



# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

AMFA Local 11 · AMFA Local 18 · AMFA Local 32

## SWA-AMFA SYSTEM BOARD FINAL RESULTS

\*\*\*March 21, 2012\*\*\*

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CASE #	GRIEVANT	STA	NATURE	DECISION
SWA-2812	GROUP APP TECH	PHX	<b>B/C CHECK APP TECH GROUP FORCED TO WORK IN DIFFERENT BID LOCATION</b> <i>PREVIOUSLY ON COMPANY HOLD PREVIOUSLY ON UNION HOLD CURRENTLY ON JOINT HOLD</i>	WITHDRAWN
SWA-2863	MIKE FARREN	HOU	<b>CLARIFICATION OF DUTIES</b> <i>PREVIOUSLY ON JOINT HOLD CURRENTLY ON UNION HOLD</i>	COMPANY HOLD
SWA-2864	STEVE LEWIS	HOU	<b>CLARIFICATION OF DUTIES</b> <i>PREVIOUSLY ON JOINT HOLD CURRENTLY ON UNION HOLD</i>	COMPANY HOLD
SWA-2869	JEFFREY PORTUGAL	DAL	<b>MECHANICS PERFORMING APP TECH WORK</b> <i>PREVIOUSLY ON UNION HOLD CURRENTLY ON COMPANY HOLD</i>	SETTLED PRIOR
SWA-2871	THOMAS WIGGINS	DAL	<b>IMPROPER BID PROCEDURE</b> <i>PREVIOUSLY ON COMPANY HOLD CURRENTLY ON JOINT HOLD</i>	AWARDED IN PART*
<b>*ALL VACANCIES WILL BE POSTED AND AWARDED IN ACCORDANCE WITH ARTICLE 5 AND ARTICLE 10.</b>				
SWA-2879	GROUP	DAL	<b>N699 OUTSOURCING CUSTOMARILY PERFORMED WORK</b> <i>PREVIOUSLY ON JOINT HOLD CURRENTLY ON COMPANY HOLD</i>	WITHDRAWN
SWA-2880	GROUP	DAL	<b>N386 OUTSOURCING CUSTOMARILY PERFORMED WORK</b> <i>PREVIOUSLY ON JOINT HOLD CURRENTLY ON COMPANY HOLD</i>	AWARDED IN PART*
<b>*COMPANY WILL PAY 4 MECHANICS WITH LOW OT HRS ON AUG 10,11,12<sup>th</sup></b>				



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SWA-2893	GROUP	PHX	<b>FORCED TO DO CREW WORK PRELAUNCH</b> <i>CURRENTLY ON COMPANY HOLD</i>	REMANDED BACK FOR SETTLEMENT
SWA-2897	LARRY BALFOUR	HOU	<b>PERFORMING WORK OF ANOTHER COVERED GROUP</b> <i>CURRENTLY ON UNION HOLD</i>	COMPANY HOLD
SWA-2898	RONALD WALLIN	MDW	<b>LETTER OF INSTRUCTION IMPROPER CONTENT</b> <i>CURRENTLY ON COMPANY HOLD</i>	JOINT HOLD
SWA-2899	MICHAEL HEWITT	PHX	<b>SUPERVISOR PERFORMING LEAD DUTIES</b>	UNION HOLD
SWA-2900	GROUP	ALL	<b>N633 OUTSOURCING CUSTOMARILY PERFORMED WORK</b>	SETTLED PRIOR
SWA-2901	DAVE NAZARETH	LAS	<b>TRANSITIONAL DUTY NOT OFFERED</b>	REMANDED BACK FOR SETTLEMENT
SWA-2902	GREG FEELY	MDW	<b>AUTOMATIC PAY CHANGE</b>	REMANDED BACK FOR SETTLEMENT
SWA2904	GREG ROWALD	TPA	<b>AIR TRAN PERFORMING CONTRACT MAINT</b>	AWARDED IN PART*
<b>*PAY 4 HRS FOR EACH A/C</b>				
SWA 2905	KEN RYSTAD	DAL	<b>ASSIGNING LEADS WORK/CROSS UTILIZING</b>	REMANDED BACK FOR SETTLEMENT
SWA-2906	JEFFERY PORTUGAL	DAL	<b>CROSS UTILIZING</b>	SETTLED PRIOR
SWA-2907	GROUP INSP.	DAL	<b>INSUFFICIENT VACATION SLOTS AVAILABLE FOR INSP. GROUP</b>	REMANDED BACK FOR SETTLEMENT*
<b>*THE COMPANY WILL MAKE AN EFFORT TO ALLOW MORE EMPLOYEES OFF ON HIGH USAGE DAYS (HOLIDAYS, SPRING BREAK, ETC)</b>				
SWA-2908	GROUP PLANT MX	DAL	<b>OUTSOURCING CUSTOMARY WORK</b>	COMPANY HOLD



