TRANSPORT WORKERS UNION
OF AMERICA, AFL-CIO
AIR TRANSPORT LOCAL 556

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TWU Local 556 Executive Board
Executive Board Session
February12, 13, 14, 2013
Synopsis

<u>Tuesday – February 12, 2013</u>

Stacy Martin called the Meeting to order at 1505.

TWU Local 556 Executive Board Members in attendance were: Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Addie Crisp, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Chris Click led the Board in the Pledge of Allegiance.

Chris Click led the Board in the TWU International Membership Pledge.

Jannah Dalak presented the January 2013 Executive Board Working Minutes for review.

The Executive Board reviewed the January 2013 Executive Board Working Minutes.

Jannah Dalak presented the January 2013 Executive Board Attendance Report.

The Executive Board reviewed the January 2013 Executive Board Attendance Report.

Chris Click ***made a motion #1*** to approve the January 2013 Attendance Report. Chris Sullivan ***seconded*** the motion. The motion ***carried.***

Jannah Dalak presented the January 2013 Executive Board Roll Call Voting Report.

The Executive Board reviewed the January 2013 Executive Board Roll Call Voting Report.

John DiPippa ***made a motion #2*** to approve the January 2013 Roll Call Voting Report. Valerie Boy ***seconded*** the motion. The motion ***carried.***

President Stacy Martin presented the President's Report.

Stacy Martin reports that for the month of January he met with the Strategic Advisor and the Negotiating Team on January 5 and January 7, 2012. Stacy Martin has kept the Executive Board briefed on the status of the Arbitration regarding Article XV Section 10 between TWU Local 556, TWU International and Southwest Airlines. The arbitration took place on January 31, 2013. Stacy continued *communication with the Scheduling Committee with the direction and the performance of its duties. Stacy has been meeting weekly with the Grievance Chairs and Grievance Team along with Jannah Dalak (Local 556 Office Manager). Throughout the month Stacy has met with Andy Plagens (TWU Local 556 Auditor) about TWU Local 556 finances in regards to control procedures and overall structure of Union Pulls. Stacy has conferred with Legal Counsel regarding the same procedures and Union Pulls. Stacy also attended a Step 2 meeting with a Grievant. Stacy reports he has coordinated with Chris Click on Known Crew Member and the Aviation Safety Action Programs. Additionally, Stacy had coordinated with the Health Chair Michele Moore about her duties. Stacy has been in contact with Eileen Rodriquez regarding her position in Critical Incident and Stress Management (CISM) Procedures. Stacy Martin attended the Labor Summit on January 24, 2013. Stacy and Dean Walker attended the quarterly earnings meeting at Southwest Airlines Headquarters. Stacy has coordinated with Shop Steward Chairs Valerie Boy, Stacey Vavakas and Lucy White-Lehman in regards to the Shop Steward Committee. Stacy has met with Robin Brewer and Dean Walker regarding publications and electronic media. Stacy attended Executive Boards during the second week of January.*

Recording Secretary Jannah Dalak presented the Office Manager Report.

Jannah reported the following statistics for the month of January:

Sick Days	*33*
Vacation Days	*34*
Recurrent Training Days	*0*
Jury Duty Days	*0*
Bereavement Days	*0*

In addition to managing the office, Jannah reported that she programmed the phone weekly for Emergency Officer On-Call, Weekend On-Call, scheduled the remaining weekends for Weekend On-Call and attended the monthly Board Meeting as the Recording Secretary. Jannah reports that one Grievance Team Member has returned to line. On January 8, Jannah attended the Phoenix Unity Day with Valerie Boy Houston Domicile Executive Board Member, John DiPippa Phoenix Domicile Executive Board Member, Chris Sullivan Denver Domicile Executive Board Member, Matt Hettich Oakland Domicile Executive Board Member and Tina Coffee Board Member at Large. Jannah would like to thank all the Flight Attendants, Shop Stewards and Negotiators that attended the Phoenix Unity Day. On January 14, Jannah participated in the Grievance Review Committee with Grievance Chairs Lyn Montgomery, Becky Parker, 2nd Vice President Dawn Wann and Houston Domicile Executive Board Member Valerie Boy. On January 22 Jannah Dalak and Jerry Lindemann participated in the New Hire Class 262 presentation for three Supervisors. On January 23 Jannah attended the Harris County CLC Meeting and was sworn in as a Harris County CLC (Central Labor Council) Delegate. Jannah reports that on Friday, January 25, 1st Vice President Chris Click, Orlando Domicile Executive Board Member Jimmy West and Jannah visited the AirTran Orlando Lounge with Alison Head, President of AFA-CWA MEC/LEC 57 and Travis Bruce Vice President of AFA-CWA MEC/LEC 57. On Saturday, January 26, Chris Click and Jannah Dalak visited the AirTran Atlanta Lounge with Alison Head, Travis Bruce and AirTran Grievance Chair Steven Grimaldi. On January 31, Jannah Dalak, Jerry Lindemann, Executive Grievance Chair Lyn Montgomery and Communications Co-Chair Dean Walker participated in the New Hire Class 263 presentation. During the month of January, Jannah also participated in the Shop Steward Conference Call and assisted with several Step 2 Meetings.

Board Member at Large Rob Riddell presented the Board Member at Large Report. No written report was submitted.

Baltimore Domicile Board Member Stacey Vavakas presented the Baltimore Domicile Report.

Stacey reports that she spent several days in the lounge and had meetings with Management as to the issues within the base. Stacey also updated the Union Red Rack, the glass case, and handed out all Union materials. Stacey also attended several Fact-Finding Meetings and continues to train the Baltimore Shop Stewards.

Dallas Domicile Board Member Karen Amos presented the Dallas Domicile Report.

