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

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Executive Board Meetings
May 6- 9, 2003
Synopsis

Tuesday, May 6, 2003
Thom McDaniel called the meeting to order at 1350.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Will Browne, Lucy White, Jimmy West.

Mike McCarthy was in transit.

Each Board Member signed a confidentiality agreement

Thom McDaniel distributed a draft of a letter to Representative John Mica regarding Flight Attendant Certification. Will Browne made a motion that Thom McDaniel sign and send the letter on behalf of the Board to Chairman, Transportation & Infrastructure Committee, Representative, John Mica. Michael Massoni seconded the motion. **All voting Members voted in favor.**

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the Dallas base has been relatively quiet for the past month. Karen informed the Board that the discipline issues at the base consisted of one termination and a written warning. Karen advised the Board that an additional red binder would be needed as the Union briefing publications could no longer fit in one binder. The Union briefing book has been updated and all Union related publications have been distributed.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that the Houston domicile continues to have problems with time-lines and the information that Supervisors put into employee files, especially the notes of discussion. Stacy informed the Board that no less than ten Members expressed outrage at the fact that slanderous election material was allowed to go out to the Membership during elections. Stacy relayed to the Board that Members continue to express anxiety over the Contract, and the current state of affairs in the industry. Stacy reported that with the help of many Members, all Union material was distributed and updated in a timely manner.

There was not a Phoenix Domicile report submitted this month.

Will Browne presented the **Oakland Domicile** report. Will reported that the Oakland Domicile has been very busy for the last 30 days. Will advised the Board that Jamie Willard informed him that the check-in phone next to the ticket counter will be re-located to the customer service counter next to gate 24. Jamie told Will this would be consistent with the other Domiciles. Will expressed several concerns to Jamie about moving the phone and Jamie said she would present them to Laurie Hayden. Will informed the Board that SWA will be acquiring parking near the overflow parking lot for employee parking. It currently needs work on lighting and security, but the target transition date would be early summer. Will reported that the rate to park in this lot may be more expensive than that of the current. Will informed the Board that OAK Inflight Management may be calling Flight Attendants who are close to point trouble to warn them of their situation. Will informed Jamie that Union representation will be available as needed. Will reported that he has been working diligently on adding to the Precinct Captain contact list that was supplied by former Oakland Domicile Executive Board Member, Cuyler Thompson. Will reported that over half of the Oakland commuter cities have

Precinct Captains ready to pass along any important messages to their local PCs. Will informed the Board all Union publications have been distributed and the Union Briefing Book has been updated.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that Assistant Base Manager, Robert Hardy has gone back on line and that the Union is aware of his seniority issue. Baltimore has already posted the Assistant Base Manager position and it closes on
May 6. Lucy advised the Board that the combination lock for the Lounge now has a cover. It was installed due to complaints about the security of the lounge due to the D Pier security line running in front of lounge. Lucy informed the Board that Baltimore Inflight Supervisor Charlotte Haynes will be returning to Houston.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that Orlando has been fairly quiet with the exception of two potential discipline cases. One resulted in no discipline and the other withdrew the grievance. Jimmy informed the Board that Orlando has issues with employee parking due to having to pick up the parking passes on a monthly basis after the 16th of the month. Jimmy learned that the Pilots are able to receive their parking passes two months in advance. There will be allowances made for Flight Attendants on Leave or Vacation.

Committee Reports
Thom McDaniel presented the **Civil and Human Rights Committee** report for Portia Reddick. Portia's report included an overview of the committee, information about committee membership, the purpose of the committee, budgetary considerations, future focus for the committee, and recommendations.

Michael Massoni made a motion that Portia Reddick remain chairperson of the **Civil and Human Rights Committee**. Mike Sims seconded the motion. **All voting Members voted in favor.**

Michael Massoni presented **Safety Committee** report. Michael gave a power point presentation on the following: The Mission Statement of the Safety Committee, duties and responsibilities of the Safety Coordinator, organization, names of Committee Members, accomplishments, summaries, along with an overview of key issues and projects.

Karen Amos made a motion that Michael Massoni remain chairperson of the **Safety Committee.** Will Browne seconded the motion. **All voting Members voted in favor.**

Mike McCarthy entered the meeting at 1555.

