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**NATIONAL MEDIATION BOARD**  
WASHINGTON, D.C. 20572

June 25, 2021

**NMB Case No. R-7557**

**VIA EMAIL**

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RE: **NMB Case No. R-7557**  
**American Airlines/TWU/IAM Association and AMFA**

Participants:

This letter constitutes my rulings upon all objections and challenges to the List of Potential Eligible Voters (List). Any appeal of these rulings must be filed with the National Mediation Board by **4:00 p.m. ET on Monday, July 12, 2021**, in accordance with Section 10.0 of the Board's Representational Manual (Manual). Responses must be filed with the Board by **4:00 p.m. ET on Monday, July 26, 2021**.

On February 26, 2021, I set forth the schedule for submitting challenges and objections in this case. Both the Mechanics and Related Employees Association, TWU/IAM (TWU/IAM Association) and the Aircraft Mechanics Fraternal Association (AMFA) submitted challenges and objections on March 15, 2021. American Airlines (American or Carrier), TWU/IAM Association and AMFA responded to those challenges and objections on April 2, 2021. On April 7, 2021, I sent a Request for Information to the Carrier and informed all Participants that I was accepting a Reply to the Responses to the Challenges and Objections should any Participant choose to file a Reply. AMFA and the TWU/IAM Association filed Replies on April 22, 2021. Upon further request from the Investigator, the Carrier filed Supplemental Declarations and evidence on May 11, 2021 regarding the List of Challenged employees who were alleged to have been excluded from the List.

## RULINGS

The standard for eligibility when calculating the showing of interest is working in the craft or class as of the cut-off date, which in this case is November 6, 2020. As the Board stated in *United Airlines, Inc.* 28 NMB 533, 576 (2001), “the Board does not consider status changes for purposes of calculating the showing of interest.” In *US Air, Inc.*, 24 NMB 38, 53-54 (1996), the Board stated:

It is the Board’s longstanding policy not to add names to the list of potential eligible voters after the cut-off date has been established for the purpose of determining showing of interest. This policy protects against manipulation. **For similar reasons the Board has determined to apply the same policy to the issue of deleting names in determining the showing of interest. Therefore, for purpose of calculating the showing of interest, the NMB will not remove the names of individuals who left the craft or class after the [cut-off date].**

[Emphasis added].

The Board reaffirmed its standard for calculating the showing of interest in *American Airlines, Inc.*, 31 NMB 539, 552 (2004) involving the same group of employees at issue in this case. Further, this standard is made clear in the Board’s Representation Manual (Manual). Manual Section 2.4 states that the “list of potential eligible voters must include all individuals in the craft or class with an employee – employer relationship as of the cut-off date.” Manual Section 3.6 states that the Investigator must compare the list of potential eligible voters with the names of the employees who have signed cards to determine whether the showing of interest requirements have been met. Whether an employee remains eligible to vote in an election after the cut-off date is not relevant to the determination of the showing of interest. In the instant case, only those employees who were working in the craft of class as of November 6, 2020 will count toward the final number of employees for the purpose of calculating the showing of interest.

Section 8.2 of the Manual requires that “[a]ll challenges and objections must be supported by substantive evidence.” Only the challenges and objections filed by the due date of March 15, 2021 are addressed in these rulings. All evidence submitted that is not relevant for determining the status of any challenged employee as of the cut-off date is disregarded by the Investigator. Furthermore, any argument by a Participant that relies on the standard of eligibility for voting as opposed to who is working in the craft or class as of the cut-off date is denied consistent with the rulings below.

## **EMPLOYEES WHO WILL REMAIN ON THE LIST**

### **1. Deceased Individuals After the Cut-off Date**

AMFA challenged the inclusion of 13 deceased individuals on the List. Based on the evidence submitted by AMFA, the TWU/IAM Association, and the Carrier, only nine (9) of the 13 individuals are deceased and eight (8) of the individuals passed away after November 6, 2020. Those individuals and their passing dates are as follows: **David Berry #973** (2/23/2021), **Philip Phillips #9250** (2/24/21), **Dennis Pogue #9353** (11/19/2020), **Donald Rocco #10100** (2/7/2021), **David Swift #11595** (11/18/2020), **Paul Vallejo #12147**(2/28/2021), **Mickey Walker #12416** (1/5/2021), and **Alan Winford #12892**(1/14/2020). Accordingly, all eight (8) deceased individuals will remain on the List and will be counted for the purpose of calculating the showing of interest. In the event an election is authorized in this case, those eight (8) individuals will be handled as status changes by the Investigator and will be deemed ineligible to vote.

**John Dockter #3140** is the only individual who passed away before the cut-off date. Based on the evidence submitted by AMFA and, after verification from the Carrier, this individual passed away on February 17, 2014. Accordingly, **John Dockter** will be removed from the List and will be added to the section below that addresses Deletions from the List.

The Carrier provided the declaration of James B. Weel, Managing Director, Labor Relations, (First Weel Declaration) and confirmed through the Carrier's Human Resource Information System (HRIS) that **Joseph Diangelis #3030, Donnie Gullede #4703, and James Dunn # 3315** were all previously furloughed with recall rights so all three (3) employees alleged to be deceased are alive and will remain on the List. The First Weel Declaration and the Carrier's HRIS system also confirmed that **David A. Jones # 5954** is an active employee working in the position of Aviation Maintenance Technician and will remain on the List.

Accordingly, 12 of the 13 employees challenged by AMFA as deceased will remain on the List and will be counted for the purpose of calculating the showing of interest.

## 2. Retired Employees

AMFA asserts that eight (8) employees are retired and should be deleted from the List. AMFA provided evidence in the form of a declaration from Kenneth McTiernan, Aviation Maintenance Technician with the Carrier who declared that he spoke to David Harmon, Mark Holland, and Roderick Haynes and all three employees informed him that they retired from the Carrier. Mr. McTiernan did not indicate the date he spoke to the three employees. The Carrier submitted the First Weel Declaration and verified through the Carrier's HRIS system that these three (3) employees are on furlough with recall rights: **David Harmon (#4922), Mark Holland (#5372) and Roderick Haynes (#5070)**. Because the burden of proof rests with AMFA to prove the ineligibility of these employees and in light of the evidence submitted by the Carrier, I find these three employees eligible and will remain on the List.

Another three employees of the eight employees challenged by AMFA as retired, **Josh Davis #2825, Mark McCadden #7564, and Paul Miller (#7974)**, elected to take a Voluntary Early Out Program (VEOP) in 2020 as a "12 month active VEOP" pursuant to the First Weel Declaration and verified on the Carrier's HRIS system. **As discussed in detail below**, these three employees will remain on the List.

With regard to the remaining two employees challenged by AMFA as retired, the Carrier provided the First Weel Declaration and verified through the Carrier's HRIS system that John **Pate (#9002)** and **Jeffrey Young (#13109)** are active employees working in the Mechanics and Related craft or class. Mr. Pate holds the position of TWU Maintenance Mechanic Facilities and Mr. Young is a TWU Overhaul Support Mechanic. Accordingly, both employees will remain on the List.

## 3. Employees Who Have Resigned (12 Month Active VEOP)

AMFA challenges the inclusion of **233** employees on the List because the employees accepted the Carrier's Voluntary Early Out Program (VEOP) and have irrevocably resigned their employment with the Carrier. AMFA asserts that all 233 employees should be deleted from the List. The Carrier states that these VEOP employees were "inadvertently included in the eligibility list". The TWU/IAM Association disagrees with both AMFA and the Carrier and asserts that the VEOP employees are properly included in the List.

AMFA, the TWU/IAM Association, and the Carrier each provided information regarding the VEOP program. Because the Covid-19 pandemic caused a drastic reduction in the demand for commercial air travel, the Carrier offered most of its represented employees, including its mechanic and related employees, a voluntary early out program. The first VEOP was offered in March 2020. Due to the continued impact of the Covid-19 pandemic, the Carrier offered a second VEOP in July 2020.

The VEOP recipients were split into two major categories and employees had the choice to opt for a lump sum or elect to receive payment for 12 months. Those who opted for the lump sum payout were separated on the effective date of their VEOP in 2020, making them eligible to receive pension benefits at the time of their separation. These employees were called the "Lump Sum VEOP". These employees formally separated from the Company on May 1, 2020 for the first group and September 30, 2020 for the second group of VEOP recipients. These employees receive 30 months of medical, dental, and vision coverage with the same level of coverage administered through COBRA. They cannot contribute to their 401(K) plan because they have permanently separated from the Carrier and they were required to turn in their ID/badges upon separation either on May 1, 2020 or September 30, 2020.

The employees who elected to receive payment for 12 months were called the "12 Month Active VEOP." These "12 Month Active VEOP" employees chose to receive bi-weekly payments over a 12 month period and they remain on the Carrier's payroll during the 12 month period. The exit date for these VEOP employees will be one year after commencing their VEOP and they enjoy all the benefits of active employees (with the exception of sick leave and vacation accrual) for the 12 month period. During the 12 month VEOP period, these employees receive medical, dental & vision, life insurance and AD&D benefits and the premiums for these benefits are paid at the same rate as active employees. They can choose to contribute to their 401(K) plan and receive the company match to their 401(K) plan for the entire 12 month VEOP period as if they are active employees. They can keep their ID/badges for the 12 month period and they have the ability to renew their badges if the badges happen to expire during that 12 month period.

According to the First Weel Declaration and verified through the Carrier's HRIS system, there are 202 employees out of the 233 employees challenged by AMFA that fall under the category of "12 Month Active VEOP" employees. These 202 "12 Month Active VEOP" employees commenced their VEOP status either in September 2020 or October 2020 and their official separation dates will be one year after the commencement of their VEOP status. Once these employees are officially separated, they may, if eligible, retire and commence their pension.

Based on the information provided by all participants regarding the VEOP program, I find that these 202 "12 month Active VEOP" employees retain an employer-employee relationship with the Carrier and are eligible to vote as of the cut-off date of November 6, 2020. It is undisputed by all Participants that these employees do not formally separate from the Carrier until the 12 month VEOP period is over. It is also undisputed that the separation date will occur *after* November 6, 2020. Although their future separation dates are irrevocable, this fact does not vitiate their eligibility status as of November 6, 2020. Accordingly, I find that AMFA's evidence is insufficient to support its challenges and objections regarding these "12 month Active VEOP" employees and the evidence presented does not justify removing these 202 VEOP employees from the List.

Based on the First Weel Declaration and verified through the Carrier's HRIS system, the remaining employees are either active employees working in the craft or class (26 employees) or employees on a leave of absence (4 employees) pursuant to Section 9.205 of the Manual and these employees will also remain on the List. Additionally, AMFA asserted that "Gregory Weaver" under sequence #12562 should be deleted from the List but that sequence number

belongs to “George Weaver.” Upon request for clarification, AMFA confirmed that it was in fact challenging the status of “**George Weaver.**” Based on the information obtained from the Company, **George Weaver** is a “12 month Active VEOP” employee so **George Weaver** will also remain on the List.

Based on all the evidence presented by all Participants, AMFA’s evidence fails to establish that any of the 233 employees should be removed from the List. Accordingly, all 233 employees will remain on the List for the purpose of calculating the showing of interest.

#### **4. Employee Working For Another Carrier**

AMFA challenged the inclusion of **William Demko #2973** and asserted that his name should be deleted from the List because he works for Southwest Airlines. AMFA offered the Declaration of Donald Rodgers and attached Exhibit C to the declaration. Exhibit C shows a profile of a “William Demko, Provisioning Agent, Ground OPS – LAS.” The Exhibit also shows an “SWA ID78925” for this profile with a hire date “October 31, 2005.” The profile is not dated and there is nothing on the profile that connects the profile of William Demko pictured in AMFA’s Exhibit C to the same William Demko on the List.

The Carrier responded that “it does not have information to either confirm or refute AMFA’s assertion that William Demko is working for Southwest Airlines.” Because the burden of proof concerning the ineligibility of Mr. Demko falls on AMFA and in light of insufficient evidence showing that the individual pictured on AMFA’s Exhibit C is the same employee who is listed under entry # 2973 on the List, I am unable to justify the removal of **William Demko** from the List. Accordingly, **William Demko #2973** will remain on the List.

### **DELETIONS FROM THE LIST**

#### **5. Duplicate Entries**

The duplicate entries for **Randy Austria Fernandez (#3703)** and **Jay Norman Wood (#12969)** will be removed from the List.

#### **6. Individuals Deceased Before the Cut-off Date**

As discussed above, **John Dockter #3140** will be removed from the List.

#### **7. Fleet Service Agents Not Performing Mechanics and Related Work**

AMFA challenges the inclusion of **six (6)** employees on the List because their job titles belong to the Fleet Service Craft or class. The Carrier presented evidence through the April 1, 2021 declaration of Lynn B. Vaughn (First Vaughn Declaration) which confirmed that the following Fleet Service Agents “are not performing any of the duty assignments that the Association and/or AMFA identifies as Maintenance [sic] and Related Work” and will be removed from the List: **Jerry Easter (#3355), Michael Egan (#3413), Laura Gerrich (#4256), Terry Morton (#8274), Frank Perry (#9173), and Donna Barnett (#723).**

#### **8. Passenger Service Employees**

AMFA challenges the inclusion of three (3) employees on the List because their job titles belong to the craft or class of Passenger Service Employees. The Carrier agreed and provided evidence through the First Vaughn Declaration that the following Passenger Employees are members of the

CWA-IBT Association and part of the Passenger Service craft or class: **Arturo Doreza (#3190)**, **Mohamad M. Mohamad (#8051)** and **Qaiser Azeem (#525)**. All three employees will be removed from the List.

#### 9. Employees in Stock Clerk or Stores Positions

AMFA challenges the inclusion of two (2) employees on the List who are working in the Store Employees craft or class. The Carrier agreed and confirmed through the First Weel Declaration and its HRIS system that **Brian Bankowski (#667)** and **Jerry Smith (#11112)** work for the Carrier in stock clerk or store position. Accordingly, **Brian Bankowski (#667)** and **Jerry Smith (#11112)** will be removed from the List.

