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

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Executive Board Meeting
June 11 – 14, 2012
Synopsis

Stacy Martin called the meeting to order at 0838.

TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, John DiPippa, and Stacy Vavakas.

Valerie Boy, Jimmy West, Matt Hettich, Donna Keith, Karen Amos and Addie Crisp were pre-excused absences.

Tina Coffee led the Board in the Pledge of Allegiance.

Aflac Representatives Chris Gilmore and Roy Jeffords entered the meeting at 0841 as guests. Aflac Representatives updated the Executive Board on the services provided by Aflac. Aflac provides accident, cancer, critical care and recovery policies.

Donna Keith entered the meeting at 0856.

Stacy Martin thanked the Aflac Representatives. Chris Gilmore and Roy Jeffords left the meeting at 0910.

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

Stacy Martin deferred the **President's Report for June**.

Jannah Dalak presented the **Office Manager Report for June**.

> *Total Vacation Days Used – 25*
> *Sick Days Used – 2*
> *Appointments – 0*
> *Quarterly Fly – 0*
> *Bereavement – 0*
> *Total Monthly Days to Cover – 31*
> *Interviews Held – 9*
> *Staffing Needs – 4 Full Time Positions*

Tina Coffee presented the **Board Member at Large Report for June**; no written report was submitted.

Rob Riddell submitted the **Board Member at Large Report for June**.

> *Rob Riddell reported that he attended an Executive Board Member training seminar for Laborsoft and Outlook, and the May 2012 Executive Board Session. Rob also reported that he attended the New Officer Swearing-In Ceremony held on May 8, 2012 and the New Hire Dinner May 9, 2012.*

Rob reported that he had two phone meetings with Valerie Boy, Chair of the Shop Steward Committee.

Rob Riddell reported that he has had several meetings with Val Lorien in regards to the Overwater/Near International Side Letter 10 that did not pass. Rob also reported that he had a conference call with the Overwater/Near International Negotiating Team.

Donna Keith submitted her **Chicago Domicile Report** for June.

Donna Keith reported that mandatory Attendance Review Meetings continue in the Domicile, as well as, Fact-Finding Meetings for various reasons. Attendance Meetings are conducted for the appearance of a pattern in sick calls, as well as, sick calls numbering thirty days or more in a year. After all Flight Attendants in the thirty-day category were addressed, Management tightened down the parameters to the mid-twenties and up for days missed in a year. Donna Keith reported she participated in the 737-800 training in the lounge as well as, onboard training efforts for the 737-800. Donna attended the Chicago Flight Attendant Safety Fair held in the Chicago lounge on June 6, 2012 with Michele Moore. Donna has had the opportunity to speak with the majority of the Chicago Shop Stewards personally. Donna sat Emergency Officer On-call May 28, 2012 through June 3, 2012. Donna worked Weekend On-call May 12, 2012 and May 26, 2012. Donna reports all publications have been distributed, the red rack straightened, the glass case updated, the domicile page updated, and time spent in the Chicago lounge.

John DiPippa submitted his **Phoenix Domicile Report** for June.

John DiPippa was very busy in May in regards to his duties as Phoenix Domicile Executive Board Member. In the first week of May, John was in Dallas for training with the new Executive Board. The second week of May was John's first Executive Board Meeting with the new Executive Board. While John has communicated to his domicile his difficulty in working with the previous Executive Board, John truly believes that everyone on this new Executive Board has their heart in the right place in regards to serving the Membership and John is very excited about the next three years for TWU Local 556. Finally, in the third week of May, John was back in Dallas to attend the Shareholder's Meeting and assist Board Members with various duties.

John has also been busy doing Fact-Finding Meetings in May, and to date has completed three attendance meetings for June with a fourth scheduled for the end of the month. Besides these meetings, John wrote the E-Connection for May, read and responded to several emails and spoke with several Phoenix Flight Attendants either on the phone or in the lounge in regards to various Union issues. John has a meeting scheduled with Phoenix Base Manager Deborah Edwards later this month and hopes that Phoenix Board Members at Large, Rob Riddell and Tina Coffee will be able to attend and further solidify the professional working relationship with TWU Local 556 and Phoenix Inflight Base Management.

Attendance has been a major focus of Southwest Airlines as of late in regards to Attendance Meetings and the Company is hosting a Town Hall Meeting to get Employee ideas on how to improve company-wide attendance issues. There is a Town Hall Meeting in Phoenix on Monday and while John wishes he could attend, he cannot due to the June 2012 Executive Board Session. Since John wants to find out what exactly was said in these meetings, he has sent an email to all of the Phoenix Shop Stewards to see if they can attend. Phoenix Shop Steward Della Saucier will attend and take notes to give the Local an idea of what suggestions have been presented to help attack this issue.

John continues to write the Hotline Script and has made sure that his red rack, glass case and domicile page are up to date. Even though the Overwater/International Agreement did not pass, John wants to thank Nathan Koschmann, Marc Andrew Wafer, Stacey Wise, Mary Pesce, Robert Chacon, and Denise Schmidt along with alternates Tina Coffee, Kathy Eckhardt, and Louann Alexander in helping educate the Membership about the Tentative Agreement, which will help solidify job security for Southwest Airlines Flight Attendants.

John will be attending the Membership Meeting in July and has received several emails from various Flight Attendants who have stated that they want to get more involved in the Union in regards to being a Shop

Steward, so be on the lookout for several new faces added to our glass case.

Finally, John has received several positive comments about his stance in regards to the UNITY article dilemma and John wants to personally thank the Phoenix domicile that he has the honor of representing in supporting him on this issue.

Stacey Vavakas submitted her **Baltimore Domicile Report** for June.

Stacey Vavakas reports that May has kept her extremely busy. There was no easing into the position with the Tentative Agreement Overwater Lounge Mobilizations starting on May 2, 2012. There were many new volunteers to assist in the education of Flight Attendants. It was nice to have so many new volunteers who stepped up and wanted to get involved. Many of them have expressed interest in being more involved in the future and being Shop Stewards. There were five Attendance Meetings, one points case, one alcohol related meeting, one Probationary Meeting and one write-up from a Supervisor while observing on the 737-800.

Stacey reports that there were changes in leadership in Baltimore. Carolene Goulbourne was promoted to Assistant Base Manager and Rachel Derrossett was assigned Atlanta Base Manager starting July 1, 2012. James Jordon went online as of June 1, 2012. He served as an Inflight Supervisor since July 16, 2008 to May 31, 2012. His new seniority date is June 1, 2012. The Recurrent Trainer Janelle Hawley is out on maternity leave and Erin Brunatti continues to assist in Recurrent Training.

Baltimore has had many changes since May 28, 2012. Changes have occurred with the old rental car parking lot. TSA and Inflight share this lot. This is a huge gain for the Flight Attendants because it is within walking distance to the terminal. The other departments are located in a lot across from cargo and are bused to the airport. Rachel informed Stacey that there is enough space for our entire work group, even the Flight Attendants who switched over to Amtrak.

Stacey also reported that she attended New Hire Domicile Orientation on May 30, 2012. There were 71 Baltimore New Hires in Class #255. A welcome letter was distributed. In addition to attending Domicile Orientation, Stacey met with Rachel Derressett and Anna Boardman to go over issues in the Baltimore Domicile and was in the lounge on May 23, 2012 for a Lounge Mobilization.

Stacy Martin presented the **COPE Report** submitted by Portia White.

Since the conclusion of the May 2012 Executive Boards a review of all Local 556 Committee on Political Education (COPE) involvement has been in process. Many of the particulars are still in the review process however; this report serves as an initial overview of the various aspects of the review. As we all have heard, what can be won at the bargaining table can be either enhanced or taken away with the stroke of a legislator's pen. Legislators and agencies at the federal, state and local levels have the ability to make our lives better or worse without negotiating or changing our Collective Bargaining Agreement with Southwest Airlines.

COPE Involvement

Our involvement is mandated by the TWU Constitution (Article II. (c)) and TWU Local 556 Bylaws (Article II (c)).

"To promote legislation and engage in such other activity as may be deemed necessary or advisable properly to safeguard the economic security and social welfare of working people and to protect and extend our democratic institutions, civil rights and liberties, and to perpetuate the cherished traditions of our democracy." [TWU Local 556 Bylaws (Article II (c)).

