



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

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Executive Board Meetings November 17-21, 2003 Synopsis

Monday, November 17, 2003

Michael Massoni called the meeting to order at 1330.

Board Members present were Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Bill Bernal, Will Browne, Lucy White, and Jimmy West. Thom McDaniel was in transit. Marcy Vinyard was excused for Maternity Leave. Stacy Martin was excused for personal reasons. Mike McCarthy was excused due to illness.

Domicile Reports

Karen Amos presented the **Dallas Domicile** report. Karen reported that the letter to the Base Managers was a huge success. Every Flight Attendant asked was more than happy to email or sign a printed copy of the letter to send to Dallas Base Manager, Joy McGrath. Karen had hard copies of the letter to Joy available for Flight Attendants who preferred not to utilize the computer. Karen reported that all Union information was distributed in the lounge and the Union Red Rack has never looked better. Karen reported that the Toys for Tots box was dropped off and Karen has additional holiday decorations that she purchased for the Red Rack and the Toys for Tots display. Karen reported that there were 2 terminations in the Dallas Base. One termination was an attendance issue and the other termination was on a drug related issue.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that there was a great turn out at the beginning of the month for the Manager email event. There were several Precinct Captains that helped with this event. Mark Savage should be commended for the great job he did on this event. Bill has started to research the overnights and trips in order to get the Membership out to participate in the events on the 25th. Bill reported that there will be a lounge mobilization in the upcoming week to help get the 'Rapid Reward Partner' letter out. Bill reported that since last month, he has had meetings with Ace Parking and the City of Phoenix regarding the parking situation. They continue to want to move Flight Attendant parking, but they would consider the old \$55.00 rate. The City Council will take this matter to a vote soon. Bill asked that all Phoenix Flight Attendants please email their City Council Members to let them know how they feel about the parking situation. Bill reported that the Membership at the Phoenix Base is interested in how the Contract Negotiations are going and they want a great Contract. They have expressed that they are behind the Negotiating Team. The Toys for Tots drive has started and Bill reported that he anticipates a great turn out for the drive. Bill advised the Board that the City of Phoenix has started to break ground on the new concourse and Bill will keep the Board updated. Bill reported that he has had several meetings this month with Management on Contractual issues and other specific Base issues. Bill has also attended meetings with Members relating to their OJI issues.

Kathy Anderson presented the **Chicago Domicile** report for Mike McCarthy. Mike reported that October saw the full opening of the new lounge in Chicago. The lunchrooms as well as rest rooms are currently open. The TSA has been currently working on moving the screening area at security to accommodate separate screening for 'people with special needs'. Until then, these passengers will currently be allowed access to the 'employees only' line. Employees will be given priority in the screening process. Mike informed the Board that there have been numerous meetings with Management. Four resulted in no discipline, two resulted in Letters of Instruction, two potential terminations were averted and there was one termination based on attendance. Mike reported that there was a termination from September, who was reinstated. Mike reported that John Parrott, Kyle Whitely, Jay Stacks and Todd Skiba have all volunteered to help with meetings and Lounge Mobilizations during Mike's recent illness. The

Toys for Tots Box is currently in the Flight Attendant lounge, and the flyers have been released. Cash donations will be accepted. Checks should be made out to Toys for Tots and may be dropped in the Union Red Rack. Once again Debbie LaFave will be collecting the toys and storing them until the drop off date. There is a 'departure level' toy drop off planned for the Sunday after Thanksgiving. There will also be a fundraiser for the families of the United Airlines victims of 9/11. The date of this fundraiser currently has not been released. Mike reported that the Chicago base would like to express thanks to the Negotiating Team and the entire Executive Board for the great job that they have all been doing.

