



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

One Brookriver Place 7929 Brookriver Drive, Suite 750 Dallas, TX 75247 (214) 640-4300 (800) 969-7932
Fax (214) 357-9870 www.twu556.org Hotline (800) 806-7992

**TWU LOCAL 556
EXECUTIVE BOARD MEETING
SEPTEMBER 18 – 21, 2012 SESSION
SYNOPSIS**

**Tuesday
September 18, 2012**

Chris Click called the meeting to order at 0830.

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

Stacy Martin was pre-excused for personal illness.

Addie Crisp was pre-excused for maternity leave.

Tina Coffee led the Executive Board in the **Pledge of Allegiance**.

John DiPippa led the Executive Board in the **TWU International Pledge**.

The Executive Board Members signed the revised Confidentiality and Social Media Restrictions Agreements.

Grievance Chairs Lyn Montgomery and Becky Parker entered the meeting at 0845 to discuss grievances.

Grievance Chairs Lyn Montgomery and Becky Parker submitted proposed language for Flight Attendant file documentation regarding Attendance Meetings. There was discussion.

The Executive Board took a break at 0915.

The meeting resumed at 0925. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Chris Click chaired the meeting.

Stacy Martin was pre-excused due to illness.

Addie Crisp was pre-excused due to maternity leave.

Negotiators Val Lorien and Paul Sweetin entered the meeting at 0925 to update the Executive Board on the Tentative Agreement Side Letter 10.

John DiPippa made a *motion #1* to enter Executive Session. Valerie Boy *seconded* the motion. The motion *carried*.

The Executive Board entered into Executive Session at 0925.

The Executive Board exited Executive Session at 1035.

The Executive Board took a break at 1035.

The meeting resumed at 1050. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Chris Click chaired the meeting.

Stacy Martin was pre-excused due to illness.

Addie Crisp was pre-excused due to maternity leave.

Grievance Chairs Lyn Montgomery and Becky Parker entered the meeting at 1050 to discuss grievances.

Grievance Chair Lyn Montgomery submitted and presented the *Grievance Report*.

Grievance Update

115 Active Grievances

Sixteen Cases settled in the Union's favor since the August Executive Board Meeting. We had five Arbitrations scheduled and have settled three of the five thus far.

Update on Commitment to the Membership

The Grievance Team continued progress in its commitment to start solving old grievances. A Grievance was filed in December 2009 concerning denial of Funeral Leave. It was settled days before the scheduled Arbitration. Related cases were also settled.

On November 1, 2012, the Company has agreed to a Grievance Summit. This is a Union requested meeting where we will work through our older Group Grievances and possibly some individual Contract Grievances. We may discuss as many as 25 cases. We will start at 9:00 AM and may go until 5:00 PM or later. Upper Management has promised to be present so that decisions can be made. We will discuss grievances, but each side will be able to caucus with their team and return to the table with proposed solutions. At the end of the Summit, we will settle, schedule for Arbitration, and decide to solve during Section 6 Negotiations or possibly withdraw (with Executive Board approval if the Company shows evidence proving lack of merit) for all of the grievances discussed.

Training

On October 3 and 4, we will hold a Mock Arbitration at the TWU Local 556 office. Mark Richard will present training and an actual arbitrator will present a mock case. Executive Officers who would like to participate should contact the Grievance Chairs.

Board Member at Large Rob Riddell was pre-excused at 1130 to administer a conference call to the Membership regarding Side Letter 10.

The Executive Board reviewed a Group Grievance Company Proposal. There was discussion.

The Executive Board revisited a grievance. Grievance Chair Becky Parker stated that the Company has reported that they have released all documents relating to this grievance. There was discussion.

Jerry Lindemann made a ***motion #2*** to proceed on a grievance. Jimmy West ***seconded*** the motion. There was discussion. The motion ***carried***.

The Executive Board reviewed a grievance.

Jimmy West made a ***motion #3*** to proceed on a grievance. Jerry Lindemann ***seconded*** the motion. There was discussion. The motion ***carried***.

The Executive Board reviewed a grievance.

Jerry Lindemann made a ***motion #4*** to proceed on a grievance. Karen Amos ***seconded*** the motion. There was discussion. The motion ***carried***.

The Executive Board reviewed a grievance.

Jimmy West made a ***motion #5*** to proceed on a grievance. Jerry Lindemann ***seconded*** the motion. There was discussion. The motion ***carried***.

The Executive Board went to lunch at 1230.

The Domicile Executive Board Members held a working lunch meeting. TWU Local 556 Domicile Executive Board Members in attendance were Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas and Jimmy West.

Addie Crisp was pre-excused for maternity leave.

The Domicile Executive Board Member Meeting concluded at 1330.

The Executive Board Meeting resumed at 1335. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas and Jimmy West.

Chris Click chaired the meeting.

Stacy Martin was pre-excused for illness.

Addie Crisp was pre-excused for maternity leave.

Grievance Chair Lyn Montgomery entered the meeting at 1340 to discuss grievances.

Tina Coffee was tardy.

Tina Coffee entered the meeting at 1345.

Matt Hettich was excused at 1345 for a phone call with a Member.

Matt Hettich returned to the meeting at 1349.

The Executive Board reviewed a grievance. The Executive Board requested additional information from the Grievance Chair.

Valerie Boy made a ***motion #6*** to table a grievance. Dawn Wann ***seconded*** the motion. There was discussion. The motion ***carried***.

Grievance Chair Becky Parker entered the meeting at 1400.

Board Member at Large Rob Riddell was excused for negotiations at 1407.

Grievance Team Member Barbara Fitzhugh entered the meeting at 1413 to discuss a grievance.

The Executive Board reviewed a grievance.

Grievance Team Member Barbara Fitzhugh left the meeting at 1427.

Grievance Team Member Barbara Fitzhugh and a Grievant entered the meeting at 1429.

Grievance Team Member Barbara Fitzhugh left the meeting at 1448 to retrieve additional documentation.

Grievance Team Member Barbara Fitzhugh returned to the meeting at 1450 with additional documentation.

Grievance Team Member Barbara Fitzhugh and a Grievant left the meeting at 1510.

Grievance Chairs Lyn Montgomery and Becky Parker left the meeting at 1510.

The Executive Board took a break at 1510.

The meeting resumed at 1520. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Chris Click chaired the meeting.

Stacy Martin was pre-excused for illness.

Addie Crisp was pre-excused for maternity leave.

Grievance Chair Lyn Montgomery entered the meeting as a guest to discuss grievances.

John DiPippa made a *motion #7* not to proceed on a grievance. Matt Hettich *seconded* the motion. There was discussion. The motion *did not carry*.

Jerry Lindemann made a *motion #8* to proceed on a grievance. Jimmy West *seconded* the motion. There was discussion. The motion *carried*.

Grievance Team Member Barbara Fitzhugh entered the meeting at 1545 to discuss a grievance.

Grievance Team Member Barbara Fitzhugh left the meeting at 1559.

Grievance Team Member Barbara Fitzhugh and a Grievant entered the meeting at 1600.

Grievance Team Member Barbara Fitzhugh and a Grievant left the meeting at 1645.

Jimmy West made a *motion #9* to proceed on a grievance. Dawn Wann *seconded* the motion. There was discussion. The motion *carried*.

Karen Amos made a *motion #10* to revisit a tabled grievance. Valerie Boy *seconded* the motion. There was discussion. The motion *carried*.

Karen Amos made a *motion #11* to proceed on a grievance. Valerie Boy *seconded* the motion. There was discussion. The motion *carried*.

The Executive Board reviewed a grievance.

Jimmy West made a *motion #12* to proceed on a grievance. Jannah Dalak *seconded* the motion. There was discussion. The motion *carried*.

Grievance Chair Lyn Montgomery left the meeting at 1700.

The Executive Board took a break at 1700.

The meeting resumed at 1720. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Stacey Vavakas and Jimmy West.

Chris Click chaired the meeting.

Stacy Martin was pre-excused for illness.

Addie Crisp was pre-excused for maternity leave.

Rob Riddell was pre-excused for negotiations.

Donna Keith was excused for a phone call with a Member.

Donna Keith entered the meeting at 1730.

Jerry Lindemann presented the *July 2012 Financial Report*.

John DiPippa made a *motion #13* to approve the July 2012 Financial Report. Stacey Vavakas *seconded* the motion. There was discussion. The motion *carried*.

Jerry Lindemann discussed the budgeted numbers verses actual numbers for the 2013 Budget.

The Executive Board agreed to make a charitable donation to Feeding America in the amount of \$150.00 in memory of Mrs. Debbie Powell (Mike Hafner's mother).

The Executive Board reviewed the votes of the day.

