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

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Executive Board Meetings
September 8, 9, 10, 2003
Synopsis

Monday September 8, 2003
Michael Massoni called the meeting to order at 1330.

Board Members present were: Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Karen Amos, Bill Bernal, Will Browne, Lucy White, and Jimmy West.

Thom McDaniel was excused to attend the SWA Labor Summit.

Marcy Vinyard was excused due to maternity leave.

Allyson Parker- Lauck was excused due to scheduled vacation.

Stacy Martin was excused due to a death in the family.

Mike McCarthy was excused for a meeting with a Member and Management

Domicile and Officer Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that in August, the Dallas base had one termination, which was due to points. Karen informed the Board that the base also is investigating an issue between crew members involving a dispute regarding cabin service while on the ground. This brings up a topic that needs to be addressed in all bases. Some Inflight Management personnel have been calling Flight Attendants in to the office to discuss an issue of concern, catching the Flight Attendant off guard. This leads to possible harm to the Flight Attendant as they might say something that could later be used against them. It is imperative that the Flight Attendant group realize that there is no such thing as an "off the record" conversation and that an issue may appear to be trivial, but could later lead to discipline. Flight Attendants should be advised to ask, "Can this discussion/ meeting lead to discipline or can anything brought out in this meeting generate discipline?" Management is required to answer these questions and if the meeting could lead to discipline, the Flight Attendant should call for Union Representation. On August 14th, the Summer of Tough LUV Tour came to Dallas. The friendly demonstration was a huge success with over 60 Flight Attendants, Local Union, and Labor Leaders standing in support. Karen extended a special thank you to Local 555's President, Gary Shults and all the 555 Board Members for their ongoing support of the Flight Attendants.

Kathy Anderson presented the **Houston Domicile** report for Stacy Martin. Stacy reported that the move to the new lounge is complete. The biggest glitch is the elevator which leads to the lounge. The elevator requires major repairs and has proven to be unreliable. Stacy informed the Board that a temporary bag room has been provided on the main level of the terminal until the elevator is up and running, he is not sure if the room will remain available after that. A Flight Attendant was injured coming down the stairs which illustrates the need for these accommodations. Stacy reported that he believes that the bag room should remain on the main level even after the elevator is repaired due to the limited space on the elevator and the elevator is used by all SWA personnel that occupy the 3rd floor. Stacy has discussed these issues with

Kevin Clark, who also sees the significance of the issue. Stacy reported that in the way of grievances, Houston has had a Suspension and a No Show. Stacy informed the Board that with the help of others, all Union publications continue to be distributed in a timely manner, including the policing of the Union Red Rack, distribution of publications and maintenance of the Union Glass Case. Stacy also reported that the Shop Steward contact list requires updating.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the past two months have been busy. There have been numerous meetings with Members and Management that resulted have resulted in grievances. Bill informed the Board that there was a good turnout for the informational picketing on the West Coast and that the Members in the Phoenix base are united and standing strong. Bill updated the Board on the meeting he had with the people that handle the parking arrangements in the Phoenix base. They see no additional spaces for crew parking. Bill informed the Board that there have been a lot of OJIs at the Phoenix base. Bill also reported that there had been a problem with accessing the lounge due to the guards changing the method used to check IDs. Bill met with Kathy Peters and she is currently working on the situation.

Will Browne presented the **Oakland Domicile** report. Will reported that it has been a little quieter in the base. There have been reports of Flight Attendants not remembering that the Scheduling lines are taped. Flight Attendants must remember to keep their conversations with Scheduling simple, and brief. Will informed the Board that Jamie Willard has shared with him some of the changes that will be coming to the Oakland Base. There will be new floor coverings and furniture for the lounge, by the first quarter of 2004. Work will start by the end of the year, and should be completed the next year. Jamie also informed Will that the second liquor drop safe is in the budget for next year and is expected to be in place in April. Although Flight Attendants would like it sooner, this $5000 just wasn't in her budget. Will reported that he has a very solid group of Commuter Captains, and Precinct Captains in the larger commuting cities that call their fellow PC's to keep them updated. Will reported a good overall turnout for the southern California "Summer of Tough Luv" Tour and the plans for the September 18 event are already in the works.