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SWA-2909	LARRY DILDINE	DAL	BACKFILL O/T BYPASS	WITHDRAWN
SWA-2910	GENE PAINTER	DAL	VACANCY BACKFILL	WITHDRAWN
SWA-2911	ANDREW KILLORAN	DAL	REMOVED FROM APPRENTICE PROGRAM	UNION HOLD
SWA-2912	BOBBY DALTON	DAL	BUMP UP SUPERVISOR COMPENSATION	SETTLED PRIOR
SWA-2915	JASON HILL	DAL	INSP BACKFILL	COMPANY HOLD
SWA-2916	MARK DESJARDINS	DAL	INSP BACKFILL	COMPANY HOLD
SWA-2917	CHAD NORDLINDER	LAS	O/T BYPASS	SETTLED PRIOR
SWA-2918	GROUP	ALL	N765 OUTSOURCING CUSTOMARILY PERFORMED WORK	UNION HOLD
SWA-2919	GROUP	ALL	N671 OUTSOURCING CUSTOMARILY PERFORMED WORK	UNION HOLD
SWA-2920	GROUP	ALL	N608 OUTSOURCING CUSTOMARILY PERFORMED WORK	SETTLED PRIOR
SWA-2921	JOE ROGALA	PHX	LEAD BACKFILL	UNION HOLD
SWA-2922	GROUP	ALL	OUTSOURCING CUSTOMARILY PERFORMED WORK	WITHDRAWN
SWA-2923	DON STEVENS	LAS	UNJUST WARNING LETTER	WITHDRAWN



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SWA-2924	GROUP	ALL	OUTSOURCE A/C N337 C/O C CHECK ITEM	SETTLED PRIOR
SWA-2925	BRIAN EASTER	PHX	REMOVAL OF APU SHOP BID LOCATION	REMANDED BACK FOR SETTLEMENT
SWA-2926	GROUP	PHX	OUTSOURCE OF A/C N655, N636, N656, N657 FLAPS R/R	UNION HOLD
SWA-2927	MARK AVAKIAN	PHX	UNJUST FINAL WARNING LETTER	REMANDED BACK FOR SETTLEMENT
SWA-2928	BRIAN GIBBENS	PHX	UNJUST WRITTEN VERBAL WARNING	DEADLOCKED
SWA-2929	WES LATECKI	PHX	UNJUST WRITTEN VERBAL WARNING	DEADLOCKED
SWA-2930	GROUP	ALL	BLENDED WORK	DEADLOCKED
SWA-2931	GROUP	ALL	FAILURE TO MAINTAIN MIN STAFFING LEVEL	DEADLOCKED
SWA-2932	GROUP	ALL	FAILURE TO STAFF OPERATIONS	DEADLOCKED
SWA-2933	GROUP	ALL	FAILURE TO ESTABLISH FOURTH LINE OF HEAVY MAINTENANCE	DEADLOCKED
SWA-2934	SAMUEL HERNANDEZ	MCO	OVERTIME BYPASS	SETTLED PRIOR
SWA-2935	JEREMY BELL	MDW	DAYTRADE SUSPENDED FOR SICK CALLOUT	DEADLOCKED
SWA-2936	CHRIS GALVAN	HOU	DOWNLINE BYPASS	SETTLED PRIOR
SWA-2937	KEVIN HERRON	MDW	FLOATERS NOT CONVERTED	COMPANY HOLD
SWA-2938	MIGUEL CORDOBA	HOU	TEMP VACANCY CLARIFICATION	REMANDED BACK FOR LOCAL SETTLEMENT



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<b>SWA-2939</b>	<b>GROUP</b>	<b>ALL</b>	<b>ATTENDANCE POLICY</b>	<b>DEADLOCKED</b>
<b>SWA-2940</b>	<b>PAT GRAFFIN</b>	<b>DAL</b>	<b>ATTENDANCE LETTER</b>	<b>DEADLOCKED</b>

The Southwest-AMFA System Board of Adjustment, duly constituted under the appropriate provisions of the applicable Collective Bargaining Agreement, met in formal session on 21 March 2012 and reviewed all the evidence and appropriate exhibits concerning the following matters, and hereby renders the following final and binding decision on such matters.