Jerry Lindemann made a *motion #14* to recess. Jimmy West *seconded* the motion. The motion *carried*.

Chris Click *recessed* the meeting at 1822.

Wednesday
September 19, 2012

Stacy Martin called the meeting to order at 0830.

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

Addie Crisp was excused for maternity leave.

Jerry Lindemann was excused from the meeting at 0830 due to charges filed by a Member.

There was discussion regarding charges filed against Treasurer Jerry Lindemann by Member Cuyler Thompson.

Legal Counsel Ed Cloutman entered the meeting as a guest at 0900.

Chris Click made a *motion #15* to enter Executive Session. Jannah Dalak *seconded* the motion. There was discussion. The motion *carried*.

The Executive Board entered Executive Session at 0900.

The Executive Board exited Executive Session at 0920.

The Executive Board reviewed and discussed the following charges that TWU Local 556 Member Cuyler Thompson submitted against TWU Executive Board Member Jerry Lindemann.

1. I charge that Jerry Lindemann violated the TWU International Constitution as outlined in Article XIX, Section 5 (a): "Violation of any of the provisions of this Constitution, any Collective

Bargaining Agreement, or working rule of the Local Union.”

2. I charge that Jerry Lindemann violated the TWU International Constitution as outlined in Article XIX, Section 5 (f): “Willfully wronging a Member of the International Union.”
3. I charge that Jerry Lindemann violated the TWU Local 556 Bylaw Article IV (g): “All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local.”
4. I charge that Jerry Lindemann violated the TWU Local 556 Policies and Procedures Manual Section 6.4: “Unless otherwise noted by the Chair during the meeting not all discussion is considered confidential. The President or designee will announce to the Members any items, materials, or verbal information that is considered confidential. Generally the only written materials distributed at the meeting that are considered confidential are the financial packets. These packets must be returned to the Recording Secretary at the end of the meeting. ***If a Member wishes additional time to review financial reports this can be accomplished either by reviewing them after the meeting or one can schedule an appointment to review the financials at the Union Office or meet with their respective Domicile Executive Board Member.*** When votes are taken you should respect one’s right to privacy. Voting records or an individual’s vote will not be shared with anyone not in attendance at the Membership Meeting.”
5. I charge that Jerry Lindemann violated the TWU Local 556 Policies and Procedures Manual Section 7.3: “The Secretary/Treasurer will provide financial information upon request from a Member in good standing. This request will need to be in a written form to the Secretary/Treasurer to ensure complete understanding of the request. Once the information can be produced, this information will be shared verbally at a mutually agreed time and date (either at a Membership Meeting or in person at the DAL Union Office). The Secretary/Treasurer may also have the option to have the Union’s Certified Public Account or Legal Counsel present at this meeting.”

The Executive Board voted by roll call on charge #1.

1. I charge that Jerry Lindemann violated the TWU International Constitution as outlined in Article XIX, Section 5 (a): “Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union.”
 - (a) The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;
 - (b) The charges are untimely under Section 2 of this Article;
 - (c) The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;
 - (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

According to the TWU Constitution a vote is not conducted on (d) if (c) is found improper.

The Executive Board voted by roll call on charge #2.

2. I charge that Jerry Lindemann violated the TWU International Constitution as outlined in Article XIX, Section 5 (f): “Willfully wronging a Member of the International Union.”

- (a) The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;
- (b) The charges are untimely under Section 2 of this Article;
- (c) The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;
- (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

According to the TWU Constitution a vote is not conducted on (d) if (c) is found improper.

The Executive Board voted by roll call on charge #3.

- 3. I charge that Jerry Lindemann violated the TWU Local 556 Bylaw Article IV (g): “All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local.”

- (a) The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;
- (b) The charges are untimely under Section 2 of this Article;
- (c) The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;
- (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

According to the TWU Constitution a vote is not conducted on (d) if (c) is found improper.

The Executive Board voted by roll call on charge #4.

- 4. I charge that Jerry Lindemann violated the TWU Local 556 Policies and Procedures Manual Section 6.4: “Unless otherwise noted by the Chair during the meeting not all discussion is considered confidential. The President or designee will announce to the Members any items, materials, or verbal information that is considered confidential. Generally the only written materials distributed at the meeting that are considered confidential are the financial packets. These packets must be returned to the Recording Secretary at the end of the meeting. ***If a Member wishes additional time to review financial reports this can be accomplished either by reviewing them after the meeting or one can schedule an appointment to review the financials at the Union Office or meet with their respective Domicile Executive Board Member.*** When votes are taken you should respect one’s right to privacy. Voting records or an individual’s vote will not be shared with anyone not in attendance at the Membership Meeting.”

- (a) The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;
- (b) The charges are untimely under Section 2 of this Article;
- (c) The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;
- (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

According to the TWU Constitution a vote is not conducted on (d) if (c) is found improper.

The Executive Board voted by roll call on charge #5.

5. I charge that Jerry Lindemann violated the TWU Local 556 Policies and Procedures Manual Section 7.3: “The Secretary/Treasurer will provide financial information upon request from a Member in good standing. This request will need to be in a written form to the Secretary/Treasurer to ensure complete understanding of the request. Once the information can be produced, this information will be shared verbally at a mutually agreed time and date (either at a Membership Meeting or in person at the DAL Union office). The Secretary/Treasurer may also have the option to have the Union’s Certified Public Account or Legal Counsel present at this meeting.”
 - (a) The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article;
 - (b) The charges are untimely under Section 2 of this Article;
 - (c) The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;
 - (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

According to the TWU Constitution a vote is not conducted on (d) if (c) is found improper.

The Executive Board found all charges (one through five) to be improper.

Legal Counsel Ed Cloutman left the meeting at 1015.

Stacy Martin submitted and presented the ***President’s Report***.

Stacy reported that the Negotiating Team (NT) continues to apply measures to ensure that the voting continues to proceed for Side Letter 10 to make sure the vote is indeed heavier than the last voting on the side letter. Stacy reported that he is impressed with all Members of the NT and their ability to stay on track and show Unity between themselves. Unity is paramount considering the job they perform. The NT remains committed to this process, and truly are hopeful that the side letter is ratified so that Southwest Airlines will be provided the opportunity for immediate growth. Stacy reported that the Shop Steward training in Houston on September 10 was very impressive. The Members in attendance gave very good feedback regarding the success of the information that was given, and that they felt empowered to go forward and represent the Members not only at meetings, but in general and miscellaneous functions. Stacy reported that numerous Members commented about Lyn Montgomery’s presentation and how beneficial this information was. Stacy would also like to thank Valerie Boy, Stacey Vavakas, and Lucy White for not only their dedication to making sure the Shop Steward program is successful, but for introducing new material which was vital to providing all the Shop Steward’s with the strength to represent all the Members. Also, the promise of continuing education is extremely appealing to all of those involved. Stacy reported that the Union Office continues to run at an optimal level of confidence and the Grievance Team is very committed to not only representing the Membership at an optimal level but to challenging each other from within to make sure all issues are handled timely and successfully. Stacy reported that he had spoken with Colonial Insurance Representative, Lori Whitaker, about the handling of calls coming into the office, and that Lori had committed to providing an employee solely dedicated to answering insurance questions provided this is the direction that the Local would want to proceed in. Stacy reported that Grievance Chairs Lyn and Becky are performing at an incredibly high level in regards to the grievance procedures. Lyn and Becky have continued to meet with the Company on issues,

and also are maintaining the level of confidence necessary to communicate and gain the respect of the Greivance Team. The Staff is adjusting well to their need to report to them both on issues, and Lyn and Becky continue to address issues with Jannah Dalak and Stacy. Stacy reported that he has had several meetings with the Company about numerous issues, including the current Tentative Agreement (TA) process and what may happen in the event the Side Letter 10 does not pass. Stacy is not sure what the Company will do and or how they will proceed if the TA does not pass. Stacy reported that Portia Reddick continues to address issues regarding COPE (Committee on Political Education) and that all matters are addressed thoroughly. Portia maintains constant communication with Stacy regarding COPE issues. Portia's extensive knowledge in this area has been vital during this time. Stacy reported that International Vice President Jim Little has requested to meet with the Executive Board in September. Jannah scheduled International Vice President Jim Little to be present at Executive Boards on September 19. The Executive Board agreed to address issues with Jim Little and International.

Dawn Wann submitted and presented the **2nd Vice President Report**.

Dawn Wann reported that since the last Executive Board meeting, she has finished her training in the Union office and will be returning to the line. Dawn attended the Executive Board Meeting in August; she continued to assist the Office Staff and perform her Uniform Chair duties. Dawn attended the Special Merger Training (SMT) Class 259 introduction to the Union at Headquarters, Dawn was also in attendance for the New Hire Dinner and SMT Class 258 Graduation. Dawn has assisted Chris Click the Safety Chair by attending Safety Meetings with Chris. Dawn met with SWAPA along with Portia White and Stacy Martin; several topics were discussed at the meeting pertaining to our Unions joining together to support one another. Dawn reports that the Office Staff has done an amazing job and it has been a great learning experience since she has taken office on May 1, 2012.