AFL-CIO Affiliation

Per TWU Local 556's Bylaws Article I (b), the Local is "affiliated with the State and City AFL-CIO Councils of each Domicile, and such other Central Bodies and Councils as may be deemed necessary in the interest of advancing the welfare of Members of this Local". Presently, this Local has affiliations with Arizona State AFL-CIO, Alameda

County Central Labor Council, California Labor Federation, Chicago Federation of Labor, Dallas AFL-CIO, Florida & Central Florida AFL-CIO, Harris County AFL-CIO, Illinois State AFL-CIO, Maryland State AFL-CIO, Metropolitan Baltimore AFL-CIO and Texas AFL-CIO. During the year, various conventions and meetings occur at each body whereby policies, legislation and political reviews of candidates are discussed and decided.

TWU State Conference Participation

TWU International has ten state conferences involving fourteen states. Of the ten state conferences, we participate in the TWU State Conferences of California, Florida, Illinois/Indiana, Nevada/Arizona and Texas. These state conferences focus on state legislative and political issues that affect TWU members. In practice, Locals in the various states come together to discuss, review and participate in grassroots activities. Upcoming conferences include Florida - June 11, 2012, Texas - June 15, 2012 (possible reschedule for July 10, 2012) and Illinois/Indiana - July 12, 2012 (tentative).

Legislative and Agency Issues

The FAA Reauthorization that passed Congress earlier this year and signed into law by President Obama (Public law 112-95) included provisions that affect our Membership. Some of these specific provisions briefly described below include Cabin Crew Communication, Enhanced Training for Flight Attendants, Human Intervention Motivation Study and Clarification of Memorandum of Understanding (MOU) with OSHA (Occupational Safety and Health Association). Keep in mind that the FAA rulemaking process for individual provisions is underway.

Cabin Crew Communication: in general, Flight Attendants serving aboard aircraft must be able to demonstrate proficiency to read, speak and write English well enough to properly perform their duties.

Enhanced Training for Flight Attendants: air carriers shall provide initial and annual training including situational training regarding serving alcohol to passengers, recognizing intoxicated passengers and dealing with disruptive passengers.

Human Intervention Motivation Study (HIMS): HIMS to date has been a federally funded prototype alcohol and drug assistance program that coordinates the identification, assessment and medical re-certification of flight officers. Pilot union groups have noted that it has been a successful collaboration between the FAA, air carriers and pilot representatives. The new public law includes all cabin crew members be provided access to this assistance program.

Clarification of MOU with regards to OSHA; the first step toward applying OSHA requirements to crewmembers while working in an aircraft is an effort to address the 2000 MOU that was abandoned after the change of the Clinton administration to the Bush administration in January 2001. The MOU includes a review of OSHA standards on recordkeeping, bloodborne pathogens, noise, and sanitation.

Present congressional and agency issues that are flight attendant centric include: Known Crewmember (KCM), and HR3824—"Airline First Responder Workplace Fairness Act" otherwise known as the "Hirono Fatigue Bill" introduced by Rep. Mazie Hirono (HI-02).

The Known Crewmember program was introduced in 2011 as a trial in seven airports including Boston Logan, Chicago O'Hare, Miami, Minneapolis-St. Paul, Phoenix Sky Harbor, Seattle-Tacoma and Washington Dulles for airline pilots only. The screening system enabled the TSA security officers to positively verify the identity and employment status of flight-crew members by expediting access to sterile areas of airports thereby reducing passenger-screening line congestion making airport checkpoint screening more efficient for all users. Flight Attendant unions from the programs onset have been lobbying for the ability of Flight Attendants to also use the expedited screening process. In recent months, the TSA has been discussing the process of opening up procedure to Flight Attendants.

Airline First Responder Workplace Fairness Act otherwise known as the Hirono Fatigue Bill: The bill ensures that the FAA addresses fatigue issues of flight attendants. The FAA has issued rulemaking to address pilot fatigue and *is working to address Air Traffic Controller fatigue issues as well. Fatigue issues of Flight Attendants are a pervasive concern that should be addressed by the FAA as well.*

Free Hobby Activity

May 30, 2012 marks the day that the Houston City Council voted in favor of Southwest Airline's proposal for international expansion at Houston Hobby. TWU 556 Members were involved in visiting legislators along with other Southwest Airlines Employees regarding this significant achievement. Follow-up meetings thanking legislators continue.

Election 2012

With "Election 2012" quickly approaching, we encourage Members to become involved civically in their communities by registering to vote. A TWU Local 556 voter registration drive is in the planning stage. Being involved civically helps our ability to motivate legislators toward our view on issues of importance to us. This involvement begins at the local school board level, proceeds to the state level and further proceeds federally.

COPE Fund

Local 556 has a high number of participants that contribute to the TWU COPE fund at various contribution amounts. The voluntarily derived funds are collected and disbursed by TWU International. Funds are distributed not based on party affiliation and are intended to support candidates or initiatives that are supportive to transportation and working family issues.

Candidates are vying for the opportunity to serve citizens in local, state and federal capacities. We would like to direct some of the contributions that our members have voluntarily contributed to go to those that we feel would represent TWU Local 556 Members and issues. Two specific candidates that have requested funding that fit within this category include John Oceguera (NV-3) and Marc Veasey (TX-33).

John Oceguera, married to TWU Local 556 Member Janie Oceguera, is in the Nevada State Assembly serving as Speaker of the Assembly. John has shown by example in the Nevada State Assembly that working people come first. Marc Veasey is a member of the Texas House of Representatives. He has fought to bring jobs to the Dallas and Fort Worth areas and understands the plight of working people. Both candidates have been on the forefront of their local issues and have stood by, and developed relationships with, TWU Members.

On May 31, 2012, the Local requested that TWU International who presently has access to our collected funds, send contributions to candidate John Oceguera (NV-3) and candidate Marc Veasey (TX-33). The request was denied. Follow-up inquiries into the process are being pursued.

More research is being conducted as to the participant aggregate amount and the disbursement process. Hopefully, by next month more information on the process of C.O.P.E. contributions – gathering and disbursement – will be available.

Conclusion

Membership involvement is the ultimate goal. By educating Members on the legislative process, we hope to eliminate negative connotations that have preceded and handicapped involvement. It is not about labels or politics. It is about communities, our families and the ability to enjoy life.

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

The month of May was busy for the CISM Team. 50 Incidents were reported into the hotline. Each Incident was responded to with a minimum of three Crew Members. The CISM Team responded to the first AirTran incident and will be assisting as needed with any of their Crew Members that may be involved in an incident.

Eileen Rodriguez will be speaking to each new Special Merger Training (SMT) Class as it transitions through Southwest Airlines training.

Thank you to the TWU 556 Executive Board for supporting the CISM Team!

Lyn Montgomery presented the **Grievance Committee Report**. No written report was submitted.

Jannah Dalak presented the **Scheduling Committee Report** submitted by Lisa Trafton.

Lisa Trafton reports Line writing for July was difficult partially due to the ten schedule changes plus a holiday. Due to the additional cost of approximately $100,000 and the staffing requirements of 73 additional Flight Attendants, Inflight Crew Planning constructed "D" only pairings for the first time since the introduction of the 737-800s into the fleet in March of this year. All Committee Members came in one day early to begin line writing.

The Line Writers for the July lines:
Valarie Daniel, Kelli Kockler, Sheri Tyler, Don Shipman, Shelley Taylor, and Lisa Trafton.

Statistical Requirements

Turns	*7.16%*	*6% Minimum*
2-Days	*13.10%*	*12% Minimum*
3-Days	*79.73%*	*55% Minimum*
4-Days	*0.02%*	*17% Maximum*
Pure Lines	*72.92%*	*70% Minimum*
All Weekends Off	*36.06%*	*35% Minimum*
3-On/Off & 48-Hour	*17.62%*	*18% Maximum*

Lisa reports each Member of the Scheduling Committee wrote letters of resignation.

Chris Click submitted the **Safety Committee Report**.