Karen reported the Dallas Base has experienced an increase in Attendance Meetings. There have been a few other issues in the Base. Dallas Flight Attendant Sonya Ramirez stepped up to facilitate a Valentines bake sale and the proceeds will go to "Feeding America". Feeding America was chosen as the beneficiary of the proceeds from the sale as there are many American families that are unable to put food on the table. The Flight Attendants wanted to reach out and help our own. Karen would like to thank all those that have stepped up to help with this project. Karen sat Weekend On-Call four days in the month of February. Karen worked with the Flight Attendant Assistance Program (FAAP) on numerous occasions. Karen submitted a Unity Article for publication and the 737-800 Subcommittee Meeting with Lyn Montgomery and Denny Sebesta. Karen took an abundance number of calls from the Flight Attendants and performed two Lounge Mobilizations. The Dallas Bulletin Board has been updated and reflects a Valentine theme. All Union publications have been distributed and the red rack has been organized.

Orlando Board Member Jimmy West presented the Orlando Domicile Report.

Jimmy reported that Fact Finding Meetings remain high in Orlando. Jimmy reported that Orlando had one termination; however, the Flight Attendant was re-instated at the Step 2 Hearing by Management at Headquarters. Jimmy reported that he conducted two Lounge mobilizations in January with one being on January 25th with both AirTran and Southwest Flight Attendants. Jimmy reported that Orlando Employee Parking shuttle buses have been replaced with new buses. Jimmy reported that the new buses do not have luggage racks which results in Flight Crews having to place their Crew luggage on the floor which blocks the bus exits. Jimmy reported that he will meet with Orlando Management to discuss this as this has become a safety concern. Jimmy reported that all publications have been distributed. Jimmy reported that he wrote his Unity article for the upcoming Unity Magazine. Jimmy reported an E-Connection has been sent out and the glass case is up to date. Jimmy reported that he conducted all the business of the Orlando Base, excluding Fact-Finding Meetings, for the 13.0 TFP budgeted for the Domicile Executive Board Members.

Oakland Board Member Matt Hettich presented the Oakland Domicile Report.

Matt reported that Fact-Finding Meetings have increased in frequency over the preceding month while Attendance Meetings have been in decline. In recognition of Martin Luther King Day, Matt updated the Union Glass Case with a display honoring Martin Luther King Jr.; the display also highlighted TWU's historic involvement in the Civil Rights Movement. Matt met with Oakland Inflight Manager John White, distributed the Unity Update, wrote and distributed the Oakland E-Connection, updated the Oakland Base Page on the Website, and attended the TWU California State Conference with Oakland Member and Secretary-Treasurer Donald Silva. The California State Conference reviewed a number of important legislative initiatives that directly impact TWU Members throughout the State of California.

Matt met with California State Assembly Member Rob Bonta and discussed the fiscal impact to the state transportation infrastructure if Assembly Bill 340 were implemented without amendment.

Chicago Board Member Donna Keith presented the Chicago Domicile Report.

Donna reports that Attendance Review Meetings and Gate Appearance Checks are still being conducted on a regular basis in Chicago. Donna has represented Flight Attendants in Fact-Finding Meetings as well as various other meetings on a regular basis throughout the month. Donna continues to meet with and address concerns with local Management. Donna has worked Weekend On-Call, attended the Executive Board Meeting in Dallas, sent out an E-Connection, submitted an update on January 18, 2013 for the Chicago Base Page, distributed publications, spent time in the Chicago Lounge, updated the glass case, straightened the red rack, has been in contact with Shop Stewards, and been available for Member calls and emails. Donna continues to answer questions and assist in situations related to On the Job Injuries (OJI) and Family Medical Leave Act (FMLA). Donna conducted all the business of the Chicago Base, excluding Fact-Finding Meetings, for the 13.0 TFP budgeted for the Domicile Executive Board Members.

Las Vegas Board Member Addie Crisp presented the Las Vegas Domicile Report.

Attendance meetings continue in base. Addie Crisp updated the glass case. Addie Crisp had a Shop Steward Meeting, training and strategic planning. Thirteen Shop Stewards attended the meeting. Addie Crisp met with the Southwest Las Vegas Management to discuss issues surrounding the Las Vegas Base.

Denver Board Member Chris Sullivan presented the Denver Domicile Report.

Chris reports that he attended the Executive Board Meeting in Dallas on January 14-17, 2013.
Chris updated the glass case on January 18 and January 31. On January 23 Chris was in the lounge to address Flight Attendants' questions and concerns. Chris wrote and submitted a Denver base article for Unity Magazine. During the month Chris met with Denver Base Manager Katrina Bannon on multiple occasions to discuss base specific issues as well as Known Crew Member implementation.
Chris attended Overwater/Near International Training on January 30 with Members of the Denver Inflight office. Throughout the month Chris represented several Members in Fact-Finding, Step 2, and Attendance Meetings. Before and after the meetings Chris answered questions and concerns of Members in the Denver Lounge.

Houston Domicile Board Member Valerie Boy presented the Houston Domicile Report.

Valerie reports Fact-Finding Meetings for various reasons including delays of flights and alcohol testing. Step 2 grievances included requests to remove discipline for No-shows, Unable to Contact, Appearance/Gate Checks and removal of points accrued during (what should have been) a medical leave. Valerie attended the Unity Day in Phoenix. Valerie continues to discuss a fix for slow computers in the Houston Lounge with Scott Wells Base Manager. Scott initially worked with IT thinking it was a server or network issue (CWA is web-based), but they have been unsuccessful in pinpointing the issue. To date, they are still working on it. Valerie submitted Domicile Executive Board Member Article for Spring Unity Magazine, updated the glass case, straightened the red rack and distributed all publications. Valerie attended monthly Harris County AFL-CIO meeting and Executive Board Meeting in Dallas.