Jannah Dalak submitted and presented the **Office Manager's Report**.

Jannah reports for the month of August the following breakdown for staffing: Sick Days ten, Vacation Days 48, Recurrent Training Days two, Bereavement Days six, Flex Time accrued 39.5 hours and Flex Time used 28.5 hours. Jannah reports the Flex Time program has been reevaluated and the hours have been drastically reduced. Jannah reports that the Office Team is operating smoothly and efficiently and that the Grievance Chairs are restructuring the Grievance Team for better functionality.

Tina Coffee submitted and presented her **Board Member at Large Officer Report**.

Tina reported that she, Valerie Boy, Victor Conejo and Denese Deeley attended Unity Day in Los Angeles, California. Local 555 was glad to have them at the event supporting the team. Tina and Valerie gave a little pep talk to them in the break room. Tina informed Local 555 that she worked on the ramp and she knows how hard they work. They deserve much more than the Company is offering them. Tina and two others showed up in Denver for Unity Day. It was exciting to be able to see "Colorado One" show up at the gate. Local 555 has now been in negotiations for fourteen months and 556 negotiations are upcoming. It is time to gather the troops and show our unity. Tina asked Members at the 556 Shop Steward Training Meeting to volunteer and support Local 555 at the Unity Days. Tina reports there are buttons in every base for the Flight Attendants to wear in support of Local 555.

Rob Riddell submitted and presented his **Board Member at Large Officer Report**.

Rob reports that he and the rest of the Negotiating Team (NT) have been holding regular conference calls for Members with questions on the Side Letter 10 Tentative Agreement, the NT held five conference calls the week of September 5, the week the voting opened, and will be holding one daily at noon central standard time between September 13 and September 20. In conjunction with these conference calls, the NT answers calls daily in regards to the TA, as well as email questions and updates to the TWU556.ORG Website. Rob attended the Shop Steward Training in Houston September 9 and September 10. Rob also facilitated the Shop Steward Conference Call on September 6, 2012.

Karen Amos submitted and presented the **Dallas Base Report**.

Karen reported that the Dallas Base has added another Supervisor, Theresa Bedoy who came to the Base from the Inflight Department at Headquarters where she addressed Southwest Operational Irregularity Reports. The construction on the new Love Field terminal is ahead of schedule. The new lounge will be finished prior to the end of this year and the base has shared that they plan to move over to the new lounge area in the first quarter of 2013. Attendance Meetings unfortunately continue in the Dallas Base and employees have changed their sentiment about these meetings from fearful to agitation and disappointment in leadership tactics. Karen reported that another Dallas Flight Attendant has experienced an incident at the Tampa hotel, therefore she requests that Flight Attendants with Tampa overnights not walk around or go to the bar area alone and should walk each other to their rooms. Karen attended Shop Steward Training. Karen reported that those present really enjoyed the training and many returning Shop Stewards expressed that this training gets better every time. Karen would like to applaud Valerie Boy, Lucy White-Lehman and Stacey Vavakas for all the hard work that they put forth on a project that exceeded all expectations. Karen has worked with Flight Attendant Assistance Program (FAAP) and would like to applaud all the Flight Attendants employees that are part of the program that gives endless hours and heartfelt concerns for their fellow Flight Attendants. Karen worked with the Dallas Lounge Educators and reports they are doing a fantastic job of disseminating information to the Flight Attendants. The Dallas Bulletin Board has been changed. The webpage has been changed. The Union Red Rack is updated and organized and all Union publications have been distributed.

Valerie Boy submitted and presented the **Houston Base Report**.

Valerie attended Lounge Education on Near International Over Water and participated in Houston Lounge Education. Valerie posted all appropriate publications in the glass case and Flight Attendant mail boxes (with help of Shop Steward Victor Conejo and Jacob Fernandez). Valerie straightened up the Union Red Rack. Valerie thanks the Shop Stewards and Flight Attendants that stepped up to give Flight Attendants accurate information about the Tentative Agreement. She participated in Shop Steward Training and welcomes new and returning Shop Stewards to Houston. Their service to the Membership is appreciated.

Stacey Vavakas presented the **Baltimore Base Report**. No written report was submitted.

Jimmy West submitted and presented the **Orlando Base Report**.

Jimmy reported that Attendance Meetings in Orlando have declined since the last Executive Board meeting. Jimmy reported that Orlando has had one termination in the last month. Jimmy reported that since the announcement of the trays on the 737-800 aircraft he has received several complaints from Flight Attendants who are upset with this change in procedure. Jimmy reported the main complaint is the lack of space in galley four for the B, C and D Flight Attendants. Jimmy reported that he continues to receive complaints regarding the Orlando lines. Jimmy reported the Flight Attendants are still upset over the un-productive pairings. Jimmy reported that he has received several phone calls from Flight Attendants regarding the vote on Side Letter 10 (SL-10). Jimmy reported that he attended the Shop Steward training in Houston on September 9 - 10 and assisted with the setup. Jimmy would like to congratulate all the Shop Stewards who were recently elected. Jimmy would like to thank Baltimore Domicile Executive Board Member (DEBM) Stacey Vavakas, Houston DEBM Valerie Boy, TWU Local 556 Grievance Chairperson Lyn Montgomery and Shop Steward Co-Chair Committee Member Lucy White-Lehman for their hard work and successful presentation with the Shop Steward Training. Jimmy reported that Orlando has two new Inflight Supervisors. Jimmy wishes to thank the Union Office for the plant that was sent to the funeral home for his Grandfather's death. Jimmy reported that all publications have been distributed, the Union Red Rack has been cleaned and the glass case was updated to reflect the current vote on SL-10 and the Negotiating Team (NT).

Matt Hettich submitted and presented the **Oakland Base Report**.

Matt reported that Attendance Meetings are continuing to be the primary focus of Oakland Inflight Management, while Fact-Finding Meetings over the previous month have involved delay of Flight. Matt reported that he met with Oakland Inflight Base Manager John White, communicated with Oakland Shop Stewards via email, distributed the Oakland E-Connection, updated the Union Glass Case, tidied the Union Red Rack, and staffed the TWU Local 556 table during the Oakland Health and Safety Fair with TWU International Health and Safety Chair Ed Watt. In addition to the Oakland Base administrative duties, Matt reported that he worked as a Side Letter 10 Lounge Educator in Oakland for twelve days prior to and during the Tentative Agreement voting period. Matt thanked the Oakland Lounge Education Team of Lori Lochelt, Josh Rosenberg, Mario Cendejas, and Heather Kelly for their continued professionalism and tireless efforts in providing accurate information on the Side Letter 10. Matt reported that Oakland Inflight Supervisor Brandalynn Carter left the Inflight Department on August 30, 2012 to return to her previous position as a Manager in the Customer Service Department. Finally, Matt thanked all the Oakland Shop Stewards who traveled to Houston and participated in Shop Steward Training.

Donna Keith submitted and presented the **Chicago Base Report**.

Donna reports that Attendance Review Meetings are still being conducted on a regular basis. Criteria and parameters for these meetings are constantly changing, such as the days missed in a calendar year reduced to 24 plus from 30 plus, so it is difficult to pinpoint exactly what the alleged patterns and reasons for the meetings are. Donna has also represented Members in Fact-Finding Meetings during the month for various reasons. Donna has received several calls and complaints concerning the switch from Cart Service to Tray Service on the 737-800 Aircraft. The concerns stem from inconsistency, to safety, and the lack of room to work for all Flight Attendants in the Aft Galley. Donna attended the 2012 Shop Steward Training on September 9

and 10 in Houston, which was attended by an impressive number of new elected and returning Shop Stewards. Donna would like to congratulate and welcome all newly elected Shop Stewards and thank them for their willingness to serve the Membership. Donna would also like to thank Stacey Vavakas, Valerie Boy, Lyn Montgomery, and Lucy White-Lehman for their hard work and dedication in the preparation and presentation of the 2012 Shop Steward Training. Donna has worked Weekend On-Call, distributed all publications, spent time in the Chicago Lounge, met with Chicago Base Management, updated the glass case, the base page, 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 reports that the Chicago Base has been interviewing for a Supervisory position to replace Brandon Kohler who is transferring to the new Denver Base.

No written report was submitted for the ***Las Vegas Base***.

Jannah Dalak presented the ***Committee on Political Education (C.O.P.E.) Report*** submitted by Portia Reddick White.