During the dates May 1, 2012 through June 8, 2012, the Safety Committee has completed the following:

Chris Click Safety Committee Chair held a Safety Team Meeting with Jill Van der Werff Co-Chair, Michelle Moore Health Committee Chair/Coordinator and Michael Massoni Outgoing Committee Chair. In this meeting, Chris reported about the future direction of the Safety Committee.

Michael Massoni and Michelle Moore will remain on as the ERC-ASAP (Event Review Committee - Aviation Safety Action Program) Reporting Representatives for TWU Local 556. The ERC-ASAP Group is a select group paid for by both TWU and SWA that reviews all the ASAP reports and votes to approve or deny the report based on merit. They meet once a week with the Company. We spoke about allowing Executive Board Members who were present in Dallas to attend this meeting one by one if they choose and the desire to make sure that each Executive Board Member learn about ASAP and ERC. Michael and Michelle agreed to do a 1-2 hour training session when scheduled by the Executive Board.

Michael Massoni, Denny Sebesta, and Michelle Moore will remain our GO-TEAM with the Company temporarily as Chris Click completes the necessary NTSB (National Transportation Safety Board) courses on Cognitive Interviews and Accident Investigation as well as SWA Bloodborne Pathogen Training. The GO-TEAM will eventually transition to include two or three members of the current Safety and Health team. Michael Massoni will remain on in an advisory capacity and, if allowed by the NTSB, actively assist the new GO-TEAM in a future Aircraft incident.

American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) which meets two times a year (Chicago and San Antonio) currently has Michael Massoni listed as a voting member of the SPC161 (Committee on Cabin Air Quality). Michael will remain as a voting member; Chris will be added as a non-voting member attending the first two meetings and then most likely the ASHRAE Committee will place Chris as a *voting member, replacing Michael Massoni. This Transition could take a year.*

A Safety Team Meeting will be held in September, most likely in Chicago during a large Safety fair in which TWU Local 556 as well as TWU International Safety Chair Ed Watt will be attending.

The International Task Force was discussed, which is comprised of just a few Members from various locals at TWU International. Due to the large number of items that needed to transition, Michael will remain as a member of this force for the time being until a transition can take place.

The Global Cabin Air Quality (GCAQ) Conference, which is held once a year in London, addresses the issue of poor air quality in aircraft cabins. TWU International usually provides the funds for the Local556 to send a representative; however, last year they did not. The Local sent Michael Massoni to attend the conference. Michael expressed a desire to continue with this committee as it deals with airlines, labor unions and manufacturers. Losing labor unions at this conference places the workers at a disadvantage as was mirrored in the ASHRAE conversation Chris will report when he receives additional information.

Jill van der Werff addressed the issue of bypassing security for Crew Members under perhaps the CrewPASS System (CAS). We discussed a possible grass roots campaign with the Company and the Government to make this program happen. Michael communicated that there is a plan currently in progress and the Transportation Safety Administration (TSA) and Department of Homeland Security (DHS) have signed off on it. They have stated that we should include Flight Attendants. Currently though, CAS, Crew Members must have passports and all Pilots on this program do have a passport. John Chause (Director of Federal Airport Security for Southwest Airlines) is the Company Representative to address about this issue. We will follow up with him in the future. Michael recommended we use Portia White to coordinate legislative lobbying that may need to occur.

Discussion was held on forming a standing committee for Reciprocal Cabin Seat Agreements. Currently it is a handshake agreement and the expansion of this program has been on a gentlemen's agreement. We may need to look at future language to make this a permanent program.

There was discussion in regards to having Quarterly Meetings with the Safety Committee Chair/Co-Chair and Health Chair and International Task Force Member.

Chris attended the New York Committee for Occupational Safety and Health (NYCOSH) briefing on Occupational Safety and Health Administration (OSHA four (4) Years after Obama). Chris also attended the NYCOSH Awards Banquet in which Toni Mazzochi the "Father of OSHA" was inducted into the Department of Labor Hall of Honor. This was a fundraising event to raise money for NYCOSH.

Chris attended the NTSB Academy training in June for Cognitive Interviewing.

CWA and TWU are launching a Joint Resource Sharing program in which there is a safety training eight (8) hour session happening in the Dallas/Fort Worth Metroplex in June. Chris was on vacation that week, so Jill van der Werff attended. Ed Watt, the International Task Force Chair also attended and held a briefing with Stacy Martin the next day.

Hot Aircraft: Chris reported on the grievance with the Company over the hot aircraft issue. Management has tried to submit proposals that are not satisfactory. Chris stated that Flight Attendants continue to contact the Union office to report hot aircraft issues, however to date the submitted Irregularity Reports are very low. In May 2012, during a meeting with Management, they had only received four hot aircraft reports. They have created a Hot Aircraft Operations Review Board (HORB) that is comprised of Ground/Ramp, Operations, Facility Maintenance, Flight Ops and now Inflight. There have been many RBF's and memos issued to different departments; however, the latest rounds of updates, revisions and bulletins to each department now has concrete guidelines to follow.

The Executive Board took a break at 1040.

The meeting resumed at 1055. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, John DiPippa, Donna Keith, and Stacey Vavakas.

Valerie Boy, Jimmy West, Matt Hettich, Karen Amos, and Addie Crisp were pre-excused absences.

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

ASAP

Michele Moore reported there are currently 721 reports in the program. Michele is currently in the process of FAA re- certification for the ASAP program, and have had one meeting with the FAA thus far. Several additional meetings are scheduled in June and July to complete the process. The formal request letter is due to the FAA in August 2012.

Weekly meetings continue to review current reports. In addition to weekly meetings, Michele spends approximately nine hours a week pre-scoring reports and making follow-up calls to Flight Attendants to get additional information needed for report investigations.

ENS Follow-ups:

In May 2012, 136 ENS messages were received, and Michele followed up with five crews. LOPA (List of Passenger Accommodations):

The 737-800 Galley Operations Team continued to work on the Aircraft and in the lounges in May 2012. Michele Moore sat in the lounge for thirteen days in May to familiarize the Dallas Flight Attendants with the changes on the 737-800 since they had their training. In June, the team will continue to be on the Aircraft and in the lounges.

Health and Safety Committee (HASC):

We discussed the hot aircraft issue at our last Health and Safety Committee (HASC) Meeting as well as the upcoming Health and Wellness Days at the bases. A taskforce has been formed to deal with the hot aircraft issue. We also discussed the latest injury trends and turbulence events.

Upcoming:

In June 2012, Michele will continue to be a participant on the 737-800 Galley Operations Team. Michelle will also participate in periodic conference calls and a continual email chain to keep up with the changes/problems. Additionally, Michele reports that she will attend the Chicago (MDW) Health and Wellness Day, HASC, and a weekly ERC meeting in June.

Meetings Scheduled to Attend in June 2012

- *HASC – Health and Safety Committee Meeting – monthly meeting*
- *ERC – Weekly Meeting in addition to weekly prep and follow-up*
- *Galley Operations (formerly LOPA) – The 737-800 Galley Operations Team will continue to work in the lounges and on the aircraft*
- *Hot Aircraft Task Force*
- *TWU Health Summit*
- *ASAP FAA Re-certification Meeting*

Jannah Dalak deferred the **Education Report.**

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

Total Inquiries *14*

Cases Withdrawn	*4*
Cases Worked	*5*
FAR's	*0*
Company Policy	*3*
CRM	*0*
Pilots	*2*
Positive Outcome	*4*
Negative Outcome	*1*
Cases Still Active	*0*
Cases Not Taken	*5*
I.R. Filed	*3*
CISM Referral	*0*
OPS Issue	*1*
FADAP Referral	*0*
Legal Referral	*0*
Crash Pad Issue	*1*

There was discussion regarding the selection process of Professional Standards and CISM Committee Members. Donna Keith agreed to contact Eileen Rodriguez and Kurtis Beggs to discuss the selection process.

Dawn Wann presented the **Uniform Committee Report;** no written report was submitted. Dawn brought samples of the uniform and the Executive Board discussed issues regarding cost and quality of uniforms.

Jannah Dalak deferred the **Shop Steward Committee** R**eport**.

Karen Amos presented the **Flight Attendant Assistance Program (FAAP) Report**. No written report was submitted. Karen reported that she has been researching new facilities. Karen further states that there is a conference in August that she would like to attend to evaluate a facility.