Phoenix Domicile Board Member John DiPippa presented the Phoenix Domicile Report.

John wrote the February E-Connection and has also reviewed upcoming Grievances for February Boards. John made sure that his red rack was tidy and posted the 555 Unity Day flyers and wrote a Base Report for February. John reported to the Board that he received two calls from Members who were upset about having their Overwater Training in an outdoor pool yesterday (2/11/13) because of the cold weather. John reported to the Board that Inflight Supervisor Kim Garza will be returning to the line. John wants to thank Flight Attendant Gary Hundley for being so proactive with the hot aircraft situation and even commented on it in a blurb on SWALife.

Board Member at Large Tina Coffee presented the Board Member at Large Report.

Tina has been flying and sick during the month of February. Tina has collected some concerns from the Membership: Flight Attendants asked about outstation gate checks. Tina discussed uniform issues and shared issues with the Uniform Committee. Tina Coffee talked to Members about concerns regarding rumors. All questions have been directed to Stacy Martin at president@twu556.com. TWU 555 and 556 Unity day is February 13. Tina hopes that we will have attendance and that the board can break to go over and show our support for a while, time permitting. Tina plans on attending the Dallas Membership Meeting and perhaps the Phoenix Meeting and the Message to the Field.

The Executive Board reviewed Committee Reports.

LODO (Language of Destination Origin) Subcommittee Member Rob Riddell presented the LODO Subcommittee Report.

We have heard back from the Company with dates and the committee make up for the joint Company/Union LODO Subcommittee. The Company LODO Subcommittee will consist of Brianna Grant, Sonya Lacore, and Claire Taitte. Sonya Lacore's position will rotate based on topic discussed. Rhonda Jordan will rotate in for training topics, Caroline Jernigan for Planning topics, and Shanna Freer for Scheduling topics. The LODO Subcommittee is scheduled to meet with the Company February 18, 19 and 22, March 4 - 7, 18 - 22, 2013. Claire Taitte invited the LODO Subcommittee to observe LODO Recurrent Training for AirTran's LODO Flight Attendants scheduled in Atlanta and Orlando this month and next month. Mary Smith is observing the LODO Recurrent Training today in Atlanta with Claire Taitte. Val and Rob will observe AirTran's Recurrent Training later this month. We will keep the Board updated on the developments as we progress.

Co-Chairperson of COPE (Committee on Political Education) Portia Reddick-White submitted the COPE Report.

Portia Reddick White reports that the COPE Committee continues to monitor legislation on the Federal, State and Local levels that may affect our members. We continue our involvement with the AFL-CIO, State Feds and other coalition groups.

Chairperson of the CISM (Critical Incident Stress Management) Committee Eileen Rodriguez submitted the CISM Report. Statistics are removed to protect confidentiality.

Chairperson of the Scheduling Committee Michelle Zenici submitted the Scheduling Committee Report.

We posted a summary of March's Schedule information on the Committee page of the TWU Website and updated the open time remaining following VR line writing on January 10. Each Executive Board Member was provided detailed schedule information at the beginning of February as well.
Primary Lines for March were written on January 28 and 29 and VR lines will be written on February 10. Statistics were consistent with the last 12 month averages for all weekends off, PURE, and less lines with 48 hours breaks. The 'D' pairings that we are given in each schedule are not conducive to building 'Pure' lines in some bases. More often these have to be built as lines with 48 hour breaks; negatively affecting the percentages. In the March base schedule, we saw a definite shift in turns and 2 day pairings. Although these types of pairings increased over-all, the numbers substantially changed in some bases. This information was provided in the schedule summary. The March base schedule concludes on April 12. Base detail statistics are available monthly on CWA under Inflight>Bidding>Crew Planning>Your Base for all. I encourage all Flight Attendants to review the Schedule Summary and information specific to their base each month, as it's very useful in answering questions. Again in January, the information was available from Planning to allow the Chairs to write bases early. This option allows us to spend time helping others improve line quality. The Committee will write Primary Lines for April on February 27 and 28 and VR lines will be written on Sunday, March 10.

Chairperson of the Safety Committee Chris Click presented the Safety Committee Report.

During the month of January 2013 Chris reports that he completed the Emergency Response Guide which updated the TWU Local 556 Go-Team as well as updated procedures based upon the new phone system and the increased size of the TWU Local 556 Go-Team. Chris reports that the Emergency Response Guide has been distributed electronically to every Executive Board Member and Chris has asked each Board Member to download this version to their mobile devices and computers. Chris attended a Health and Safety Meeting with the Company. At this meeting Chris discussed Health issues including hearing protection and hearing tests for Flight Attendants, Occupational Safety and Health (OSHA) issues including OSHA-300 Logs. Chris also received and discussed the injury logs from the December 2012 reporting period. It was noted that there appears to be an increase in injuries from tripping onboard the aircraft. Chris asked about breaking down these injuries by aircraft serial number and type. Chris reports that he has completed a Known Crew Member application for the Droid and it is currently under review. Chris has tested the program on Android devices and it appears to work without errors. Chris also created a Known Crew Member Facebook Informational Page. On this page are pictures of the KCM Checkpoints. As the program nears completion, this site will be one of the primary portals for information along with the TWU 556 Website and TWU 556 Facebook Page.
Chris did a lounge visit with Jannah Dalak, Alison Head (AFA 57 President) and Travis Bruce (AFA 57 Vice President) in both Orlando and Atlanta. During the Meet and Greet in Atlanta, Alison and Chris discussed various issues regarding Safety and Health at our two airlines. Chris reports that there are several differences in our two airlines safety programs and he will continue to work to bring our two safety programs in line with each other. Chris attended the Special Committee on Cabin Air Quality in Commercial Aircraft (Special Committee 161). Chris discussed cabin air contaminates including bleed air from engine oil and fuel as well as other contaminates onboard commercial aircraft. This discussion included aircraft cleaning agents, aircraft surfaces and materials onboard as well as flame retardant toxicity. Chris discussed cases of Crew Members falling ill onboard aircraft due to possible air contamination. This committee has written and published a new standard for air quality and continues to add to it. The standard can be found under the ASHRAE STANDARD AIR QUALITY WITHIN COMMERCIAL AIRCRAFT. The committee is still developing testing standards however and is several years away from quality data. Chris also signed a new Memorandum of Understanding regarding the