Portia reports that the C.O.P.E. Legislative Committee has prepared a strategic plan that focuses on the following goals:

- *Increase Membership involvement with the AFL-CIO where it coincides with our agenda*
- *Increase participation with the TWU State Conferences*
- *Develop a C.O.P.E. education process on C.O.P.E. funds (collected volunteer dollars, and disbursements)*
- *Utilize resources to implement grassroots plans to increase voter turnout for upcoming elections*
- *Utilize resources to update and inform Membership of C.O.P.E. issues*

AFL-CIO Affiliation

Our lists of participants with the AFL-CIO state and central body affiliates are in review. Any Domicile Executive Board Members who would like to participate in their councils should contact Portia so that she may coordinate with other Members who have expressed interest in being involved as well. The obligation would include attending various conventions and meetings whereby the body reviews policies, legislation, and candidates for political office.

TWU State Conference Participation

Portia reported that she received the following report from Bryan Orozco:

Bryan Orozco reports that on August 15 he attended the Nevada State Conference. Locals 502, 505, 555, 721 and 556 all had Members in attendance. Bryan reports most of the topics covered at this State Conference Meeting had to do with the struggles that American Airlines employees are facing. The State Conference participants came to an agreement as to candidates we should support because of their stance on labor issues. We also discussed the need to support other Locals and the labor movement in general.

Portia reports she attended the August 6, 2012 Texas State Conference meeting at TWU Local 565 in Bedford, Texas and the September 14, 2012 Texas State Conference at TWU Local 555. The meeting agendas included AFL and TWU review of political candidates, reports from attending Locals on their Local priorities and update and discussions on Get Out The Vote (GOTV) efforts for the upcoming elections (state and federal).

Legislative and Agency Issues

Portia reported that she is researching and advocating the following legislative/regulatory issues:

- *OSHA implementation from FAA bill passage*
- *Known Crew Member (KCM) timeline*
- *Patient Protection and Affordable Health Care Act implementation*
- *Inflight PED usage*
- *Passenger Assaults on Flight Attendants – policy*
- *Security Training Update*
- *Carryon Baggage Policy*
- *Passenger Bill of Rights*
- *Violence Against Women Act*
- *Human trafficking*

Portia reported that the Flight Attendant Coalition will be meeting next week, September 27 and 28 and will have discussions regarding some of these various legislative issues on their agenda: Passenger assaults on Flight Attendants, FAA policy and inflight personal electronic device (PED) usage, Violence Against Women Act, OSHA, Known Crew Member (KCM) timeline, and Human Trafficking.

Election 2012

Portia reported that with “Election 2012” she is coordinating a voter registration outreach with Dean Walker. She is coordinating a similar outreach program with Local 555 Members. The focus will be 1) getting Members registered to vote 2) outreach for absentee voting and 3) GOTV effort for the November 6 Election.

Jannah Dalak presented the ***Critical Incident Stress Management (CISM) Report*** submitted by Eileen Rodriguez.

The CISM Team had a total of 60 incidents called into our Hotline during the month of August. We have been becoming more increasingly busy as the year progresses. We have been helping

with a lot more personal incidents that affect a Flight Attendant's work life. The feedback we are getting is very positive.

Eileen and two CISM Team Members attended the FADAP Conference in Baltimore and learned so much during those four days. Eileen presented to both of the AirTran Special Merger Training (SMT) classes. CISM participated in the Las Vegas and Oakland Safety Fair days.

Inflight CISM will be adding approximately fifteen new Team Members in October. We will be doing joint training with our Pilot Team on Oct 15-17. Eileen is also currently accepting applications from AirTran. We will be inviting four to five AirTran Flight Attendants to our training. The goal is to get them trained in Critical Incidents and have them assist us when there is an incident on an AirTran Aircraft. Currently we have been assisting with incidents as needed.

August statistics:

<i>Medical Emergency</i>	<i>10</i>
<i>Personal Issue-Flight Attendant (F/A)</i>	<i>8</i>
<i>A/C Mechanical</i>	<i>6</i>
<i>Suicide Attempt</i>	<i>4</i>
<i>Passenger Misconduct</i>	<i>2</i>
<i>Air Tran Crew</i>	<i>2</i>
<i>Other</i>	<i>2</i>
<i>Bird strike</i>	<i>2</i>
<i>F/A Injury</i>	<i>2</i>
<i>Smoke in Cabin</i>	<i>2</i>
<i>F/A Injury</i>	<i>2</i>
<i>Death of F/A family member</i>	<i>2</i>
<i>Turbulence</i>	<i>2</i>
<i>Declared Emergency</i>	<i>1</i>
<i>Suicide</i>	<i>1</i>
<i>Bomb Threat</i>	<i>1</i>
<i>FAAP Referral- FAAP</i>	<i>1</i>
<i>Defusing</i>	<i>1</i>
<i>A/C Accident</i>	<i>1</i>
<i>F/A Hospitalization</i>	<i>1</i>
<i>F/A Illness on RON</i>	<i>1</i>
<i>Jump seat Intervention</i>	<i>1</i>
<i>Employee Death-Off Duty</i>	<i>1</i>
<i>Turbulence with Injury</i>	<i>1</i>
<i>Assault Off Duty</i>	<i>1</i>
<i>Prep Cabin for Emergency</i>	<i>1</i>

Jerry Lindemann presented the **Scheduling Committee Report**. No written report was submitted.

Chris Click submitted and presented the **Safety Report**.

Chris reports during the month of August there was little to no movement on improving conditions for Hot Aircraft. Chris has continued to meet with Inflight Leadership, but has also started meeting with Management at a higher level. The talks with Greg Crum Director of Operations have been fruitful and there should be some progress to report in the October Safety Report. Jill van der Werff and Chris Click have been working with Southwest Airlines to fast track the Known Crew Member Program. Southwest is hoping to have the ability to add Crew Members as early as August, but because of the man power needed to update the Crew System, that October would be a difficult time frame. Chris reiterated to Mike Hafner, that this program is very important to our work group and TWU Local 556 would be more than willing to assist in the process. Jill will continue to work with Mike Hafner and John Chausse at Southwest Airlines on this project. Brendan Conlon is now on the project as well, because of the automation required. Aviation Safety Action Program (ASAP) continues to grow. Chris reports that Michael Massoni and Michele Moore remain our two contacts for this program for TWU Local 556. Michael Massoni is the signatory and Michele Moore is the primary Event Review Committee Member. Michele gave an ASAP briefing at Shop Steward Training.

Jannah Dalak presented the **Health Report** submitted by Chairperson Michele Moore.

Aviation Safety Action Program (ASAP)

To date, we have received 900 ASAP reports. We had our re-certification meeting with the FAA and the decision was made to allow our program to continue. Our Emergency Review Committee (ERC) was observed and the FAA felt we had a good working group. He made several suggestions that can help our program continue to grow and recommended we have a meeting with the signatories of the program prior to our signing of the continuing Memorandum of Understanding (MOU). Since January 2011, we have received 117 arming/disarming events. This is very disturbing to the ERC. To date we had made three recommendations to the Company regarding this type of event and are in the process of requesting a meeting with Inflight Management to try to initiate a change in procedures to help alleviate this issue.

ENS Follow-ups:

In August we received 138 ENS messages, with approximately fifteen requiring follow-up.

LOPA – 737-800 Galley Committee:

The Company has made the decision to return to tray service on the 737-800 aircraft. The meetings in August will probably be the last meetings of the Galley Operations Team.

Shop Steward:

Michele created a mini training session module/power point for the Shop Steward Training. The important points to convey are:

- ***ASAP is confidential – not anonymous*
- ***ASAP is voluntary, we cannot make a F/A file a report, we can suggest it*
- ***ASAP is for any safety infraction – not just for self-reporting*
- ***The only time the 24 hour filing rule is in effect is if the FAA is involved*
- ***It is imperative for the F/A to give detailed information and return phone calls from the ERC.*

Health and Safety Fairs/Days:

In August, Michele continued to prepare for the upcoming Safety and Health Days. The game for the Safety Fair is finished and Michele is in the process of putting the prizes together.

Meetings Scheduled to Attend in September:

- HASC – Health and Safety Committee Meeting – monthly meeting*
- ERC – Weekly Meeting in addition to weekly prep and follow-up*
- ASAP InfoShare – Meeting in Atlanta; all airline ASAP groups meet with a Cabin ASAP break-out day*
- Shop Steward Training – ASAP presentation*
- MDW Safety Fair*
- Safety Event – at the request of Chris Click*

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

Jannah Dalak presented the ***Professional Standards Report*** submitted by Chairperson Kurtis Beggs.