Stacy Martin and Jerry Lindemann presented the **New Hire Committee Report**. No written report was submitted. There was discussion regarding the New Hire Dinner and the Executive Board agreed to continue to hold Meet and Greet Meetings with the New Hire Classes. The Executive Board agreed to change the menu to a healthier alternative.

There was discussion regarding the status of the **Scheduling Committee** and that Lisa Trafton has agreed to write lines for the month of June.

The Executive Board went to lunch at 1230.

The meeting resumed at 1400. 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, Donna Keith, and Stacey Vavakas.

Jimmy West, John DiPippa, Valerie Boy, Addie Crisp and Matt Hettich were pre-excused absences.

Stacy Martin presented the **Scholarship Committee Report**. No written report was submitted. There was discussion that Stacy Martin had a conversation with Mark Torrez regarding Scholarship information.

Valerie Boy and Jimmy West entered the meeting at 1429.

Jannah Dalak presented the **Survey Report s**ubmitted by James Gordon.

TWU 556 Survey Committee Report

By James Gordon
Chairman, Survey Committee
Presented to the TWU 556 Executive Board
June 13, 2010

Part One
Orientation

The Survey Committee description on the TWU556.org Website states:

TWU Local 556 has a Bylaw requiring our Union to hold a system-wide survey once per calendar year, with the results being published to the Membership. Each year, the TWU Executive Board directs the Survey Committee Chairperson to develop, implement, and conduct a survey based on their predetermined subject.

Currently this is a committee of five Flight Attendants who are working on the system wide Membership Survey. Committee members are Todd Gage, Donna Keith, John Dipippa, Kyle Whiteley, and the committee is chaired by Mark Torrez. The committee also has a third party consultant, Dr. Maria Dixon of Southern Methodist University.

Since the inception of the committee, it has grown to include more than just the implementation and publication of one survey per year. Now, the committee also assists in writing surveys required by other committees.

As the newly appointed Survey Committee Chairman, areas of concern have been identified:

A search of the published TWU 556 Bylaws on our website revealed no mention of such a survey being required. That is not to say this is not published elsewhere or required; or that this is an unfortunate omission. Here is the Bylaw currently published on the website outlining Committees:

ARTICLE XII COMMITTEES

(a) Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Civil and Human Rights and Shop Steward. All Committee Chairs previous before the election will remain in place until a complete joint evaluation by the Committee Chair and Executive Board.

The Committee Chair will submit an in-depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Part Two
Recent Published Member Surveys

The TWU 556 Website archives Survey results from 2009, 2010 and 2011.

- *In 2009 the Survey listed 30 questions. 878 members participated.*
- *In May 2009 the contract was voted on by 5963 members (61%).*
- *9,770 members were eligible to vote, 39% of members did not vote.*
- *In 2010 the Survey listed 33 questions. 925 members participated.*
- *In 2011 the Survey listed 22 questions. 2,156 members participated.*

The 2011 spike in Member Survey participation tracks with a 58% increase in smartphone sales from 2010. JP Morgan predicts 657 million smartphones will leave stores in 2012, so it is safe to assume that nearly every TWU 556 Member has or will very soon have a smartphone.

In May 2011, Facebook's United States audience fell from 155 million to 149 million, indicating that it had reached a saturation point. Today, 54% of Americans are on Facebook: 15% of them check their Facebook status 5 to 10 times a day, 33% access Facebook via smartphone, 63% via desktop/laptop and 4% via a tablet. (Source: Edison Research)

<u>Part Three</u>
<u>The Work Ahead 2012</u>

- *The number of eligible voters in the Overwater/Near International TA was 10,047*
- *The number of Members who participated was 3,934 (39%)*
- *The number of eligible voters in the 2012 Officer Elections was 9,856*
- *The number of Members who participated was 3,885 (39%)*
- *The number of eligible voters in the January 2012 SLI Ratification was 9,866*
- *The number of Members who participated was 7265 (73%)*
- *AirTran experienced an 82% voter turnout, passing it by 1,523 Members (94%)*

Logically, one would assume that when emotional hot button issues (Project Redesign, Seniority Leave Integration (SLI), and the Tentative Agreement (TA)) are trending in the workplace, more Members would participate. Curiously, as of early 2012 the participation has trended very sharply downwards, most notably in the recent TA vote.

This is an alarming issue caused by both internal and external factors. It cannot be ignored and must be addressed through a multi-platform campaign to identify the causes of apathy, increase awareness and encourage future participation with our Membership.

Respectfully Submitted,
James Gordon
Survey Chairman, TWU Local 556

Jannah Dalak reported that Matt Hettich is contacting two Members to discuss the Veteran's Chair Position. No written report was submitted for the **Veteran's Committee**.

Donna Keith presented the **Green Committee Report.** No written report was submitted.

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

Jannah Dalak deferred the **Working Women's Committee Report.** Cat Chacon asked to present her report in person and was added to the Agenda for Tuesday, June 12, 2012.

Jannah Dalak presented the **737-800 Subcommittee Report** submitted by Lyn Montgomery. The report was authored by Denny Sebesta.

Attendees:
Company – Brendan Conlon, Claire Taitte, Caroline Jernigan and Michael Mankin
Union – Denny Sebesta, Don Shipman, Lyn Montgomery

737-800 Aircraft Fleet – Claire confirmed that the delayed Aircraft delivery plan for next year will not affect 737-800 deliveries this year and the expected number by the end of this year is 35. The eighth 737-800 entered the fleet today.

The Company's ongoing strategy with all new 737-800's is to replace a 700 Aircraft online and utilize the 700 as a spare.

737-800 Aircraft Training Update –The737-800 mock-up training will continue in the lounges for the month of

June. On May 4, 2012, the number of 737-800 Galley Operations Trainers was reduced to one trainer on the first leg of each 737-800 pairing. Beginning June 1, 2012 a familiarization video will be posted on SWALife for Flight Attendants to review.

As of this week, 600 Flight Attendants have flown on a 737-800 Aircraft. Claire said that approximately 100 additional Flight Attendants per week experience flying on a 737-800 Aircraft.

Reschedules/Downgrade from 737-800 Aircraft – As part of the Subcommittee Agreement, we review any downgrades or reschedules that may affect a crew to help us evaluate the current language. To date, there have only been three downgrades from a 737-800 to another type, one in April and two in May. The Company has provided us the information and we will contact the crewmembers for feedback.

Since there are so few 737-800s currently in the fleet, unless there is a catastrophic event, such as a hurricane, it will likely take a few more months of flying before the Subcommittee has additional data to pull from and receive feedback from affected crewmembers. Claire said there have been more upgrades than downgrades so far.

The Company provided us information on the first 737-800 pulled out of service. It occurred in April for one and a half days due to a door squeal.

July 2012 Schedule Flows and Pairings and Bid Lines–The Company ran both preliminary pairing solutions as outlined in the 737-800 Subcommittee Agreement; however, the additional RIG cost and need for increased headcount exceeded the percentage allowed. Since there are more 737-800s in the fleet and Flight Attendants are experiencing this flying at an increased rate, the Company decided to consider the cost factor for the July schedule and build mixed and "D" Only pairings for the bid lines. The final numbers reflected an additional $90,000.00, plus 73 additional Flight Attendants (Reserves) and 996 additional deadheads to create 737-800 only pairings.

"D" Only pairings will be in Baltimore, Houston, Las Vegas, Orlando, Chicago, and Phoenix. Las Vegas will have the majority. Those pairings with an aircraft change will have the following minimum scheduled time:

- *Working flight to working flight: 1 hour*
- *Working flight to deadhead flight: 45 minutes*

All domiciles will have 737-800 flying in the "mixed" pairings, including Dallas and Oakland. There will not be any originating flights or terminating flights in Dallas.

No 4-day pairings beginning in the July schedule.

737-800 Aircraft Deliveries – On June 10, 2012 there will be two aircraft deliveries. On June 24, 2012, there will be four aircraft deliveries. Claire Taitte will send the July delivery schedule. The month of August there will be approximately twenty aircraft in the system.

Our next scheduled meeting is Friday, June 22, 2012 at 2:00pm.

Jannah Dalak presented the **Board of Election Report** submitted by Susan Kern Board of Election Chairperson. The Executive Board agreed that Jerry Lindemann would be Liaison to Board of Election.