There was not a **Health Committee** report submitted in writing.

There was not a **Uniform Committee** report submitted in writing.

Marcy Vinyard presented the **Grievance Committee** report. Marcy informed the Board of the members of the Grievance Committee as well as the Flight Attendants who are qualified to sit on the Board of Adjustment. Marcy gave an overview of her responsibilities as the Chairperson of the Grievance Committee. Marcy informed the Board of the need to hire a Staff Member to fill the position left by Janet Bottles. Marcy's recommendation to the Board was that Michelle Bauer be hired as the new Grievance Staff member.

Karen Amos made a motion to **approve** Michelle Bauer as the new Staff Member. Michael Massoni seconded the motion. The motion **carried.**

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the final phase of the terminal reconstruction kicked off on April 17th. The escalator has been closed down for removal and the walk to the 'A' concourse has been lengthened. Flight Attendants have been advised to leave early for the gate. Mike informed the Board there were twelve Members in attendance at the 2nd Quarter Union Meeting. Two new Shop Stewards were elected at the meeting, and great support for the Negotiating Team was expressed. The lack of a Flight Attendant bulletin board was again a topic of discussion at the meeting. Joe Kosanovich is still looking into the possibilities, although he does not want to commit to anything until the building has been completed. Mike reported that there were no discipline meetings with Management. Mike informed the Board that all Supervisors who are working on a briefing day will be required to be in full uniform, which will hopefully help to remind Flight Attendants to brief. Mike advised the Board that the Cyper locks for the lounge will be installed May 7, 2003 at a cost of $1800.00.

Kathy Anderson presented the **Professional Standards Committee** report for Jean Chandler and Lori Powell. The reports included an overview of the committee, along with budgetary information for the committee.

Bill Bernal made a motion that Jean Chandler and Lori Powell remain chairpersons of the **Professional Standards Committee**. Jimmy West seconded the motion. **All voting Members voted in favor.**

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson informed the Board of her upcoming schedule and updated the Board on the deadlines for article submissions for all publications for May through July. Allyson also informed the Board that the deadline for articles for the October *UNITY* Magazine has been revised.

Jimmy West made a motion that Allyson Parker- Lauck remain the chairperson of the **Publications Committee**. Will Browne seconded the motion. **All voting Members voted in favor.**

Thom McDaniel presented the **COPE Committee** report. Thom presented a proposal for the restructuring of the committee submitted by Portia Reddick.

The Board placed a conference call at 1630 to Deborah Danish to discuss COPE Committee issues and her intentions for future involvement in the committee. Deborah is interested in remaining involved in the COPE Committee.

The conference call ended at 1635. The Board agreed that Gwen Dunivent will be invited to Co-Chair the COPE Committee as well. The three areas of representation will be COPE Participant Coordinator, COPE Legislative Coordinator, and COPE Political Coordinator.

Thomas Mitchell updated the Board on the Dues Data Base.

Thom McDaniel presented the **CISM Committee** report for Sheri Hightower. Sheri's report included the following: an overview of the mission of the CISM Committee, committee goals for the future, and proposed projects for the future.

Stacy Martin made a motion that Sheri Hightower remain the **CISM** chairperson. Lucy White seconded the motion. **All voting Members voted in favor.**

Michael Massoni made a motion that Karen Amos be named as chairperson of the **Drug and Alcohol Committee.** Jimmy West seconded the motion. **All voting Members voted in favor.**

Kathy Anderson made a motion that Jimmy West be named chairperson of the **Uniform Committee**. Mike McCarthy seconded the motion. **All voting Members voted in favor.**

Mike McCarthy presented the Shop Steward Sub -Committee report.

Stacy Martin made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1705.

Wednesday, May 7, 2003
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Will Browne, Lucy White, and Jimmy West.

Thomas Mitchell presented the March 2003 Financial Report for approval.

Lone Star Check #s 7242 & 7255- 7324 (with the exception of previously approved checks 7260, 7264, 7275, and 7279) were presented.

Bear Stearns Check #s1008-1009 were presented.