<i>Total inquiries</i>	<i>21</i>
<i>Cases worked</i>	<i>16</i>
<i>FAR reports</i>	<i>3</i>
<i>Company Policy</i>	<i>7</i>
<i>Pilots</i>	<i>3</i>
<i>CRM</i>	<i>2</i>
<i>Cases withdrawn</i>	<i>3</i>
<i>Cases in progress</i>	<i>2</i>
<i>Positive outcome</i>	<i>13</i>
<i>Cases not taken</i>	<i>3</i>
<i>Payment issue</i>	<i>1</i>
<i>IR filed</i>	<i>1</i>

Dawn Wann submitted and presented the ***Uniform Committee Report***.

Dawn reports the Uniform Committee met on August 16, 2012. Items discussed were program updates since the May Uniform Meeting. Several uniform pieces in different sizes are being offered to the Flight Attendants. The Lands' End website will be offering the new additions including the roll out of the new navy dress on September 12, 2012. Dawn reports the Uniform Committee is wear testing new products and addressing issues with some sizes that are not

available to the Flight Attendants that are within their contractual rights. There have been so many changes and additions it would be best to log onto the Lands' End site to view all of the different products.

Jannah Dalak presented the ***Communications Report*** submitted by Co-Chairs Dean Walker and Robin Brewer

Shop Steward Committee and Shop Steward Training

Completed all publications for

- *Shop Steward Training Manual*
- *Welcome cards*
- *Welcome poster*

Published August Shop Steward Corner

- *Article submissions, Graphics, Photos, Layout, Editing*

Developed and Maintained Shop Steward Electronic Communications

- *Worked with Committee Chairs to maintain current and accurate rosters, acceptance replies and RSVPs to Training*
- *Created, edited and delivered Committee emails*
- *Uploaded to website and emailed August Shop Steward Corner*
- *Formatted and delivered audio file of Shop Steward Conference Call*
- *Design and maintenance of Shop Steward pages and rosters on the Website*

Side Letter 10

Designed and implemented design aspects for Tentative Agreement literature and signage

- *Mailers*
- *Lounge packet*
- *Banners for lounges*
- *Fed-Ex'ed materials to lounges*

Developed and Maintained Side Letter 10 Electronic Communications in conjunction with Negotiating Team (NT)

- *Side Letter 10 Membership information and communication*
- *Design and Editing of Lounge Education materials*
- *Website content creation, editing and maintenance*
- *Consulted with NT on communication strategies, projects, theories, and implementation*

DEBM Communication

- *Edited and uploaded Base Pages to Website*

- *Edited, formatted and delivered E-Connections via MailChimp*

Strategic Planning

Meeting, Planning and Conference Call with key personnel to discuss strategic strategies for Communications leading into Section 6 Contract Negotiations and beyond.

Key personnel included:

- *Communications Co-Chairs, Robin Brewer & Dean Walker*
- *President Stacy Martin*
- *Recording Secretary Jannah Dalak*
- *Houston Domicile Executive Board Member Valerie Boy*
- *Member & Local 577 Negotiator Kevin Barber*
- *Membership Relations and Communications*
- *Building unity and solidarity through communication initiatives*
- *Unity and Unity Update flow and themes*
- *Section 6 Contract Negotiations*
 - *New Negotiating Team (Elected and Appointed)*
 - *Contract Survey*
- *Harvesting Membership Data*
 - *Give away desirable prizes for updated information including non-participants*
 - *Accuracy in data*
 - *Participation in emailing and texting*
- *Social Media – The Gift of Fire*
 - *Member involvement*
 - *Union involvement*
- *Image and PR*
 - *Local 556*
 - *Local 556 Leadership*
 - *AirTran SMT Graduates*
 - *Other SWA Unions*
 - *Other TWU Locals*
- *Projects and Campaigns*
 - *Calendar Events*
 - *Glass Cases*
 - *Holidays*
 - *Charity involvement*
 - *Community focus and involvement in Crew Base cities (current and future)*

- *Shop Steward Committee initiatives*
- *Under-performing & MIA Committees*

Board of Election

Coordinated with BOE on required posts, publications and notices

- *Edited, emailed and uploaded same*
- *MailChimp user lists maintenance and transfer to AppleTree Media for Negotiating Team Election*

Electronic Communications and Information Technology

- *Continued development of updating TWU Elements of Style*
- *Email box and account maintenance, creation and distribution modifications*
- *Voice Shot user lists maintenance*
- *Facebook maintenance*
- *Twitter review*
- *TWU556 app development*

www.twu556.org

- *Website redesign*
- *Content creation*
- *Uploading*
- *Archiving*
- *Functionality enhancements*
- *Style changes*
- *Users' roles*
- *Database management*
- *Maintenance*
- *Security*
- *Hosting services*
- *Licensing*
- *Member logins*
- *Role and Group permissions*

No written report was submitted for the ***Civil and Human Rights Committee***.

Stacey Vavakas submitted and presented the ***Shop Steward Committee Report***.

Stacey Vavakas, Valerie Boy, and Lucy White-Lehman report that they completed the creation of the 2012 Shop Steward Training Program to be held in Houston. Each Shop Steward was contacted to accept or decline their nomination. Training materials were ordered and assembled. Shop Stewards were contacted via email and through the postal service as to the dates of training and if they would be attending. The new Shop Steward Handbook was completed. The Shop Steward Conference Call was conducted and the Shop Steward Monthly Newsletter was sent via email to all Shop Stewards.

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

Jerry Lindemann presented the *New Hire Committee Report*. No written report was submitted.

Matt Hettich presented the *Scholarship Committee Report*. No written report was submitted.

No written report was submitted for the *Survey Committee*.

John DiPippa presented the *Cabin Services Report*. No written report was submitted.

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

Jannah Dalak presented the *737-800 Subcommittee Report* submitted by Denny Sebesta.

Company Attendees: Caroline Jernigan, Claire Taitte

Union Attendees: Karen Amos, Lyn Montgomery, Denny Sebesta

The Union confirmed with Management that our Executive Board has approved to extend the current 6-month timeframe for the 737-800 Subcommittee. This will give the Committee further time to analyze how the increase of 737-800 aircraft may affect the pairing solutions (737-800 Only Pairings, Mixed and D Only Pairings), as well as feedback (negative/positive) from Flight Attendants on type of pairings and work rules for Reschedules/Downgrades. The Subcommittee Members present agreed to a 6-month extension to include, bid periods from September 2012 through February 2013, and will continue meeting monthly to analyze the data as outlined in the current agreement. This extension will be reevaluated at the end of that period. Management pointed out that the Subcommittee will be two-months into the new six-month timeframe, so for now, our last monthly meeting will be scheduled for December 2012 for the February 2013 bid period. Claire agreed to draft the extension letter, which will be signed by all six (6) Subcommittee Members and attached to the original 737-800 Subcommittee agreement.

October 2012 Pairings and Bid Lines:

Management provided information on the October pairing solutions, and will email the data to the Union Team Members. Once again, the 737-800 Only solution was less efficient and cost prohibitive; therefore, a Mixed Pairing and D Only Pairings solution was used. An 737-800 Only pairing solution for October would have increased costs by \$320,363.00 plus, it would have required up to 124 additional Flight Attendants, and added 2,604 Deadheads (majority of cost increase), and added 25% more aircraft changes. Management said the Company has not seen an improvement in costs with the increase of 737-800 aircraft in the fleet. As of today, there are twenty (20) 737-800's in the Southwest Airlines fleet. Management pointed out, in comparison, the RIG cost has increased – July was 11% RIG cost versus October's 17% RIG cost. Both September and October schedules were less efficient than August. The Union addressed our concern again that the 737-800 Only pairing solutions may be the "exception" going forward due to the significant cost factor that has been apparent the past few bid months. The Union also expressed our concern over Flight Attendant safety should the Company begin Near International destinations with Mixed and D Only pairings. The Union asked if Network Planning would take 737-800 Only pairings into consideration when Near International flying begins at Southwest. Management said that Network Planning does not necessarily take into consideration 737-800 Only pairings in their decisions when building any flight schedule. The Company (meaning Inflight Leaders) would have to make a decision on cost and building 737- 800 only pairings if Southwest begins flying International. There was some discussion about expanded communication, which this Subcommittee has touched on from time to

time (Denver base opening, 737-800 procedure training); however, it was decided that this Committee should focus on the intent and goals set forth in the 737-800 Subcommittee agreement. Either party may choose to invite a person(s) who may contribute to the subject matter or benefit from participation (Crew Planning, Scheduling Committee Chairperson). There will be no 4-day pairings for October.