#### 10. Management Officials

AMFA challenges the inclusion of **Dennis R. Watson (#12544)** because he is a management official. The Carrier agreed and upon request from the Investigator, provided Mr. Watson's job description and duties as well as the Second Weel Declaration confirming Mr. Watson's authority to dismiss/and or discipline employees or to effectively recommend the same, the authority to supervise, and the authority to authorize and grant overtime. Accordingly, I find that **Dennis Watson (#12544)** is a management official and will be removed from the List.

### ADDITIONS TO THE LIST

#### 11. Undisputed Employees Working in Mechanics and Related Craft or Class

AMFA challenges the exclusion of **two** employees working regularly in the craft or class of Mechanics and Related Employees. They are **Daniel Bassaure #108 L3** and **Kamran Qaiser #1341 L3**. The TWU/IAM Association also challenged the exclusion of these two employees. The Carrier provided evidence through the First Weel Declaration and verified through the Carrier's HRIS system that **Daniel Bassaure** and **Kamran Qaiser** currently work for the Carrier in the Mechanics and Related craft or class. Accordingly, **Daniel Bassaure and Karman Qaiser** will be added to the List.

#### 12. Flight Simulator Engineers

The TWU/IAM Association challenges the exclusion of **135** employees who work as Flight Simulator Engineers based on the Board's ruling in *American Airlines*, 42 NMB 35, 62 (2015). In that case the Board determined that Flight Simulator Engineers (FSEs) are part of the Mechanics and Related craft or class. The Carrier agrees and states that the FSEs were inadvertently omitted from the List.

AMFA argues that the Board's 2015 decision regarding the FSEs was a substantial departure from previous precedents, that the functional connection between the FSEs and the Mechanics and Related craft or class no longer exists and that there is an insufficient community of interest to justify including the FSEs in the Mechanics and Related Employees craft or class. AMFA's arguments relied heavily on the dissenting opinion in the Board's 2015 decision. Based on the Board's ruling and the lack of any evidence showing that the functions of the FSE has changed significantly since 2015, I find that the FSEs are properly part of the Mechanics and Related craft or class and 130 FSEs will be added to the List. **See Investigator Attachment A.**

Additionally, AMFA challenged the five employees below and asserted that these employees are all management officials. The Carrier agreed and, upon request from the Investigator, provided evidence of the employees' duties as well as the Second Weel Declaration confirming the employees' authority to dismiss/and or discipline employees or to effectively recommend the same, the authority to supervise, transfer or establish assignments, authorize and grant overtime, commit carrier funds, and the authority to create Carrier policy. Accordingly, I find that the five individuals are management officials and will remain excluded from the List:

William Dixon, Manager, Simulator Services,  
Paul Harnish, Manager, Simulator Services  
Randall Hauptmann, Manager, Simulator Operational Support  
Michael Lilley, Manager, Simulator Operational Support  
Nathan Pike, Manager, Simulator Evaluation

### **13. Terminated Employees with Active Grievances**

The TWU/IAM Association contends that 28 employees with active grievances challenging their termination were improperly left off the List. In support of its contention, the TWU/IAM Association provided copies of grievances filed for the terminated employees that it asserts were excluded from the List. The Carrier also confirmed through the First Weel Declaration that all 28 employees were terminated by the Company from mechanic and related positions prior to November 6, 2020 and all 28 employees have active grievances challenging their terminations. Accordingly, all 28 terminated employees will be added to the List. **See Investigator's Attachment B.**

### **14. Furloughed Employees**

The TWU/IAM Association challenged the exclusion of furloughed employees with recall rights. The Carrier provided evidence via the First Weel declaration and confirmed on the Carrier's HRIS system that 71 Legacy American Airlines (LAA) employees were furloughed with recall rights. Accordingly, these 71 LAA employees will be added to the List. **See Investigator Attachment C.**

The Carrier provided evidence through the First Weel Declaration and confirmed through the Carrier's HRIS system that the following three (3) employees were furloughed but have returned to work and belong on the List:

**Melvin Aguilar #22 L3**  
**Eliezer Rivera Jr. #1407 L3**  
**Juan Soto #1581 L3**

The Carrier also provided evidence via the First and Second Weel declarations and confirmed through the Carrier's HRIS system that nine (9) Legacy US Airways (LUS) employees were furloughed with recall rights. As such, the following employees will be added to the List:

**Reginald Belvin # 128 L3**  
**Eric Caldwell #246 L3**  
**Phillip Cass #276 L3**  
**Mary Dodds # 419 L3**  
**Richard Dookie #426**

**Jason Michael Janicki #809 L3<sup>1</sup>**  
**Tina Pontarelli #1310 L3**  
**Faiwad Rizvi #1410 L3**  
**Joseph Vallercorsa III # 1712 L3<sup>2</sup>**

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<sup>1</sup> AMFA's evidence under Exhibit AE dated **3/20/2021** at 7:56 pm showing the employee's profile is not relevant to determine the employee's status as of the cut-off date.

<sup>2</sup> AMFA's evidence under Exhibit AE dated **3/20/2021** at 7:58 pm showing the employee's profile is not relevant to determine the employee's status as of the cut-off date.

## 15. 12 Month Active VEOP Employees

The TWU/IAM Association challenged the exclusion of 397 employees who have “elected a future separation from the Company but retain an active employee status with reduced pay and no obligation to report to work for a one-year period.”

The Carrier provided through the First Weel Declaration and verified by the Carrier’s HRIS system that out of the 397 employees, 385 employees elected to take a “12 month active VEOP” with 50 % of their regular work schedule over a 12-month active period on their regular bi-weekly pay schedule. As previously discussed, these employees are “12 month active VEOP” employees as of November 6, 2020, with future irrevocable resignation dates that occur after the cut-off date. The resignation dates of these employees will occur twelve months after the commencement of their VEOP resulting in irrevocable separation dates in 2021.

The Carrier confirmed through the First Weel Declaration and verified by the Carrier’s HRIS system that an additional two (2) employees took the “12 month Active VEOP” with no pay but received the same benefits as if they are active employees. Similar to the 385 employees, these two employees will have irrevocable separation dates in 2021.

Accordingly, based on all the evidence submitted by the TWU/IAM Association, AMFA, and the Carrier, I find these 387 employees fall under the category of the “12 Month Active VEOP” and retain an employer-employee relationship with the Carrier as of the cut-off date. Accordingly, these “12 Month Active VEOP” employees are eligible to vote as of the cut-off date of November 6, 2020 and will be added to the List for the purpose of calculating the showing of interest. **See Investigator Attachment D.**

The Carrier also confirmed through the First Weel Declaration and verified on the Carrier’s HRIS system that the remaining six (6) out of the 397 employees elected to take the TWU/IAM Contractual VEOP. This contractual VEOP comes with a lump sum payment and is completely different from the “12 month Active VEOP.” The “Lump Sum VEOP” employees irrevocably separated from the Company at the commencement of their VEOP and are considered retired or resigned. While they receive medical, dental, and vision coverage from the Carrier, the rates are paid at the same level of coverage administered through COBRA and completely distinguishable from the active rates that are received by the “12 month Active VEOP” employees. Because these “Lump Sum VEOP” employees commenced their VEOP prior to the cut-off date of November 6, 2020, they are not eligible to vote as of the cut-off date and will not be added to the List for the purpose of calculating the showing of interest. Accordingly, the following employees along with their retirement dates will **not** be added to the List:

**Wesley Adams (10/1/2020)**  
**Carlos Alban (10/1/2020)**  
**Antonio Hernandez (10/1/2020)**  
**Paul Striebich (10/26/2020)**  
**William Wages (10/1/2020)**  
**Jeffrey Wilson (10/1/2020)**

The First Weel Declaration and the Carrier’s HRIS system also confirmed that three (3) out of the 397 employees resigned or retired before the cut-off date. Accordingly, the following employees along with their dates of separation will **not** be added to the List:

**William Bradley (6/2/2020)**  
**Richard Salazar (5/6/2020)**  
**Ernest Houston (5/9/2020)**

One employee, **Steven Olsakovsky**, out of the 397 is already on the List under Entry number **#8732**. Based on the evidence provided by the Carrier through the First Weel declaration and confirmed in the Carrier's HRIS system, Mr. Olsakovsky is an active employee in PIT and holds the position of IAM Quality Assurance Auditor. Accordingly, **Steven Olsakovsky # 8732 will** remain on the List.

#### **16. Active Employees Excluded from the List**

The TWU/IAM Association challenged the exclusion of three active employees. The Carrier agrees and submitted the First Weel Declaration and confirmed through its HRIS system that **Clifford Walker (#1784 L3)** was terminated at the time the eligibility list was prepared. The termination was rescinded. Mr Walker was working in the craft or class as of the cut-off date and Mr. Walker has been returned to work. **Clifford Walker** will be added to the List.

The Carrier also confirmed through the First Weel Declaration and through its HRIS system that **Kamran Qaiser (#1341 L3) and Stephanie Jackson (# 803 L3)** belong on the List. Mr. Qaiser was added to the List pursuant to paragraph 11 above. **Stephanie Jackson**, Aviation Maintenance Planner, is currently on a leave of absence and will be added to the List.

#### **17. Employees Engaged in Lavatory Service**

The Board has consistently held that employees performing cabin cleaning and lavatory service for a preponderance of their work time are properly placed in the Mechanics and Related Employees craft or class. See *United Airlines Inc.*, 6 NMB 134, 141 (1977) (citing *Eastern Airlines*, 4 NMB 54, 63 (1965)). The Board also affirmed the inclusion of employees performing cabin cleaning and lavatory services in its decision in *American Airlines, Inc.*, 31 NMB 539, 548 (2004) involving these very same employees.

The TWU/IAM Association challenged the exclusion of the employees engaged in lavatory services. It submitted evidence in the form of declarations from numerous employees that fleet service employees regularly bid for positions in which lavatory service is the primary job responsibility. The employees who successfully bid for the lavatory service positions "spend their full work time, each working day, working on lavatory service." The TWU/IAM Association also provided bid sheets showing the successful bidders engaged in lavatory services.

The Carrier provided evidence via the First and Second Vaughn declarations as well as actual bid sheets for the time period that includes the cut-off date of November 6, 2020. The bid sheets also confirm the employees performing the function of lavatory services during the employees duty period.

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's ATL station during the bid period between September 28, 2020 through December 6, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Michael Baines Jr. #76 from List 3 (L3)**  
**David Colbert #312 L3**  
**William Mack #999 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services working in the craft or class of Mechanics and Related Employees in the Carrier's Boston station during the bid period of September 28, 2020 through November 8, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Raul Abreu #7L3**  
**Brad Barmash #97L 3**  
**Patrick Consolo Jr. #325 L3**  
**Michael Glynn #593L3**  
**Scott Mallette #1014L3**  
**Michael Odierno #1209L3**  
**Todd Snider #1574 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employee was engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's BWI station during the bid period commencing on August 8, 2020 to November 6, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Magliore Faraba # 486 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's DCA station during the bid period commencing on November 2, 2020 through April 5, 2021 and will be added to the List or the purpose of calculating the showing of interest:

**Ahmed Abu El Hawa #8 L3**  
**Maurice Gamble #550 L3**  
**Charles Gray Jr. #625 L3**  
**Sancio Shellman # 1532 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's DFW station during the bid period commencing on October 5, 2020 for Full-Time employees and October 19, 2020 for Part-Time employees through November 22, 2020 and these employees will be added to the List or the purpose of calculating the showing of interest:

**Steven Anderson # 51 L3**  
**D Bankston #88 L3**  
**John Bosco #174 L3**  
**Amrafel Brown # 203 L3**  
**C Butler #239 L3**  
**Amos Cooper #335 L3**  
**David Cox #348 L3**  
**Andrea Davis # 381 L3**  
**Kenneath Denman #398 L3**  
**Fred Droz # 433 L3**  
**Steven Frykholm #536L3**  
**Alexander Godley #594 L3**  
**Russell Godwin #596 L3**

**Steve McDonald #1068 L3**  
**Israel Mercado # 1100 L3**  
**Anthony Munoz #1164 L3**  
**Tim O'brien # 1204 L3**  
**Brian Onell #1219 L3**  
**Richard Paytonjian #1258 L3**  
**Bruce Phairis #1287 L3**  
**Jean Pierre-Toussaint#1297 L3**  
**Jeffrey Portell #1317 L3**  
**M Ramos #1365 L3**  
**Alberto Rivera-Davila #1408**  
**Afemui Saafi #1468 L3**  
**Joshua Sanchez Martinez #1487 L3**

**John Guerena # 646L3**  
**James Hamilton #681 L3**  
**Theodore Hickman #732 L3**  
**Avery Holt #755 L3**  
**Maurice Houze #764 L3**  
**Michael Huff #772 L3**  
**Mark Johnson #829 L3**  
**Leonard Jones #843 L3**  
**Victor Jones #848 L3**  
**Dion Lewis #950 L3**  
**William Maeder # 1003 L3**  
**T Manning #1018 L3**  
**Hausia Maulanga #1055 L3**  
**Philip McDaniel # 1067 L3**  
**Vincent Woods # 1829 L3**

**Eric Scott #1515 L3**  
**Terry Scruggs #1519 L3**  
**Charles Smith #1561 L3**  
**Wesley Smith #1571 L3**  
**Robert Velasquez #1724 L3**  
**Christian Vazquez #1721 L3**  
**David Vi #1732 L3**  
**Andrew Warren #1765 L3**  
**Frank Weast #1771 L#**  
**Donald Webb #1776 L3**  
**F. Webber iii #1777 L3**  
**Jeffrey Weeks #1778 L3**  
**Rashad White #1790 L3**  
**Ray Williams #1807 L3**  
**D Young # 1847 L3**

It is important to note that my ruling above does not distinguish between part-time employees and full-time employees. The evidence presented shows that regardless of whether the employee is full or part-time, the employee spent his/her full duty period engaged in the function of lavatory services. The evidence submitted by the Carrier and the TWU/IAM Association also confirm that the part-time employees work an identifiable schedule during the time period specified above and possess a regular employer-employee relationship with the Carrier.