Thom McDaniel, Jim Little and Garry Drummond entered the meeting at 1350 to update the Board on events that issues that affect the Local.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that the Maryland Aviation Administration (MAA) has decided to gradually increase employee parking rates at BWI over a two-year period. "For the period from September 1, 2003 to August 31, 2004, the cost of employee parking decals will be $348, which equates to $29 a month." The MAA dropped Global Transportation and hired Capital One Executive. Lucy informed the Board that she has noticed a substantial improvement in the frequency of service and quality of service compared to Global Transportation. Also, a traffic light has been installed on the corner of 1-70 and Stoney Run Road. This traffic light should be operable sometime in October when the new car rental facility opens. Lucy reported that the construction on the B Pier is running on schedule and should be complete by November. Once all the B gates become operable, SWA will then shut down some of the C gates to install underground fuel tanks. The construction on the C gates will be rotated until all C pier gates have the new fuel tank system. Lucy informed the Board that the Inflight office has hired five new supervisors. Only two of the new supervisors are Flight Attendants and three are internal transfers. One of the new Supervisors is from Planning in DAL and two are from Marketing locally in BWI.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that during the past two months there have been several fact finding meetings ranging from attendance points to abuse of sick leave issues. The abuse of sick leave case resulted in discipline. There was one termination in Orlando.

Mike Sims presented the **Board Member At Large** report. Mike reviewed the Officer On- Call procedures with the Board. Karen Amos distributed the On- Call schedule for the remainder of the year. Mike reminded Board Members to remain on call until the next Officer has taken over. Mike informed Board Members that he will process monthly pull sheets and time sheets as quickly as he receives them. Only the ones that are submitted under the terms of the Executive Board agreement will be processed. If there is a discrepancy, if it is not complete, or if lounge mobilizations are unconfirmed, there may be a delay in processing. Mike will contact the Officer submitting the form, and to clear up any misunderstandings, he will seek Executive Board approval for those pay sheets.

Committee Reports
Kathy Anderson presented the **Civil and Human Rights** report for Portia Reddick. Portia reported that since the last report, the ATD Women's Committee was formed in Dallas (Aug. 20, 2003). Portia, along with Dallas Based Flight Attendant, Gwen Dunivent, represented Local #556 in this endeavor to form a committee intended to specifically address the needs of working women. During the meeting, several important steps were created to officially make the committee a functioning one. A website for committee members was one of the many resulting developments of this meeting. The address is www.atdwwc.org. The CLUW convention will be held Oct 9-11, 2003 in Seattle, Washington. Portia expressed hope that the Board will consider sending a delegate to the conference and suggested that Gwen Dunivent attend. Finally, Portia reminded the Board that it is time that to step up committee involvement within the bases. Portia will be forwarding a plan for the committee for the next year along with her budget.

Kathy Anderson presented the **Legislative Update** for Portia Reddick. Portia reported that the FAA bill came out of committee without proper guidelines for Flight Attendant security training. The bill that was passed by the House included minor revisions to the Homeland Security Act of 2002's TSA directive and the Senate bill was silent on it. However, the final Conference Report gutted the report to change the language making security training voluntary at the discretion of the carrier. Portia reported that Southwest Airlines and Continental were the two most persistent of the carriers in opposing legislation that would require the carriers to institute the TSA directed training. Presently, lobbying efforts within the House and Senate are being stepped up to defeat the bill on the floor. It does not look promising in the House but there is the possibility of a filibuster in the Senate. There are other provisions in the bill that are not beneficial to the Members of the TWU Members, in general. Two of these items include privatizing air traffic controllers and allowing "cabotage" to start in the Alaska market with China Airlines. "Cabotage" is the process that allows foreign carriers to pick up and drop off in the U.S. Allowing China Airlines and others to begin this process in Alaska leads the Industry down a slippery slope that will undoubtedly spread to other locations within the U.S. resulting in the loss of jobs. With the Industry in financial trouble, this would again attack the finances of American carriers and workers. Portia informed the Board that a new Defazio Amendment revising §1503(h)(4) would authorize additional background checks of all individuals that regularly enter sterile airport areas. Finally, the Department of Transportation (DOT) issued interim final rules to amend its drug and alcohol testing procedures with respect to reporting specimens as dilute or substituted. ALPA (Air Line Pilots Association) and the TTD of the AFL-CIO issued comments on our behalf. Basically, the DOT has moved in the right direction in lowering the creatine level but still the modifications are not enough.