Aviation Safety Action Program (ASAP). The Company has not signed the new Memorandum of Understanding (MOU) as they want to change the Letter of Agreement we have regarding discipline. Michele Moore and Michael Massoni have discussed the issue with Paula Gaudet. The ASAP Event Review Committee will develop a new Letter of Agreement (LOA) that the Company and TWU agree to. If either party cannot agree the program may be terminated by either TWU or Southwest Airlines. To discontinue this program would be a huge disservice to the Membership. Chris will brief the Executive Board in person about the ASAP Program and the changes moving forward. After the MOU and LOA have been signed Chris will detail the changes in the next Safety Report and will educate the Membership, Shop Stewards, Office Staff and Executive Board on the changes.

Chairperson of the Health Committee Michele Moore presented the Health Committee Report.

ASAP :

We have been having some issues with Inflight Management regarding our current Letter of Understanding in regards to discipline. After several meetings and much discussion we agreed to some altered and new terminology. We are in the process of rewriting the Q&A portion of the ASAP booklet and will be doing training for the Office Staff and Executive Board, as well as educational tools for our Flight Attendants since it is a significant change. In February we will be having a meeting with Inflight Management to recommend some changes to our current arming/disarming procedures to try to alleviate some of the events we are seeing.

Health:

I attended our monthly HASC meeting with the Company. We discussed injury trends, upcoming "Hot Aircraft" meetings, so we could start working on the issue prior to the hot weather arriving, and several concerns that were brought up to us by our Membership. I did some research on different types of immunizations that are suggested as adults and wrote an article for the Health Website. There was also an outbreak of Noro-Virus on the up-rise, so I researched and wrote some information regarding this for our website also. We have had some bed-bug issues in Nashville that I followed up on. The issues are also being addressed by the Hotel Committee.

ENS Follow-ups:

In January we received 112 ENS messages, approximately 12 needed follow-up.

Meetings Scheduled to Attend in February:

HASC – Health and Safety Committee Meeting – monthly meeting
ERC – Weekly Meeting in addition to weekly prep and follow-up
ASAP Recommendation Meeting – A meeting to devise several procedural recommendations to the Company regarding door arming/disarming and OWWE briefings

Chairperson of the Veteran's Committee Chris Sullivan presented the Veteran's Committee Report.

The quarterly meeting of the TWU Air Transport Division Veteran's Committee has been postponed until March 2013. Once the time and dates are finalized Chris plans on attending. Chris met with the manager of the Denver Airport USO for the second time on January 23 to discuss various ways our Members could assist those that use their facility. Suggestions that were made include magazine and book donations, items for young children and teens, and small hotel toiletries. Chris participated in the *monthly Shop Steward Call on behalf of the Veteran's Committee. Chris wrote an article about the Military Appreciation program for Unity magazine.*

The Executive Board took a break at 1715.

The Meeting resumed at 1725. TWU Executive Board Members in attendance were Stacy Martin, Chris Click, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Dawn Wann was excused for a phone call with a Member.

Donna Keith was excused to speak with a Grievance Team Member regarding Union Business.

Chairperson of the Education Committee Matt Hettich presented the Education Committee Report. No written report was submitted.

Dawn Wann entered the Meeting at 1537.

Professional Standards Chairperson submitted the Professional Standards Committee Report.

Calls for January 2013:

Withdrawn	*4*
CRM	*2*
Company Policy	*2*
Not Taken	*2*
I.R. Filed	*1*
FAR	*1*
Unprofessional Behavior	*1*
Pilots	*1*
Total Calls	*14*
Positive	*5*
Neutral	*1*

Stacy Martin left the Meeting at 1740.

Chris Click chaired the Meeting.

Donna Keith entered the Meeting at 1742.

Rob Riddell was excused at 1743 for a LODO Subcommittee Meeting.

Chairperson of the Uniform Committee Dawn Wann presented the Uniform Committee Report. No written report was submitted.

Chairperson of the Civil and Human Rights Committee Addie Crisp presented the Civil and Human Rights Committee Report.

Addie Crisp attended a Union Immigration Round Table with AFL-CIO President Richard Trumpka, Former Secretary of Labor Hilda Solis, Las Vegas Dreamers and other Union Leaders in Las Vegas.

Stacy Martin and Rob Riddell entered the Meeting at 1801.

Chairperson of the FAAP (Flight Attendant Assistance Program) Karen Amos presented the FAAP Report. No written report was submitted.

Chairperson of the Scholarship Committee Matt Hettich presented the Scholarship Committee Report.

Matt reported that the Scholarship Committee has received all applications for the 2012 Paul Gaynor and Shanna M. Martin Memorial Scholarships. The Scholarship Selection Committee –comprised of the Local President, the Scholarship Committee Chair, and one non-member from the Labor or Academic Community— has begun the application review process and is on track to announce the award by March 1, 2013. The award results will be published in the summer issue of Unity Magazine and will be displayed in the Union Glass Case in each base.

Co-Chairperson of the Shop Steward Committee Stacey Vavakas presented the Shop Steward Committee Report.