Voting period was May 4, 2012 through May 21, 2012

This report includes a breakdown of voting trends and a discussion of issues that arose during the ONIF (Overwater Near International Flying) vote, along with an update on preparations for the Contract Negotiating Committee Election.

There were 10,047 Members eligible to vote. This included 113 Probationaries who came off probation two days before voting closed, and eight Members who were returned to work through the Grievance process during the *voting period. 30 ballots were not delivered due to expired forwarding instructions at the Post Office, moved with no forwarding address, etc. These Members were called and offered new voting credentials.*

Over an eighteen-day voting period, 3,934 Members cast a ballot. Exact daily rates of voting can be viewed on the chart at the end of this report. Most important to notice is the heaviest period of voting occurred during the final five days, where 2,151 votes were cast, comprising 54.67% of the total number of people voting. Online voting made up 64.21% of the votes cast while phone voting came in at 35.79% of all votes cast.

The number of voters contacting VoteNet for support was light during the first sixteen days of voting and picked up dramatically at the end. On the last day of voting, when the vote was cut off at noon CST, there were 257 Members who called VoteNet and received their voting credentials. The chart below identifies the support VoteNet provided during the final four days of voting. Overall, VoteNet spoke with 825 Members, issuing new voting credentials to those callers.

	May 21	May 20	May 19	May 18
Voter called/left message. VoteNet called back and left msg. Voter called again, passed identity questions and was given credentials.	0	6	6	1
Voter called/left message. VoteNet called back and left msg. No further response from voter	20	8	5	8
Voter called, spoke with VoteNet, passed identity questions and was given credentials.	257	75	128	31

On the morning of Saturday, May 19, 2012 and Sunday, May 20, 2012, the Board of Election received notice from a Member that if a Member called VoteNet and it went to voicemail, they were unable to leave a message because the mailbox was full. This happened because a newer employee at VoteNet was responsible for responding to messages left in the voicemail box and they misunderstood the process. This happened on Saturday and again on Sunday. In both instances, our primary contact, Megan Henkels, began working on the problem within five minutes of notification of the problem and had it resolved quickly. She also added additional people to answer the phones.

We do not have a breakout of statistics by domicile, as this was the same vote for all domiciles, unlike the Officer Election where we had domicile-specific voting.

Currently the BOE is preparing for the upcoming Contract Negotiating Committee election. Our tentative timeline is as follows:

- *Nominations during the July Membership Meetings.*
- *Acceptance deadline for nominees on Tuesday, August 14.*
- *Voting opens Wednesday, September 5, 2012 at noon CST and closes Friday, September 21.*

This election will be run in concurrence with the rules dictated by the Department of Labor for Officer Elections. Therefore, we will be allowing each Member the opportunity to ask for a duplicate ballot. AirTran Flight Attendants who successfully complete the Special Merger Training (SMT) prior to the close of the vote will be able to cast a ballot. After much investigation it has been determined that per the Seniority Leave Integration (SLI), they become Southwest Flight Attendants immediately upon the completion of the training and therefore are Members of TWU 556. Any attempt to deny them access to the vote once they are a Member would be ruled improper by the Department of Labor and could force a rerun of the election.

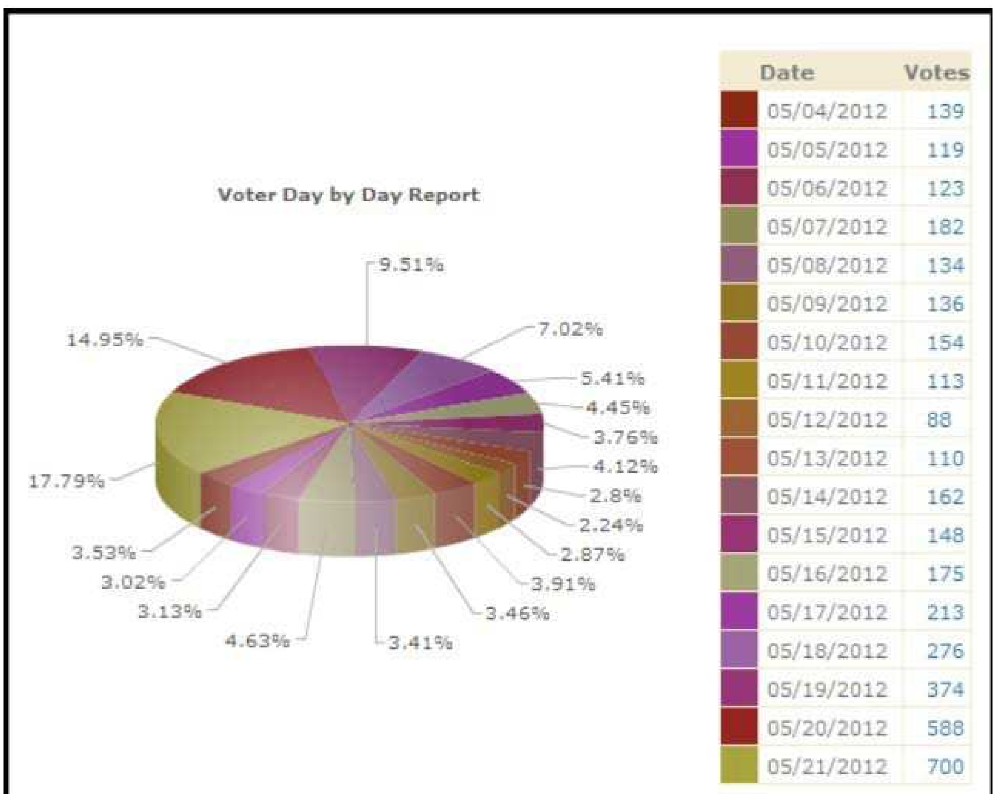
The Board of Election has also been in discussion regarding the ability of Flight Attendants to change their vote in Side Letter votes. With the exception of Officer Elections, which by law require the ability to cast a duplicate ballot, all other votes have been conducted the same way so as to ensure consistency between voting events. The current Board of Election has decided to continue the practice of one voter, one vote for all elections other than Officer Elections. With voting available 24/7 and for the entire voting period (unlike a mail-in ballot where you *have to allow time for the ballot to travel through the mail) there is no need to rush to judgment on any voting issue.*

Respectfully submitted,
TWU 556 Board of Election
Susan Kern
Will Browne
Ron Regan

Participation breakout:

Robocall and email blast sent on Friday 5/18 around 4pm.

Date	Online	Phone	Total
05/04/2012	96	43	139
05/05/2012	89	30	119
05/06/2012	82	41	123
05/07/2012	114	68	182
05/08/2012	87	47	134
05/09/2012	85	51	136
05/10/2012	108	46	154
05/11/2012	73	40	113
05/12/2012	62	26	88
05/13/2012	80	30	110
05/14/2012	107	55	162
05/15/2012	93	55	148
05/16/2012	108	67	175
05/17/2012	137	76	213
05/18/2012	172	104	276
05/19/2012	260	114	374
05/20/2012	391	197	588
05/21/2012	382	318	700
Total	2526	1408	3934



Valerie Boy presented the **Houston Domicile Report for June.** No written report was submitted.

Valerie Boy presented the **Shop Steward Report.** There was discussion about Shop Steward Elections. No written report was submitted.

Rob Riddell resigned the Shop Steward Committee Co-Chair position because of his recent appointment to the Negotiating Team.

Stacey Vavakas made a **motion (#1)** to appoint Lucy White to position of Shop Steward Co-Chair. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board agreed that the TWU 556 Facebook page would stay activated and Jannah Dalak and the Communications Co- Chairs will administrate the page. Jannah Dalak has provided administration access to the Communications Co-Chairs.

The Executive Board agreed that in the July Executive Board Session the Executive Board would finalize decisions on creating system wide Domicile welcome parties.

There was discussion about creating a Domicile Executive Board Member introductory card for Members. Chris Click agreed to create a Domicile Executive Board Member introductory card.

The Executive Board agreed that the Staff appreciation luncheon day would change to a Tuesday during the monthly Executive Board Session.