Michael Massoni presented the **Safety Committee** report. Michael updated the Board on the current and resolved ASHDI incidents as well as the number of events received by the Southwest Airlines Event Notification System. Michael informed the Board that the Advanced Flight Attendant Security and Self Defense Training has been held up in conference via the FAA Reauthorization Bill and was left hanging when Congress recessed for the summer. They are currently back in session and are taking up the bill again. Michael gave an overview of the changes to the language in the bill that affect the Membership. Michael informed the Board that the Flight Attendant Certification is also tied to this same FAA Reauthorization Bill. Michael expressed that hopefully it will make it through unscathed and unused as a bargaining tool against the Advanced Security and Self Defense Training language. Michael updated the Board on the SWA Flight #2066 (AMA Runway Excursion). The Local 556 Safety Team did obtain "Party Status" and participated in the NTSB Interviews with all 3 Flight Attendants, a debriefing held by SWA, and Air Rescue Fire Fighter (AEFDF) Interviews. As with all NTSB Investigations, any and all information related to the incident remains completely confidential until the NTSB releases the final investigative report. This usually takes up to 1 year. Michael updated the Board on his standing meetings for September. Michael gave an overview of the International Society of Air Safety Investigators (ISASI) and Membership opportunities were discussed by all present.

Karen Amos made a motion that Michael Massoni become a Member of the International Society of Air Safety Investigators (ISASI). Mike Sims seconded the motion. The cost to the Local is $105.00 for the membership, a one time $45.00 processing fee and $60.00 annual dues. The motion **carried**.

Ed Cloutmann entered the meeting at 1500 to update the Board on the lawsuit brought against the Local by Melissa Smith.

Ed Cloutman was excused at 1600.

Karen Amos presented the **CISM** report. Karen reported that she attended a meeting that CISM Committee Chairperson, Sheri Hightower hosted to introduce a computer program to Management and the Union. The program is called 'Critical Incident Management Solutions'. The guest speaker was Janet Dean, Managing Director of CISM.net, which is out of Calgary Alberta, Canada. Janet was a Flight Attendant for Air Canada and helped to develop their CISM program and worked the program for years. Ms. Dean has developed a computer program that will enable CISM to track each case, assign the case to a worker and constantly know what work has been done on the case, and the current status of the case. It has a built in capability to create a directory of everyone in the CISM program including their background, so that each case could be appropriately assigned to the individual that has the most in common with the person requesting the assistance of the CISM program. The program itself appears to a great tool and would greatly increase the efficiency of CISM. The program will be available in 2004.

Jimmy West reported that the **Uniform Committee** meeting that was scheduled for September 8, 2003 has been cancelled. The next meeting is scheduled for December.

Mike Sims presented the **Grievance Committee** report. Mike reported that there have been two arbitrations since the last meeting of the Executive Board and when the decisions are due. Mike provided an overview of grievances filed, Union awards and Company awards. Mike informed the Board that effective August 21, 2003, the Grievance Committee would be holding weekly staff meetings where grievances and other Contract issues will be discussed. Mike reviewed the process by which Local 555 turned around their win/ loss record by changing the way they handle their grievances. Mike requested that Officers who are emotionally attached to certain cases, or believe they know the best angle to win a case, come to Dallas, prepare and then present the case to the Board of Adjustment. Mike stated that the best person to present a case is the person who believes in it strongest. The Grievance Staff will aid in preparation and either Mike Sims, Michael Massoni or Kathy Anderson will 2nd Chair.

Jim Little was excused at 1645.

Brett Nevarez, Denny Sebesta, and Kevin Onstead entered the meeting at 1645 to update the Board on negotiations.

The Negotiation Team was excused at 1700.

Kathy Anderson presented the **Professional Standards Committee** report for Jean Chandler. Jean reported that the committee continues to operate with increasing volume. Part of the increase is due to articles recommending the services of the committee (such as articles in the Hotel Newsletter and the UNITY publications). The Scheduling helpline, which took over the Maestro Support Desk has also been very helpful in assisting with phone contacts. Jean reported that there were 27 referrals to the Professional Standards hotline, 2 verbal referrals to the committee, 4 referrals involving the Pilot group, and that 24 cases were resolved favorably.