Bill Bernal made a motion to **approve** the Financial Report. Marcy Vinyard seconded the motion. The motion **carried**.

Kathy Anderson presented the April 2003 Minutes for approval.

Will Browne made a motion to **approve** the Minutes as amended. Bill Bernal seconded the motion. The motion **carried**.

The Board discussed office staffing.

The Board agreed to post a permanent notice in Union publications to invite Members who are interested in a position on the Grievance Staff to submit their resume.

The Board reviewed 4 grievances.

Thom McDaniel reviewed the procedures for voting on grievances.

Local 556 Legal Counsel, Ed Cloutman, entered the meeting at 1025.

Mr. Cloutman advised the Board on Attorney/Client Privilege.

Mr. Cloutman updated the Board on the lawsuit brought against the Local by Melissa Smith.

Ed Cloutman was excused at 1050.

The Board continued to discuss the information provided by Ed Cloutman.

The Board placed a conference call at 1115 to Jerry Lindemann regarding the Local 556 Website. Jerry asked for updated email addresses and pictures from the newly elected Board Members. Jerry consulted with the Board on other updates which are to be made to the Website.

The conference call with Jerry Lindemann ended at 1130.

Lisa Merrill entered the meeting at 1135 and presented 3 grievances.

Lisa Merrill was excused at 1210.

The Negotiating Team entered the meeting at 1330 to update the Board on Negotiations.

Brett Nevarez, Kevin Onstead, and Denny Sebesta were excused at 1420.

Cindy Ritner presented the **Scheduling Committee** report. Cindy presented a power point presentation on the following: Committee members, function of the committee, committee accomplishments, and future plans for the committee.

Cindy Ritner was excused at 1440.

Jimmy West made a motion that Cindy Ritner remain chairperson of the **Scheduling Committee**. Mike Sims seconded the motion. **All voting Members voted in favor.**

The Board reviewed 2 grievances.

Correspondence
The Board reviewed the following correspondence:

- Letter from Thom McDaniel to John Mica Chairman of the Transportation & Infrastructure Committee -US House of Representatives RE: The Flight Attendant Certification Bill.
- Letter to Thom McDaniel from Norma P. Scotland thanking the Local for the contribution to the American Lung Association.
- Letter from Don Todd of the US Department of Labor to Thom McDaniel RE: pending changes in Union financial reporting.
- Letter from Portia Reddick to the Executive Board RE: Flight Attendant Certification.
- Letter from Russell Langley of the Dallas County Democratic Party RE: donations.
- Letter from James Little, Garry Drummond and Thom McDaniel of Transport Workers Union to Local 556 Members RE: Management intimidation of Union Members who participating in legal Union activities.

The Board discussed and agreed that the Staff will not be required to sit Emergency On- Call although they are qualified handle Emergency On- Call if they choose.

The Board bid Emergency On-Call weeks.

Will Browne made a motion that On-Call weeks are bid by Flight Attendant Seniority. Jimmy West seconded the motion.
Mike McCarthy amended the motion to insert 'except the President who due to Presidential obligations shall bid first'. Allyson Parker-Lauck seconded the motion.
The motion and its amendment **carried**.

Marcy Vinyard presented a proposal for a 4-Day Work Week for the Staff.

Will Browne made a motion to accept the 4-Day Work Week for the Staff. Jimmy West seconded the motion. The motion **did not carry**.

The Board agreed that there was a need for a policy and procedures manual for the Local. Allyson Parker- Lauck and Mike Sims will work together to create the manual.

Karen Amos made a motion that Mike Sims attend the Arbitration class which will be held at the George Meany Labor College. Michael Massoni seconded the motion. **All voting Members voted in favor.**

The Board discussed the procedure for submitting time sheets for Union work.

Will Browne made motion that Lucy White and Bill Bernal attend the Civil and Human Rights Department and Women's Committee Meetings June 18-20, 2003. Stacy Martin seconded the motion.
Marcy Vinyard made a motion to amend the motion that Jimmy West also attend the meetings. Jimmy West seconded the motion.
The motion and its amendment **carried**.

