



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

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Executive Board Meetings March 10- 11, 2003 Synopsis

Monday, March 10, 2003

Thom McDaniel called the meeting to order at 1350

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Bill Bernal, Will Browne and Portia Reddick.

Stacy Martin was excused due to personal illness.

Mike McCarthy was excused due to personal illness.

Jimmy West excused for vacation.

Domicile Reports

Deborah Danish presented the **Dallas Domicile** report. Deborah reported on the Lounge Mobilization that was conducted on February 14, 2003. Flight Attendants were given a chance to respond to the Company's proposal of a 13- hour duty day. Cards were handed out to Flight Attendants that read "Management thinks you want a 13 hour duty day- Tell them how you feel". Two thousand cards were printed and distributed system-wide. This lounge visit was followed by a friendly demonstration at Love Field. This demonstration was in direct response to the Company's insistence on a 13-hour duty day. Several newspaper reporters and TV cameras filmed Flight Attendants passing out chocolates, distributing valentines and singing modified lyrics to "Love Will Keep Us Together". Flight Attendants were located at the entrance to Love Field on Mockingbird, at Baggage Claim, and at the entrance into the airport carrying signs that read: "Love Will Keep Us Together", "Gimme A Break", "Southwest Keep That Luv'n Feeling" and "Discounted Fares, Not Discounted Employees". Although the Dallas Station Manager tried to make things difficult under the guise of "rules and regulations", the demonstration was well received by the public and the Company. The following Flight Attendants participated: Gwen Dumivent, Tracie Tipps, Denny Sebesta, Kelly Lane, Melinda Miller, Randy White, Karen Amos, Cindy Ritner, Thom McDaniel, Kevin Onstead, Brett Nevarez, Kathy Anderson, Allyson Parker-Lauck, Stephanie Reeves, Tom Mitchell, Lisa Merrill, Becky Thompson, Roger Gaucin, Jeff Cordova, and Deborah Danish.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that Members are expressing concerns about the groups that control trip give-aways. Bill believes there may be three groups that control others' lines and monopolize the give away process. Bill informed the Board that he has explained to Members that unless the Contract is violated, there is nothing the Union can do. Bill also reported on the Unity Day that was held in February. He said it was a great success and he has been asked when other events might take place. Bill also reported on meetings with Management and resulting grievances.

Mike McCarthy presented the **Chicago Domicile Report**. Mike reported on the Valentine's Day Lounge Mobilization. Everyone who passed through the lounge took a minute to tell Management what they thought of a 13 hour duty day. Everyone took pride in signing their name and employee number to the card as a show of Unity. Mike believes he received about 250 cards from the Chicago Domicile. Mike expressed thanks to all for the Precinct Captains who stopped in and helped out for a few hours all throughout the day. Mike also updated the Board on the airport construction. The weather has allowed for construction to continue without an expected cold weather stoppage. This has pushed up the date for the

opening of four of new gates on the SWA concourse. The transition occurred on the 4th of March. There were four terminators parked there and elevators did not have to be used to take off the wheel chairs. This will be the beginning of the end of the old "A" concourse. The demolition will be done in phases as the build out on the new terminal happens; so there will be no more long walks to gate 19. Mike reported on the situation with the lack of a sufficient number of bid packets in the base. The situation seems to be solved as long as everyone takes only one per person. The keypad door locks are still to be installed. The facility director has the work order and authorization. Mike believes that the terminal opening took precedence. Mike informed the Board that the issue of Flight Attendants sleeping in the lounge and tampering with the lights continues to be a problem. Mike reported that there have been more discussions with Management on obtaining a bulletin board for the Flight Attendants.