AMFA argues that 15 employees were no longer performing lavatory services as of March 22, 2021, which was the effective date for the newly successful bidders at DFW. AMFA's evidence does not refute the evidence from the TWU/IAM Association and the Carrier that the 15 employees were performing lavatory services as of November 6, 2020. Instead AMFA's evidence shows that the 15 employees would be ineligible to vote in the event an election is authorized and would be handled as status changes by the Investigator.

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's LAS station during the bid period commencing on October 26, 2020 through December 6, 2020 and will be added to the List or the purpose of calculating the showing of interest:

**Colin Furugen #539 L3**  
**James Gulliford #653 L3**  
**Thomas Scott #1517 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's LAX station during the bid period commencing on October 12, 2020 through March 7, 2021 and will be added to the List or the purpose of calculating the showing of interest:

**Alvin Banks #86 L3**  
**Joepe Bersabe #140 L3**  
**Stephen Brounley #202 L3**  
**Eric Campos #251 L3**  
**Roberto Carpinteyro #263 L3**  
**Roger Clark # 302 L3**

**John Jackson #801 L3**  
**D Jenkins#815 L3**  
**K Martin #1039 L3**  
**Cindy Sanchez #1484 L3**  
**Daniel Sanchez #1485 L3**  
**Spyro Xykis # 1839 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's LGA station during the bid period commencing on November 2, 2020 through March 28, 2021 and will be added to the List or the purpose of calculating the showing of interest:

**Kevin King # 887 L3**  
**Christopher Quinones # 1347 L3**  
**Jesse Rosenthal # 1447 L3**  
**Danny Sabatini # 1470 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's MCO station during the bid period commencing on July 6, 2020 through November 6, 2020 and will be added to the List or the purpose of calculating the showing of interest:

**Peter Miller # 1117 L3**  
**Michael Walters # 1757 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's MIA station during the bid period commencing on June 27, 2020 through November 8, 2020 and will be added to the List or the purpose of calculating the showing of interest:

<b>Victor Acevedo#10 L3</b>	<b>Jeffrey Mateo # 1051 L3</b>
<b>Steven Bengston#131 L3</b>	<b>Todd McClintock # 1060 L3</b>
<b>Alberto Blanco # 156 L3</b>	<b>Yasiel Miranda Rocubert # 1123 L3</b>
<b>George Brown #205 L3</b>	<b>Diego Ordonez # 1223 L3</b>
<b>Ricardo Costa # 344 L3</b>	<b>Wilson Paez # 1240 L3</b>
<b>Sebastian Cuevas #361 L3</b>	<b>Eloy Perez #1276 L3</b>
<b>Oswaldo Farinas # 488 L3</b>	<b>John Perrone #1279 L3</b>
<b>Jorge Garcia #556 L3</b>	<b>Clifford Reeves# 1378 L3</b>
<b>Richard Gomez # 604 L3</b>	<b>Randy Ringer # 1398 L3</b>
<b>Kipling Graham #616 L3</b>	<b>Carmen Rivera #1402 L3</b>
<b>Jamal Hagos #669 L3</b>	<b>Juan Rivera # 1403 L3</b>
<b>Ramon Herrera# 729 L3</b>	<b>Rene Ruiz # 1463 L3</b>
<b>Ruben Ildelfonso # 787 L3</b>	<b>Sandy Sanchez #1486 L3</b>
<b>Jason Innis #791 L3</b>	<b>D Simmons #1544 L3</b>
<b>Joyce Kpodi #906 L3</b>	<b>Christopher Stephen #1601 L3</b>
<b>Albis Lorente Sr. #973 L3</b>	<b>Axel Velez # 1725 L3</b>
<b>Raymond Lugo #984 L3</b>	<b>Mervin Walker #1753 L3</b>
<b>Winner Marrero #1028 L3</b>	
<b>Sautia Masunu #1050 L3</b>	

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's ORD station during the bid period commencing on September 28, 2020 through November 6, 2020 and will be added to the List for the purpose of calculating the showing of interest:

<b>Lloyd Arango #59 L3</b>	<b>Darryl Owens #1234 L3</b>
<b>Anthony Bux #241 L3</b>	<b>Michael Paradise #1244 L3</b>

**Richard Johnson #830 L3**  
**Michael Miller #1116 L3**  
**L Mills Jackson #1122 L3**  
**Richard Ogierman #1214 L3**

**Raul Rubi #1458 L3**  
**George Skarlatos #1553 L3**  
**La Donna Stewart #1607 L3**  
**Posey Woods #1828 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's PHL station during the bid period commencing on October 5, 2020 through March 21, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Arthur Bouknight #180 L3**  
**Sakchai Bunyuen # 229 L3**  
**Vernon Clark #303 L3**  
**Shawn Cooley #334 L3**  
**Theresa Coston #345 L3**  
**Naomi Crump #358 L3**  
**Stephen Davis # 386 L3**  
**Karima Edwards # 455 L3**  
**Jonathan Fowlkes #525 L3**  
**Kyle Frierson # 534 L3**  
**Ashley Gallatin #547 L3**  
**Ikeia Glasgow # 588 L3**  
**Gregory Hall #678 L3**  
**Katherine Hutchinson # 782 L3**  
**James Jones #837 L3**

**Kendrick Jones #841 L3**  
**John Kovac # 905 L3**  
**Anthony Lawson # 938 L3**  
**John Luttrell #990 L3**  
**Clarence Martin #1035 L3**  
**Markieth Payne #1257 L3**  
**Abubakar Rajab #1356 L3**  
**Keith Robinson #1417 L3**  
**Getulio Saberon #1471 L3**  
**Derek Simmons #1545 L3**  
**David West # 1785 L3**  
**Kimberly Williams #1804 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's PHX station during the bid period commencing on August 10, 2020 through November 8, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Justin Bowers#184 L3**  
**Daniel Cannon #254 L3**  
**Michael Dutton #447 L3**  
**Stephen Eshelman #472 L3**  
**Ruben Guerrero #648 L3**  
**Bruce Herman # 723 L3**  
**Joshua Kelben #865 L3**

**Randal Konings # 899 L3**  
**David Poppen #1312 L3**  
**Michael Salsburg #1479L3**  
**Jay Sarmiento #1496 L3**  
**John Silvas # 1543 L3**  
**Mark Thompson #1666 L3**  
**Wade Walker#1754 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related Employees in the Carrier's SEA station during the bid period commencing on November 2, 2020 through March 29, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Daniel Gage # 541 L3**  
**Darrell McConnell #1061 L3**  
**David Medcalf # 1084 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of

Mechanics and Related Employees in the Carrier's SFO station during the bid period commencing on November 2, 2020 through January 3, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Zosimo Canta # 255 L3**  
**K. Heimull #713 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in lavatory services and working in the craft or class of Mechanics and Related employees in the Carrier's SJU station during the bid period commencing on November 2, 2020 through December 13, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Jose Diaz-Pujals # 409 L3**  
**Edwin Figueroa # 507 L3**  
**Gerardo lopez # 969 L3**  
**Jalil Rodriguez – Perez #1435 L3**

**Accordingly, all 187 employees identified above will be added to the List for the purpose of calculating the showing of interest.**

My rulings above take into consideration AMFA's arguments regarding the preponderance checks. Specifically, in its Response to Challenges and Objections, AMFA argued that the Investigator has not ordered a preponderance check nor have I set the parameters for a preponderance check. In this Ruling, I specifically find that signed declarations from employees and confirmation from the Carrier through the declarations of Managing Director of Labor Relations Lynn B. Vaughn regarding the specific functions performed by employees as of the cut-off date are more than sufficient to determine that the employees above are performing Mechanics and Related work as of the cut-off date for their entire duty period. My findings are consistent with the Board's 2004 determination in which it upheld the investigator's determination that a declaration from the Carrier's managing director of labor relations was adequate to establish that certain employees performed work in the craft or class. See *American Airlines*, 31 NMB 539, 583 (2004).

## **18. Employees Engaged in Fueling Functions**

It is well established Board precedent that the fueling function is included in the craft or class of Mechanics and Related Employees. See *United Airlines, Inc.*, 28 NMB 533 (2001); *United Airlines, Inc.*, 6 NMB 134, 135 (1977). Additionally, the Board included employees performing fueling functions in its calculation of the showing of interest in the 2004 case that involved these same group of employees. See *American Airlines Inc.*, 31 NMB at 547.

TWU/IAM challenged the exclusion of fuelers from the List and provided evidence via declarations from employees who regularly bid for fueler positions in which fueling is their primary job responsibility. The employees confirm that those who successfully bid for the fueling positions "typically spend their full work time, each working day, fueling heavy equipment or non- mobile equipment, as well as some mobile ground equipment." The employees confirm further that the work of the fueler positions "typically occupies their full shift every workday." The TWU/IAM Association also provided bid sheets and schedules that identified the employees who successfully bid for the fueling positions.

AMFA contends that the fueling function at the Carrier has been outsourced. However, the Carrier provided evidence in the form of the First and Second Vaughn Declarations as well as work schedules identifying the employees who performed the fueling function for the Carrier on a full-time basis.

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in fueling functions and working in the craft or class of Mechanics and Related Employees in the Carrier's LGA station during the bid period commencing on November 2, 2020 through March 28, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Aaron Barber #92 L3**  
**Ryan Bautista #114 L3**  
**Jimmy Calabrese # 245 L3**  
**Moacir Cunha # 362 L3**  
**E'sha Eastman #451 L3**

**John Gallimore # 548 L3**  
**Alberino Guerriero #649 L3**  
**Joel Howell # 766 L3**  
**Kevin Myvett # 1171**  
**Aguintino Pasquariello #1250 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in fueling functions and working in the craft or class of Mechanics and Related Employees in the Carrier's MCO station during the bid period commencing on November 2, 2020 through March 1, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Sonia Gonzalez # 611 L3**  
**Sergio Ortolaza #1229 L3**  
**Giovanny Wiscovith # 1819 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following employees were engaged in fueling functions and working in the craft or class of Mechanics and Related Employees in the Carrier's MIA station during the bid period commencing on November 2, 2020 through March 28, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Victor Alecchi # 27 L3**  
**Aniss Boussolo# 182 L3**  
**Jean Carnot # 262 L3**  
**Michael Mair # 1007 L3**  
**Danilo Porras # 1313 L3**  
**Carlos Preval jr. #1331 L3**

**Accordingly, all 19 fuelers identified above will be added to the List and will be counted for the purpose of calculating the showing of interest.**

## **19. Employees Engaged in Aircraft Movement**

The Board has long held that employees who perform the function of moving aircraft are included in the same craft or class as mechanics "in that they are engaged in a common function – the maintenance function." *United Airlines*, 6 NMB 134, 141 (1977) (citing *Eastern Airlines*, 4 NMB 54, 63 (1965)).

Article 6.J. of the TWU/IAM- American collective bargaining agreement (CBA) provides that:

1. At locations covered by this Section J and any other line maintenance location where the Company utilizes AMTs, when an out of service aircraft is in need of towing to an aircraft maintenance hangar or other non-terminal location for purposes of maintenance, such towing will be performed by AMTs, including brake riding and connecting ground power and ground start units at the hangar.
2. Any aircraft to be moved from the gate or terminal area to the hangar area or hangar hardstand, for aircraft maintenance purposes, shall have an AMT in the cockpit riding brakes, unless an AMT is unavailable.
3. All other towing, including brake riding, may be performed by any qualified Association member as directed by the Company.

At the largest of American's stations, including its hubs, Fleet Service Employees bid for and are awarded "Tow Team" positions. According to the Carrier, the Tow Team Members at those locations are dedicated on a full-time basis to functions relating to the repositioning of aircraft as well as the operation of tugs and tractors.

The TWU/IAM Association challenges the exclusion of Fleet Service Employees engaged in aircraft movement. It provided evidence in the form of declarations from Fleet Service Employees who regularly bid for and were awarded "Tow Team" positions. The employees state that they are "responsible for the movement of aircraft among and between gates, hangars, and other areas." The employees further state that employees who bid for Tow Team positions spend their shift working full time on the "ground movement of aircraft." The TWU/IAM Association also provided the bid sheets and the schedules of employees who successfully bid for the Tow Team positions.

The Carrier provided evidence through the First and Second Vaughn Declarations as well as the schedules containing names of employees who were awarded the Tow Team positions. The Vaughn declarations confirm the employees performing aircraft movement work for bid periods that include the cut-off date of November 6, 2020.