Will Browne presented the **Oakland Domicile** report. Will reported that activity in the Oakland base has been increasing both with Management and the Contract fight. Will informed the Board that he attended a number of meetings with Management on various issues. Will reported that the leafleting event at the Raider game was well received. He told the Board that there were a few fans who thought there was going to be a strike, but participants in the event replied that it is a friendly reminder to Management. Will reported that Oakland Flight Attendant, Cheree Jensen, who is on Maternity Leave, flew to Oakland from Portland to attend the event. Will expressed thanks to all of the Members who participated in the event. Will reported that there were quite a few Flight Attendants who signed a copy of the email letter to Base Manager, Jamie Willard. Karla Kozak, who led this Lounge Mobilization, reported that Jamie seemed taken aback at the amount of "Base Manager-gram" forms she received. Laurie Hayden was present, but Karla didn't report any reaction or statement from her. Will reported that the new parking lot is open, and the phone calls have started about the pay discrepancy between flying and non-flying employees (this information is posted on the busses). The Port of Oakland feels that it gets multiple uses out of spaces occupied by non-flying employees, while the people who fly, park for days at a time, with no turnover. This is the Port's rationale for the \$14/month difference in rates. Will updated the Board on the progress on the refurbishing of the Flight Attendant Lounge. He reported that Jamie told him that the bids are in for the floor. Will stated that the new flooring should be complete by the end of the year. The furniture replacement is now an Oakland base budget item and is projected to be in place by the second quarter 2004. This report will serve as Will's last Domicile report. He is resigning from his position effective December 1, 2003 to move to Chicago.

The Board thanked Will for the outstanding service he has provided to the Membership.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that Portia Reddick, as a representative of the Union, attended the Base Orientation in Baltimore for Class 201 on Oct. 30th. When she arrived, BWI Assistant Base Manager Tonja Harler and Director of Employee Resources Sandy Teichmann, informed Portia that she would not be able to speak or even introduce herself during the Base Orientation, but she could make herself available in the lounge with the other vendors, which included M&T Bank and others. Portia was told this decision was handed down from Tammye Walker-Jones. All SWA departments were represented that day during Base Orientation and all representatives were allotted time for a speech except the Union. Portia wrote a letter to Tammye Walker-Jones regarding this situation. Lucy informed the Board that the changing room and mediation room are still locked in BWI. To date, no one has been disciplined for the alleged "inappropriate acts and vandalism" in these rooms even though Flight Attendants were supposedly caught by a supervisor. Also, the Base Manager email was a huge success. The Baltimore Flight Attendants were extremely supportive and eager to participate. The Toys for Tots box was put in the lounge on November 10th and is ready for contributions.

Thom McDaniel entered the meeting at 1350.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that Orlando had one termination last week. Jimmy reported that the picketing event went very well. There were about 55-60 people there. The Flight Attendants that showed up were very impressed on how the flyer was printed and there was a lot of good feedback from the people who received the flyers. The NBC studio located across from the stadium has a place to post notices and participating Flight Attendants posted some of the flyers there. Jimmy informed the Board that the Toys for Tots box is in the Orlando crew room. He stated that neither he nor Mark Savage had heard from the Contact person at the Marine Corps so the donation event may be shifted to Channel 2, a local station. A group of about 25 people from the Florida AFL-CIO picketed at the November 1st event at the airport. Several Crew Members stopped by and introduced themselves to the group and thanked them for helping. Jimmy has not heard any complaints regarding the bag room or of items being taken out of Flight Attendants' bags. With the use of the elevator it seems that most Flight Attendants are taking their bags with them now when they check-in.

Mike Sims presented his **Officer Report** at this time. Mike reported that the office continues to run smoothly and the Grievance Committee is experiencing a lot of success settling issues and grievances. Mike commended the hard work, dedication and time that the Grievances Staff has given this Local and expressed hopes of retaining the positive camaraderie within the Grievance Staff. Mike stated that he intends to do what it takes to keep this current staff in place for the long term. Mike addressed the upcoming budget discussion and expressed hopes that a fair and equitable method of compensating the Domicile Executive Board Members for their time and hard work will be agreed upon. Mike advised all Board Members to submit their pull sheets and time sheets by the end of each month in order that they can be processed. He will inform the Board Members that their pulls have been done by email. If there is a problem, concern, or if Mike needs additional information he will call the Board Member involved. If he cannot obtain the information he needs or it cannot be worked out, the matter will go to the Executive Board for clarification and final decision.

Committee Reports

Kathy Anderson presented the **Civil and Human Rights Committee** report for Portia Reddick. Since her last report, Portia has been involved in three aspects of this Committee –She attended meetings for the Congressional Black Caucus (CBC), she represented the TWU International and Local 556 at the Coalition of Labor Union Women (CLUW) 12th Biennial Convention in Seattle, WA., and she attended the newly formed TWU ATD Working Woman's Committee (ATD WWC) as a Co-Representative for Local 556.