Denver Base

Denver will have some “D” Only pairings and lines for October. There were no displacements with the new base opening. Management tried to build pairings to minimize displacement, which helped with the no force basing. While there is an increased cost associated with their decision, there is also a cost with displacement when force basing. The final number of Flight Attendants to open Denver is 430. Crew Planning has provided the Denver vacancy information to all Flight Attendants.

Southwest Merger Training (SMT) for AirTran Flight Attendants

This topic came up in relation to the Denver Base and growth. Management said that spring is a crucial flying time for both carriers and that is when they will have to determine if AirTran can transition additional Flight Attendants over, or if hiring would be the best route (Southwest hiring not AirTran). Management said there would only be a small number of AirTran 737's converted over in 2013. The aircraft conversions to Southwest and the 717's transition to Delta are the driving factors for transitioning AirTran Flight Attendants to Southwest.

800 Aircraft Routes and Type of Flying

The Union has received questions from Flight Attendants asking what determines 737-800 aircraft in a particular base and/or destination. Management provided the following explanation: It is primarily based on customer demand to a destination, as well as seasonal. For example, Florida destinations will have an increase in the spring, whereas, at the end of August through fall there are fewer 737-800 flights in Florida. Las Vegas will show an increase for the fall season. As far as Near International versus domestic flying, we may see some shift of the 737-800's to Hawaii or other ETOPS flying.

Reschedules/Downgrades

Management informed us that there have been quite a few downgrades caused by a delay in one of the 737-800 aircraft deliveries at the end of August. Here are the details of the impact and resolution. The September 1 through September 15 schedules was also affected since there was no 737-800 aircraft to replace the delayed delivery. Five (5) “D” Only positions were affected. Management said they cancelled the pairing on the “D” Only Flight Attendant's screen. The remaining “D” flights were handled on a leg-by- leg basis. The most senior was rescheduled to Deadhead on exact same flight and the other Flight Attendant was moved into the senior's position. Management confirmed that Crew Planning followed the reschedule language outlined in the 737-800 Subcommittee Agreement and that all Flight Attendants have been notified. To date, Management has not received any negative feedback from these downgrades. One (1) Flight Attendant wanted to work during her cancelled pairing involved in the downgrade situation. Management said the Company's current practice is to pay the “greater of the two” (flown over cancelled bar), but not both that fall within the same day. The Union responded that there is a current and active grievance on this matter. The Union requested the names of those Flight Attendants affected by the downgrades for follow-up and feedback.

Schedule Changes

As previously written in the July report, we will continue to see more schedule changes through the remainder of the year. As noted in the June 22, Subcommittee report, Management said the new “norm” is more schedule changes, especially with what is referred to as “demand shaping”, which is dictated by customer patterns and customer demand. These changes are made by Network Planning, who in turn, may make some small changes as close in as two months prior to the scheduled flight.

737-800 Aircraft Fleet and Deliveries

For 2013, Management said there would be quite a few more “early” deliveries, but the total number remains the same. The 737-800 aircraft delivery dates for 2012 remain the same as provided in the June 22 Committee Report (see dates below). There will be thirty-three (33) 737-800’s delivered by year-end. Mandatory preparation is required for each aircraft before deployed online; a few may not enter until January 2013. As previously reported, the Company continues their ongoing strategy to replace a 700 aircraft online and upgrade the flights to a 737-800. As outlined in the current 737-800 Subcommittee Agreement, the “D” positions created will be released into Open Time.

Remaining 2012 Delivery Dates

September 24

October 26

November 28

December 30

2013 Delivery

20 aircraft by year-end

Our next scheduled meeting is Friday, September 28, at 2:00pm.

Jerry Lindemann presented the August 2012 Financial Report.

Chris Click made a ***motion #16*** to approve the August 2012 Financial Report. Rob Riddell ***seconded*** the motion. The motion ***carried***.

The Executive Board reviewed the August 2012 Executive Board Attendance Report.

Chris Click made a ***motion #17*** to approve the August 2012 Executive Board Attendance Report. Stacey Vavakas ***seconded*** the motion. The motion ***carried***.

The Executive Board reviewed the August 2012 Executive Board Roll Call Voting Report.

Chris Click made a ***motion #18*** to approve the August 2012 Executive Board Roll Call Voting Report. Stacey Vavakas ***seconded*** the motion. The motion ***carried***.

The Executive Board reviewed the 2nd Membership Meeting 2012 Minutes.

Matt Hettich made a ***motion #19*** to approve the 2nd Membership Meeting July 2012 minutes. Jimmy West ***seconded*** the motion. The motion ***carried***.

Rob Riddell made a *motion #20* to recess. Jerry Lindemann *seconded* the motion. There was discussion. The motion *did not carry*.

There was discussion regarding the FAA rule change that could allow portable electronic devices to be utilized on the Aircraft during taxi, take-off and landing. The Executive Board asked Chris Click to approach TWU International about this possible rule change. Discussion continued.

Rob Riddell made a *motion #21* to recess. Jerry Lindemann *seconded* the motion. There was discussion. The motion *did not carry*.

The Executive Board discussed vacation pay for full-time Officer pulls and Negotiating Team Members.

There was discussion about new assignments for Board of Adjustment.

The Executive Board reviewed the voting report of the day.

Chris Click made a *motion #22* to recess. Jimmy West *seconded* the motion. The motion *carried*.

Stacy Martin *recessed* the meeting at 1822.

Thursday
September 20, 2012

Stacy Martin called the meeting to order at 900.

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

Tina Coffee was pre-excused for illness.

Addie Crisp was pre-excused for maternity leave.

The Executive Board discussed topics for Inflight Management Representatives.

Stacy Martin and Rob Riddell were excused for negotiations at 0922.

Chris Click chaired the meeting.

Discussion continued on topics for Inflight Management Representatives.

Stacy Martin and Rob Riddell returned to the meeting at 0929.

Stacy Martin chaired the meeting.

Discussion continued on topics for Inflight Management Representatives.

The Executive Board took a break at 0940.

The meeting resumed at 1000. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, and Stacey Vavakas.

Tina Coffee was pre-excused due to illness.

Addie Crisp was pre-excused for maternity leave.

Jimmy West was pre-excused to attend a meeting with a Member.

Inflight Management Representatives Mike Mankin, Steve Murtoff, Brendan Conlon and Adam Carlisle entered the meeting at 1000.

Stacy Martin welcomed Inflight Management Representatives. Stacy Martin explained that we are informing the Flight Attendants of the significance and importance of the Sick Leave and Productivity data but that we would like to change the format of the meetings. Stacy suggested that the Executive Board is emailed the charts and data and then we could discuss them during the meeting to allow more opportunity to discuss other issues. Brendan Conlan agreed and explained he was only going to go over bullet points on the Sick Leave and Productivity Review.

Jimmy West returned to the meeting at 1017.

Brendan reported that trends were similar throughout this report. Brendan stated that after summer we are back to offering to Daily Release Time (DRT). Sick leave costs were 2.7 million dollars for August. The report has been broken down into individual base data. The Executive Board reviewed each base report for Sick Leave Data. This data included duty periods, not Flight Attendants within the base. Chris Click asked about the emergency duty period percentage. Brendan stated it is not an actual percentage. It depends on the appetite for VJA. Brendan stated that the VJA sustained us through July and that is why there were no emergency procedures implemented. Brendan further reported that as summer duty periods increase, sick leave increases, even with more flying there is more sick leave. Karen Amos asked if there are more duty periods why wouldn't there be more sick leaves. Brendan stated the divisor/divider is higher and that is why there is higher sick leave. Chris Click reported that the Executive Board is excited about the Known Crew Member Program. There was discussion concerning base orientation for all new Flight Attendants. Chris Click asked about tray trainers and the 737-800 training method. Stacy Martin stated that we need to be able to explain to our Members when they call about this method. Steve Murtoff said there is no tray training in progress. Initially there was a tray training crew but only in the beginning. Steve further reported that there were trainers for the cart method and knew that there were service procedure inaccuracies. Management stated that when they decided to go back to trays they felt that it would insult the Flight Attendants, and stated they did have some of the 737-800 Flight Attendants Trainers on the Aircrafts the first week of the tray training to make sure the galleys were stocked appropriately. Chris Click showed two examples of trips that were paying 10 TFP per day and asked Management for clarification of the program. Management responded that it was designed to be a partnership between Inflight and Provisioning. The Company's response was that there was great value to the cart training program and that the Flight Attendant's involved gave up a lot to participate in the program. John DiPippa explained that the 737-800 Training was expensive and at the same time the Company is telling the Flight Attendant's they are costing the Company too much money. It was not perceived well on line. Karen Amos explained the perception among the Flight Attendants is negative and we need to be able to explain these issues to the Members. There was discussion regarding the Social Media Policy. Mike Mankin stated the Company is in the process of rewriting the Social Media Policy but that may take up to eight months to complete this project. Karen Amos stated that there are issues with the Drug and Alcohol policy. Patients are being released

before they have completed the thirty day contractual policy with United Behavioral Health Care. Karen Amos reported there are issues with bidding on out of base charters and the times of bidding are being affected. Other charter issues are that Operations have the Charters but they are not being posted until last minute. Brendan Conlan stated there is always lag time to create the pairing. Stacy Martin thanked the Inflight Management Representatives for their visit and they left the meeting at 1110.