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's ATL station during the bid period commencing on September 28, 2020 through December 6, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Christopher Bowles # 185 L3**  
**Christopher Cole #314 L3**  
**Rodrigo Dommer # 422 L3**  
**Patrick Graham- Murphy # 617 L3**  
**Kalil James # 806 L3**  
**Aravon Johnson # 820 L3**  
**Daniel Jones # 833 L3**  
**Joshua Lott # 977 L3**  
**Dontavious Marks # 1025 L3**

**Danny Newkirk # 1181 L3**  
**James Newsome # 1183 L3**  
**Maximillian Pengelly #1268 L3**  
**Kenneth Rogers # 1437 L3**  
**Carlton Sapp #1494 L3**  
**Steven Starks # 1597 L3**  
**Fasika Tadese #1638 L3**  
**Austin Williams # 1799 L3**  
**Larry Youngblood Jr. # 1849**

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's BOS station during the bid period commencing on September 28, 2020 through November 8, 2020 and will be added to the List for

the purpose of calculating the showing of interest:

**Scott Accomando # 9 L3**  
**Jaime Anderson # 47 L3**  
**Leon Bailey # 74 L3**  
**Jhon Barthelmy # 103 L3**  
**Gabriel Botuo # 178 L3**  
**Damion Castro # 279 L3**  
**Michael Chase # 288 L3**  
**Christopher Cole # 313 L3**  
**Sebastian Cordova #339 L3**  
**Carlo Daniel #371 L3**  
**Daniel DeLa Cruz- Ramirez # 391 L3**  
**Michael Distefano # 416 L3**  
**Alan Dumont # 444 L3**  
**Oscar Florentino # 513 L3**

**Luis Garcia # 559 L3**  
**John Gratiano # 623 L3**  
**Richard Herrera #730 L3**  
**Jermaine Lewis # 951 L3 <sup>3</sup>**  
**Deborah Malgeri # 1012 L3**  
**Daniel Marshall # 1030 L3**  
**David Martineau #1043 L3**  
**Ernesto Martinez # 1044**  
**Jose Martinez #1047 L3**  
**Rainer Meissner #1090 L3**  
**Patrick Murphy#1167 L3**  
**Eugidio Pereira #1269**  
**Jean-Ashler Pierre-Toussaint # 1297 L3**  
**Pedro Quintero#1349 L3**

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's DCA station during the bid period commencing on November 2, 2020 through April 5, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Tonee Bell # 126 L3**  
**Lenworth Brown # 210 L3**  
**Gordon Burton #235 L3**  
**Marvin Cadet # 244 L3**  
**Clarence Corey # 340 L3**  
**Luciano da Costa #366 L3**  
**Rhod Desrosiers#401 L3**  
**Kenneth Kopp #902 L3**  
**Shaquan Lyons #995 L3**  
**Daniel Mammo # 1015 L3**  
**Cesar Medina # 1086 L3**  
**Marc Pugh # 1335 L3**  
**Barth Smith # 1559 L3**  
**Milton Tolver #1676 L3**  
**Da Zhawn Williams #1801 L3**

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of

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<sup>3</sup> Jermaine Lewis showed up twice on the TWU/IAM's declaration as performing both deicing and aircraft movement work. However, the Carrier confirmed through Exhibit B of the Second Vaughn declaration that Jermaine Lewis bid for and was awarded a position in Tow Team B for the bid period referenced above. AMFA disputes that Jermaine Lewis is performing either deicing or aircraft movement work and provided Exhibit AK as its evidence. Exhibit AK is a screenshot of Jermaine Lewis profile as of 5:40 pm on March 27, 2021 showing him performing ramp work as of March 27, 2021. Exhibit AK does not refute the Carrier's evidence showing the work that Jermaine Lewis actually performed as of November 6, 2020.

Mechanics and Related Employees in the Carrier's DFW station during the bid period commencing on October 5, 2020 through November 22, 2020 and will be added to the List for the purpose of calculating the showing of interest:

Michael Beagle #117 L3  
Kwasi Bediakoh #122 L3  
Thomas Behm # 124 L3  
Jeremy Bolyard # 170 L3  
W Brown #216 L3  
Charles Bruton #219 L3  
Manuel Caraballo # 258 L3  
Dierdra Carter #268 L3  
Edward Chatman #290 L3  
Troy Cole #315 L3  
Roseanna Crafton #353 L3  
Henry Eldridge #459 L3  
Nestor Flores #516 L3  
Keith Frost #535 L3  
Marco Garcia # 560 L3  
Christopher Glasser #590 L3  
Deidre Gulston Hurdle #654 L3  
Steven Haley # 676 L3  
William Harris #698 L3  
Daniel Hickman #731 L3  
Debra Hussey #780 L3  
Mark Johnson #828 L3  
Ala Kavakava #862 L3  
Robert Kiser #891 L3  
Paul Kohler #897 L3  
Jose Lopez #970 L3  
Angel Maldonado #1010 L3  
Todd Martin #1042L3

Michael Mccutcheon #1064 L3  
Howard Mills #1120 L3  
Lisa Moss # 1156 L3  
Jeffrey Orr # 1224 L3  
Paul Parrish #1248 L3  
Santiago Patroni #1251 L3  
Brenda Perry #1280 L3  
R Pugh #1336 L3  
David Raphael # 1369 L3  
Chester Reeder #1375 L3  
Antonio Rodriguez #1423 L3  
Jason Rowe #1456 L3  
Marvin Salerno #1475 L3  
Steve Seliski #1523 L3  
Randell Shastid #1529 L3  
Paul Sing #1550 L3  
Donald Singleton #1551 L3  
Trudy Stokes # 1611 L3  
Darren Talley #1641 L3  
Marvin Terry #1650 L3  
Edwin Thomas#1660 L3  
Chad Tracy #1682 L3  
Roger Turner #1694 L3  
Barton Williams #1800 L3  
Kelvin Wilson #1814 L3  
C Wingfield #1818 L3  
Michael Woelke #1821 L3  
Carol Young #1846 L3

Based on the evidence provided by both the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's LAX station during the bid period commencing on October 12, 2020 through March 7, 2021 and will be added to the List for the purpose of calculating the showing of interest:

Yohalmo Alvarado #37 L3  
Miguel Aquino # 57 L3  
Brian Basilescki #107 L3  
Timothy Brown # 215 L3  
Manuel Buensalida #228 L3  
Joshua Carlas #260 L3  
Kevin Casey # 272 L3  
Kenneth Chatmon #291 L3  
Diego Contreras #327 L3  
Richard De La Cruz # 390 L3  
Cedric Duckett #436 L3  
Jose Escobar Castro #471 L3  
Ernesto Farlas Jr. # 487 L3  
Verneisha Fletcher # 512 L3  
Dennis Garcia # 554 L3

Christopher Martin # 1034 L3  
Harold Millan # 1112 L3  
Edward Mills # 1119 L3  
Jose Moreno Mendoza # 1147 L3  
Milton Nunez # 1196 L3  
Erwin Jay Pacia # 1236 L3  
Anthony Paez #1239 L3  
Meichicedec Palacios #1241 L3  
Julio Perez # 1272 L3  
David Policarpo # 1306 L3  
Jonathan Ponafala # 1309 L3  
Julio Puga # 1334 L3  
Eduardo Quinoz1350  
Adan Ramos # 1360 L3  
Efren Ramos # 1363 L3

**Elizabeth Gomez Campos # 605 L3**  
**Alan Gonzalez # 608 L3**  
**Joshua Gonzalez # 610 L3**  
**Uriel Gonzalez# 612 L3**  
**Victoria Gutierrez # 664 L3**  
**Curtis Hairston # 671 L3**  
**Sargon Hajjar #672 L3**  
**Gordon Heath # 708 L3**  
**Raphi Kassab # 861 L3**  
**David Ladaverde Zelaya #921 L3**  
**Davion Larochester #929 L3**  
**Eric Lee # 941 L3**  
**Vincent Leota # 945 L3**  
**Joanne Lilley # 955 L3**  
**Ladazjha Love # 978 L3**  
**Vernon Maddox # 1001 L3**  
**Bradley Major #1009 L3**  
**Roberto Maravilla #1023 L3**

**Jose Ramos # 1364 L3**  
**Anthony Rivera #1401 L3**  
**Maurice Robinson #1419 L3**  
**Gabriel Ruelas # 1459 L3**  
**Alex Santana # 1491 L3**  
**Joshua Solomon # 1579 L3**  
**Miguel Suarez # 1624 L3**  
**Pedro Teran #1649 L3**  
**Tuamoheloa Tuuhetoka #1699 L3**  
**Petuliki Vaomotou#1715 L3**  
**Linda Ventura Leon #1728 L3**  
**Jose Villamar # 1734 L3**  
**Jamarea Wilson #1811 L3**  
**Donnell Woolfolk # 1832 L3**  
**Adrian Zarate #1854 L3**

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's MCO station during the bid period commencing on November 2, 2020 through March 1, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Pedro Barlucea # 96 L3**  
**Victor Fernandez # 503 L3**  
**Lisa Frazier # 529 L3**  
**Walter Gettys #574 L3**  
**Cleon Grant #621 L3**  
**James Muller #1160 L3**  
**Sanny Perez # 1275 L3**  
**Alvin Ramos #1361 L3**  
**Edwin Ramos #1362 L3**  
**Jack Reynolds # 1388 L3**  
**Ricardo Rodriguez #1432 L3**  
**Jerry Trychta #1689 L3**

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's PHL station during the bid period commencing on October 5, 2020 through March 21, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Edgardo Ascension# 65 L3**  
**Shamar Ballard # 84 L3**  
**Pakaye Bebossiki # 120 L3**  
**Carnell Bennett # 136 L3**  
**Jermaine Brown # 207 L3**  
**Richard Cellini # 281 L3**  
**James Everett # 480 L3**  
**Stephanie Finley # 508 L3**  
**Edward Giovengo # 586 L3**

**Gregory Park # 1246 L3**  
**Angelo Pettiford # 1283 L3**  
**Charles Phillips # 1290 L3**  
**Bruce Raneo # 1367 L3**  
**Brian Reeves #1377 L3**  
**William Smith #1573 L3**  
**Jeffrey Spurlock #1588 L3**  
**Dawn Switzer # 1636 L3**  
**Rashika Thomas # 1663 L3**

**Emanuel Hall # 677 L3**  
**Christopher Himmelwright # 741 L3**  
**George Izzi # 797 L3**  
**Ukenda Jennings # 818 L3**  
**David Jones #834 L3**  
**Michael Karpiak # 860 L3**  
**Roberto Lopez # 972 L3**  
**Khalief Miles # 1110 L3**

**Eric Thompson # 1664 L3**  
**Thomas Vernoy # 1729 L3**  
**Gary Washington # 1766 L3**

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's PHX station during the bid period commencing on August 10, 2020 through November 8, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Daryl Abraham # 4 L3**  
**Larry Bostwick # 176 L3**  
**Donald Carbonneau # 259 L3**  
**James Duckworth # 437 L3**  
**Leonel Estrada #476 L3**  
**Domony Gilbert #581 L3**  
**Ted Hoyle #769 L3**  
**Kenneth Kinared # 886 L3**  
**Ron Lutteneger #989 L3**  
**Gathon McGowan III #1070 L3**  
**Robert Muhammad # 1159 L3**  
**Mark Mundy # 1162 L3**  
**Barry Napoli # 1173 L3**  
**Roy Sayers # 1499 L3**  
**John Waidbillig # 1746 L3**  
**Gerard Zacchio # 1850 L3**

Based on the evidence provided by the TWU/IAM Association and the Carrier, I find the following Tow Team employees were engaged in aircraft movement and working in the craft or class of Mechanics and Related Employees in the Carrier's SFO station during the bid period commencing on November 2, 2020 through January 3, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Aisea Alusa # 36 L3**  
**Tomas Baluyut # 85 L3**  
**Wilbert Baptiste Jr. # 89 L3**  
**Leilani Behic # 123 L3**  
**Sarah Canalez # 252 L3**  
**Francisco Chavarria #292 L3**  
**Raffaele Gaglione # 542 L3**  
**Nathan Harms # 692 L3**  
**Saroun Kol # 898 L3**  
**Chris Chu Lin # 957 L3**  
**Rafael Martin # 1041 L3**  
**John Rao # 1368 L3**  
**Steve Takayoshi #1639 L3**

Accordingly, all 250 employees identified above will be added to the List for purposes of calculating the showing of interest.

AMFA argues that Tow Team employees “do not perform any maintenance whatsoever” and should not be added to the List. AMFA submitted what it refers to as “substantive evidence demonstrating the employees ineligibility to vote...” and provided numerous exhibits to support its position. Because the majority of AMFA’s evidence relied upon the incorrect standard, its evidence were ultimately disregarded by the Investigator. For example, AMFA submitted exhibit AG1 showing a list of 21 fleet service employees working in baggage operations. A review of Exhibit AG1 shows the screenshots of the employees positions/profiles dated 3/20/2021, 3/21/2021, 3/23/2021, and 3/25/2021. Not one of the screenshots in this exhibit is dated 11/6/2020 and cannot refute the evidence submitted by the TWU/IAM Association and the First and Second Vaughn Declarations. AMFA also submitted exhibit AG3 which purports to show that 18 fleet service employees were working in ramp operations. Again, the exhibit shows the bid sheets in the spring (dated March 8, 2021) and is not relevant for the purpose of determining the employees’ eligibility status as of the cut-off date. The same analysis applies to exhibit AG4 which was provided to show that 40 employees were working in ramp operations. Exhibit AG4 is not dated and therefore not probative. AMFA submitted Exhibit AH as substantive evidence to show that Lisa Moss was working in cargo operations. Exhibit AH shows the employee profile of Ms. Moss at 4:01 pm on 3/21/2021 and does not show Ms. Moss’ status on November 6, 2020. AMFA submitted Exhibit AJ to show that eight (8) fleet service employees were not working in the cities and stations as alleged by the TWU/IAM Association. A review of Exhibit AJ shows the screenshots of the employees dated 3/21/2021 and 3/25/2021 and not a single one shows where the employee was working on November 6, 2020. Thus, AMFA’s exhibits were not relevant for determining the employees’ status as of the cut-off date and they failed to refute the evidence submitted by the TWU/IAM Association and the Carrier.

## **20. Employees Engaged in Deicing**

The most workable and consistently relied upon definition of the Mechanics and Related Employees craft or class includes “ground service personnel who perform work...washing and cleaning the exterior of aircraft.” *United Airlines*, 6 NMB 134, 135 (1977). Deicing, which involves the cleaning of ice and related debris from aircraft exterior to allow for safe operations falls into this category.

The TWU/IAM Association challenged the exclusion of at least 126 employees who performed work on the Carrier’s deicing operations. The TWU/IAM Association provided declarations from employees who regularly bid for deicing positions. The declarations from the employees state that the deicing positions are “full-time positions with responsibility to clean frozen contamination off of aircraft using special deicing equipment and fluids.” The employees declare further that those who successfully bid for deicing positions typically “spend the full time work time, each working day, working on the deicing operation.” The TWU/IAM Association also provided bid sheets showing the successful bidders of the deicing positions and their schedules.