The Executive Board agreed that Donna Keith, Karen Amos, Kathy Anderson, Lyn Montgomery, Becky Parker, Kimberly Colmenares, Stacy Martin, Tina Coffee, Sara Cunningham, Renda Marsh, Ed Cloutman, Matt Hettich, Dean Walker and Robin Brewer would be the Editorial Staff.

Stacy Martin made a **motion (#2)** to recess. Jerry Lindemann **seconded** the motion. The motion **carried**.

Stacy Martin recessed the meeting at 1730.

Tuesday, June 12, 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, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Addie Crisp, Karen Amos, Matt Hettich, Valerie Boy, John DiPippa, Donna Keith, Stacey Vavakas, and Jimmy West.

Matt Hettich presented the **Oakland Domicile Report** for June**.**

> *Matt reported that Absenteeism Meetings continue to be the primary focus of Oakland's Inflight Management. Matt thanked former Executive Board Member Mark Torrez and Oakland Shop Steward Donald Silva for helping manage the Oakland domicile duties while he utilized parental leave for the month of April 2012. Additionally, Matt thanked Jim Volpe, Donald Silva, Josh Rosenberg, Matt Trenery, and Denese Deeley for assisting their fellow coworkers with lounge education during the Overwater/Near International Tentative Agreement voting. Matt reported that all Union publications have been distributed. Matt met with Oakland Inflight Management, sent out the Oakland E-Connection, updated the Glass Case, and the Oakland Shop Stewards were contacted by email.*

Addie Crisp presented the **Las Vegas Domicile Report** for June**.**

> *For the month of May, Las Vegas had Lounge Educators in the domicile to answer questions about Side Letter 10 and other Union questions. Attendance Meetings continue in Las Vegas. Addie updated the glass case. UNITY Update was placed in Flight Attendant boxes and also on the red rack.*

Matt Hettich reported that he spoke with Denise Schmidt regarding the Veteran's Committee. Denise Schmidt agreed to be the Chairperson for the Veteran's Committee.

Tina Coffee made a **motion (#3)** to appoint Denise Schmidt to be Chairperson of Veteran's Committee. Matt Hettich **seconded** the motion. The motion **carried**.

Matt Hettich submitted the **Education Committee Report**.

> *Matt reported that he has been in contact with former Education Committee Co-Chair Audrey Stone in an effort to facilitate a seamless transition. Matt thanked Audrey Stone and Mark Torrez for their years of service on the Education Committee. Matt reported that the transition discussions have focused primarily on past and future Education Committee projects; where the committee could realize improvement; and, identifying ways to ensure the committee remains an effective resource for Local 556 for the future.*

Addie Crisp reported there was no activity in the **Civil and Human Rights Committee** for the June 2012 Executive Board Session. No written report was submitted.

Cat Chacon Co-Chair of **Working Women's Committee (WWC)** entered the meeting as a guest at 0847 to present the Working Women's Report.

> *On June 4, 2012 and June 5, 2012 Gwen Dunivent and Cat Chacon attended the second of three annual meetings of the Air Transport Division of the Working Women's Committee (ATDWWC) in Hurst, Texas. Due to widespread struggles related to American Airlines and American Eagle bankruptcy proceedings, attendance at the meeting was lower than it has been over the last several years. All together there were had twenty-three attendees representing about ten TWU Locals as well as representatives from the International. Gwen and Cat shared the news of the Local 556 recent election results and the fact that the Executive Board has so many new faces. The ATDWWC is poised to help support Addie Crisp, the Working Women's Representative on the Executive Board, as well as the rest of the TWU Local 556 Executive Board during this time of change and transition for Southwest Airlines and Local 556.*
>
> *The committee welcomed three representatives from the Duhram School Services of Weatherford, Texas. With the help of TWU International, this group of workers recently fought for, and won the right to a Union and is the newest work group represented by TWU. Cat Chacon and Gwen Dunivent discussed the obstacles and challenges they will face from Duhram over the next several months to years as they move forward with contract negotiations and growth. As in the past, the WWC arm of TWU will rally to help provide a Union show of support where and when the new members need it. Similar to Local 556, a large portion of the drivers at Duhram are women. In keeping with one of the WWC's primary resolutions, our Air Transport Division (ATD) Committee will be lending a hand and a voice to help the drivers improve the work environment for women at Duhram.*
>
> *In addition to team building exercises and brief presentations by a few of the committee members, there were three speakers on a variety of subjects. Isabella D. Goren, the CFO at American Airlines spoke to us regarding her path and experiences leading her to the title of CFO. She recommends a book entitled <u>How Full Is Your Bucket?</u> by Tom Rath as a great source on how to create positive energy for oneself and others at work. Anissa Satterfield is a Sergeant with the Wise County Sheriff's Office. Sergeant Satterfield spoke regarding her struggles and accomplishments as she maneuvers through her position in law enforcement. The Sergeant's presentation elicited an enthusiastic response from the group and we all found her to be a very inspiring woman. Finally, Terri D. Brown of the National Mediation Board (NMB) presented a PowerPoint outlining who and what the NMB does. She also laid out a step-by-step process of what happens during negotiations between a Company and a Union or disagreements within a Union, when the NMB becomes involved and is arbitrating. The National Mediation Board runs an Online Dispute Resolution site that is free of charge to both parties. The www.nmb.gov website also boasts a "Knowledge Store" and Online Learning for precedents set pertaining to issues such as work absences, sick leave investigating, and many others. All of the information is readily available and free of charge. A tool such as that could be useful to our own Union.*
>
> *The Working Women's Committee pledges to involve, educate and over all raise the self-esteem of Working Women everywhere in order to facilitate greater involvement and leadership roles from them within communities and places of work. In doing so, it thrives. Several Members of the Local 556 Union have benefited*

from the connections, opportunities and education realized within the WWC.

The next WWC Meeting is October 29, 2012 and October 30, 2012 of this year. Catherine looks forward to Local 556's continual participation with the ATDWWC.

Respectfully, Catherine Chacon

Grievance Chair Lyn Montgomery entered the meeting as a guest at 0900.

Negotiating Team Member Val Lorien entered the meeting as a guest at 0900.

Lyn Montgomery updated the Executive Board on the Chase Bank Application Program that the Company presented to Union Representatives Stacy Martin, Lyn Montgomery and Val Lorien. There was discussion.

Lyn Montgomery left the meeting at 0945.

Val Lorien left the meeting at 0945.

The Executive Board agreed that the Company would provide a representative to discuss the Chase Bank Application program at the July 2012 Executive Board Session.

The Executive Board took a break at 1000.

The meeting resumed at 1040. 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, John DiPippa, Addie Crisp, Matt Hettich, Jimmy West, Valerie Boy, Donna Keith, and Stacey Vavakas.

Matt Hettich discussed the topic of creating a Culture Committee. Jannah Dalak agreed to search for the Strategic Plan.

Ed Cloutman was a guest at the meeting via conference call at 1100. There was discussion regarding seniority date clarification of AirTran SMT Employees and eligibility for Shop Steward Elections.

There was discussion regarding the Negotiating Team nominations.

Stacy Martin left the meeting at 1152.

Chris Click chaired the meeting.

Stacy Martin returned to the meeting at 1153.

John DiPippa made a **motion (#4)** to Appoint Val Lorien to the Section 6 Contract Negotiating Team. Jimmy West **seconded** the motion. There was discussion.

Valerie Boy left the meeting at 1211.

John DiPippa made a **motion (#5)** to table **motion (#4)**. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board agreed to recess for lunch at 1215.

The meeting resumed at 1305. 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, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Southwest Airlines Inflight Management Representatives Sonya Lacore, Michael Mankin and Brendan Conlon from Inflight Management entered the meeting as guests at 1305.