Portia provided the following overview of the meetings:

- CBC - Topics of discussion at the CBC included:
 - No Child Left Behind legislation and its effects on Communities
 - The true meaning of Tax Cuts/Tax Increases
- CLUW – Convention theme: Vision, Voices, Votes
 - The purpose was to help women find ways to use their vision, voices and votes to build the labor movement, as well as elect labor friendly political candidates for 2004. Guest Speakers included AFL-CIO Executive Vice President, Linda Chavez-Thompson.
- ATD WWC –
 - The purpose of this committee is to be a voice for issues that affect women and their families. Focus is placed on support, inspiration, motivation in order to affect positive changes within the workforce. The ATD will assert efforts to those that desire help. The website for the ATD WWC is www.atdwwc.org. Portia, along with Gwen Dunivent, is working collectively to develop a Local 556 Working Women's Committee and ask that the Local Executive Board consider introducing this at the beginning of 2004.

Upcoming Events for the Civil and Human Rights Committee include:

- December 1-7, 2003, Houston, Texas – National Black Caucus of State Legislators Convention (NBCSL). The Labor Round Table will present "Labor Education" in 2 local Houston schools; Jack Yates High School and the Barbara Jordan School of Careers and Technology. All Local 556 Members are invited to become a part of this presentation. Interested Members are to contact Portia for more information.
- January 15-19, 2004, AFL-CIO Martin Luther King, Jr. Holiday Observance in Orlando, Florida. TWU will be participating by supporting the community with goods for the less fortunate. All TWU Local 556 Members are invited to participate. Interested Members are to contact Portia for more information.
- February 10-14, 2004, Hurst, Texas - Air Transport Division Working Women's Conference. All Members are invited.

Thom McDaniel presented the **Working Women's Committee** report for Gwen Dunivent. Gwen reported that the meeting opened on October 15th with a prayer for ATD Director, Jim Little. Gary Yingst updated attendees on Jim's condition. Peggy Olstein-Weidman addressed the group on the important role that women have played in the history of the Labor Movement. The newly elected Officers were confirmed and, the Committee voted in a 2-year term for such Officers. A Bylaw Committee was elected and it will be headed by Portia Reddick. Discussions during the meetings included the following:

- Website – Add a CLUW link
- Individual Local Working Women's Committees
- Voter Registration
- Guidance on increasing the number of Women Officers

- Presentation on "How to Start a Committee"
- Importance of Legislative Awareness and AFL-CIO involvement

Portia and Gwen will work jointly in creating a Local 556 Working Women's Committee in the near future. Gwen informed the Committee that it may not be completed until Contract Negotiations have concluded. The next scheduled meeting is set for January 28-29, 2004. Gwen reported that she and Portia passed out copies of the "Happy Boss Day" ad that ran in the USA Today for everyone to sign which would be forwarded to Southwest Airlines CEO, Jim Parker.

Michael Massoni presented the **Safety Team** report. Michael updated the Board on the most recent ASHDI and Event Notification System reports. In addition, Michael updated the Board on the safety incident that occurred in where a SWA Baltimore based Operations Agent was seriously injured. An internal SWA investigation has taken place to consider problems with and necessary changes to, procedures involving re-opening of Entry Door(s) after initial closing for pushback. Michael represented the Union in the investigative debrief in order to have input on and recommendations for procedural changes, as well as, to provide support to the Flight Attendant crew involved. This incident did not require an NTSB investigation (as previously thought) and will be handled internally with sign-off from FAA on any new procedures that come out of the investigative effort. As TWU Safety Coordinator, Michael has had contact with the affected Flight Attendants and will continue to follow-up as necessary during the investigation. A final internal investigation report (based on participant input) should be distributed to all operational departments and their associated Labor Safety Representatives during the week of November 17, 2003. After final review and comment, operational and procedural changes will be disseminated / implemented via all affected Training Departments.

Additionally, Michael updated the Board on the following:

- New cockpit door opening procedures
- Procedural changes as they relate to clear zone policing
- Flight Attendant procedures when a Cockpit Crewmember needs to leave the cockpit in flight
- Flight Attendant procedures for serving the cockpit during flight and intervals of such service.

