>(Previously on a Company Hold)</i>	Remanded back to Local
SWA-2383	GROUP	MDW	RAMP PERSONNEL PERFORMING CUSTOMARY MECHANIC WORK <i>Currently on Company Hold</i> <i>(Previously on a Joint Hold)</i>	Withdrawn
SWA-2395	THOMAS MEADE	HOU	REMOVE WRITTEN VERBAL WARNING LETTER FOR SICK TIME USE <i>Currently on Company Hold</i> <i>(Previously on a Joint Hold)</i>	Withdrawn
SWA-2397	MIKE FARREN	HOU	REMOVE WRITTEN VERBAL WARNING LETTER FOR SICK TIME USE <i>Currently on Company Hold</i> <i>(Previously on a Joint Hold)</i>	Withdrawn
SWA-2400	GROUP	ALL	INCREASE THE COMPANY 401(k) MATCH TO MIRROR THE FLIGHT ATTENDANT CBA <i>Currently on Company Hold</i> <i>(Previously on a Joint Hold)</i>	Deadlock



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2442	BRAD ALBEE	MDW	MDW RAMP PERSONNEL PERFORMING CUSTOMARY MECHANIC WORK <i>Currently on Company Hold (Previously on a Joint Hold)</i>	Withdrawn
SWA-2461	GROUP	PHX	OUTSOURCING A PARTIAL C CHECK <i>Currently on Company Hold (Previously on a Union Hold)</i>	Settled Prior
SWA-2476	GROUP	ALL	CEASE PROGRESSIVE DISCIPLINARY SYSTEM FOR CONTRACTUAL USE OF SICK LEAVE <i>Currently on Union Hold (Previously on a Joint Hold)</i>	Withdrawn (Reference June 2003 Memo)
SWA-2480	GROUP	ALL	ABOLISHMENT OF APPEARANCE LEAD <i>Currently on Union Hold (Previously on a Joint Hold)</i>	Withdrawn
SWA-2490	GROUP	ALL	NOVEMBER 12, 2009 OUTSOURCING NOTIFICATION <i>Currently on Company Hold</i>	Settled Prior
SWA-2491	GROUP	ALL	NO NOTIFICATION OF OUTSOURCING FUEL PANELS <i>Currently on Company Hold</i>	Joint Hold
SWA-2492	GROUP	DAL	OUTSOURCING PASSENGER SEATS OF AIRCRAFT N448 <i>Currently on Company Hold</i>	Remanded back to Local
SWA-2498	KEITH WRIGHT	HOU	CEASE THE USE OF FINGER PRINTING TO CLOCK IN AND OUT <i>Currently on Union Hold</i>	Co. hold



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2512	GROUP	DAL	NO NOTIFICATION OF OUTSOURCING OF HORIZONTAL STAB GAP COVERS <i>Currently on Joint Hold</i>	Co. hold
SWA-2513	GROUP	ALL	DECEMBER 10, 2009 OUTSOURCING NOTIFICATION <i>Currently on Company Hold</i>	Settled Prior
SWA-2514	GROUP	ALL	DECEMBER 17, 2009 OUTSOURCING NOTIFICATION <i>Currently on Company Hold</i>	Withdrawn
SWA-2517	GROUP	ALL	DECEMBER 24, 2009 OUTSOURCING NOTIFICATION <i>Currently on Company Hold</i>	Withdrawn
SWA-2522	GREGG ROWOLD	TPA	PEMCO PERFORMING CUSTOMARY WORK <i>Currently on Union Hold</i>	Co. Hold
SWA-2535	MILTON MELO	PHX	DENIED MOVING A FIXED HOLIDAY DUE TO USE OF FLOATING HOLIDAY	Deadlock
SWA-2536	BRENT CALLAWAY	PHX	DENIED MOVING FIXED HOLIDAY DUE TO USE OF FLOATING HOLIDAY AND STACKED HOLIDAYS	Joint hold*
*Company will adjust Employees pay for 05JAN10 to ensure Employee received triple (3) time his rate of pay for overtime.				
SWA-2537	CHRIS ARMOUR	PHX	WARNING LETTER EXCESSIVELY HARSH AND DISPARATE TREATMENT	Settled prior
SWA-2538	ROGER EVETT	DAL	DENIED MOVING HOLIDAY DUE TO DAY TRADE OFF	Deadlock
SWA-2539	CLARKE DICKERSON	DAL	DENIED MOVING FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlock



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2540	DANIEL OLSON	DAL	DENIED MOVING FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlock
SWA-2541	DOUG UMBERSON	DAL	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2542	CARLOS RAMOS	DAL	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2543	DONALD RHODES	DAL	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2544	JASON HILL	DAL	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2545	ANTHONY GLASOE	DAL	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2546	GROUP/THOMAS WIGGINS	DAL	OUTSOURCING A/C N449 PASSENGER SEATS	Remanded back to Local
SWA-2547	DANIEL OLSON	DAL	DENIED MOVING FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlock
SWA-2548	JAMES CASSADAY	PHX	DENIED MULTIPLE HOLIDAY PAY FOR O/T SHIFTS FIRST DAY BACK TO WORK	Joint hold
SWA-2549	DAVID A. BROOKS	PHX	DENIED MOVING FIXED HOLIDAYS DUE FLOATING HOLIDAYS AND IMPROPER PAY FIRST DAY BACK O/T SHIFTS	Deadlock
SWA-2550	JERRY MEDINA	PHX	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2551	RICHARD RODRIGUEZ	PHX	DENIED MOVING FIXED HOLIDAYS DUE FLOATING HOLIDAYS AND IMPROPER PAY FIRST DAY BACK O/T SHIFTS	Deadlock
SWA-2552	JOHN REIGHLEY	PHX	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2553	KERN MORRIS	DAL	DENIED MOVING FIXED HOLIDAY DUE TO DAY TRADE OFF	Deadlock
SWA-2554	THOMAS WIGGINS	DAL	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock
SWA-2555	ROB SKIBINSKI	LAS	DENIED MOVING FIXED HOLIDAY WHILE ON VACATION/ EMP ASKED TO MOVE HOLIDAY TO LAST DAY WORKED	Deadlock*

*Grievance will be revised and grouped with like day trade off grievances that are already deadlocked.