Thomas Mitchell presented the **New Hire Committee** report. There are new classes expected this year. Thom McDaniel informed the Board that the amount of time for the Union presentation to New Classes has been expanded to one hour.

Thom McDaniel updated the Board on the Southwest Airlines Labor Summit held today. Local 556 has strong support form all other SWA Unions in our fight for a fair contract.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas reported that the Company continues to experience problems getting the personnel lists from Human Resources coordinated with the Maestro lists.

The Board discussed purchasing Shop Steward Pins. Karen Amos will research the matter and report her findings.

Karen Amos presented the **Drug and Alcohol Committee** report. Karen reported that drug and alcohol terminations are on the rise and to date we have yet to be able to overturn any of these terminations and the creation of a Human Intervention and Motivation Study (HIMS) program that would be tailored specifically for the Flight Attendants has been discussed. A HIMS program would hopefully assist Members that have a drug and or alcohol problem prior to the employee failing a random drug test or being subject a reasonable suspicion test. The Pilots are monitored by the FAA, which makes their program vary from the type of program that the Flight Attendants would need. There is a HIMS seminar offered in September that might be of interest.

Karen Amos presented the **Care and Concern Committee** report. Karen reported that she is in the process of working with Shannon Hernandez in the SWA Human
Resources Department to acquire a current list of deceased Flight Attendants to add to the Memorial Plaque that is displayed at the Local.

Thomas Mitchell made a motion to update the Flight Attendant Memorial plaque. Mike Sims seconded the motion. **All voting members voted in favor.**

Will Browne updated the Board on **COPE Committee** issues. Larry Martin, TWU International Administrative Vice President, is asking Locals to contribute to the local state conventions.

The Board agreed to only contribute to the AFL-CIO and not to individual conferences. Thom McDaniel is to write a letter to Mr. Martin stating such.

Will Browne made a motion to adjourn. Lucy White seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1745.

Tuesday September 9, 2003
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Karen Amos, Bill Bernal, Mike McCarthy, Will Browne, Lucy White, and Jimmy West.

Marcy Vinyard was excused for Maternity Leave.

Allyson Parker-Lauck was excused due to scheduled vacation.

Stacy Martin was excused due to a death in the family.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported on a few key issues in Chicago. Mike updated the Board on the construction of the new Flight Attendant lounge. Mike also reported that the parking situation at the 72nd Street Parking Lot should only last a month and currently Flight Attendants can park in either the Red or the Blue Lot. Both are accessed by the same gate off of 55th Street across from the SWA hanger. Mike reported that there is the issue of Flight Attendants having to ride the same bus as passengers. The busses will fill up with passengers and will not pick up Flight Attendants due to the passenger loads. Mike is working on this and expressed confidence that this issue will be resolved by the time the holidays come around. The intended remedy is a separate bus for the Flight Attendants. Mike reported that the TSA "Employee Only" line is being shared with wheelchair passengers. This is a TSA problem and they are working on this. Mike has written a letter to the head of the TSA at MDW on this and other issues and he is currently awaiting a reply.

Kathy Anderson presented the July 2003 Executive Board Minutes for approval. Will Browne made a motion to approve the minutes as amended. Karen Amos seconded the motion. **All voting Members voted to approve the minutes as amended.**

Thomas Mitchell presented the May 2003 Financial Report for approval. Michael Massoni made a motion to approve the Financial Report. Mike Sims seconded the motion. **All voting Members voted to approve the Financial Report.**

The May 2003 checks were presented in the July 2003 Executive Board Meeting.

The Board reviewed 4 grievances.

The Board discussed compensation for the duties performed by Domicile Executive Board Members. Officers are to submit pay sheets along with time which will be paid upon approval.

The Board reviewed 3 grievances.

Gayle Ross entered the meeting at 1100 and presented 4 grievances.

Gayle Ross was excused at 1130.

The Board reviewed 7 grievances.

Will Browne was excused at 1355 to represent a Member in a discipline meeting.

Ron Regan entered the meeting at 1410 to present 1 grievance.

Ron Regan was excused at 1420.

The Board reviewed 4 grievances.

Will Browne returned to the meeting at 1430.

Karen Amos updated the Board on the status of 3 grievances.

The Board examined 1 grievance.

The Board discussed the results of the recent electronic survey put out by the Local.