The above was satisfied via Manual Revision 71 and is in compliance with the recommendations of the FAA Guidance Notice. Michael also updated the Board on the incident of mechanical failure and subsequent aircraft upset that required a full CISM debrief at the request of the Pilots involved. As TWU Safety Coordinator, he became involved when contacted by CISM and SWAPA. Information was passed on as to the seriousness of the incident, possible reasons for the mechanical failure and a FAA Airworthiness Directive (AD) (2002-05-07 Boeing: Amendment 39-12675 Docket 99-NM-21-AD) that may apply. After receiving this information, contact was made to all Flight Attendants on the crew of the affected flight and a back end investigation has commenced via ASHDI. Michael will update the Board as further information and facts as they develop. Michael also discussed the ATA petition for exemption concerning minimum Flight Attendant Crew. The TSA is mandating that airlines provide documented proof in the form of a 'Security Sweep Document' for every originating flight/aircraft the carrier is operating, on a daily basis. Michael informed the Board that he will be attending a meeting with Inflight Training on Wednesday December 17, 2003. He will also be attending a meeting with the Inflight Services Directors on November 24, 2003 regarding the ASHDI Reconciliation.

Michael Massoni informed the Board that he is open to considering proposals from Members interested in the Health Coordinator position, which would head the **Health Committee**. He asks that interested candidates submit a proposal to the Board for review and consideration.

Thom McDaniel presented the **Legislative Report** for Portia Reddick. Portia reported on legislative efforts that particularly affect Local 556 Members. As of November 17, 2003, the vote for this report has not been made on the floor of the Senate. The bill is expected for a filibuster lead by Sen. Lautenberg (D-NJ) based on privatizing air traffic controllers. There are two other major negative concerns of the bill and they include: (1) the lack of mandatory initiation Flight Attendant Safety Training directed by the TSA. Southwest Airlines has stated, for the record, that they support the changes in the bill that preclude mandatory training as initiated by the TSA. Continental lead the fight to change the wording in the bill from "shall" to "may". This takes the authority away from the TSA in structuring terrorist training for Flight Attendants. It gives complete discretion of the training to individual airlines, which results in inadequate, non-universal, "Hit or Miss" training. (2) "Cabotage" – allows foreign carriers to begin picking up and dropping off cargo in the U.S. The positive items that are considered a gain

in the passage of this bill include: Flight Attendant Certification and Air Quality/Air Cabin Study (additional information will be provided on these items at a later date). Flight Attendant Certification will open the door for obtaining a Flight Attendant Safety program that will improve standards.

Thom McDaniel presented the **Uniform Committee** report. Thom informed the Board of the letter he received from Tammye Walker-Jones regarding the issue of the tan trench coat. The Company maintains the position that the four-in-one jacket was issued to replace the tan trench coat and that Flight Attendants may not wear the tan trench coat past the date of April 1. Flight Attendants who desire a longer coat for winter wear may, at their own expense, purchase the blue trench coat. Thom informed the Board that the Uniform Committee will be meeting again on December 12, 2003.

Mike Sims presented the **Grievance Committee** report. Mike advised the Board of recent and upcoming Board of Adjustment and Arbitration cases. Mike informed the Board that there are currently 75 active grievances and this number has remained consistent throughout the year. Mike informed the Board that in the weeks since the last meeting of the Executive Board, there has been a rise in the number of terminations primarily on attendance and drug related issues.

Allyson Parker-Lauck presented the **Publication Committee** report. Allyson reported that the publications of TWU Local 556 continue to be well received among the Membership. Currently, the Local has three regular publications: "The Contract Connection" which is published monthly, the **UNITY** Magazine which is published quarterly, and the "UNITY Update" which is published the 8 months in which the **UNITY** Magazine is not published. Once Contract Negotiations are over, "The Contract Connection" Newsletter will be suspended, while both "UNITY" publications will continue. Allyson discussed her upcoming fiscal budget proposal with the Board as well as the deadlines for the upcoming publications.

Thomas Mitchell presented the **New Hire Committee** report. Thomas along with Thom McDaniel and Grievance Staff Member, Gayle Ross, gave the Union presentation to the New Hire class. Thomas reported that there were several new COPE members signed up. Allyson Parker-Lauck reminded all present of the dinner being given by the Local for the current New Hire class will be Tuesday night.