Sonya Lacore spoke about the changes of the new liquor bag. She stated that Flight Attendants submitted many suggestions. A collective decision was made that liquor bag location would be placed in the back stock area. A video has been completed. Addie Crisp asked about the quantities of liquor in the liquor bag. Sonya Lacore stated that it is not a change at this time. Provisioning is completing a study on segmented provisioning and optimizing the amount of product. John DiPippa stated that his recollection from the Cabin Services Meeting was that there would be no changes in the provisioning quantities. Michael Mankin stated that it was a concept that is being studied. Karen Amos asked if another airline had tried the same concept. Management reported that it is evaluating the situation. Discussion continued regarding the WiFi system. Brendan Conlon stated that there are issues with the bandwidth of the WiFi system. Stacy Martin asked if there was a ratio of customer complaints regarding the WiFi system. Sonya stated that the Customer is reimbursed if they experience WiFi issues. Rob Riddell stated that he had seven Customers in one week make personal complaints to him on the inoperable WiFi system. Tina Coffee suggested that Management provide a card that the Flight Attendant could provide to the Customer. Sonya Lacore stated that she would take that idea back to the marketing department. Stacy Vavakas asked what the timeline was for WiFi on the 800 aircraft. Brendan Conlon stated that aircraft is being pulled offline to have the WiFi installed. Jimmy West asked if the new 737-800s would have the WiFi installed automatically. Brendan Conlon stated that the first 737-800s had to be pulled offline to have WiFi installed; the new aircraft that are coming online will have the WiFi installed. Stacy Martin asked Sonya Lacore if the loaner manuals were up to date in the Domiciles now. Valerie Boy asked why there were so many revisions. Sonya Lacore stated that it depends on the situation and issue whether or not it is time sensitive. Jimmy West reminded Management that we are still having issues with Customer Service Agents (CSA) asking the Flight Attendants to take fourth jumpseat on a deadhead situation. Michael Mankin stated that Management has reached out to try to resolve the issues. Michael Mankin asked for base specifics. Brendan Conlon stated that it is a stressful situation that the CSA is placed. Michael Mankin stated that we need to be sensitive to all situations. Donna Keith stated that the Flight Attendant needs to contact Crew Scheduling if the ground operation refuses to allow a deadheading Flight Attendant a cabin seat. Karen Amos stated that most Flight Attendants want to do the right thing. There was discussion about the Customer's perception watching crews interact. Sonya Lacore stated that if any irregular operations occur in regards to the 4th jumpseat issue, to please write an Irregularity Report. Sonya Lacore also stated that if a Flight Attendant writes an Irregularity Report they could always ask for follow up on a situation. Donna Keith explained the reasons why Flight Attendants are hesitant to write ground operations Irregularity Reports. Stacy Vavakas asked for clarification of the proper procedures that a Supervisor is to follow when they are approaching a Flight Attendant on duty. Sonya Lacore stated that Supervisors are to approach the Flight Attendant at a time when it does not conflict with the Flight Attendant duties. Sonya Lacore stated that they advise the Supervisors to use good judgment when approaching the situation. Sonya Lacore stated that she does not believe any Flight Attendant should be disciplined in front of anyone on the aircraft.

Stacy Martin left the meeting at 1335.

Dawn Wann chaired the meeting.

Stacy Martin returned to the meeting at 1345.

Valerie Boy asked about the estimated time of departure on the trip sheets. Matt Hettich explained the complications with the estimated times on the time sheets. Rob Riddell suggested listing the original time in black and list the actual time in another color. Brendan Conlon said he would look into the situation and see if he can find a resolution. Jimmy West asked that the connecting gate information be looked into and explained the reasons we need awareness on this issue. Brendan Conlon presented the Sick Leave & Productivity Review. There was discussion on the report. Jimmy West suggested that a simple breakdown by base to explain sick costs to the Flight Attendants. Brendan Conlon stated that currently the problem is that Flight Attendants are not picking up trips because of the large amount of VJA trips available. Valerie Boy stated that she was willing to bring cases forward to Management. Sonya Lacore asked that every department do their part on the hot aircraft issue. Sonya stated that we continue to ask the Flight Attendants to lower the shades on the Aircraft. Brendan Conlon updated the Executive Board on the Near International Overwater Flying Agreement.

The Inflight Management Representatives left the meeting 1416.

Jerry Lindemann presented the Transport Workers Union Local 556 April 2012 Financial Report.

Valerie Boy made a **motion (#6)** to approve the April 2012 Financial Report. Addie Crisp **seconded** the motion. The motion **carried**.

Jannah Dalak submitted the publication presentations to the Executive Board. There was discussion. Three Members submitted anonymous magazine publications to be evaluated by the Executive Board. There was discussion about the sub missions.

The Executive Board began discussion on Website presentations. Candidate Greg Hofer presented a Website prototype and a formal written proposal. Candidate Dean Walker presented a resume and is currently providing the interim maintenance of the TWU Local 556 Website until a Communication Chair or Co-Chair is chosen. Candidate David Feather entered the meeting as a guest at 1620 to discuss his presentation for the TWU Local 556 Website.

There was clarification that Appletree Media is paid $990 per month to maintain the dues database.

The Executive Board took a break at 1630.

The meeting resumed at 1655. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, John DiPippa, Addie Crisp, Matt Hettich, Karen Amos, Jimmy West, Valerie Boy, Donna Keith, and Stacey Vavakas.

Discussion continued on the Communication Chair Committee position.

Karen Amos made a **motion (#7)** that Robin Brewer is appointed Co-Chair of the Communications Committee whose primary responsibility will be Publications. John DiPippa **seconded** the motion. The motion **carried**.

Karen Amos made a **motion (#8)** that Dean Walker is appointed Co-Chair of the Communications Committee whose primary responsibility will be the Webmaster. Jerry Lindemann **seconded** the motion. The motion **carried.**

Rob Riddell made a **motion (#9)** to recess. Jerry Lindemann **seconded** the motion. The motion **carried**. Stacy Martin recessed the meeting at 1730.

Wednesday, June 13, 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, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Matt Hettich, John DiPippa, Addie Crisp, Karen Amos, Jimmy West, Valerie Boy, Donna Keith and Stacey Vavakas.

Stacy Martin left the meeting at 0901.

Chris Click chaired the meeting.

Stacy Martin returned to the meeting at 0910.

Donna Keith left the meeting 0917.

The Executive Board held a conference call with the Board of Election Chairperson Susan Kern regarding the upcoming Negotiating Team Election. There was discussion regarding the Negotiating Team Election held in 2007.

Chris Click made a **motion (#10)** to revisit tabled **motion (#4)**. Jannah Dalak **seconded** the motion. The motion

carried.

There was discussion on tabled motion **(#4)**.

John DiPippa withdrew **motion (#4)**.

There was discussion regarding Negotiating Team appointments.

The Executive Board took a break until 1050.

The meeting resumed at 1055. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, John DiPippa, Addie Crisp, Karen Amos, Jimmy West, Valerie Boy, Donna Keith, Stacey Vavakas and Matt Hettich.

Chris Click chaired the meeting.

Jannah Dalak presented the **Communications Committee Report** submitted by Kevin Barber. There was discussion.

> *Dear TWU Local 556 Executive Board:*
>
> *Submitted is a brief highlight of activities of the Communications Committee for the Month of May 2012. This includes Website, Publishing, suggested Jobs & Descriptions, Communications Committee Notes, and General Suggestions.*
>
> *Website:*
> *May's website construction, editing, content creation and maintenance were facilitated by Erich Schwenk. Kevin reports that he cannot speak to his participation and contributions.*
>
> *In the early part of June Kevin helped Dean Walker during the transition phase. During this time Kevin has spell checked Domicile Executive Board Member's posts, posted Scheduling Committee Reports and updated the Scheduling Webpage. Kevin reported that he has shortened posts seen on the home page from an infinite number to seven. This creates an easier loading home page and keeps content current. A 'More' button at the bottom of the page gives access to previous posts.*
>
> *Publishing:*
> *Kevin Barber wrote content, created the layout, photo-shopped, edited and published May 2012 Unity Update.*
>
> *May Unity Update went to print and was printed with no less than two spelling errors – one in a headline that required reprinting for all bases.*
>
> *Although several people saw several drafts and approved the final draft prior to going to print, it was clear a well-defined editing procedure and communication team was lacking.*
>
> *To reduce the opportunity for errors in the future, I recommend and suggest the Executive Board consider the following jobs and job descriptions.*
>
> *Jobs & Descriptions:*
> 1. *Establish Editorial Team. Implement five to seven editors that shall have specific jobs such as spelling & grammar, readability, content accuracy, layout flow and to verify names, dates, times and location, and or be assigned specific writers, stories or features. Redundancy is good.*
>
> *2. Establish an Executive Board Liaison. This Liaison will be the Executive Board's voice to the Communications Team. This includes giving the direction and focus of content to be written by the Communications Team, as well as final voice of approval of web posts & print publishing from the Executive Board.*

3. Establish a Publications Team. This team will meet no less than once a month to create the direction and message of TWU Local 556 publications. Much like the staff at a magazine, they will seek out and assign stories to writers; decide content topics, and overall focus.

