



AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 11 · AMFA Local 18 · AMFA Local 32

SWA-AMFA SYSTEM BOARD FINAL RESULTS

JANUARY 12, 2011

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| CASE # | GRIEVANT | STA | NATURE | DECISION |
|---------------|---------------------|------------|--|------------------------------|
| SWA-2645 | TONY PALERMO | LAS | UTILIZING ONE TIME BUMP UP INSP. W/O CALLING O/T <i>PREVIOUSLY ON CO. HOLD PREVIOUSLY ON UNION HOLD CURRENTLY ON JOINT HOLD</i> | REMANDED BACK FOR SETTLEMENT |
| SWA-2662 | LINE RON LEAD GROUP | PHX | SUPERVISOR PERFORMING LEAD DUTIES <i>PREVIOUSLY ON COMPANY HOLD CURRENTLY ON UNION HOLD</i> | JOINT HOLD |
| SWA-2703 | GROUP | PHX | Outsource Galley Corrosion N616 <i>CURRENTLY ON UNION HOLD</i> | DEADLOCKED |
| SWA-2712 | GROUP | PHX | Outsource fuselage skin crack repair N515 <i>CURRENTLY ON UNION HOLD</i> | WITHDRAWN |
| SWA-2713 | GROUP | PHX | Outsource Fuselage dent repair N233 <i>CURRENTLY ON UNION HOLD</i> | WITHDRAWN |
| SWA-2719 | SATYA NAIDA | OAK | Warning Letter <i>CURRENTLY ON COMPANY HOLD</i> | DENIED* |

*SAM-986 FORM WAS NOT REQUIRED FOR THIS SITUATION

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| SWA-2720 | SATYA NAIDA | OAK | Final Warning Letter <i>CURRENTLY ON COMPANY HOLD</i> | DENIED* |
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*SAM-986 FORM WAS NOT REQUIRED IN THIS SITUATION

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| SWA-2738 | GROUP | DAL | Lead Mechanics start times differ from crew <i>CURRENTLY ON UNION HOLD</i> | COMPANY HOLD |
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| SWA-2749 | GROUP | PHX | OUTSOURCING ADD-ONS A/C 399 | AWARDED* |
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* MEL 35-4 SHOULD NOT HAVE BEEN CLEARED DURING OVERNIGHT VISIT AT VENDOR

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| SWA-2750 | GROUP | ALL | OUTSOURCING FWD GALLEY & NRC'S A/C N630 | DEADLOCKED |
| SWA-2751 | GROUP | PHX | OUTSOURCING FUSELAGE DENT REPAIR A/C N664 | WITHDRAWN |
| SWA-2752 | EARL MACLELLAN | PHX | OVERTIME BYPASS | AWARDED* |

* THE COMPANY AND AMFA WILL MEET TO CLARIFY RULES FOR OVERTIME CALL-OUT (OTCS). A MEMO WILL BE DISTRIBUTED TO EMPLOYEES WHEN RULES HAVE BEEN MUTUALLY AGREED TO.

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| SWA-2753 | GROUP | ALL | PROPOSED REALIGNMENT OF C CHECK | DEADLOCKED |
| SWA-2754 | RON SCOTT | DAL | DOWN LINE PROCEDURES | DENIED* |

*PER CBA LINE SUPERVISORS WILL SELECT BID LOCATION AND SHIFT TO SUPPORT THE DOWNLINE.



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|----------|---------------------|------------|-----------------------------|----------------|
| SWA-2755 | RICK HESSNER | DAL | DOWN LINE PROCEDURES | DENIED* |
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*PER CBA LINE SUPERVISORS WILL SELECT BID LOCATION AND SHIFT TO SUPPORT THE DOWNLINE.

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| SWA-2756 | RANDY HEBERT | DAL | DOWN LINE PROCEDURES/ BYPASS | DENIED* |
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*PER CBA LINE SUPERVISORS WILL SELECT BID LOCATION AND SHIFT TO SUPPORT THE DOWNLINE.

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| SWA-2757 | CARLOS MEJIA | PHX | ABOLISHED POSITION AFTER ANNUAL | DENIED |
| SWA-2758 | STEPHANIE LUNDSFORD | PHX | ABOLISHED POSITION AFTER ANNUAL | DENIED |
| SWA-2759 | BILLY MARTIN | PHX | ABOLISHED POSITION AFTER ANNUAL | DENIED |
| SWA-2760 | MICHAEL WELLINGHURST | LAS | FINAL WARNING LETTER | REMANDED BACK FOR SETTLEMENT |
| SWA-2761 | DAVE BROOKS | PHX | COMPANY NOT BACKFILLING WHILE MECH BUMPED UP TO 3RD PARTY VENDOR | DEADLOCKED |



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|----------|-------------|-----|--|------------------|
| SWA-2762 | DAVE BROOKS | PHX | COMPANY NOT NOTIFYING UNION FOR BUMP UPS TO 3 RD PARTY VENDOR | AWARDED IN PART* |
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*THE COMPANY WILL ADHERE TO THE CBA AND WILL PROVIDE A MONTHLY REPORT DETAILING ALL EMPLOYEES UTILIZED IN A NON-BARGAINING UNIT POSITION. EMPLOYEE NOT ENTITLED TO A MOMETARY SETTLEMENT.

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| SWA-2763 | DAVE BROOKS | PHX | COMPANY NOT BACKFILLING WHILE MECH BUMPED UP TO 3 RD PARTY VENDOR | DEADLOCKED |
| SWA-2764 | DAVE BROOKS | PHX | COMPANY NOT BACKFILLING WHILE MECH BUMPED UP TO 3 RD PARTY VENDOR | DEADLOCKED |
| SWA-2765 | GROUP | PHX | FORCED OUT OF BID LOCATION | WITHDRAWN |
| SWA-2766 | LARRY HICKS | HOU | CALLING O/T FOR CORRECT BID LOCATION | COMPANY HOLD |
| SWA-2767 | GROUP | PHX | OUTSOURCING OTS N771 | WITHDRAWN |
| SWA-2768 | JAMES MOON | DAL | NOT BACKFILLING LEAD INSP VACANCIES PER CBA | DENIED* |

*LEADS WILL BE STAFFED IN ACCORDANCE WITH THE LEAD TO MECHANIC RATIO OUTLINED IN ART 4.



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|-----------------|---------------------------|------------|---|---|
| SWA-2769 | JAMES JOHNSTON | DAL | WARNING LETTER- EXCESSIVELY HARSH DISCIPLINE | REMANDED BACK FOR SETTLEMENT |
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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 January 12, 2011 and reviewed all the evidence and appropriate exhibits concerning the following matters, and hereby renders the following final and binding decision on such matters.