Karen Amos presented the **Drug and Alcohol Committee** report. Karen informed the Board that she looked into the drug testing that occurred in the Baltimore Domicile shortly after the informational picketing event of September 18, 2003. Karen verified that 4 out of 44 Flight Attendants who attended the picketing event were tested, and there were 5 others who could not be verified. Karen spoke with Cindy Zuber, the SWA Company Drug and Alcohol contact and Ms. Zuber informed Karen that the gentleman who normally performed the drug testing in the Baltimore base had been ill and it was questionable as to whether he would continue working. Two testers from Phoenix and one from Houston were recruited to test the employees who had been selected. The Company tested 91 Flight Attendants, 88 Pilots, 17 Ops Agents, 6 Management personnel and 8 Maintenance personnel. Due to reasons of confidentiality, the Union was denied access to the list of employees who were tested during this period of time. Karen will continue to research the issue.

Kathy Anderson presented the October 2003 Executive Board Meeting Minutes for approval.

Allyson Parker-Lauck made a motion to **approve** the minutes as amended. Will Browne seconded the motion. **All voting Members voted to approve the minutes as amended.**

The Board discussed and reviewed the policies and procedures for Domicile Executive Board Members submittal of pay sheets. This issue will be further defined during budget talks.

Allyson Parker-Lauck made a motion to pay Bill Bernal 20.2 TFP for the pay sheets he submitted for Domicile work. Jimmy West seconded the motion. **The motion carried.**

Jimmy West made a motion to adjourn. Lucy White seconded the motion. **All voting Members voted in favor.**

Thom McDaniel adjourned the meeting at 1710.

Tuesday, November 18, 2003

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Bill Bernal, Will Browne, Lucy White, and Jimmy West. Marcy Vinyard was excused for Maternity Leave. Stacy Martin was excused for personal business. Mike McCarthy was excused due to illness.

Thomas Mitchell presented the September 2003 Financial Report.

Lone Star check #s 7656- 7740 and Bear Stearns check #s1035- 1055 were presented.

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

Allyson Parker-Lauck offered a draft of the Policy and Procedures Manual for Board review.

Local 556 Legal Counsel, Ed Cloutman entered the meeting at 0900 to update the Board on the lawsuit brought against the Local by Melissa Smith.

Ed Cloutman was excused at 0940.

The Board continued to review of the Policies and Procedures Manual.

Karen Amos presented one grievance.

Gayle Ross entered the meeting at 1146 to update the Board on a grievance.

Gayle Ross was excused at 1150.

Becky Parker entered the meeting at 1150 to present two grievances.

Becky Parker was excused at 1200.

Karen Amos presented one grievance.

Oakland Domicile Executive Board Member, Will Browne advised the Board that in accordance with the bylaws, he will be vacating his position effective November 30, 2003 due to his moving to Chicago.

The Board discussed Members who might fill the position left vacant by Will Browne. The Board put together a short list of candidates for appointment.

Jimmy West was excused at 1405 return to Orlando to attend to personal business and to represent two Members in grievance meetings.

Lucy White notified the Board that she will be on vacation during the January 2004 Executive Boards meetings.

The Board discussed the budget for Fiscal Year 2003-2004.

Lucy White made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1715.

Wednesday, November 19, 2003

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Will Browne, and Lucy White. Marcy Vinyard was excused for Maternity Leave. Mike McCarthy was excused due to illness. Jimmy West was excused to attend to personal business and to represent two Members in Orlando.

The Board bid on-call weeks for the first four months of 2004.

The Board continued to discuss the Fiscal Year budget for 2003-2004.

The Board discussed the dinner that was given for the current New Hire class by the Executive Board last night.

Michelle Zenici entered the meeting at 0900 to present a grievance.

The Board placed a conference call to the grievant at 0900.

The conference call ended at 0930.

Michelle Zenici briefed the Board on another grievance.

The Board placed a conference call to the grievant at 1030.

The conference call ended at 1100.

Michelle Zenici was excused at 1145.

The Board broke for lunch until 1400.

Mike Sims was excused at 1400 to prepare for Board of Adjustment.

Hugo Horstman, SWAPA Treasurer entered the meeting, along with Scheduling Committee Chairperson, Cindy Ritner, at 1400 to explain the SYNStat Program to the Board.

Hugo Horstman was excused at 1425.