Will Browne presented the **Oakland Domicile** report. As the new Oakland Domicile Executive Board Member, Will introduced himself to the Board. He has been a Flight Attendant for 11 years and has been based in Oakland since the domicile opened. Because he ran unopposed, he was able to fill the vacancy left by Cuyler Thompson, who moved to New Jersey. Will reported that he has represented Flight Attendants in Management discussions and has participated in scheduled Union events. Will announced that Patrick Byerly has been promoted to Oakland Assistant Base Manager. Patrick was previously an Oakland Supervisor. He transferred to Orlando Marketing and has returned to Oakland as Assistant Base Manager. Patrick will be processing IPRs and conducting fact-finding meetings, which will allow Jaime Willard more time to focus on the Base Manager duties.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that there are currently two major concerns facing the Baltimore base. First, the security issues created by the delay in obtaining a suitable combination lock for the lounge door and secondly, the confiscation of Flight Attendants' personal items from within the lounge area. Portia informed the Board that these two concerns are to be addressed with Baltimore Inflight Management and with upper Management personnel in Dallas. The change in the employee shuttle schedule due to airport construction has become a hindrance to Flight Attendants who are inbound on PM trips. The shuttle currently will pick up after 10 PM- Sunday- Thursday, on the lower level and after 10 PM- Friday and Saturday on the upper level. Portia reported that this change in schedule makes traffic very heavy, and that Flight Attendants can expect at least 20 minutes to be added on. Portia reported that one Baltimore Shop Steward has received training and that soon all Baltimore Shop Stewards will have been trained.

Committee Reports

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia reported that the International CHR Committee will be meeting in June and that additional information is to be presented later in the current month.

Michael Massoni presented the **Safety Committee** report. Michael distributed the final version of the Certification Bill for the Board to review. Michael distributed the most current list of ASHDI cases and briefed the Board on issues brought forward by a Member in the Dallas Membership Meeting.

The Board agreed to reimburse Michael Massoni for the cost of Outlook XP that was needed for use with ASHDI and other safety related issues. Michael will return the original software to the Local.

Deborah Danish presented the **Uniform Committee** report. Deborah reported on current uniform issues. The new tie and scarf have been available since January. The remaining inventory of the current tie will be offered alongside the new tie. No discount is currently being offered on the current tie. The darker denim shirt was also made available in January but only as a phase-in until the current inventory is depleted. This phase-in process will likely continue through May. Logo placement is currently under review. The Committee does not want a logo for the blazer or vest. Long sleeve pieces will have the logo on the cuff, while the short sleeve pieces will have the logo on the shoulder. The new flat belt will be offered in sizes 28-42. The belt will increase in width $\frac{3}{4}$ of an inch starting with size 38. The flat front pant is still being wear tested. The men's flat front sample was low in the stride and the legs were too wide. Cintas is modifying the men's pant for wear testing. The flat front Khaki pant will be offered as an option to the current pleated Khaki pant for both men and women.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of March 7, 2003, there are 84 active grievances. Marcy reported that there will be two grievances presented to the Board of Adjustment at the end of March. The Grievance Staff is currently working on the blizzard and snow problems that hit Baltimore and Dallas. All of the MBLs from both cities have been removed and the no shows are being addressed.

Deborah Danish presented the **COPE Committee** report. Deborah reported on the annual COPE Conference that was held in Washington DC, March 2 -6, 2003. COPE is the political action arm of Transport Workers Union and was represented by all Locals currently affiliated with TWU. Representing TWU Local 556 were Thom McDaniel, Michael Massoni, Deborah Danish, Portia Reddick, and Gwen Dunivent. Many Congressmen, Senators and other individuals involved in the legislative process, spoke on labor related issues and the need for Labor-friendly candidates to be elected in 2004, in order to ensure that Labor issues are dealt with satisfactorily. The key issues that are currently affecting the Flight Attendant work group are: Certification, Flight Attendant Security Training, OSHA for Flight Attendants, Baseball-Style Arbitration, and the Homeland Security Bill.

Garry Drummond entered the meeting at 1440.

Thomas Mitchell presented the **New Hire Committee** report. Thomas reported that nearly all of the probationaries are off probation.