Shop Steward Corner was sent out to Shop Stewards. Conference Call took place and transcript emailed to all Shop Stewards. Alice continues trying to match up Shop Stewards needing to shadow with experienced Shop Stewards. Efforts were made to have Domicile Executive Board Members and Shop Stewards in attendance at 555 Unity Days and Messages to the Field. The Shop Steward Committee thanks, Dean Walker and Robin Brewer for their help with communications and all Shop Stewards who have stepped up to the plate to serve the Membership.

Chairperson of Cabin Services John DiPippa reported no activity.

No report was submitted for the Working Women's Committee.

Chris Click made a ***motion #3*** to recess. Jerry Lindemann ***seconded*** the motion. The motion ***did not carry.***

There was discussion that the agenda was completed for the day. Some Board Members requested to move ahead on agenda items for the following day. Stacy Martin and Chris Click explained that the next day's agenda items were not ready for discussion as all financial data had not been compiled. Phoenix Domicile Executive Board Member John DiPippa requested to discuss petitioning TWU International for reducing the amount of Delegates for the TWU International Convention. Stacy Martin informed the Executive Board that the agenda needed to be followed and had been completed for the day. There was a dispute over the Chair position.

Dawn Wann left the Meeting at 1825.

Discussion continued about the agenda. There was another dispute over the Chair position.

Jannah Dalak left the Meeting at 1832.

Matt Hettich recorded the Minutes.

Stacy Martin left the Meeting at 1834.

Jerry Lindemann left the Meeting at 1834.

Stacey Vavakas left the Meeting at 1834.

Valerie Boy left the Meeting at 1834.

Discussion resumed about the TWU International Convention Delegates election.

Chris Click and Chris Sullivan left the Meeting at 1840 and quorum fell below the required amount.

The meeting was suspended at 1840.

Wednesday- February 13, 2013

Stacy Martin called the Meeting to order at 0853.

TWU Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Matt Hettich was tardy.

Tina Coffee was pre-excused for personal reasons.

TWU International Vice President Garry Drummond was a guest at the Meeting.

There was discussion about Parliamentary Procedures and requests of the Chair.

Stacy Martin called a recess at 0904.

The Meeting resumed at 0937. TWU Executive Board Members in attendance were Stacy Martin, Chris Click, Jerry Lindemann, Jannah Dalak, Rob Riddell, Valerie Boy, Addie Crisp, John DiPippa, Donna Keith, Stacey Vavakas and Chris Sullivan.

Stacy Martin chaired the Meeting.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Tina Coffee was pre-excused for personal reasons.

Matt Hettich was tardy.

Karen Amos was tardy.

Jimmy West was tardy.

Dawn Wann was tardy.

Stacy Martin read from the Constitution and discussed Roberts Rule’s and informed the Executive Board that we will follow strict Parliamentary Procedures.

Karen Amos and Jimmy West entered the Meeting at 0941.

There was discussion about timesheets and timely submission of timesheets.

Stacy Martin left the Meeting at 0944.

Chris Click Chaired the Meeting.

Jerry Lindemann distributed the Department of the Treasury Internal Revenue Service Form 990 to the Executive Board.

Tina Coffee entered the Meeting at 0946.

Jerry Lindemann presented the November 2012 Financial Report.

There was discussion regarding the November 2012 Financial Report.

Stacey Vavakas made a ***motion #4*** to approve the November 2012 Financial Report. Rob Riddell ***seconded*** the motion. The motion ***carried.***

The computer with the voting software was not functioning and a manual roll-call vote was taken.

Matt Hettich entered the Meeting at 1020.

The Executive Board discussed the Weekend On-Call. There was discussion about the substantial cost in savings to return the Weekend On-Call to the Grievance Team. The Executive Board agreed to return the Weekend On-Call to the Grievance Team effective February 16.

The Executive Board took a break at 1049.

The Meeting resumed at 1059. TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for personal reasons.

Chris Click presented a financial PowerPoint presentation. There was discussion.

The Executive Board went to lunch at 1132.

Members of the Executive Board attended the TWU Local 555 & TWU Local 556 Unity Day at Southwest Airlines Headquarters.

The Meeting resumed at 1400. TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for personal reasons.

The Executive Board discussed the Twenty-Fourth TWU International Convention. There was discussion about reducing the number of TWU International Delegates in order to prepare for contract negotiations.

Chris Click made a ***motion #5*** to send 16 delegates to the Twenty-Fourth Regular TWU International Convention. Rob Riddell ***seconded*** the motion. There was discussion.

Addie Crisp made an amendment to ***motion #5*** to send 6 delegates to the Twenty-Fourth Regular TWU International Convention. Matt Hettich ***seconded*** the motion. There was discussion.

Dawn Wann made a ***motion #6*** to table **motion #5**. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

The computer with the voting software was not functioning and a manual roll-call vote was taken.

Stacy Martin returned to the Meeting at 1615.

Stacy Martin chaired the Meeting.

There was discussion regarding reducing spending. Stacy Martin presented a financial comparison spreadsheet.

The Executive Board took a break at 1642.

The Meeting resumed at 1657. TWU Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was tardy.

Discussion continued regarding reducing spending.

Addie Crisp entered the Meeting at 1712.

Discussion continued on the expenses of Fact-Finding Meetings, Attendance Meetings and Domicile Executive Board Member Budgets.

There was discussion about the Flight Attendant Assistance Program (FAAP). Discussion continued about the FAAP program being a voluntary program.

Karen Amos left the Meeting at 1755.

Discussion continued about pay procedures.

Karen Amos entered the Meeting at 1817.

Stacy Martin left the Meeting.

Chris Click chaired the Meeting.

Discussion continued about pay procedures.