The First Vaughn Declaration asserts that the CBA between American and the TWU/IAM Fleet Association provides that in five locations- BOS, DCA, JFK, LGA, and ORD- deicing functions are to be performed by Fleet Service Employees who bid for and are awarded positions devoted exclusively to deicing. In other locations, fleet service employees perform deicing functions only sporadically and spend most of their time on other ramp duties.

In its first response, the Carrier responded that “no fleet service employees predominately performed deicing duties in the 60 days before the representation application was filed.” Based on the Carrier’s response, the Investigator requested additional information and the Carrier provided supplemental evidence that clarified its initial response. Specifically, the Carrier submitted the Second Vaughn Declaration confirming the various employees who performed deicing work in BOS, DCA, LGA, ORD, and STL. The Carrier also provided the schedules of the

employees who performed deicing work.

Based on the evidence provided by the TWU/IAM Association and the supplemental evidence provided by the Carrier, I find the following employees were engaged in deicing work exclusively and working in the craft or class of Mechanics and Related Employees in the Carrier's BOS station during the bid period commencing on September 28, 2020 through November 8, 2020 and will be added to the List for the purpose of calculating the showing of interest:

<b>Zachary Achab #11 L3</b>	<b>Kevin Montalvo # 1136 L3</b>
<b>Dalton Allen # 30 L3</b>	<b>Hector Montes # 1137 L3</b>
<b>Glen Anderson # 46 L3</b>	<b>Giuseppe Napolitano # 1174 L3</b>
<b>Erin Bryan # 220 L3</b>	<b>Kelvin Nyangena # 1197 L3</b>
<b>Rafael Burgos # 231 L3</b>	<b>Michael Odierno # 1210 L3</b>
<b>Maria Diaz # 406 L3</b>	<b>Denzel Patterson # 1252 L3</b>
<b>Mark Fallavoliita #484 L3</b>	<b>Jose Perez # 1271 L3</b>
<b>Henry Galvao # 549 L3</b>	<b>Alejo Pichardo # 1293 L3</b>
<b>Cristian Gonzalez # 609 L3</b>	<b>John Pineiro # 1300 L3</b>
<b>Jose Gutierrez # 662 L3</b>	<b>Anthony Porras – Sinitave # 1315 L3</b>
<b>Lisbeth Hernandez-Reyes # 728 L3</b>	<b>John Paul Quinn #1346</b>
<b>Robin Jarvis # 812 L3</b>	<b>Jesus Rey # #1385 L3</b>
<b>William Jordan Jr. #850 L3</b>	<b>Jeffrey Riley # 1396 L3</b>
<b>Yuliana Juarez # 855 L3</b>	<b>Matthew Robichaud # 1414 L3</b>
<b>Robert Kenney # 876 L3</b>	<b>Brian Shaughnessy # 1530 L3</b>
<b>Oscar Lopez # 971 L3</b>	<b>Mario Silva #1541 L3</b>
<b>Daniel Lowney # 981 L3</b>	<b>Belyneh Tesfaye # 1651 L3</b>
<b>Mark Manfra # 1016 L3</b>	<b>Jean Thomas #1662 L3</b>
<b>James McKenna # 1075 L3</b>	<b>William Tracchia #1681 L3</b>
<b>Franklin Medina # 1087 L3</b>	<b>Raul Umana #1702 L3</b>
<b>Eric Miller # 1113 L3</b>	

Based on the evidence provided by the TWU/IAM Association and the supplemental evidence provided by the Carrier, I find the following employees were engaged in deicing work exclusively and working in the craft or class of Mechanics and Related Employees in the Carrier's DCA station during the bid period commencing on November 2, 2020 through April 5, 2021 and will be added to the List for the purpose of calculating the showing of interest:

<b>Julissa Bernardez # 141 L3</b>	<b>Emilee Knapp # 895 L3</b>
<b>Tanina Bivins # 148 L3</b>	<b>Carlos Lugo Baltodano #985 L3</b>
<b>Hedrick Boles # 169</b>	<b>Dontre Marshall #1031 L3</b>
<b>David Borrer # 173 L3</b>	<b>Ryan Mckoy # 1076 L3</b>
<b>David Brooks # 200 L3</b>	<b>Davon Mobley # 1127 L3</b>
<b>Finees Contreras # 328 L3</b>	<b>Jean Pelanne # 1263 L3</b>
<b>James Douglas # 428 L3</b>	<b>Dwayne Pope # 1311 L3</b>
<b>Genesis Felton # 499 L3</b>	<b>Lakeyhsa Salmon # 1478 L3</b>
<b>Valerie Francies # 527 L3</b>	<b>Bruce Sanders Jr. 1488 L3</b>
<b>Aaron Gross # 643 L3</b>	<b>Jevaughn Stroman # 1620 L3</b>
<b>Jamel Harris # 695 L3</b>	<b>Alejandro Tamariz # 1642 L3</b>
<b>Jonathan Hawkins # 706 L3</b>	<b>Anthony Tucker # 1690 L3</b>
<b>Tiffaine Hemsley # 717 L3</b>	<b>Angela Valladares #1713 L3</b>
<b>Alexander Iwekuba # 796 L3</b>	<b>Kertus Wiley # 1795 L3</b>
<b>Stephan Jenkins # 817 L3</b>	<b>Matthew Williams # 1806 L3</b>
<b>Morris Kellam Sr. #866 L3</b>	<b>Danny Zeleke # 1856 L3</b>

Based on the evidence provided by both the TWU/IAM Association and the supplemental evidence provided by the Carrier, I find the following employees were engaged in deicing work exclusively and working in the craft or class of Mechanics and Related Employees in the Carrier's LGA station during the bid period commencing on November 2, 2020 through March 28, 2021 and will be added to the List for the purpose of calculating the showing of interest:

**Richard Botch #177 L3**  
**Herbert Brown IV #217 L3**  
**John Buckley # 224 L3**  
**George Davis # 383 L3**  
**Shem Escalona # 469 L3**  
**Victor Gaudell # 569 L3**  
**Andrea Greenidge # 635 L3**  
**Leslie Greenidge # 636 L3**  
**Allan Gutierrez # 659 L3**  
**Christopher Hanover # 687 L3**  
**Marcos Hernandez #727 L3**  
**Ian Johnson # 826 L3**  
**Richard Jose Ovalles #852 L3**  
**Dwayne Joseph # 853 L3**  
**Eric Mahara # 1004 L3**

**Carlos Medina # 1085 L3**  
**Mauricio Moreno#1146 L3**  
**Peter O'brien # 1203 L3**  
**Andrew Post # 1321 L3**  
**Eduard Rafaelov # 1353 L3**  
**Mohinder Ramnarine #1358 L3**  
**Gaetano Rizzi # 1411 L3**  
**Raymond Rodriguez #1430 L3**  
**Joseph Rota # 1451 L3**  
**Reinaldo Ruiz # 1462 L3**  
**Carlos Samayoa # 1481 L3**  
**Serafin Serrano # 1524 L3**  
**Terrence Tanner # 1643 L3**  
**Saidy Vargas-Turbi # 1717 L3**  
**Jeff Zerner # 1857 L3**

Based on the evidence provided by both the TWU/IAM Association and the supplemental evidence provided by the Carrier, I find the following employees were engaged in deicing work exclusively and working in the craft or class of Mechanics and Related Employees in the Carrier's ORD station during the bid period commencing on September 28, 2020 through November 8, 2020 and will be added to the List for the purpose of calculating the showing of interest:

**Frank Edwards # 454 L3**  
**Daniel Foresman # 520 L3**  
**Linda Gaines # 543 L3**  
**Joseph Garcia # 557 L3**  
**Sergio Gutierrez # 663 L3**  
**Linda Harris # 697 L3**  
**Paul Hujar #776 L3**  
**Brian Johnson # 821 L3**  
**Theresa Kizer # 893 L3**  
**David Lopez # 968 L3**  
**Gerard Obrzut #1205 L3**  
**John Pecenka # 1260 L3**  
**Charles Roeske # 1436 L3**  
**Kenisha Russell-Hoskin #1464 L3**

Based on the information submitted by the Carrier via the supplemental declarations and evidence from Lynn Vaughn declaration, the bid periods for the deicing work in STL commenced on September 28, 2020 and ended on November 2, 2020. Because the bid period ended before the cut-off date of November 6, 2020, there is insufficient evidence to conclude that the STL employees listed on Exhibit F of the Pantoja Declaration were working in the craft or class of Mechanics and Related employees. Moreover, STL is not one of the locations recognized under the CBA where Fleet Service Employees can bid and be awarded a position that is devoted exclusively to deicing. Accordingly, the STL employees will not be added to the List for the purpose of calculating the showing of interest.

**Based on the above, all 117 employees in BOS, DCA, LGA and ORD will be added to the List for the purpose of calculating the showing of interest.**

AMFA argues that the evidence provided by the TWU/IAM Association does not establish the preponderance of work requirement. AMFA also argued that “[b]idding for deicing in the months leading up to and including November 6 is **not** the standard of eligibility under the NMB’s rules.” AMFA argues further and quotes the standard for voting under the NMB rules and even added “(Emphasis supplied)” after its quote. As already noted in several portions of this ruling, however, the Board’s long standing policy standard when calculating the showing of interest is working in the craft or class as of the cut-off date, which in this case is November 6, 2020. AMFA’s position is supported by evidence that is not relevant for determining the employees’ status as of the cut-off date. For example, AMFA argued that two employees (Segio Gutierrez and Gaetano Rizzi) are working in different cities and stations as alleged by the TWU/IAM Association and therefore “cannot be performing the work they are alleged to be doing at the location they are alleged to be doing it.” AMFA submitted Exhibit AL1 as its substantive evidence. A review of Exhibit AL1 shows the profiles for both employees as of 3:05 pm and 3:08 pm on **3/21/2021**. Again, such evidence is not relevant for determining the status of the employees as of the cut-off date and cannot refute the evidence submitted by the TWU/IAM Association and the Carrier.

AMFA argues further that fleet service employees can be reassigned to other functions at management’s discretion regardless of the position that the employees bid into on any given bid period. That argument would have more weight if the reassignment was focused on a future date. In this case, the cut-off date has already occurred and AMFA’s argument does not refute the declarations from the employees and the Managing Director of Labor Relations regarding the specific functions performed by the employees as of the cut-off date.

## **DENIED CHALLENGES AND OBJECTIONS**

### **Employees on Leave of Absence**

TWU/IAM Association challenges the exclusion of **158** employees who are on an authorized leave of absence. The Carrier’s HRIS system and the First Weel declaration show that none of the 158 individuals were on authorized leave of absence. The Weel Declaration under Exhibits I and J show that of the 158 employees, 118 employees have voluntarily retired or resigned; 21 are deceased, and 10 were terminated.

According to the Carrier’s HRIS system and the First Weel declaration, the remaining nine (9) employees were working for the Carrier in management positions. In response to the Investigator’s information request, the Carrier provided the Second Weel declaration, and position descriptions and duties of **Husam Abdelrahman, Michael Alix, Raul Diaz, Leoga Fofung, Wilson, Green Jr, Tera Odell, Dimiris Platis, Kevin Underwood, and Genaro Vargas Santamaria**. The evidence submitted by the Carrier established that these employees have the authority to dismiss and/or discipline employees or to effectively recommend the same, the authority to supervise, and the authority to authorize and grant overtime. Accordingly, I find that the nine employees are management officials and will not be added to the List for the purpose of calculating the showing of interest.

### **AMFA’S ALLEGATION THAT A PROVISION OF THE CBA INTERFERES WITH ITS RIGHT TO COLLECT AUTHORIZATION CARDS AND AFFECT AMFA’S CHANCES IN AN ELECTION**

In its April 22, 2021 Reply, AMFA argued that the Carrier and the TWU/IAM Association negotiated a provision in the CBA that adversely impacts its rights in organizing and ultimately winning an election in this case. The CBA provision under Article 29 Benefits, Section K was agreed to by the Carrier and the TWU/IAM Association and was ratified by the members of the TWU/IAM Association in March 2020. The CBA provision gave the Carrier the right to modify the existing Legacy US Airways Medical Plan in the

event the TWU/IAM Association loses the ability to represent the Mechanics and Related employees craft or class.

The Board does not have jurisdiction over what the parties negotiate in their CBAs as well as what the members ratify once a CBA has been reached. Even if the Board had jurisdiction regarding this issue, it is important to note that while AMFA's initial position statement raised this issue on November 30, 2020, AMFA failed to incorporate this issue in its March 15, 2021 Challenges and Objections. My February 26, 2021 Letter clearly and unambiguously directed the TWU/IAM Association and AMFA to file challenges to the List or objections with regard to any other matters by 4 p.m., ET, on March 15, 2021. Furthermore, my letter directed both Organizations to incorporate by reference any previously-filed challenges, objections, and supporting data. AMFA failed to incorporate this issue in its March 15, 2021 filing and failed to provide any data or evidence to support its objection. Accordingly, AMFA's objection to the CBA provision agreed upon by the Carrier and the TWU/IAM Association and ratified by its members, is, therefore, denied.

### **Number of Potential Eligible Voters**

**There were 13, 211 (less duplicate entries) Potential Eligible Voters on the List originally submitted by the Carrier on December 4, 2020. I am deleting 13 employees and adding 1205 employees as a result of my eligibility Ruling. Accordingly, the number of eligible voters in this case as of the cut-off date is 14,403.**

Sincerely,

A handwritten signature in blue ink that reads "Josie Bautista". The signature is written in a cursive style.