The Executive Board took a break at 1115.

The meeting resumed at 1130. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Tina Coffee was pre-excused for personal illness.

Rob Riddell was pre-excused for negotiations.

Addie Crisp was pre-excused for maternity leave.

Jannah Dalak presented the *Veteran's Report* submitted by Chairperson Denise Schmidt.

Denise spoke with Todd Gage the past Chair of the Veterans Committee. Todd provided Denise an update on what was previously done and provided some ideas for future contacts. Denise and Todd discussed ideas they had for future activities. Denise intends to make contact with National Officers and develop a proposal for a joint Company/Union veteran recognition opportunity.

Tina Coffee entered the meeting at 1149.

Rob Riddell entered the meeting at 1149.

The Executive Board went to lunch at 1200. Matt Hettich, Jimmy West, Valerie Boy, John DiPippa, Chris Click and Jannah Dalak answered the phones so the Office Staff could attend an Office Staff luncheon together.

The meeting resumed at 1354. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, John DiPippa, Jimmy West, Rob Riddell, Karen Amos, Valerie Boy, Matt Hettich, Donna Keith, and Stacey Vavakas.

Addie Crisp was pre-excused for maternity leave.

There was discussion about the Domicile Executive Board Member position for Denver. Three applicants submitted resumes. One applicant withdrew their resume. The Executive Board reviewed the letters of interest. The Executive Board requested additional information. There was discussion.

Jannah Dalak left the meeting at 1430.

Jannah Dalak returned to the meeting at 1435 with Grievance Chair Becky Parker. The Executive Board spoke with Grievance Chair Becky Parker.

Grievance Chair Becky Parker left the meeting at 1445.

Rob Riddell made a *motion #23* to appoint Chris Sullivan to Denver DEBM. Chris Click *seconded* the motion.

There was discussion. The motion *carried*.

Dawn Wann left the meeting at 1500.

Valerie Boy left the meeting at 1510.

There was discussion in regards to Domicile Executive Board Members (DEBMs) having access to Website page updating. It was agreed that Dean Walker would give a presentation to the DEBMs on how to update their webpages.

Valerie Boy returned to the meeting at 1527.

The Executive Board took a break at 1530.

The meeting resumed at 1600. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Addie Crisp was pre-excused for maternity leave.

Dawn Wann was pre-excused for personal reasons.

There was discussion about confidential assignments.

There was discussion about the 2012 Annual Membership Survey. Donna Keith informed the Executive Board that James Gordon was unable to continue in the Survey Chair position due to other commitments.

John DiPippa requested clarification on procedures for Shop Steward shadowing. There was discussion concerning procedures. The Executive Board agreed that only one Shop Steward is allowed to shadow at a Fact Finding Meeting.

There was discussion regarding leave procedures for Officer Responsibilities. There was discussion regarding Full-Time Officer Vacation Pay.

There was discussion about Weekend On-Call procedures and the creation of the Policy. It was discussed and agreed that Weekend On-Call will be Officer Responsibility and the pay will remain the same of 6.5 TFP for each day an Officer is Weekend On -Call.

Jannah Dalak made a *motion #24* to suspend until revised, the Policy and Procedure Manual. John DiPippa *seconded* the motion. There was discussion. The motion *carried*.

Tina Coffee reported that she would like Executive Board Members to attend future Unity Days. There was discussion about the upcoming Unity Days conflicting with the Membership Meetings and that additionally lost time costs may prohibit some Executive Board Members from attending.

Donna Keith brought up concerns from the Chicago base about the procedure the Executive Board would utilize to choose the two remaining appointed Negotiators for Section 6 Contract Negotiations in 2013. There was discussion about interviewing. The Executive Board agreed to place a posting on the Union Website and Facebook requesting if a Member is interested in being appointed to the Negotiating Team to submit a Letter of Interest. There was discussion about the duration of the posting and the Executive Board agreed to a ten day

period. Jannah Dalak agreed to place the posting on the Website and Facebook for ten days. Submissions would be sent to the Recording Secretary. The Executive Board would review the Letters of Interest at the October Executive Board Session.

Stacy Martin was excused for personal reasons.

Chris Click chaired the meeting.

Jerry Lindemann made a *motion #25* to recess. Jimmy West *seconded* the motion. The motion *carried*.

Chris Click *recessed* the meeting at 1830.

Friday
September 21, 2012

Chris Click called the meeting to order at 0900.

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

Stacy Martin was pre-excused for personal reasons.

Addie Crisp was pre-excused for maternity leave.

The Executive Board reviewed the August 2012 Executive Board Working Minutes.

Jerry Lindemann was excused for personal illness.

Dawn Wann made a *motion #26* to approve the August 2012 Executive Board Working Minutes. Jannah Dalak *seconded* the motion. The motion *carried*.

The Executive Board reviewed the August 2012 Executive Board Synopsis.

Dawn Wann made a *motion #27* to approve the August 2012 Executive Board Synopsis. Jannah Dalak *seconded* the motion. The motion *carried*.

There was discussion about the Scheduling Committee. There was discussion that Stacy Martin and Jerry Lindemann would act as contact persons for the Scheduling Committee. There was discussion if the Committee was staffed appropriately.

There was discussion about the Survey Committee and the fact that the current Chairperson of the Survey Committee resigned.

There was discussion about the applicants that submitted Letters of Interest for Survey Committee during the month of April 2012. The Executive Board reviewed the applicants that submitted Letters of Interest during the month of April 2012 for Survey Committee. Discussion continued.

Donna Keith volunteered to contact Andrew Pittman to see if he would accept the Chair position of the Survey Committee.

Discussion continued regarding the Survey Committee. Donna Keith informed the Executive Board that Andrew Pittman had agreed to accept the position of Survey Committee Chair.

Valerie Boy was pre-excused for the remainder of the September 2012 Executive Board Session.

Jannah Dalak made a ***motion #28*** to appoint Andrew Pittman to the chair of the Survey Committee. Tina Coffee ***seconded*** the motion. The motion ***carried***.

Jimmy West was pre-excused for the remainder of the September 2012 Executive Board Session.

John DiPippa was pre-excused for the remainder of the September 2012 Executive Board Session.

Stacey Vavakas made a ***motion #29*** to adjourn. Tina Coffee ***seconded*** the motion. The motion ***carried***.

Chris Click **adjourned** the meeting 1053.

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

A handwritten signature in cursive script that reads "Jannah Dalak". The signature is written in black ink and is positioned above the typed name.

TWU Local 556 Recording Secretary

September 2012 Executive Board Roll Call Voting Results

September 2012 Executive Board Roll Call Vote Report

Last Name	First Name	Title	1) Motion to enter Executive Session	6) Motion to Table a Grievance	10) Motion to Revisit a Grievance	13) Motion to Approve July 2012 Financial Report
Martin	Stacy	President	AWAY	AWAY	AWAY	AWAY
Click	Christopher	1st VP	CHAIR	CHAIR	CHAIR	CHAIR
Wann	Dawn	2nd VP	YEA	YEA	YEA	YEA
Dalak	Jannah	Secretary	YEA	YEA	YEA	YEA
Lindemann	Jerry	Treasurer	YEA	YEA	YEA	YEA
Coffee	Tina	BMAL 1	YEA	YEA	YEA	YEA
Riddell	Rob	BMAL 2	YEA	AWAY	AWAY	AWAY
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	YEA
Keith	Donna	MDW DEBM	YEA	YEA	YEA	ABSTAIN
Amos	Karen	DAL DEBM	YEA	YEA	YEA	YEA
Boy	Valerie	HOU DEBM	YEA	YEA	YEA	YEA
Crisp	Addie	LAS DEBM	MATERNITY	MATERNITY	MATERNITY	MATERNITY
Hettich	Matt	OAK DEBM	YEA	YEA	YEA	YEA
DiPippa	John	PHX DEBM	YEA	YEA	YEA	YEA
West	Jimmy	MCO DEBM	YEA	YEA	YEA	AWAY