Donna Keith made a ***motion #7*** to recess. Jimmy West ***seconded*** the motion. The motion ***carried.***

The computer with the voting software was not functioning and a manual roll-call vote was taken.

Chris Click recessed the Meeting at 1828.

<u>Thursday- February 14, 2013</u>

Chris Click called the Meeting to order at 0833.

TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin was excused for Union Business.

Jerry Lindemann was excused for Union Business.

Stacey Vavakas made a ***motion #8*** to approve the December 2012 Financial Report. Chris Sullivan ***seconded*** the motion. The motion ***carried.***

Grievance Chairs Lyn Montgomery and Becky Parker entered the Meeting as guests at 0839 to present grievances.

Executive Grievance Chair Lyn Montgomery presented the Grievance Report.

> ***<u>Grievance Update</u>***
>
> ***151*** *Active Grievances*
> *46 Cases Settled Union*
> *11 Withdrawn without prejudice*
>
> *We have seen a remarkable reduction in grievances down from a high of 189 to 151 mostly due to settlements in the Union's favor.*
>
> ***<u>Arbitration Update</u>***
>
> *The hearing for the Grievance concerning the denied premium pay for Customers who are boarded in excess of 137 was held on January 24, 2013. We have another day to hear rebuttal testimony on February 25, 2013. A decision is not expected until sometime in or past April.*
>
> *We settled an individual Contract case prior to the scheduled arbitration which was January 28, 2013.*

Arbitration was held on February 6, 2013 concerning a termination. A decision is not expected until April or later.

An arbitration concerning another termination was postponed in hopes of reaching a settlement, but will be scheduled for arbitration in the next 45 days.

Arbitrations concerning wrongful terminations are scheduled for

- *March 13, 2013*
- *March 15, 2013*
- *April 4, 2013*

Six more arbitrations will have to be slated between now and June 19, 2013

The arbitration to preserve the Union's Local Autonomy was held on January 31, 2013 and does not fall under the normal grievance umbrella.

Team Workload

18% more cases were created in 2012 versus 2011, the majority occurring after May of 2012. In order to further analyze the work performed by the Grievance Team a review of the last seven days call volume reflects the following.

The incoming call volume based on February 5 to February 11 was as follows:

In and out:
3748 calls/7 days = 535 calls per day

Broken down:

2/5/2013 @ (14:19)		*289*
	6-Feb	*760*
	7-Feb	*727*
	8-Feb	*998*
	9-Feb	*65*
	10-Feb	*31*
	11-Feb	*876*
Total Calls		*3746*

As the above numbers indicate, call volume can vary greatly and is low on the weekends.

In addition, more arbitration hearings are going forward resulting in hours of work in preparation, actual hearings and settlement talks. The Grievance Chairs spear head these preparations and settlement talks in most cases resulting in much of their work being "behind the scenes" with the grievance staff taking the bulk of phone calls involving basic questions and the initial steps in the grievance process.

In addition to answering phones, Grievance Specialists must schedule meetings, research issues and cases, file grievances, create case packets that are arbitration ready and participate in Board of Adjustments, arbitrations and other meetings.

The team is comprised of highly dedicated, motivated Flight Attendants whose work ethics are bar none. Their dedication and ability to work under a high level of stress and constant interruptions deserves commendation.

Terminations

We have 32 active termination cases.

31.25% Class I Section 17
21.8% Points
9.3% Fighting
6.25% Dishonesty
6.25% Drug and Alcohol
6.25% Sleeping
6.25% Harassment Policy
6.25% Interfering or threatening
6.25% Theft

Class I Section 17, not being within 2 hours driving distance of domicile during reserve contact hours is the number one reason a Flight Attendant is terminated with points being a close second.

Update on Commitment to Membership

We slated Grievance Reserve Out of Order but it is closely related to another case. The Company would like to discuss both issues so for the time being we have agreed to postpone this arbitration to engage in discussion on the issues. Without slating this case for arbitration the Company had not engaged in productive discussions but now it appears they are more serious about finding solutions.

2013 Year to Date Grievance Statistics

As of the February 13, 2013 Grievance Report, our year to date statistics are as follows:

New Grievances Filed: 49
Grievances Settled: 54
Grievances Withdrawn Without Prejudice: 33
Arbitration/BOA Decisions – Union Win: 0
Arbitration/BOA Decisions – Company Win: 1
Arbitration/BOA Decisions – Split Award: 0
Expired Termination Grievances: 0
Released Union - Proceeding on Own: 0
Company Missed Timeline: 1

January 25, 2013 Total Grievances: 189
Current Total Grievances: 151
Year to Date Net Gain/Loss: -38

21% decrease in the number of Active Grievances

2013 Monthly Grievance Trends

January 2013 Grievance Report
New Grievances Filed: 39
Settled Union Grievances: 15
Withdrawn Grievances: 22

February 2013 Grievance Report
***as of 2/13/2013*

New Grievances Filed: 10
Settled Union: 39
Withdrawn: 11

The Executive Board reviewed the Grievance Review Committee recommendations. There was discussion.

John DiPippa made a ***motion #7*** to proceed on eight Grievance Review Committee recommendations. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

John DiPippa made a ***motion #8*** not to proceed on three Grievance Review Committee recommendations. There was discussion. Rob Riddell ***seconded*** the motion. The motion ***carried.***

Jannah Dalak left the Meeting at 1011.

Rob Riddell took the minutes.

Addie Crisp made a ***motion #9*** to proceed on a Grievance. John Dipippa ***seconded*** the motion. There was discussion. The motion ***did not carry.***

John Dipippa left the Meeting at 1014.

Chris Sullivan and Valerie Boy left the Meeting at 1016.

Jannah Dalak returned to the Meeting at 1017 and took the minutes.