Cindy Ritner presented the Scheduling Committee report. Cindy reported on the Scheduling Committee Budget, the SYNStat analyzer and delivery of new aircraft and the retiring aircraft. Cindy also presented a rough draft of a Scheduling Survey for the Board to review.

Cindy Ritner was excused at 1510.

The Board continued to discuss the Fiscal Year budget.

Denny Sebesta, Cindy Ritner, Brett Nevarez, and Kevin Onstead entered the meeting at 1600 to present the Negotiating Team report.

The Negotiating Team was excused at 1700.

Jimmy West entered the meeting at 1700.

Karen Amos made a motion to adjourn. Lucy White seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1700

Thursday, November 20, 2003

Thom McDaniel called the meeting to order at 0905.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Allyson Parker-Lauck, Karen Amos, Bill Bernal, Will Browne, Lucy White, and Jimmy West. Marcy Vinyard was excused for Maternity Leave. Mike Sims and Kathy Anderson were excused to present a case to a Board of Adjustment. Mike McCarthy was excused due to illness. Stacy Martin was excused temporarily for personal reasons.

Allyson Parker-Lauck acted as Recording Secretary.

The Board continued its discussion on the 2003/2004 Fiscal Year Budget.

Stacy Martin entered the meeting at 0930 AM.

The Board reviewed two grievances.

A grievant entered the meeting at 1020.

The grievant was excused at 1100.

The Board continued discussions on the grievance.

Will Browne was excused at 1125 to speak with a Member about filling the Oakland Domicile Executive Board Member position opening.

The Board held a teleconference with Jerry Lindemann to discuss the Computer budget and the status of the TWU Local 556 Website.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that since he was on vacation for the entire month October; he did not have a lot of first hand information to report. He informed the Board that Jannah Dalak, Nancy Torres, and Diana Chronister stepped up and made sure that all Union material was distributed in a timely manner. There may have been about two disciplinary hearings while Stacy was on vacation, and Shop Stewards handled those meetings. Diana Chronister will be doing the lounge visit this week while Boards are scheduled. Diana also will be heading the Toys for Tots program in the Houston base. The Toys for Tots box is located in the lounge. The Houston Domicile had one termination which was for a positive drug test.

Jimmy West discussed that Management is making it a practice of scheduling conference calls for fact finding and grievance meetings with Flight Attendants. The specific problem is that certain Base Managers are scheduling meetings with Flight Attendants without consideration of whether a Union Representative could be present. Management is asking that the Union Representative participate in the meeting via conference call rather in person. The Board agreed that this is completely unacceptable, and that if the Flight Attendant is there in person, that the Union Representative should also be there in person. Additionally, other Domicile Executive Board Members are having difficulty with Management personnel not returning phone calls. Thom McDaniel will address these issues in a letter to Tammye Walker-Jones.

Stacy Martin asked the Board about the status of the identity theft issues that the Union has addressed with Management. Stacy is specifically concerned about the fact that the employee's Social Security Numbers are same as the number printed on the insurance cards issued by Southwest Airlines. Thom McDaniel read the correspondence from Tammye Walker-Jones on this issue, and he will respond to this letter requesting that the insurance card be added to the list of concerns regarding potential identity theft.

Correspondence

The Board reviewed the following correspondence:

- Letter from Thom McDaniel to American Airlines Flight Attendant, Patrick Hancock in thanks for speaking at the "Save the Culture Southwest Airlines Style" Community Breakfast on October 22, 2003
- Letter from Thom McDaniel to SWA Flight Attendant, Julie Nash in thanking her for her performance at the Preserve the Culture- Southwest Airlines Style" Community Breakfast.
- Letter from Thom McDaniel to Texas State House of Representative, Terry Hodge thanking her for speaking at the "Preserve the Culture- Southwest Airlines Style" Community Breakfast.