The team can and should consist of members of the Editorial Team, the Executive Board Liaison & a Communications Team Member. The team can include consultants.

The Publications Team should have a single director to help ensure deadlines are met and a professional and consistent look, feel and message are achieved for TWU Local 556 print publications. This Publications Director shall work closely with the Executive Board Liaison.

Communications Committee Note:

Kevin reported that he was originally pitched and loved the idea of a single Communications Chair, with a Web Director for all things electronic, and a Publishing Director to take care of all things Print. Kevin reported that he has a few definitions, time frames, cost and ideas about how to implement this and the above ideas. He is happy to share them at the Executive Board's request.

General Suggestions:

- *In conversations with Jannah Dalak and Dean Walker, Kevin suggested TWU Local 556 publications change their Elements of Style spelling of, Web site to Website for all publications*

- *Kevin would love to see a move toward 556 Monthly publications printed and in all bases by the first or second week of the month. A June publication received on June 23 loses relevancy quickly.*

In Unity, Kevin Barber TWU Local 556

There was discussion regarding notifying the AirTran Flight Attendants in regards to the upcoming Negotiating Team nominations at the July 2012 Membership Meeting.

The Executive Board took a break at 1145.

The meeting resumed at 1150. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, John DiPippa, Addie Crisp, Karen Amos, Matt Hettich, Jimmy West, Valerie Boy, Donna Keith, and Stacey Vavakas.

Grievance Chair Lyn Montgomery entered the meeting as a guest at 1155.

Grievance Team Member Sara Cunningham entered the meeting as a guest at 1155 to present a grievance. A grievant entered the meeting as a guest at 1215 to discuss the merits of the grievance.

The grievant left the meeting at 1259.

Grievance Team Member Sara Cunningham left the meeting at 1259.

The Executive Board requested additional documentation on a grievance from the Grievance Team and agreed to table the grievance until the July 2012 Executive Board Session.

The Executive Board agreed to go to lunch at 1300.

The meeting resumed at 1400. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Karen Amos, Valerie Boy, Donna Keith, and Stacey Vavakas.

Jimmy West was a pre-excused absence.

Grievance Chair Lyn Montgomery entered the meeting as a guest at 1415.

Grievance Team Member Becky Parker entered the meeting at 1415 as a guest to present a grievance.

Grievance Team Members Barbara Fitzhugh and Renda Marsh entered the meeting at 1415 as guests for training purposes.

A grievant entered the meeting to discuss the merits of a grievance.

The grievant left the meeting at 1455.

Grievance Team Members Becky Parker, Renda Marsh and Barbara Fitzhugh left the meeting at 1455.

Stacy Martin left the meeting at 1500.

Chris Click chaired the meeting.

Matt Hettich made a **motion (#11)** to proceed on a grievance. Donna Keith **seconded** the motion. The motion **carried**.

Grievance Team Member Sara Cunningham entered the meeting as a guest at 1540 to present a grievance.

The Executive Board held a conference call with a grievant to discuss the merits of a grievance. The conference call ended at 1608.

Grievance Team Member Sara Cunningham left the meeting at 1609.

John DiPippa made a **motion (#12)** not to proceed on a grievance. Addie Crisp **seconded** the motion. The motion **carried**.

Grievance Chair Lyn Montgomery discussed a group grievance with the Executive Board.

Chris Click made a **motion (#13)** to proceed on a group grievance. Valerie Boy **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion (#14)** to table a grievance. Stacy Vavakas **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1655.

The meeting resumed at 1700. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Jerry Lindemann, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, John DiPippa, Matt Hettich, Addie Crisp, Valerie Boy, Donna Keith, and Stacey Vavakas.

Jimmy West was a pre-excused absence.

Karen Amos was excused for Union Business.

Grievance Chair Lyn Montgomery entered the meeting at 1700 to discuss a grievance. Timeframes were discussed.

John DiPippa made a **motion (#15)** not to proceed on a discipline grievance. Addie Crisp **seconded** the motion. The motion **carried**.

Grievance Chair Lyn Montgomery briefed the Executive Board that a Member has informed her that a former Inflight Supervisor has an incorrect seniority date. There was discussion. Lyn Montgomery informed the Executive Board that she would be discussing the situation with Management.

Chris Click made the **motion (#16)** to recess. Stacey Vavakas **seconded** the motion. The motion **carried**.

Stacy Martin recessed the meeting at 1746.

Thursday, June 14, 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, Jerry Lindemann, Jannah Dalak, Matt Hettich, Tina Coffee, Rob Riddell, John DiPippa, Addie Crisp, Karen Amos, Donna Keith, and Stacey Vavakas. Jimmy West was pre-excused.

Valerie Boy entered the meeting at 0900.

There was discussion in regards to the Scheduling Committee. The Executive Board agreed Karen Amos and Dawn Wann will work together to train Members for the Scheduling Committee. There was discussion regarding the Scheduling Committee resignations and the **Scheduling Committee Report** that was submitted by Lisa Trafton.

Matt Hettich discussed the TWU State Conference with the Executive Board.

Matt Hettich made a **motion (#17)** to pay for travel expenses for Donald Silva to attend the TWU State Conference Directors Meeting in Chicago. Stacy Vavakas **seconded** the motion. The motion **carried**.

Addie Crisp made a **motion (#18)** to pay for travel expenses for Bryan Orozco to attend the TWU State Conference Directors Meeting in Chicago. Matt Hettich **seconded** the motion. The motion **carried**.

Donna Keith left the meeting at 1005.

Jerry Lindemann made a **motion (#19)** to rescind **motion (#52)** made at the April 2012 Executive Board Session. Chris Click **seconded** the motion. The motion **carried**.

There was discussion regarding legal counsel rewriting the Social Media Policy, Membership Meeting Guidelines and Confidential Material.

Donna Keith returned to the meeting at 1016.

Addie Crisp made a **motion (#20)** to adopt the Membership Meeting Guidelines and Confidential Material. Matt Hettich **seconded** the motion. The motion **did not carry**.

The Executive Board took a break at 1030.

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

Jimmy West was a pre-excused absence.

Negotiator Val Lorien entered the meeting as a guest at 1056.

Val Lorien left the meeting at 1110.

Stacy Martin, Rob Riddell, and Jerry Lindemann left the meeting at 1130.

Chris Click chaired the meeting.

There was discussion regarding ethics. The Executive Board discussed trip pulls, rental cars, and transaction reports.

Jerry Lindemann returned to the meeting at 1200.

The Executive Board agreed to break for lunch.

The meeting resumed at 1330. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, and Stacey Vavakas.

Rob Riddell and Stacy Martin were excused for Union Business.

Jimmy West was a pre-excused absence.

Donna Keith was excused at 1400.

Addie Crisp was excused at 1502.

Dawn Wann chaired the meeting.

Grievance Chair Lyn Montgomery entered the meeting as a guest at 1510.

Lyn Montgomery left the meeting at 1520.

The Executive Board discussed the 737-800 Subcommittee.

The Executive Board discussed replacing Don Shipman with Karen Amos on the 737-800 Subcommittee.

Chris Click made a **motion (#21)** to remove Don Shipman from the 737-800 Subcommittee and be replaced by Karen Amos. John DiPippa **seconded** the motion. The motion **carried**.

Karen Amos presented the Dallas Domicile report. No written report was sub mitted.

The Executive Board reviewed the May 2012 Executive Board Minutes.

Jerry Lindemann made a **motion (#22)** to approve the May 2012 Executive Board Minutes. Chris Click **seconded** the motion. The motion **carried**.

Chris Click made a **motion (#23)** to adjourn. Jerry Lindemann **seconded** the motion. The motion c**arried**.

Dawn Wann adjourned the meeting at 1730.

To the best of my knowledge, these minutes are an accurate account of these proceedings.

Jannah Dalak

Jannah Dalak
Recording Secretary