Last Name	First Name	14) Motion to Recess	15) Motion to Enter Executive Session	Charge 1 Section (a)	Charge 1 Section (b)	Charge 1 Section (c)
Martin	Stacy	AWAY	CHAIR	CHAIR	TIE-NAY	CHAIR
Click	Christopher	CHAIR	YEA	NAY	NAY	YEA
Wann	Dawn	AWAY	YEA	NAY	NAY	YEA
Dalak	Jannah	NAY	YEA	NAY	YEA	YEA
Lindemann	Jerry	YEA	EXCUSED	EXCUSED	EXCUSED	EXCUSED
Coffee	Tina	YEA	YEA	NAY	NAY	YEA
Riddell	Rob	AWAY	YEA	NAY	NAY	YEA
Vavakas	Stacey	YEA	YEA	NAY	YEA	YEA
Keith	Donna	YEA	YEA	NAY	NAY	YEA
Amos	Karen	NAY	AWAY	NAY	YEA	YEA
Boy	Valerie	YEA	YEA	NAY	YEA	YEA
Crisp	Addie	MATERNITY	MATERNITY	MATERNITY	MATERNITY	MATERNITY
Hettich	Matt	YEA	YEA	NAY	NAY	YEA
DiPippa	John	YEA	YEA	NAY	YEA	YEA
West	Jimmy	YEA	YEA	NAY	YEA	YEA

Last Name	First Name	Charge 2 Section (a)	Charge 2 Section (b)	Charge 2 Section (c)	Charge 3 Section (a)	Charge 3 Section (b)
Martin	Stacy	CHAIR	CHAIR	CHAIR	CHAIR	CHAIR
Click	Christopher	NAY	NAY	YEA	NAY	NAY
Wann	Dawn	NAY	NAY	YEA	YEA	NAY
Dalak	Jannah	YEA	NAY	YEA	NAY	NAY
Lindemann	Jerry	EXCUSED	EXCUSED	EXCUSED	EXCUSED	EXCUSED
Coffee	Tina	NAY	YEA	YEA	YEA	NAY
Riddell	Rob	NAY	NAY	YEA	NAY	NAY
Vavakas	Stacey	NAY	NAY	YEA	NAY	NAY
Keith	Donna	NAY	NAY	YEA	NAY	NAY
Amos	Karen	NAY	YEA	YEA	NAY	YEA
Boy	Valerie	NAY	YEA	YEA	NAY	YEA
Crisp	Addie	MATERNITY	MATERNITY	MATERNITY	MATERNITY	MATERNITY
Hettich	Matt	NAY	NAY	YEA	NAY	NAY
DiPippa	John	NAY	YEA	YEA	NAY	YEA
West	Jimmy	NAY	YEA	YEA	NAY	YEA

Last Name	First Name	Charge 3 Section (c)	Charge 4 Section (a)	Charge 4 Section (b)	Charge 4 Section (c)	Charge 5 Section (a)
Martin	Stacy	CHAIR	CHAIR	CHAIR	CHAIR	CHAIR
Click	Christopher	YEA	NAY	NAY	YEA	YEA
Wann	Dawn	YEA	ABSTAIN	NAY	YEA	NAY
Dalak	Jannah	YEA	NAY	NAY	YEA	NAY
Lindemann	Jerry	EXCUSED	EXCUSED	EXCUSED	EXCUSED	EXCUSED
Coffee	Tina	YEA	NAY	YEA	NAY	YEA
Riddell	Rob	YEA	NAY	NAY	YEA	NAY
Vavakas	Stacey	YEA	NAY	NAY	YEA	NAY
Keith	Donna	YEA	NAY	NAY	YEA	NAY
Amos	Karen	NAY	NAY	NAY	YEA	NAY
Boy	Valerie	YEA	NAY	YEA	YEA	NAY
Crisp	Addie	MATERNITY	MATERNITY	MATERNITY	MATERNITY	MATERNITY
Hettich	Matt	YEA	NAY	NAY	YEA	NAY
DiPippa	John	YEA	NAY	YEA	YEA	NAY
West	Jimmy	YEA	NAY	YEA	YEA	NAY

Last Name	First Name	Charge 5 Section (b)	Charge 5 Section (c)	16) Motion to Approve August 2012 Financial Report	17) Motion to Approve August 2012 Executive Board Attendance Report	18) Motion to Approve the August 2012 Executive Board Roll Call Voting Report
Martin	Stacy	CHAIR	CHAIR	CHAIR	CHAIR	CHAIR
Click	Christopher	NAY	YEA	YEA	YEA	YEA
Wann	Dawn	YEA	YEA	YEA	YEA	YEA
Dalak	Jannah	NAY	YEA	YEA	YEA	YEA
Lindemann	Jerry	EXCUSED	EXCUSED	YEA	YEA	YEA
Coffee	Tina	NAY	YEA	AWAY	YEA	YEA
Riddell	Rob	NAY	YEA	YEA	YEA	NAY
Vavakas	Stacey	NAY	YEA	YEA	YEA	YEA
Keith	Donna	NAY	YEA	YEA	YEA	YEA
Amos	Karen	NAY	YEA	YEA	YEA	YEA
Boy	Valerie	YEA	YEA	YEA	YEA	YEA
Crisp	Addie	MATERNITY	MATERNITY	MATERNITY	MATERNITY	MATERNITY
Hettich	Matt	NAY	YEA	YEA	YEA	YEA
DiPippa	John	YEA	YEA	YEA	YEA	YEA
West	Jimmy	YEA	YEA	YEA	YEA	YEA

Last Name	First Name	19) Motion to Approve 2nd Membership Meeting 2012 Minutes	20) Motion to Recess	21) Motion to Recess	22) Motion to Recess	Last Name
Martin	Stacy	CHAIR	CHAIR	CHAIR	CHAIR	Martin
Click	Christopher	YEA	NAY	NAY	YEA	Click
Wann	Dawn	AWAY	AWAY	AWAY	YEA	Wann
Dalak	Jannah	YEA	NAY	AWAY	YEA	Dalak
Lindemann	Jerry	YEA	YEA	NAY	AWAY	Lindemann
Coffee	Tina	YEA	NAY	NAY	AWAY	Coffee
Riddell	Rob	YEA	YEA	YEA	YEA	Riddell
Vavakas	Stacey	YEA	NAY	NAY	YEA	Vavakas
Keith	Donna	YEA	NAY	NAY	NAY	Keith
Amos	Karen	AWAY	AWAY	AWAY	NAY	Amos
Boy	Valerie	YEA	NAY	NAY	NAY	Boy
Crisp	Addie	MATERNITY	MATERNITY	MATERNITY	MATERNITY	Crisp
Hettich	Matt	YEA	NAY	ABSTAIN	NAY	Hettich
DiPippa	John	ABSTAIN	NAY	YEA	YEA	DiPippa
West	Jimmy	YEA	YEA	YEA	YEA	West

First Name	23) Motion to Appoint Chris Sullivan to the Denver DEBM Position	24) Motion to Suspend until Revised, the Policy and Procedure Manual	25) Motion to Recess	26) Motion to Approve the August 2012 Executive Board Working Minutes	27) Motion to Approve the August 2012 Executive Board Synopsis	Last Name
Stacy	CHAIR	CHAIR	AWAY	AWAY	AWAY	Martin
Christopher	YEA	YEA	CHAIR	CHAIR	CHAIR	Click
Dawn	YEA	AWAY	AWAY	YEA	YEA	Wann
Jannah	YEA	YEA	NAY	YEA	YEA	Dalak
Jerry	NAY	YEA	YEA	AWAY	AWAY	Lindemann
Tina	YEA	YEA	YEA	YEA	AWAY	Coffee
Rob	YEA	YEA	NAY	AWAY	YEA	Riddell
Stacey	NAY	YEA	YEA	YEA	YEA	Vavakas
Donna	YEA	YEA	YEA	YEA	YEA	Keith
Karen	YEA	YEA	NAY	YEA	YEA	Amos
Valerie	NAY	YEA	AWAY	AWAY	AWAY	Boy
Addie	MATERNITY	MATERNITY	MATERNITY	MATERNITY	MATERNITY	Crisp
Matt	YEA	NAY	NAY	YEA	YEA	Hettich
John	NAY	YEA	YEA	YEA	YEA	DiPippa
Jimmy	YEA	YEA	YEA	YEA	YEA	West

First Name	28) Motion to Appoint Andrew Pittman, Chair of the Survey Committee	29) Motion to Adjourn
Stacy	AWAY	AWAY
Christopher	CHAIR	CHAIR
Dawn	YEA	YEA
Jannah	YEA	YEA
Jerry	AWAY	AWAY
Tina	YEA	YEA
Rob	AWAY	AWAY
Stacey	YEA	YEA
Donna	YEA	YEA
Karen	YEA	YEA
Valerie	AWAY	AWAY
Addie	MATERNITY	MATERNITY
Matt	YEA	YEA
John	YEA	AWAY
Jimmy	YEA	AWAY