The Board discussed a violation of Company Policy issue in the Orlando Base regarding a Flight Attendant who is married to a Recurrent Supervisor.

Thomas Mitchell updated the Board on the invoice sent to the Local by an expert witness who testified in arbitration.

Mike Sims made a motion to compensate the expert witness for a $500 invoice for testimony at arbitration. Michael Massoni seconded the motion. The motion **carried.**

The Board discussed the sensitive information on paychecks and that the checks are left in Flight Attendant boxes. Thom McDaniel will compose a letter addressing the issue.

The Board discussed who is authorized to ride in the cockpit.

The Board discussed the purchase of a heater for the Board Room.

Michael Massoni informed the Board that he will not be in October Boards due to his scheduled vacation.

Thomas Mitchell made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1700.

Wednesday, September 10, 2003
Thom McDaniel called the meeting to order at 0910.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Karen Amos, Bill Bernal, Mike McCarthy, Will Browne, Lucy White and Jimmy West.

Marcy Vinyard was excused for maternity leave.

Allyson Parker- Lauck was excused due to scheduled vacation.

Stacy Martin was excused due to a death in the family.

Correspondence
The Board reviewed the following correspondence:

- Letter from Colleen Barrett to Karen Amos Re: Karen's February 14th interview with the Wall Street Journal
- Letter to Jim Parker from Thom McDaniel Re: The 'Spamming' of the TWU Local 556 Website.
- Letter to Thom McDaniel from a Member.
- Letter to the Member from Thom McDaniel.
- Letter to Larry Martin of TWU from Thom McDaniel Re: Karla Kozak representing Local 556 in the Recall Election in California and California State Conference Union activities.
- Letter to Sonny Hall from Thom McDaniel to update him on the Strategic Campaign.
- Letter to Larry Vitagliano of The SeaTac Doubletree Hotel from Thom McDaniel Re: Asking Mr. Vitalgliano to find a quick resolution to their contract negotiations.
- Open Letter to Roger Toussaint of TWU Local 100 from the publication Chief Leader.
- Letter from Roxie Herbekian of HERE Local 27 and Vanessa Cardenas of the National Immigration Forum Re: the Immigration Workers Freedom Ride.

Michael Massoni made a motion to that the Local donate $50 to the Immigrant Workers Freedom Ride. Bill Bernal seconded the motion. **All voting Members voted in favor.**

- AFA News Release entitled "Flight Attendants Still Lack Anti- Hijacking Training on Two Year Anniversary of 9/11 of Attacks"
- Letter from Jim Little of TWU-ATD to All ATD Local Presidents thanking them for their participation in the inaugural meeting of the TWU- ATD Working Women's Committee.
- Letter to SWA leaders from Colleen Barrett Re: Guidelines for Celebrations/ Policy on Hazing.
- Letters from Mike Casper to Ginger Hardage.
- Letter from Jim Parker to Mike Casper Re: The letter to Ginger Hardage.
- Letter from Mike Casper to Jim Parker.
- Letter from Thom McDaniel to Colleen Barrett Re: Concerns that Jim Parker has not contacted the Local to set up future dates for negotiations.
- Letter from a Member to Thom McDaniel Re: Negotiations.
- Letter from Thom McDaniel to a Member in response to her letter.
- Letter from Tom Carlin, Legislative Representative for the TWU-ATD to All ATD Local Presidents and/or COPE Directors Re: Making articles on current labor issues available to Members.

The Board agreed to purchase Shop Steward pins designed with the TWU logo to be distributed to the Shop Stewards.

The Board placed a conference call to a grievant at 1000 regarding his termination grievance

The conference call ended at 1030

Jerry Lindemann updated the Board on the Local 556 website via conference call at 1030.

The conference call ended at 1050.

The Negotiating Team along with Mark Richard entered the meeting at 1100 to update the Board on Negotiation issues.

Garry Drummond entered the meeting at 1125.

Mark Richard and the Negotiating Team were excused at 1215.

The Board discussed the Human Intervention and Motivation Study (HIMS) conference in Denver and if would be beneficial to the Membership to have a representative attend. The Board agreed not to send a representative at this time.

Thom McDaniel reminded the Board to keep track of their Emergency On- Call weeks and not to go off-call until the next person has taken over.

Mike Sims made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1230.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McD

Thom McDaniel
President