SWA-2556	GREGG ROWALD	TPA	LEAD O/T FOR EARLY START	Settled prior
SWA-2557	SHANE FLACHMAN	HOU	O/T BYPASS	Co. hold
SWA-2558	GROUP SYSTEM WIDE	ALL	12JAN10 OUTSOURCE NOTIFICATION	Deadlock
SWA-2559	GROUP SYSTEM WIDE	ALL	13JAN10 OUTSOURCE NOTIFICATION	Denied*

*This is a special painted on stencil.



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2560	GROUP SYSTEM WIDE	ALL	18JAN10 3 RD OUTSOURCE NOTIFICATION	Settled prior
SWA-2561	RANDY PEAKE	HOU	HOLIDAY PAY RATE	Joint hold
SWA-2562	RANDY PEAKE	HOU	HOLIDAY PAY RATE	Joint hold
SWA-2563	RON FRIZZELL	HOU	HOLIDAY PAY RATE	Withdrawn
SWA-2564	MARK BROCK	HOU	O/T BYPASS	Co. hold
SWA-2565	STEVEN LEWIS	HOU	O/T BYPASS	Denied*

*Employee did not select sheet metal in OTCS.

SWA-2566	JEFFERY HENRY	MDW	WRONGFUL TERMINATION	Deadlock
SWA-2567	AL TOWNDROW	PHX	DENIED COCKPIT JUMPSEAT AFTER BEING AWARDED ON 1 ST COME 1 ST SERVED	Deadlock
SWA-2568	GROUP A&P MECH	MDW	SUPERVISOR PERFORMING LEAD DUTIES	Union hold
SWA-2569	MILTON MELO	PHX	DENIED MOVING FIXED HOLIDAY DUE TO FLOATING HOLIDAY OFF	Deadlock



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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2570	MARCUS SNYDER	LAS	DENIED MINIMUM 4 HRS O/T PAY FOR SHIFT CALLOUT	Remanded back to Local
SWA-2571	STEVEN LEWIS	HOU	O/T BYPASS <i>Duplicate to SWA-2565</i>	Withdrawn
SWA-2572	GROUP APP TECH	PHX	WASH CREW JUNIORED TO MANDATORY O/T	Settled prior
SWA-2573	DON BANASKI	MDW	FIELD SERVICE BYPASS DUE TO ENGINE RUN QUALIFICATIONS	Withdrawn
SWA-2574	CHRIS EDSALL	LAS	DENIED O/T WHILE ON DOWNLINE NOT COUNTING HOURS WORKED REGULAR SHIFT	Withdrawn
SWA-2575	DON WAGENSELLER	PHX	DENIED HOLIDAY PAY AND APPLICABLE O/T DUE TO DAY TRADE OFF	Deadlock
SWA-2576	HUGO MEDEROS	PHX	DENIED HOLIDAY PAY DUE TO DAYTRADE OFF	Deadlock
SWA-2577	THOMAS FOY	HOU	A/C 366 OUTSOURCED DUE TO MARKETING USING HANGAR SPACE	Awarded*
*Commercial shoots will not be used to determine Hangar Capacity. Employees will be paid 16 hours at the OT rate.				
SWA-2578	MIKE P. NELSON	PHX	COMPANY NOT FOLLOWING CBA REGARDING O/T CALLOUTS	Awarded*
*Company or its designee will utilize OTCS for overtime call-outs for all groups. GSE will begin effective 01APR10 and Plant MX will begin using the system as soon as administratively possible. Employee Resources will put out memo to clarify instructions for Supervisors performing call-outs.				
SWA-2579	COREY FRITZ	DAL	OUTSOURCING A/C 318	Denied*



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CASE #	GRIEVANT	STA	NATURE	DECISION
*Company shows that Hangar Capacity in DAL was inadequate for the term of this OTS event.				
SWA-2580	IZZY BROWNFIELD	DAL	DOWNLINE BYPASS	Co. hold
SWA-2581	IZZY BROWNFIELD	DAL	DOWNLINE BYPASS	Co. hold
SWA-2582	IZZY BROWNFIELD	DAL	DOWNLINE BYPASS	Co. hold
SWA-2583	RICK HENSSER	DAL	DOWNLINE BYPASS	Remanded back to Local
SWA-2584	JOAN ALKSNIS	HOU	FORCED TO HOTEL ON EMERGENCY DOWNLINE EXCEEDING 24HRS	Co. hold
SWA-2585	DON SCHOEMER	LAS	COMPANY NOT FOLLOWING CBA FOR DOWNLINE CALLOUT	Withdrawn. Locally settled prior
SWA-2586	DEBORAH PRESTAGE	PHX	COMPANY NOT NOTIFYING UNION OF INSPECTOR WORKING AS SUPERVISOR AT VENDOR LOCATION	Awarded*
*The Company will provide a notification process to ensure that the Union is properly notified on all temporary assignments.				
SWA-2587	DEBORAH PRESTAGE	PHX	COMPANY NOT BACKFILLING POSITION WHILE INSPECTOR WORKING AS SUPERVISOR AT VENDOR	Co. hold