Karen Amos entered the meeting at 1515 to present the **Drug and Alcohol Committee** report. Karen gave an overview of the Human Intervention and Motivational Study (HIMS) Seminar that she attended February 7, 2003. Karen distributed an information packet to the Board for review.

Karen Amos was excused at 1530.

Thom McDaniel was excused at 1605 to take a phone call.

Janet Bottles entered the meeting at 1605 and presented one grievance.

Janet Bottles was excused at 1610.

Lisa Merrill entered the meeting at 1610 and presented one grievance.

Lisa Merrill was excused at 1625.

The Board reviewed five grievances.

Thom McDaniel entered the meeting at 1645.

Deborah Danish presented three grievances.

Oakland Executive Board Member, Will Browne, was sworn into office by TWU International Representative, Garry Drummond.

Thom McDaniel updated the Board on the Negotiating Team "Picnic" event coming up later this week.

Kathy Anderson presented the February 2003 minutes for approval.

Will Browne made a motion to approve the minutes as amended. Michael Massoni seconded the minutes. **All voting Members voted to approve the minutes as amended.**

Thomas Mitchell presented the January 2003 Financial Report for approval.

Lone Star Check #s 7106-7127, 7130-7170, 7243 & 7260 were presented.

Michael Massoni made a motion to approve the Financial Report. Will Browne seconded the motion. **All voting Members voted to approve the Financial Report.**

Portia Reddick made a motion to adjourn. Thomas Mitchell seconded the motion. **The motion carried.**

Thom McDaniel adjourned the meeting at 1615.

Tuesday, March 11, 2003

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Bill Bernal, Will Browne, and Portia Reddick.

Michael Massoni was excused to attend a meeting with Inflight Training.

Stacy Martin was excused due to personal illness.

Mike McCarthy was excused due to personal illness.

Jimmy West was excused for vacation.

Correspondence

The Board reviewed the following correspondence:

- The article written by Lucy White for the TWU Local 555 Newsletter.
- Unity Update.
- *CCComplete* Literature Re: Ballots, Surveys, etc.
- Darryl Daoang letter Re: Recommendations for BOE.
- Letter to the Editor.

(The Board agreed not to publish the letter to the editor due to the fact that it does not address issues previously discussed in any UNITY publication).

Thom McDaniel informed the Board that a Member, Sherrie Maloney, has planned a fundraiser for Stacy and Shanna Martin to be held on March 22, 2003 in Houston.

Cindy Ritner, Brett Nevarez, Denny Sebesta and Kevin Onstead entered the meeting at 0930 to present the Negotiation update.

The Negotiating Team was excused at 1030.

Michael Massoni entered the meeting at 1100.

The Board discussed AMFA, The Coalition of Flight Attendants and the Labor Summits.

The Board agreed that AMFA should not be invited to the Labor Summits because of its predatory practice of raiding AFL-CIO Unions.

Marcy Vinyard informed all present that the Grievant who was scheduled to meet with the Board cancelled the appointment.

Michael Massoni updated the Board on his meeting with Inflight Training.

The Board reviewed a letter from TWU International regarding COPE donations.

The Board discussed the fund raiser for Stacy and Shanna Martin.

Michael Massoni distributed the most current draft of the new Company IPR Form.

The Board discussed the issue of Flight Attendants sleeping in the lounges.

Thom McDaniel distributed information he obtained from the COPE conference.

The Board agreed to have a 3-day Board in April, beginning on Monday at the regular time.

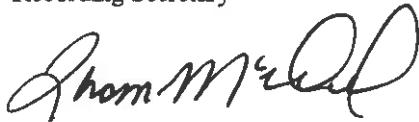
Michael Massoni made a motion to adjourn. Deborah Danish seconded the motion. **All voting members voted to adjourn.**

Thom McDaniel adjourned the meeting at 1445.

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



Kathy Anderson
Recording Secretary



Thom McDaniel
President