Lucy White will be pulled for three days and share a hotel room with Portia Reddick (who will be representing International at the meetings). Jimmy West and Bill Bernal will also be pulled for three days will share a hotel room. Travel expenses and accommodation are not to exceed $1200.

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

Thom McDaniel adjourned the meeting at 1700.

<u>Thursday, May 8, 2003</u>
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Will Browne, Lucy White, and Jimmy West.

The Board reviewed 1 grievance.

Thom McDaniel outlined the procedures for Emergency On-Call.

The Board discussed the designation of AFL-CIO Delegates from each Domicile

Michael Massoni was excused at 0945 to attend a meeting with Donna Conover.

All present discussed Provisioning and Operations issues. There have been reports that some Provisioners are not storing the snack boxes and leaving them for the Flight Attendants to store which is non-compliance with the grievance settlement.

There was open discussion on continuing reports that some Operations Agents are continuing to expect Flight Attendants to tag bags which is non- compliance with the grievance settlement.

Marcy Vinyard suggested that the Domicile Executive Board Members handle the Workers Compensation and OJI issues for Members in their states. The Board agreed this would be the most efficient application due to the variations of Workers Compensation law from state to state.

The Board discussed the policy for replacing lost or damaged Union equipment.

The Board discussed the duties and training of Shop Stewards.

Mike Sims and Stacy Martin were excused at 1030 to participate in a conference call.

The Board discussed the policy and compensation for lounge visits conducted by Domicile Executive Board Members.

Allyson Parker- Lauck was excused at 1100 to work with the Negotiating Team.

Mike Sims and Stacy Martin returned to the meeting at 1100.

Michael Massoni entered the meeting at 1300.

Lisa Merrill entered the meeting at 1305 to present a grievance.

The Board placed a conference call to the grievant at 1320.

The conference call ended at 1330.

Lisa Merrill was excused at 1330.

Kathy Anderson presented the Board of Election report for Sonia Hall. Sonia's report offered an overview of the responsibilities and duties of the Board of Election.

Michael Massoni was excused at 1340 to attend a meeting at SWA Headquarters.

The Board agreed to send two eligible Members to the AFL-CIO meetings which will be held in Phoenix, June 9-11, 2003.

The Board agreed to have a three day Board meeting in June.

The Board tentatively approved the schedule for the 3rd Quarter Membership Meetings in order to print the dates in the upcoming Union publications.

The Board continued to discuss procedures for Lounge Visits and Lounge Mobilizations.

Karen Amos made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1500 for the Board to attend the officers swearing in ceremony.

Friday, May 9, 2003
Thom McDaniel called the meeting to order at 0900.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Will Browne, Lucy White, and Jimmy West.

Kathy Anderson was excused due to a family emergency. The Board agreed that Michael Massoni would record the minutes.

Michael Massoni informed the Board that he would be attending an upcoming Stake Holders meeting with the TSA concerning Flight Attendant Self Defense.

Michael Massoni will also be attending an upcoming AFL-CIO Coalition of Flight Attendants meeting. The Board discussed the position of the Coalition not to support APFA's participation in the meetings due to the fact they are not an AFL-CIO affiliate.

All present discussed Open Time issues. Ron Freer, Director of Automation will be providing a new monthly report to the Local to aid in researching and tracking Open Time trips.

Michael Massoni updated those present on the meeting that he and Portia Reddick attended with Donna Conover and Tammye Walker-Jones regarding Flight Attendant Certification.

Michael Massoni updated those present on the meeting he attended with Sandy Teichmann and Laurie Hayden regarding ASHDI reconciliation.

The Board reviewed 1 grievance.

The Board reviewed procedures and protocols for Lounge Mobilizations and Lounge Visits. The Board agreed that if the following criteria are not met, pay will not be issued:

- The Lounge Visit must be posted on the Schedule Board at the Local.
- The individual conducting the Lounge Visit must call the Local office upon arrival at the lounge.
- If the visit is on a weekend, the individual conducting the visit must contact the Officer on call.

The Board agreed that policy shall be, 'No post, No call, No pay'.

Marcy Vinyard made a motion to adjourn. Jimmy West seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1100.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McDaniel

Thom McDaniel
President