Josie G. M. Bautista  
Investigator

INVESTIGATOR ATTACHMENT A

Last Name	First Name	EEID	Job Title	Duty Station
Allwright	David	174385	Flight Simulator Engineer	DFW
Alonso	Jorge	342703	Flight Simulator Engineer	DFW
Angelici	Charles	147487	Flight Simulator Engineer	CLT
Attaway	Michael	238176	Flight Simulator Engineer	DFW
Barton	Dale	620532	Flight Simulator Development Engineer	DFW
Beard	Steven	673950	Flight Simulator Engineer	DFW
Bixel	Stephanie	548985	Flight Simulator Development Engineer	DFW
Black	Michael	73917	Technical Coordinator	DFW
Boggs	Leonard	310965	Flight Simulator Engineer	DFW
Boulware	Curtis	73915	Flight Simulator Development Engineer	DFW
Chatham	Kenneth	174256	Technical Coordinator	DFW
Chaves	Humberto	556670	Flight Simulator Engineer	CLT
Clark	Findlay	568970	Flight Simulator Engineer	CLT
Cook	David	174388	Technical Coordinator	DFW
Cox	Daniel	77169	Flight Simulator Engineer	DFW
Crews	Bryan	254021	Flight Simulator Engineer	DFW
Dadabbo	Craig	555607	Flight Simulator Engineer	CLT
Daniel	Michael	518310	Flight Simulator Engineer	DFW
Dawson	Timothy	174387	Flight Simulator Engineer	DFW
Dean	Cody	77667	Flight Simulator Engineer	CLT
Doroshenk	William	803803	Flight Simulator Engineer	CLT
Drahms	Gregor	517577	Flight Simulator Engineer	DFW
Drexler	Jerry	310482	Technical Coordinator	CLT
Dumm	Gerald	108826	Flight Simulator Engineer	CLT
Dumm	Joshua	99326	Flight Simulator Engineer	CLT
Essex	Warren	775003	Flight Simulator Engineer	DFW
Everhart	Fonda	174698	Flight Simulator Engineer	DFW
Fantz	William	548759	Flight Simulator Engineer	DFW
Felarca	Keneddie	549142	Technical Coordinator	DFW
Fernandez	Ignacio	173109	Flight Simulator Engineer	DFW
Fesperman	Mark	765160	Flight Simulator Engineer	CLT
Fowler	Brian	99592	Flight Simulator Engineer	DFW
Gonzales	Joseph	174314	Flight Simulator Engineer	DFW
Grambush	Michael	548640	Flight Simulator Engineer	DFW
Griffin	Charles	310812	Flight Simulator Engineer	DFW
Griffin	James	174221	Flight Simulator Engineer	DFW
Gunde	Philip	382079	Flight Simulator Engineer	CLT
Halcomb	James	141254	Flight Simulator Engineer	DFW
Hammack	James	765777	Flight Simulator Engineer	DFW
Harpster	Bruce	765444	Flight Simulator Engineer	DFW
Hebert	Donald	753697	Flight Simulator Engineer	DFW
Heenan	Evan	762612	Technical Coordinator	CLT
Hendrix	J	119426	Flight Simulator Engineer	DFW

INVESTIGATOR ATTACHMENT A

Higgins Jr	Melvan	683227	Flight Simulator Engineer	DFW
Hodges	David	174413	Flight Simulator Engineer	DFW
Honsinger	Michael	461566	Flight Simulator Engineer	DFW
Huff	Scott	517431	Flight Simulator Engineer	DFW
Humphrey	Philip	517467	Flight Simulator Engineer	DFW
Huynh	Chinh	759421	Flight Simulator Engineer	DFW
Ilko	Stephen	399071	Flight Simulator Engineer	CLT
Jackson	James	801933	Flight Simulator Engineer	DFW
Jacobs	James	523653	Flight Simulator Engineer	CLT
Jarinko	David	86749	Flight Simulator Engineer	DFW
Johnson	Frank	101080	Flight Simulator Engineer	CLT
Johnstone	David	548800	Flight Simulator Engineer	DFW
Jones	Janet	342480	Flight Simulator Engineer	DFW
Kelly	Kevin	341971	Flight Simulator Engineer	DFW
Kendle	Tom	25329	Flight Simulator Engineer	DFW
Kezar	Thomas	189887	Flight Simulator Engineer	CLT
Kreck	Robert	551845	Flight Simulator Development Engineer	CLT
Larocca	Michael	802174	Flight Simulator Engineer	CLT
Lavelly	Douglas	406353	Flight Simulator Development Engineer	DFW
Lenhart	Robert	552920	Flight Simulator Engineer	CLT
Lichon	John	439571	Flight Simulator Engineer	DFW
Longacre	Jeffrey	548641	Flight Simulator Engineer	DFW
lowe	andrew	239009	Flight Simulator Engineer	DFW
Loya	David	194959	Flight Simulator Engineer	CLT
Maples	Kelly	99388	Flight Simulator Engineer	DFW
Martin	David	363072	Flight Simulator Engineer	CLT
Martin	John	457936	Flight Simulator Engineer	DFW
Matthews	Jabari	202671	Flight Simulator Engineer	DFW
Mendez	Matthew	203380	Flight Simulator Engineer	DFW
Mendoza	Candido	528072	Flight Simulator Development Engineer	CLT
Meston	Richard	426103	Flight Simulator Engineer	DFW
Miller	Gregory	311097	Flight Simulator Engineer	DFW
Mole	Jose	756035	Flight Simulator Engineer	DFW
Moore	Craig	433727	Flight Simulator Engineer	CLT
Morones	Gerardo	310717	Flight Simulator Engineer	DFW
Newell	Dennis	317993	Flight Simulator Engineer	CLT
Newkirk	Byron	475041	Flight Simulator Engineer	CLT
Newman	Gary	366054	Technical Coordinator	CLT
Nguyen	Hieu	202530	Flight Simulator Engineer	DFW
O'donnell	John	504488	Flight Simulator Engineer	DFW
Oconnor	Patrick	174405	Flight Simulator Engineer	DFW
Olson	Eric	342371	Flight Simulator Engineer	DFW
Ortiz	Pablo	239035	Flight Simulator Engineer	DFW
Palmer	James	340544	Flight Simulator Engineer	DFW
Pendergrass	Deborah	549427	Flight Simulator Engineer	DFW
Pendergrass	Michael	141423	Flight Simulator Engineer	DFW

INVESTIGATOR ATTACHMENT A

Pressley	Johannes	765115	Flight Simulator Engineer	CLT
Raybon	Jonathan	757756	Technical Coordinator	DFW
Rewinkel	Linda	597419	Flight Simulator Engineer	DFW
Richards	John	690064	Flight Simulator Development Engineer	DFW
Rivera	Alexander	248702	Flight Simulator Engineer	CLT
Rivera	Moises	81581	Flight Simulator Engineer	CLT
Rodriguez	Jerry	174331	Flight Simulator Engineer	DFW
Romero	Andres	203382	Flight Simulator Engineer	DFW
Rowden	Jeffrey	415092	Flight Simulator Engineer	DFW
Ruth	Dora	73918	Flight Simulator Engineer	DFW
Schindler	Robert	757757	Flight Simulator Engineer	DFW
Schmidling	Jeffery	517465	Flight Simulator Engineer	DFW
Schock	Todd	549014	Flight Simulator Engineer	DFW
Sevuktekin	Keven	630418	Flight Simulator Engineer	DFW
Shull	Robert	652635	Flight Simulator Engineer	DFW
Slay	Michael	591538	Flight Simulator Engineer	CLT
Smith	Michael	549202	Flight Simulator Engineer	DFW
Stanley	Martin	310833	Flight Simulator Engineer	DFW
Stork	Kelly	419787	Flight Simulator Engineer	CLT
Suarez-Brown	Federico	239037	Flight Simulator Engineer	DFW
Sutherland	John	399474	Flight Simulator Engineer	DFW
Thao	Seree	802175	Flight Simulator Engineer	CLT
Thao	Sue	750689	Flight Simulator Engineer	DFW
Thao	Yia	801063	Flight Simulator Engineer	CLT
Thomas	Chad	239034	Flight Simulator Engineer	DFW
Thornhill	Cheryl	73876	Flight Simulator Engineer	DFW
Tran	Tony	753674	Flight Simulator Engineer	DFW
Tucker	Kenneth	124710	Flight Simulator Engineer	DFW
Underwood li	James	353121	Flight Simulator Engineer	CLT
Urrutia	Alex	239950	Flight Simulator Engineer	DFW
Vaden	Robert	342482	Flight Simulator Engineer	DFW
Vaughn	Christopher	624053	Flight Simulator Engineer	DFW
Waggoner	Derek	99761	Flight Simulator Engineer	DFW
Walton	Nicholas	806750	Flight Simulator Development Engineer	DFW
Warbritton	James	110798	Flight Simulator Engineer	DFW
Weathers	David	777262	Flight Simulator Engineer	CLT
West	Tremayne	802222	Flight Simulator Engineer	CLT
Wolfe	Darryl	499541	Flight Simulator Development Engineer	CLT
Worley Jr	Jethro	81593	Flight Simulator Engineer	CLT
Yaksich	Greg	310678	Flight Simulator Engineer	DFW
Yoest	Leslie	411005	Flight Simulator Development Engineer	CLT

## INVESTIGATOR ATTACHMENT B

<b>NAME</b>	<b>EMPLOYEE ID</b>
Abas, Atif	212462
Anderson, Shawn	356378
Ayele, Dachew	801595
Barry, Tim	258437
Burdick, Michael	87580
Cook, James	462684
Gallagher, Andrew	535613
Gallardo, Omar	630475
Garza, Paul	17234
Gentry, Tiffany	657647
Griffin, Kim	180579
Grimes, Greg	147157
Haiducek, Mark	303558
Irvin, Bobby	541087
Kemper, Ivan	340385
King Robbie	367937
Koons, Kenneth	494175
Lorenzi, Matthew	138128
Padilla, Gerardo	63570
Rodriguez, Damian	628031
Scheffler, John	188361
Shaikh, Shajid	561232
Slater, Steven	558081
Vollmer, Paul	773585
Weaver, Gregory	189458
Wright, Chad	169186
Ziba, Sean	340638

INVESTIGATOR'S ATTACHMENT C – FURLOUGHED EMPLOYEES

Last Name	First Name	EEID	Classification	Station	Work Status	Event Reason Description	Event Date	Job Title
Adkins	David	340810	AMT	AFW	Inactive	Inv Furlough	2/1/2016	Conversion Job Code - CC Av Mtc Tch / CC Mtc / CC Mtc/Gnd
Adolph	Robert	600252	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Anderson	Darrel	589871	Mech - Dual	HOU, IAH	Inactive	Inv Furlough	12/29/2012	Conversion Job Code - Mec Plant Mtc / Facilities Mtc
Ansu	Edward	653844	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Arnold	Robert	666087	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Cleaner DOT
Baby	Sabu	642846	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Cleaner DOT
Barker	Richard	341091	OSM	AFW	Inactive	Inv Furlough	2/1/2013	Conversion Job Code - Ovrl Sup Mec
Blakeney	Donna	181765	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Cleaner DOT
Borgman	Anthony	627645	Mech - Dual	MSP	Inactive	Inv Furlough	12/1/2012	Conversion Job Code - Mec Plant Mtc / Facilities Mtc
Breithaupt	P	106909	Mech - Auto, Dual	AFW, SEA	Inactive	Inv Furlough	12/17/2012	Conversion Job Code - Mec Plant Mtc / Facilities Mtc
Brisby	Jason	568021	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Buckley	Gary	154596	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Carroll	Patrick	509496	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Carter	Bradley	685158	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Counts Jr	Harvey	154	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Cox	L	341126	OSM	AFW	Inactive	Inv Furlough	12/14/2012	Conversion Job Code - Ovrl Sup Mec
Creecy	Cody	600487	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Dant	Gary	318144	AMT	AFW	Inactive	Inv Furlough	2/1/2016	Conversion Job Code - Av Mtc Tch / Mechanic
Davis	Randle	341197	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Dematteis	John	642809	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Dungey	Adrian	634182	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Faz	Osbaldo	642895	AMT	DWH	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Grannis	Andrew	600467	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Grizzle	William	589517	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Gutierrez	Jimmy	540676	OSM	AFW	Inactive	Inv Furlough	10/6/2016	Conversion Job Code - Fleet Svc Clk
Hall	Gregory	673955	Mech - Fac	MCIE	Inactive	Inv Furlough	9/25/2010	Conversion Job Code - Mec Plant Mtc / Facilities Mtc
Harris	Joseph	666617	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Cleaner DOT
Howell	Robert	665958	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Cleaner DOT
Jenkins	Michael	357539	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Johnson	Charles	115614	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Jones	Kenneth	340817	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Jones	Scott	340990	OSM	AFW	Inactive	Inv Furlough	1/28/2013	Conversion Job Code - Ovrl Sup Mec
Joseph	Joy	609314	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Lau	Jeremy	540868	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Leslie	Patrick	573670	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Maddox	Stenton	340534	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Mccoy	Michael	178498	Mech - Fac	HDQ	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Melanson	James	653079	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Michael	Dennis	341200	OSM	AFW	Inactive	Inv Furlough	2/1/2013	Conversion Job Code - Ovrl Sup Mec
Miller	Walter	341076	OSM	AFW	Inactive	Inv Furlough	12/14/2012	Conversion Job Code - Ovrl Sup Mec
Morello	Salvatore	551663	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic
Morris	Dustin	643841	CLEANER	AFW	Inactive	Inv Furlough	12/5/2012	Conversion Job Code - Cleaner DOT
Neal	Jacob	642813	CLEANER	AFW	Inactive	Inv Furlough	12/14/2012	Conversion Job Code - Aircraft Clnr
Nieves	Hugo	308117	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Ninness	Brian	684779	AMT	AFW	Inactive	Inv Furlough	12/1/2012	Conversion Job Code - Av Mtc Tch / Mechanic
O'Brien	Larry	154756	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Padden Jr	Ronald	605445	INSP	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Inspector
Paresky	Kenneth	642814	CLEANER	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Parrack	Sean	653129	OSM	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Place	Keith	443816	UPP	RDU	Inactive	Inv Furlough	3/13/2010	Conversion Job Code - Mec Plant Mtc / Facilities Mtc
Pulotu	Sonatane	142206	Mech - Dual	SAN	Inactive	Inv Furlough	11/17/2012	Conversion Job Code - Utility Person
Puthiampurathu	Punnoose	609356	Mech - Fac	STL	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Rodriguez	Sergio	642815	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Aircraft Clnr
Romero Jr	Jerry	341049	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Ovrl Sup Mec
Roosz	Robert	340804	AMT	AFW	Inactive	Inv Furlough	12/15/2012	Conversion Job Code - Av Mtc Tch / Mechanic