Matt Hettich made a ***motion #10*** not to proceed on a Grievance. Dawn Wann ***seconded*** the motion. The motion ***carried.***

The Executive Board took a break at 1018.

The Meeting resumed at 1035. TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business.

Jerry Lindemann was excused for Union Business.

Grievance Chairs Lyn Montgomery and Becky Parker entered the Meeting as guests at 1035 to review Grievances.

Grievance Team Member Renda Marsh entered the Meeting as a guest at 1035 to review a Grievance.

Grievance Team Member Renda Marsh left the Meeting at 1053.

Grievance Team Member Renda Marsh and a Grievant entered the Meeting as guests at 1055 to discuss a Grievance.

Grievance Team Member Renda Marsh and a Grievant left the Meeting at 1114.

Jimmy West made a ***motion #11*** to proceed on a Grievance. Donna Keith ***seconded*** the motion. There was discussion. The motion ***carried.***

The Executive Board went to lunch at 1115.

The Meeting resumed at 1200. TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business.

Jerry Lindemann was excused for Union Business.

Jannah Dalak presented the January 2012 Executive Board Working Minutes.

The Executive Board reviewed the January 2012 Executive Board Minutes.

Stacey Vavakas made a ***motion #12*** to approve the January 2012 Executive Board Working Minutes. Dawn Wann ***seconded*** the motion. The motion ***carried.***

Jannah Dalak presented the January 2012 Executive Board Synopsis.

The Executive Board reviewed the January 2012 Executive Synopsis.

Chris Sullivan made a ***motion #13*** to approve the January 2012 Executive Board Synopsis. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

Members of the Negotiating Team Stacy Martin, Val Lorien, Paul Sweetin, Bill Holcomb and Brett Nevarez entered the Meeting as guests at 1229 to discuss the status of preliminary negotiations. The Negotiators informed the Executive Board that there is now a page on the Website for regular negotiating updates. Discussion continued about informing the Membership about an upcoming survey and how Members can contact the Negotiating Team.

The Members of the Negotiating Team left the Meeting at 1254.

Grievance Chairs Lyn Montgomery, Becky Parker and Grievance Team Member Renda Marsh entered the Meeting as guests at 1255 to review a Grievance.

Grievance Team Member Renda Marsh left the Meeting at 1301.

Grievance Team Member Renda Marsh and a Grievant entered the Meeting as guests at 1304.

Grievance Team Member Renda Marsh and a Grievant left the Meeting at 1325.

The Executive Board took a break 1330.

The Meeting resumed at 1340. TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for personal reasons.

Karen Amos made a ***motion #14*** to proceed on a Grievance. Stacey Vavakas ***seconded*** the motion. There was discussion. The motion ***carried.***

Grievance Team Member Beth Ross entered the Meeting as a guest at 1348 to review a Grievance.

Grievance Team Member Beth Ross left the Meeting at 1402.

Grievance Team Member Beth Ross and a Grievant entered the Meeting as guests at 1404.

Grievance Team Member Beth Ross and a Grievant left the Meeting at 1430.

John DiPippa made a ***motion #15*** not to proceed on a Grievance. Jimmy West ***seconded*** the motion. There was discussion. The motion ***carried.***

Grievance Chair Becky Parker left the Meeting at 1452.

Executive Grievance Chair Lyn Montgomery updated the Executive Board on the 737-800 Subcommittee Meeting. No written report was submitted by other Subcommittee Members.

There was discussion about extending the 737-800 Agreement. The 737-800 Subcommittee will continue to be evaluated monthly by the Subcommittee Members.

Jannah Dalak left the Meeting at 1455.

Rob Riddell took the minutes.

Discussion continued on the 737-800 Subcommittee. The Executive Board agreed to an extension of the 737-800 Subcommittee.

Lyn Montgomery presented a report on the GRC (Grievance Review Committee). No written report was submitted. There was discussion about the GRC's performance. The Executive Board agreed to continue the GRC.

Executive Grievance Chair Lyn Montgomery left the Meeting at 1506.

John Dipippa left the Meeting at 1506.

The Executive Board took a break at 1508.

The Meeting resumed at 1520. TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business.

Stacey Vavakas was excused for personal reasons.

Jerry Lindemann presented a revised budged for October 2012 – September 2013.

Stacy Martin entered the Meeting at 1543.

Stacy Martin chaired the Meeting.

Discussion continued on Fact-Finding Meeting pay structure and the revised budget numbers.

Stacy Martin presented a letter to the Executive Board on creating a financial committee.

Matt Hettich made a ***motion #16*** to take from the table ***motion #5*** and the amendment regarding the Twenty-Fourth Convention. Rob Riddell ***seconded*** the motion. The motion ***carried.***

The Executive Board ***voted*** on the tabled ***amendment*** to ***motion #5*** to petition to send six (6) delegates to the Twenty-Fourth Convention. The amendment to the motion ***did not carry.***

The Executive Board ***voted*** on the tabled ***motion #5*** to petition TWU International to send the Executive Board as Delegates to the International Convention. The motion ***carried.***

Communications Committee Co-Chairpersons Robin Brewer and Dean Walker submitted the Communications Committee Report.

> ***UNITY***
> *Created new "look" for Unity logo.*
>
> ***Unity Update***
> *Completed January Update, finished President's letter.*
>
> ***Unity Magazine***

Completed Winter Unity magazine and sent to printer. The magazine proceeded with "A Matter of Respect" theme. Publication time includes discussions regarding feature articles, wrangling article submissions; locating graphics and photos; layout and design; writing and editing.

Shop Steward Corner
Worked with Lucy to layout and design January Shop Steward Corner. Included edits, graphics, etc.