- Letter to SWA Executive Vice President- Chief of Operations, Jim Wimberly Re: the Emergency Response Drill
- Letter from Jim Wimberly to Thom McDaniel in response to the letter Re: the Emergency Response Drill
- Letter from Thom McDaniel to Jim Wimberly thanking him for his response
- Letter from Thom McDaniel from BWI acting Base Manager, Tonja Harler RE: his letter to her regarding the advocacy role for a Union Representative in fact finding meetings and the 'quiet room' and 'changing rooms' being locked after hours in BWI
- Letter from Thom McDaniel to Tonja Harler in response to her letter
- Letter from Tammye Walker-Jones to Thom McDaniel in follow up to his letter regarding identity theft
- Letter from TWU International President, Sonny Hall to all TWU Local Presidents and TWU Executive Council and Board Members Re: endorsement of Dick Gephardt
- Letter from Thom McDaniel to Tammye Walker-Jones following up on the October 14 meeting with Donna Conover, Karen Amos and Jimmy West
- Letter from Flight Attendant Portia Reddick to Tammye Walker-Jones Re: BWI orientation
- Letter from Thom McDaniel to Tammye Walker-Jones Re: BWI Base Orientation
- Letter from Thom McDaniel to the Editor of the Houston Chronicle Re: Flight Attendant Self Defense.
- Letter from Thom McDaniel to Representative Don Young, Chairman of House Transportation and Infrastructure Committee Re: FAA Reauthorization Bill
- Letter from Thom McDaniel to SWA Chief Counsel, Dick Ketler Re: Denial of Service ('DOS') Attack on TWU 556 Website
- Letter from Dick Ketler to Thom McDaniel Re: Alleged Denial of Service ('DOS') Attack on TWU 556 Website
- Letter from Thom McDaniel to Dick Ketler responding to his letter
- Letter from TWU International President Sonny Hall to Thom McDaniel Re: "TWU International Alliance for retired Members" and their spouses
- Letter from Tammye Walker-Jones to Thom McDaniel granting permission placement of Toys for Tots boxes in the Flight Attendant Lounges

The Board Agreed to a request from TWU International President, Sonny Hall that the Local provide International a list of retired TWU Local 556 Employees in order that they can be included in the TWU Alliance for Retired Members.

Thom McDaniel advised the Board of the upcoming Texas AFL-CIO COPE convention. The entry form must be turned in by January 16, 2004. Thom will talk to Gwen Dunivent and Deborah Danish about attending. The Board agreed to send the three COPE representatives to the Texas AFL-CIO as voting delegates.

Allyson Parker-Lauck made a motion to formally recognize Will Browne for the outstanding work he has done as the OAK Domicile Executive Board Member, for providing excellent service to the Local Office and the TWU Local 556 Membership, and for his commitment to continue this service in the future. Bill Bernal seconded the motion. **All voting Members voted in favor.**

The Board Agreed that if the Dallas base needs help in staffing events, that Karen Amos may bring issues regarding compensation for PCs who help out at events, to the Board on a case by case basis.

Allyson Parker-Lauck made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1530 to attend the New Hire Graduation.

Friday, November 21, 2003

Thom McDaniel called the meeting to order at 0905.

Board Members were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Will Browne, Lucy White, and Jimmy West. Marcy Vinyard was excused for Maternity Leave. Mike McCarthy was excused due to illness.

Mike Sims informed the Board that judgment on the Board of Adjustment case that was presented yesterday was in favor of the Union. The Board commended Mike on the hard work he did on this case.

Mike Sims and Kathy Anderson were excused at 0915 to confer with Jerry McCrummen of Local 555 on a matter concerning a grievance.

Allyson Parker-Lauck acted as Recording Secretary.

Thom McDaniel discussed a phone message from Tammye Walker-Jones regarding the Union's participation at New Hire Base Orientation. Ms. Walker-Jones stated that the Union Representative could be introduced, but would not allow the time to give a Union presentation. Thom McDaniel will follow up on this issue and report back to the Board.

The Board discussed the Flight Attendant Class #202 graduation.

The Board discussed the Fiscal Year 2003/2004 Budget.

The Board took a break from 1000 until 1100 in order to attend to pending Union business.

Mike Sims and Kathy Anderson returned to the meeting at 1100.

Kathy Anderson resumed her duties as Recording Secretary.

The Local's CPA, Albee Richardson, entered meeting at 1120 to update the Board on the audit of the Local.

The Board discussed the Department of Labor Lawsuit.

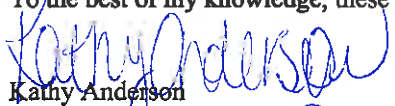
The Board continued to discuss the Fiscal Year 2003/2004 budget.

The Board agreed to have a 3-day Board in January.

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

Thom McDaniel adjourned the meeting at 1420.

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


Kathy Anderson
Recording Secretary


Thom McDaniel
President