INVESTIGATOR ATTACHMENT D

Name	AAID	Location1	Position Title	Effective Start Date	Voluntary Program
Victoria Corbin	000792	PIT-SSHB	IAM Planner	6/1/2020	Pd VEOP - Salary Continuance
Charles Heiser	000949	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Richard Blaty	010976	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Roger Sohn	012573	DFW-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
William Mcguire	012776	DFW-SV02	C19 TWU Maintenance Control Technician	6/27/2020	Pd VEOP - Salary Continuance
Rommie Lamb	013946	ATL-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
James Mooney	015597	JFK-TRML	C19 TWU CC GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
James Duha	021008	ORD-HGR1	C19 TWU Aviation Maintenance Technician	4/21/2020	Pd VEOP - Salary Continuance
Martin Aggus	023895	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
John Besgrove	024347	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Danie Hurlbert	024353	TUL-MNTC	C19 TWU Inspector	5/16/2020	Pd VEOP - Salary Continuance
Charles Stone	025030	TUL-MNTC	C19 TWU CC AMT/Mechanic Avionics	4/18/2020	Pd VEOP - Salary Continuance
Havah Wesley Gordon	025198	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Stephen Gildersleeve	038423	LAX-HGR1	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
David Gilbert	046363	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Kenneth Houser	046443	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
John Galantowicz	048672	CLT-TRNG	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
John Spears	054373	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Jeffrey Bentz	054524	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Edward Hoch Jr	054536	AUS-TRML	C19 TWU CC AMT/Mechanic Avionics	5/9/2020	Pd VEOP - Salary Continuance
David Anderson	054541	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Donald Budy	055042	DEN-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Kent Wahlgren	056733	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
James Mcdaniel	068480	MIA-TRML	C19 TWU CC GSE/Facilities	4/18/2020	Pd VEOP - Salary Continuance
John Wayne	073272	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Jerry Allen	073464	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Kevin Young	073899	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Donald Dillman	074639	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Stephen Scaramuzzo	074994	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
J French	081993	DFW-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Ronald Colyer	082526	DFW-TRML	C19 TWU CC GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
Edgardo Ramon	083864	SJU-TRML	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
John Boucher	087344	TUL-MNTC	C19 TWU Inspector	5/30/2020	Pd VEOP - Salary Continuance
Antonio Gomez	087431	MIA-TRML	C19 TWU CC GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
William James	087598	SEA-TRML	C19 TWU CC AMT/Mechanic Avionics	4/25/2020	Pd VEOP - Salary Continuance
Richard Ketchum	087674	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Robert Telles	087681	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Robert Middlestead	087807	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/9/2020	Pd VEOP - Salary Continuance

INVESTIGATOR ATTACHMENT D

Roger Willcutt	088895	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Scott Litster	091278	AUS-TRML	C19 TWU Aviation Maintenance Technician	5/16/2020	Pd VEOP - Salary Continuance
Kenneth Cox	091628	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Edward Bergeron	091698	TUL-MNTC	C19 TWU TCC AMT/Avionics	4/25/2020	Pd VEOP - Salary Continuance
John Suarez	091747	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Ron Gideon	091796	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
David Brenneman	092855	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Douglas Burnett	100064	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Thomas Ivak	100416	PIT-HGR5	IAM Maintenance Planner	4/20/2020	Pd VEOP - Salary Continuance
Charles Mayhew	100483	LAX-HGR1	C19 IAM CC Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Gregory Riley	100837	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Michael Keim	101043	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Joseph Quidone	101496	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Douglas Tucker	101508	CLT-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Keith Faulkner	102109	PHX-HGR1	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Bruce Engblom	103393	CLT-HGR1	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Raymond Kijowski	103985	CLT-HGR1	C19 IAM CC Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Paula Sharzer	105408	PHX-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
A Polzin Jr	106941	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Jerome Cupec	108729	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Hyung Choe	109544	LAX-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Terry Motes	109792	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
William Schmitt	111316	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
James Oakes	111491	TUL-MNTC	C19 TWU Aviation Maintenance Technician	5/9/2020	Pd VEOP - Salary Continuance
K Murray	111523	TUL-MNTC	C19 TWU TCC AMT/Avionics	4/18/2020	Pd VEOP - Salary Continuance
David Klepal	113008	AUS-TRML	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Troy Goodhile	113387	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Ronald Mason	114578	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Dominic Dadabbo	115617	CLT-TRNG	Flight Simulator Engineer	4/20/2020	Pd VEOP - Salary Continuance
Rickey Simmons	115862	CLT-HGR1	C19 IAM Inspector	4/20/2020	Pd VEOP - Salary Continuance
David MCGarry	116676	MCO-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Paul Reichenberger	120062	DFW-TRML	C19 TWU TCC Facilities	4/25/2020	Pd VEOP - Salary Continuance
G Garbe	121030	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Thomas Bayly	122632	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Gustavo Martinez	127095	LAX-STRS	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
William Lilieholm Iii	127298	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Douglas Simon	127328	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Rickey Tuter	127473	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Mahmud Mahdi	127675	SAT-TRML	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance

INVESTIGATOR ATTACHMENT D

Don Ratliff	127708	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
David Mikles	127821	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Scott Hughes	127827	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Pericles Gutang	128019	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Allen Raff	130723	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
John Dunn	131727	DFW-TRML	C19 TWU CC GSE/Facilities	4/25/2020	Pd VEOP - Salary Continuance
Joseph Torres	132566	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/9/2020	Pd VEOP - Salary Continuance
Michael Zapko	133383	PIT-HGR3	IAM Aviation Maintenance Technician	5/11/2020	Pd VEOP - Salary Continuance
Gary Dishler	134645	PIT-HGR5	C19 IAM Inspector	6/1/2020	Pd VEOP - Salary Continuance
Charles Adkins	136357	CLT-HGR1	C19 IAM Inspector	4/20/2020	Pd VEOP - Salary Continuance
Wayne Gassman	137823	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Larry Swimmer	137959	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Daniel Burosh	138042	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Kenneth Lup	142397	PHL-TGR7	C19 IAM Maintenance Mechanic GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
Dennis Kruse	142561	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Willie Inman	142566	DFW-TRML	C19 TWU Maintenance Mechanic	4/20/2020	Pd VEOP - Salary Continuance
John Papadogiannakis	143097	DCA-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Cesar Sanes	143366	SJU-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
John Potter	146915	ORD-TRML	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Leon Hutson	151020	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Brian Rowe	151138	BOS-TRML	C19 IAM CC Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Martin Tyrrell	151769	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Yakov Goldman	151893	PHX-TRML	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Charles Speer	153891	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Theodore Adamski	155243	MCO-CCSC	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Jose Rosa	155664	SJU-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Leslie Whaley	157076	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
William Turnow	158519	DCA-HG12	C19 IAM CC Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Si Nguyen	158572	LAX-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Carlos Descalzi	158847	PHX-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Robert Batts	158922	DFW-HGR5	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Michael Gardner	159125	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Steven Wheeler	160836	PHX-TRML	IAM Aviation Maintenance Technician	5/11/2020	Pd VEOP - Salary Continuance
Michael Nethery	164379	MCO-CCSC	IAM Aviation Maintenance Technician	5/11/2020	Pd VEOP - Salary Continuance
Robert Baumeister	164621	PHL-TGR7	C19 IAM Inspector	5/4/2020	Pd VEOP - Salary Continuance
Thomas Marshall	164831	ORD-TRML	C19 TWU Maintenance Mechanic	4/20/2020	Pd VEOP - Salary Continuance
George Beaudoin	165136	DFW-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Vincent Rossi	165138	DFW-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
John Tran	166040	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance

INVESTIGATOR ATTACHMENT D

Ernest Corsi	166263	PIT-HGR5	IAM Cleaner	4/20/2020	Pd VEOP - Salary Continuance
Tesfaye Habtewolde	166925	DCA-HG12	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Christopher May	168984	DFW-HGR3	C19 TWU TCC AMT/Avionics	4/18/2020	Pd VEOP - Salary Continuance
Richard Pavlakovic	169148	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Andrew Johnson	169149	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Alan Neuendorf	169215	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Richard Carter	169237	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Elizabeth Postava	172731	PIT-SSHB	IAM Planner	4/27/2020	Pd VEOP - Salary Continuance
Jeffrey Ollinick	174011	EWR-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Thomas Fico	174013	EWR-TRML	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Darrell Monie	176582	CLT-TRNG	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
William Czyzewicz	177651	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Robert Reiland	178068	PIT-HGR5	C19 IAM Inspector	4/20/2020	Pd VEOP - Salary Continuance
Boyd Baugess	179298	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Jim Greene	180066	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Robert Ross	180177	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Phillip Grayson	180371	TUL-TRML	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Kim Griffin	180579	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Gary Pruitt	180589	TUL-MNTC	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
William Cook	181313	CLT-HGR1	C19 IAM Inspector	4/20/2020	Pd VEOP - Salary Continuance
Robert Hogan	182308	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Leroy Brown	183797	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
John Coan	187015	PHX-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Steven Gilsdorf	187372	LAX-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
George Brandt	188518	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Rolando Ordonez	188900	PIT-HGR5	C19 IAM Inspector	6/1/2020	Pd VEOP - Salary Continuance
Anthony Munoz	189082	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Michael Dzialdowski	189117	PIT-HGR5	C19 IAM Inspector	5/11/2020	Pd VEOP - Salary Continuance
Paul Trimbach	189145	PHX-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Steve Loyd	189640	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Patrick D'andrea	190469	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Santo Amodeo	191095	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Alvin Williams	191327	TPA-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Christopher Przyborowski	197210	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Anthony Campana	197468	SJU-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Cary Oganeke	300020	ORD-TRML	C19 TWU Maintenance Mechanic	5/2/2020	Pd VEOP - Salary Continuance
Frank Offenbacher	300040	ORD-HGR1	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Robert Guerrini	300105	ORD-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Hue Nguyen	303273	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance

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Tony Hillerman	303432	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Harold Bland	303835	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Richard Jones	303925	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Michael Ridings	305503	CLT-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Kurt Glatte	306409	CLT-TRNG	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Alan Donahoo	310562	LAS-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Steven Daroszewski	310613	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Mitchell Monroe	317879	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/9/2020	Pd VEOP - Salary Continuance
Thomas Merhout	318000	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Michael Cort	318071	ATL-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Steven Kennedy	318253	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
John Vella	318257	TUL-MNTC	C19 TWU CC AMT/Mechanic Avionics	4/18/2020	Pd VEOP - Salary Continuance
Ted Barney	318550	DEN-TRML	C19 TWU CC AMT/Mechanic Avionics	4/18/2020	Pd VEOP - Salary Continuance
Jimmy Morales	320617	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Paul Defina	320923	MIA-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Martin Miles	324986	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Homer Arnold	325531	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Clifford Pierre	325679	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
George Golletz	325907	MCO-CCSC	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Moses Rivera	326422	SAN-TRML	TWU Cleaner	4/20/2020	Pd VEOP - Salary Continuance
Thomas Boyd	328791	TUL-MNTC	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Ronald Anguas	329403	MIA-TRML	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Wayne Genung	333873	CLT-TRML	C19 IAM CC Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Julian Garcia	334629	MIA-TRML	C19 TWU TCC Facilities	4/18/2020	Pd VEOP - Salary Continuance
Donald Matuszak	334631	MIA-TRML	C19 TWU CC GSE/Facilities	4/18/2020	Pd VEOP - Salary Continuance
Brian Cappello	336467	BOS-TRML	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Joseph Connolly	338923	TPA-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Kenneth Oravec	340436	TPA-TRML	C19 TWU Maintenance Mechanic	5/2/2020	Pd VEOP - Salary Continuance
Bozena Janku	340575	DFW-HGR5	TWU Overhaul Support Mechanic	5/2/2020	Pd VEOP - Salary Continuance
Michael Krivanek	340892	DFW-HGR5	TWU Overhaul Support Mechanic	5/2/2020	Pd VEOP - Salary Continuance
Robert Allgeier	341345	TPA-TRML	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Donald Pugliese	341761	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Robert Gruner	344097	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Thomas Marr	349864	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
John Hill Jr	351870	CLT-HGR1	C19 IAM Inspector	4/20/2020	Pd VEOP - Salary Continuance
Joseph Justice	352581	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/16/2020	Pd VEOP - Salary Continuance
Stephen Arnold	353654	CLT-CRGO	C19 IAM Maintenance Mechanic GSE/Facilities	4/27/2020	Pd VEOP - Salary Continuance
Chris Shetterly	354395	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Harold Lay	356402	DCA-HG12	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance

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Johnnie Kinnel	364627	PHL-TGR7	C19 IAM Maintenance Mechanic GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
David Hardy	366287	BOS-TRML	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Daniel Vagnetti	367873	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
John Black	370182	PIT-HGR3	IAM Maintenance Training Specialist	6/1/2020	Pd VEOP - Salary Continuance
Daniel Eskridge	370463	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Leland Monroe	372344	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Stephen Thompson	372454	CLT-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Mark Holbrooks	373625	CLT-TRNG	IAM Cleaner	4/20/2020	Pd VEOP - Salary Continuance
Gregory Brown	374509	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Joseph Haffely	374784	PIT-HGR5	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Zenon Budzyn	375267	DFW-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Michael Martin	375986	CLT-HGR1	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
David Johnson	376028	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Juan Barturen	376255	MIA-TRML	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Jose Ruiz	376329	SJU-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Michael Zagorski	378333	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Charles Rollins	386099	PHX-HGR1	C19 IAM Maintenance Mechanic GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
Michael Gardner	387505	CLT-HGR1	C19 IAM Inspector	6/1/2020	Pd VEOP - Salary Continuance
Angel Cabrera	387951	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Michael Evans	390199	CLT-TRNG	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Lannie Mills	390939	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Madjid Salhi	393710	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Barry Eaves Jr	395955	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Linda Lantzy	396983	PIT-HGR5	IAM Maintenance Planner	4/20/2020	Pd VEOP - Salary Continuance
Bryan Oxenfeld	399025	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Thomas Berggren	400443	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Jay Roberts	400696	MCO-CCSC	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Keith Hutton	401384	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Richard Quigley	404342	PHX-TRML	IAM Aviation Maintenance Technician	5/11/2020	Pd VEOP - Salary Continuance
Ronald Hirkala	406256	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Stan Potoczny	408592	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Roy Sheaks	410198	PHX-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Mario Mendez	415422	CLT-CRGO	C19 IAM Maintenance Mechanic GSE/Facilities	4/27/2020	Pd VEOP - Salary Continuance
Ignacio Reyes	419891	LAX-HGR1	C19 IAM CC Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
James Strickland	419959	PHX-HGR1	C19 IAM Inspector	4/27/2020	Pd VEOP - Salary Continuance
Jack Wainio	420521	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Terry Abrahamson	420576	CLT-HGR1	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
James Barry	422038	LAX-HGR1	C19 IAM Inspector	6/1/2020	Pd VEOP - Salary Continuance
Paul Indrihovic	422383	PIT-HGR5	IAM Cleaner	4/20/2020	Pd VEOP - Salary Continuance

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Wesley Smith	424523	LAX-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
John Nordham	425508	MCO-CCSC	C19 IAM CC Aviation Maintenance Technician	6/22/2020	Pd VEOP - Salary Continuance
Glen Baumgartner	428718	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Richard Chmell	428911	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
George Everhart	430387	CLT-HGR1	IAM Maintenance Planner	4/20/2020	Pd VEOP - Salary Continuance
John Harvey	430449	ORD-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Mark Kiernan	433415	DFW-SV02	C19 IAM Maintenance Control Technician	6/1/2020	Pd VEOP - Salary Continuance
Randy Hosenfeld	440141	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Mark Bianucci	443528	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Sidney Hemenway	444485	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
John Rittenhouse	451356	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Steven Graybill	456056	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Michael Smith	456131	LAX-HGR1	C19 TWU Inspector	5/30/2020	Pd VEOP - Salary Continuance
Larry Williams	456152	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Mario Godoy	456670	LAX-STRS	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Mario Bejarano	456866	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Carlos Moro	460775	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Edward Stucker	462110	PHL-TGR7	C19 IAM CC Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Elizabeth Parsons	462792	TUL-MNTC	TWU Overhaul Support Mechanic	5/2/2020	Pd VEOP - Salary Continuance
Peter Benedikt	463850	PHX-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Kelly Walker	467730	CLT-HGR1	IAM Planner	4/20/2020	Pd VEOP - Salary Continuance
Ronald Broze	468076	PIT-HGR5	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Dennis Schaeffer	470891	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Charles Smith	470986	PHL-TGR7	C19 IAM Maintenance Mechanic GSE/Facilities	4/20/2020	Pd VEOP - Salary Continuance
Wayne Hendricks	472358	CLT-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Donald Medalis	474257	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Ronald Clarke	475169	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Frank Malewicz	475239	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
David Brown	482403	TUL-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Cleta Maples	482657	TUL-MNTC	IAM Maintenance Planner	4/20/2020	Pd VEOP - Salary Continuance
Leon Eschbach	482985	TUL-MNTC	TWU Overhaul Support Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Robin Miskell	483100	TUL-MNTC	TWU Overhaul Support Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Joseph Ragusa	485704	PHX-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Patricia Powell	486329	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Marielena Abramson	486571	SFO-TRML	C19 TWU CC AMT/Mechanic Avionics	4/25/2020	Pd VEOP - Salary Continuance
Daniel Cuevas	494716	MIA-TRML	TWU Maintenance Support Person	4/25/2020	Pd VEOP - Salary Continuance
Mark Guerin	495070	MIA-TRML	C19 TWU Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
David Sweigart	497830	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Jeff Thornborough	498199	ORD-HGR1	IAM Maintenance Training Specialist	5/25/2020	Pd VEOP - Salary Continuance

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Dale Drexler	501331	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Robert Vines	502194	TPA-TRML	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Richard Dalton	502238	CLT-HGR1	C19 IAM CC Aviation Maintenance Technician	6/1/2020	Pd VEOP - Salary Continuance
James Jaszcar	502589	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Walter Oneill	507406	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Paul Posluszny	507566	DFW-SV02	C19 IAM Maintenance Control Technician	4/13/2020	Pd VEOP - Salary Continuance
Paul Skowronski	508620	PHX-HGR1	C19 IAM Inspector	5/18/2020	Pd VEOP - Salary Continuance
Michael Burnette	509174	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Garry Hill	509354	TUL-MNTC	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Keith Macdonald	514464	BOS-TRML	C19 IAM Inspector	5/4/2020	Pd VEOP - Salary Continuance
Louis Reyor	515352	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Fred Heath Jr	517217	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Richard Kunkel	523672	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Gary Majetic	526740	PIT-HGR5	C19 IAM Inspector	6/1/2020	Pd VEOP - Salary Continuance
David Cruz	526752	PHX-TRML	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Mark Colavincenzo	528930	PIT-SSHB	IAM Planner	7/20/2020	Pd VEOP - Salary Continuance
Charles Sawyer	528940	BOS-TRML	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
William Carmin	529074	MCO-CCSC	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Michael Gates	529357	PIT-HGR3	C19 IAM CC Aviation Maintenance Technician	5/11/2020	Pd VEOP - Salary Continuance
Dennis Luiszer	531686	PHL-TGR7	IAM Aviation Maintenance Technician	5/4/2020	Pd VEOP - Salary Continuance
Dennis Snyder	532313	PIT-HGR3	C19 IAM Inspector	6/1/2020	Pd VEOP - Salary Continuance
William Osteen	536507	TUL-MNTC	TWU Overhaul Support Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Robert Knoedel	537720	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
John Degroff Jr	537746	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
William Clingenpeel	537847	PIT-HGR5	IAM Cleaner	4/20/2020	Pd VEOP - Salary Continuance
David Elwell	537935	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Thomas Lattanzio	538478	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Rodrigo Garcia	538836	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Keith Melville	539059	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
David Eldrenkamp	539136	CLT-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Daniel Quinn	540348	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Allan Hare	540617	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
William Quist	541071	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Curtis Lyons	541118	TUL-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Vernon Smith	541241	TUL-MNTC	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
William Owen	542969	PHX-TRML	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Margaret Mcgrail	542994	PIT-HGR5	IAM Maintenance Planner	4/20/2020	Pd VEOP - Salary Continuance
John Farrow	543364	DFW-SV02	C19 IAM Maintenance Control Technician	4/13/2020	Pd VEOP - Salary Continuance
William Dugan	543689	PIT-HGR3	IAM Technical Documents Specialist	6/1/2020	Pd VEOP - Salary Continuance

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Donald Daubert	543790	PHX-TRML	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
David Donahue	543936	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Dennis Meyer	544112	TPA-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Xua Nguyen	544217	LAX-HGR1	C19 IAM Inspector	5/4/2020	Pd VEOP - Salary Continuance
Thomas Belmont	544292	PHL-TGR7	IAM Aviation Maintenance Technician	5/11/2020	Pd VEOP - Salary Continuance
Alvin Butler	548836	DFW-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Robert Volkmar	551503	CLT-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Richard Chernick	557209	DFW-SV02	C19 TWU Maintenance Control Technician	4/11/2020	Pd VEOP - Salary Continuance
John Murphy	561266	PHX-TRML	C19 IAM CC Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
William Large	562446	CLT-CRGO	C19 IAM CC GSE/Facilities	4/27/2020	Pd VEOP - Salary Continuance
Steven Marriott	562483	CLT-HGR1	IAM Aviation Maintenance Technician	4/27/2020	Pd VEOP - Salary Continuance
Miguel Mendez	566611	SFO-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Valentin Quintana	566625	LAX-HGR1	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
James Mcmillan	567311	DFW-HGR5	C19 TWU Aviation Maintenance Technician	5/9/2020	Pd VEOP - Salary Continuance
Stephen Fischer	568433	CLT-HGR1	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Gary Labans	569248	PIT-HGR5	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Tony Cambos	572468	TPA-TRML	IAM Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Dennis Brayboy	574321	CLT-HGR1	IAM Cleaner	4/20/2020	Pd VEOP - Salary Continuance
Jesus Diez	580280	LAX-HGR1	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
George Bletsch	589599	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Loretta Vella	590989	TUL-MNTC	TWU Overhaul Support Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Donnie Spurlock	591205	TUL-MNTC	TWU Maintenance Support Person	4/18/2020	Pd VEOP - Salary Continuance
William Stanford	591448	TUL-MNTC	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
John Robinson	599761	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Fred Sanozky	606530	LGA-HGR3	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Jack Boyd	612572	TUL-MNTC	TWU Maintenance Support Person	5/9/2020	Pd VEOP - Salary Continuance
Vincent Williams	612674	TUL-MNTC	IAM Maintenance Planner	4/20/2020	Pd VEOP - Salary Continuance
Gene Merritt	620509	DFW-SV03	Flight Simulator Engineer	4/27/2020	Pd VEOP - Salary Continuance
Joseph Tebo	629690	STL-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Robert Menderski	630083	STL-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Tony Chargois	655154	DFW-TRML	C19 TWU Maintenance Mechanic	4/20/2020	Pd VEOP - Salary Continuance
Marion Gray	661060	TPA-TRML	C19 TWU CC AMT/Mechanic Avionics	4/18/2020	Pd VEOP - Salary Continuance
Frederick Elliott	670155	MIA-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
William Bayer	672234	LAX-STRS	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Lawrence Kavanagh	672242	STL-TRML	C19 TWU Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
John Ryan Jr	672546	LAX-STRS	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
David Huerter	672602	TUL-MNTC	C19 TWU CC GSE/Facilities	4/18/2020	Pd VEOP - Salary Continuance
Robert Junker	672918	LGA-HGR3	C19 TWU CC AMT/Mechanic Avionics	5/2/2020	Pd VEOP - Salary Continuance
Charles Lanza	673273	STL-TRML	C19 TWU TCC AMT/Avionics	4/25/2020	Pd VEOP - Salary Continuance

INVESTIGATOR ATTACHMENT D

William Mitchell	673347	STL-TRML	C19 TWU Aviation Maintenance Technician	4/25/2020	Pd VEOP - Salary Continuance
Thuan Nguyen	673352	STL-TRML	C19 TWU Maintenance Mechanic	5/2/2020	Pd VEOP - Salary Continuance
Franklin Perez	673427	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Godfrey Scott	673442	MIA-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Gary Pearia	673531	STL-TRML	C19 TWU Aviation Maintenance Technician	4/20/2020	Pd VEOP - Salary Continuance
Rodney Henry	673684	STL-TRML	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Richard Guptill	673785	TUL-MNTC	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Michael Gianessi	673821	TUL-TRML	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Douglas Dow	673919	DFW-HGR3	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Robert Mollenberg	673930	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
Kevin Welsh	683326	DCA-TRML	C19 TWU CC AMT/Mechanic Avionics	4/25/2020	Pd VEOP - Salary Continuance
Victor Ochoa	683359	DFW-HGR5	C19 TWU Aviation Maintenance Technician	4/18/2020	Pd VEOP - Salary Continuance
nicholas argyrou	683360	JFK-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Antonio Garcia	683383	LAX-HGR1	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Dennis Phillips	683384	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/9/2020	Pd VEOP - Salary Continuance
Bennie Wynn	683393	DFW-HGR3	C19 TWU Aviation Maintenance Technician	5/16/2020	Pd VEOP - Salary Continuance
William Robinson	683919	ORD-HGR1	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Kevin Hales Sr.	683935	STL-TRML	C19 TWU CC AMT/Mechanic Avionics	4/25/2020	Pd VEOP - Salary Continuance
Joseph Caso	684278	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Vincent Bove	684286	JFK-MNTC	C19 TWU Aviation Maintenance Technician	5/2/2020	Pd VEOP - Salary Continuance
Ronald Hodgkinson	689994	DFW-TRML	C19 TWU Maintenance Mechanic	4/25/2020	Pd VEOP - Salary Continuance
Freddy Lorenzo	691523	MIA-TRML	C19 TWU Maintenance Mechanic	4/18/2020	Pd VEOP - Salary Continuance
Daniel Morgan	073893	DFW-SV05	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
A Jones	077125	DFW-SV03	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Mark Stephens	077205	DFW-SV03	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Leroy Brazzel	086853	DFW-SV03	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Arthur Whaley	174674	DFW-SV03	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Gregory Williams	318809	CLT-TRNG	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
David Wise	438544	PHL-TGR7	IAM Maintenance Training Specialist	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Aubrey Thornton	494031	CLT-TRNG	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Rancey Son	517466	DFW-SV03	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Matthew Reeder	517634	DFW-SV03	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Russell Holland	523783	CLT-TRNG	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP

Jan Lyon	523824	CLT-TRNG	Simulator Engineer Aide	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Joseph Strayer	565002	CLT-TRNG	Flight Simulator Engineer	9/28/2020	Union 50% Pay 10+ Yr Seniority VEOP
Nelson Santiago	200393	JFK-MNTC	TWU Aviation Maintenance Technician (2 Lic)	9/28/2020	Union No Pay < 10 Yrs Seniority VEOP
Joshua Lorenzo Simonetti	236915	DFW-TRML	IAM Maintenance Planner	9/28/2020	Union No Pay < 10 Yrs Seniority VEOP