Survey
Emailed all Committee Chairs asking for their questions/input for the Membership survey. Compiled a list of questions from these responses.

New Printer
Worked thru the process of working with the new printer.

Communications (general)
Facebook posting and monitoring TWU 556 Facebook page
TWU556 Connect Content
PR and Editing Communique

Website twu556.org
Website redesign planning
Content creation
Posting and Uploading
Functionality enhancement research
Style changes initiated
Request for information from Appletree Mediaworks involving
    Database design and maintenance functionality
    Process procedures discovery and documentation

DEBM Communication
Edited and formatting of Base Pages to website
Edited, formatted and delivered E-Connections via MailChimp

Shop Steward Committee
Developed and Maintained Shop Steward Committee Electronic Communications
Created, edited and delivered Committee emails.
Uploaded to website and emailed Shop Steward Corner
Maintenance and enhancement of Shop Steward Page and rosters on the website
Invited, Reminded and Moderated Shop Steward Conference Call

Other Committees
Membership Survey
Scheduling Committee
CISM
Negotiations
Grievance

Local 555 Communications
Continued publications and notices of Unity Events on website and FB

Chris Click made a ***motion #17*** to adjourn. Dawn Wann ***seconded*** the motion. The motion ***carried.***

Chris Click adjourned the Meeting at 1640.

These Minutes are true and correct to the best of my knowledge.

Jannah Dalak
TWU Local 556 Recording Secretary.

Session Name: February 2013 Executive Board Roll Call Voting Report

Name	1. Motion to Approve the January 2013 Executive Board Attendance Report	2. Motion to Approve the January 2013 Executive Board Roll Call Voting Report	3. Motion to Recess	4. Motion to Approve the November 2012 Financial Report	6. Motion to Table a Motion
Martin, Stacy	CHAIR	CHAIR	CHAIR	AWAY	AWAY
Click, Christopher	YEA	YEA	YEA	CHAIR	CHAIR
Wann, Dawn	YEA	YEA	YEA	AWAY	YEA
Dalak, Jannah	YEA	YEA	YEA	YEA	YEA
Lindemann, Jerry	YEA	AWAY	YEA	YEA	YEA
Coffee, Tina	AWAY	YEA	NAY	NAY	YEA
Riddell, Rob	YEA	YEA	NAY	YEA	YEA
Vavakas, Stacey	YEA	YEA	NAY	YEA	YEA
Keith, Donna	YEA	NAY	NAY	NAY	NAY
Amos, Karen	YEA	YEA	NAY	NAY	ABSTAIN
Boy, Valerie	YEA	YEA	YEA	YEA	YEA
Sullivan, Chris	YEA	YEA	YEA	YEA	YEA
Hettich, Matt	YEA	YEA	NAY	AWAY	NAY
DiPippa, John	YEA	YEA	YEA	YEA	NAY
West, Jimmy	YEA	YEA	NAY	NAY	NAY
Crisp, Addie	YEA	YEA	NAY	ABSTAIN	NAY

Session Name: February 2013 Executive Board Roll Call Voting Report

Name	7. Motion to Recess	8. Motion to Approve the December 2012 Financial Report	14. Motion to Approve the January 2013 Executive Board Working Minutes	15. Motion to Approve the January 2013 Executive Board Minutes Synopsis	16. Motion to Remove from the Table the International Convention Delegate Motion (Motion 5)
Martin, Stacy	AWAY	AWAY	AWAY	AWAY	CHAIR
Click, Christopher	CHAIR	CHAIR	CHAIR	CHAIR	YEA
Wann, Dawn	YEA	YEA	YEA	YEA	YEA
Dalak, Jannah	YEA	YEA	YEA	YEA	YEA
Lindemann, Jerry	YEA	AWAY	AWAY	AWAY	YEA
Coffee, Tina	AWAY	NAY	AWAY	NAY	AWAY
Riddell, Rob	YEA	YEA	YEA	YEA	YEA
Vavakas, Stacey	YEA	YEA	YEA	YEA	AWAY
Keith, Donna	YEA	NAY	NAY	NAY	NAY
Amos, Karen	YEA	NAY	NAY	NAY	NAY
Boy, Valerie	NAY	YEA	ABSTAIN	ABSTAIN	YEA
Sullivan, Chris	YEA	YEA	YEA	YEA	YEA
Hettich, Matt	NAY	YEA	ABSTAIN	YEA	YEA
DiPippa, John	AWAY	YEA	ABSTAIN	YEA	NAY
West, Jimmy	YEA	NAY	NAY	NAY	NAY
Crisp, Addie	YEA	ABSTAIN	ABSTAIN	ABSTAIN	YEA

Session Name: February 2013 Executive Board Roll Call Voting Report

Name	5(A). Amendment to International Delegate Motion (Amend to Send 6 Delegates, instead of 16)	5(B). Motion to Petition to send the Executive Board as Delegates to the International Convention	17. Motion to Adjourn
Martin, Stacy	CHAIR	CHAIR	CHAIR
Click, Christopher	NAY	YEA	YEA
Wann, Dawn	NAY	YEA	YEA
Dalak, Jannah	NAY	YEA	YEA
Lindemann, Jerry	NAY	YEA	YEA
Coffee, Tina	NAY	NAY	YEA
Riddell, Rob	NAY	YEA	YEA
Vavakas, Stacey	AWAY	AWAY	AWAY
Keith, Donna	NAY	NAY	NAY
Amos, Karen	NAY	NAY	NAY
Boy, Valerie	NAY	YEA	YEA
Sullivan, Chris	NAY	YEA	YEA
Hettich, Matt	NAY	NAY	NAY
DiPippa, John	NAY	NAY	YEA
West, Jimmy	NAY	NAY	NAY
Crisp, Addie	YEA	YEA	NAY