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

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Executive Board Meetings
October 13- 16, 2003
Synopsis

__Monday October 13, 2003__
Thom McDaniel called the meeting to order at 1400.

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

Michael Massoni, Stacy Martin, and Bill Bernal were excused for vacation.

Marcy Vinyard was excused due to Maternity Leave.

Allyson Parker- Lauck was excused to work on the *UNITY* Magazine.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the Dallas Base has been quiet as usual. She attended two meetings regarding discipline. One was a termination based on point accumulation and the other was a drug related issue. Karen informed the Board that the lounge mobilization week was a great success. As people checked- in, almost all of them came to the Union table with questions and seeking information. Members were extremely supportive of the Union and very complimentary of how the Union has kept them informed. The sentiment regarding Jim Parker's proposal was almost a unanimous one of disappointment and the Membership expressed that they would never accept the numbers that Mr. Parker published on the MySwa website. Karen reported that the Red Rack is up to date and all Union publications have been distributed.

There was no **Houston Domicile** report submitted this month.

There was no **Phoenix Domicile** report submitted this month.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the Chicago base has been very busy lately. There have been a total of ten meetings with Management, resulting in two 3-day suspensions, three terminations due to points, and one meeting where a Flight Attendant's points were reduced due to a Doctors note. The other five meetings did not result in discipline. Mike reported that the picket event in Chicago went very well and that throughout the course of the day, there were over seventy participants. Mike informed the Board that there was a lot of support form fellow Union workers. Mike reported that on October 3, the new lounge opened, but the bathrooms are currently being completed.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that there have been some changes over the last couple of weeks. Two weeks ago, Base Manager, Becky Barnes announced her resignation as Base Manager effective immediately. Tonja Harler is the currently acting as Base Manager until the position is filled. A notice was just put into the briefing book on 10/10/03 informing the Baltimore Flight Attendants of Becky's resignation. Lucy informed the Board that Inflight Management in Baltimore has started locking the doors to the changing room and the quiet room in the lounge. Currently, these rooms are only open during office hours. As of 10/12/03, no signs have been posted on the changing room door or quiet room regarding why the rooms have been locked. Also, there is nothing in the briefing book stating why the rooms have been locked. Lucy checked with all of the other bases and this is not happening in any other base. Thom McDaniel and Lucy spoke to Tonja regarding the recent new procedures in BWI and asked her to reconsider locking the rooms. Tonja stated that at this time the rooms will stay locked. Lucy reported that there have been many complaints that Flight Attendants who attended the picketing event in Baltimore on 9/18 are being drug tested. Apparently, the company who does the drug testing in BWI did not conduct any tests for the proceeding couple of months due to a prolonged illness of the assigned tester. At this time, SWA is trying to catch up by actively drug testing employees.

Will Browne presented the **Oakland Domicile** report. Will reported that things are currently reasonably quiet in Oakland. There have not been many discipline meetings. The biggest problem in the last 30 days has involved uniform standards. Will reported that everyone had a lot of fun with the "working for free" buttons and that the Base did not want to appear to be the 'bad guys' when announcing Management's position on the pins. Will expressed to the Board that he has concerns about the mySWA memo from Laurie Hayden and Sandy Teichmann about Flight Attendants sleeping in the lounges. Will stated that he hopes this memo was simply a restatement of policy, since the reality is that there are no "reasonable" hotel rooms in the OAK area that the "office can recommend". Will informed the Board that in his discussions with Base Manager, Jamie Willard. Jamie stated that she had no instructions about any discipline for sleeping in the lounge. Will advised the Board that Jamie had received a memo from the Port of Oakland stating that the new parking lot would be opening the first of November. The new lot comes with new prices of $58 per month, $12 of which will be subsidized by SWA. Jamie was not sure if the $58 dollar figure was before the subsidy or after. These are the prices quoted by the Port, but the matter must pass a meeting with the Base Managers. It is all subject to change, and the new rates would be effective January 2004.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that after attending several meetings with Inflight Management and the Airport Director, Flight Attendants are finally able to use the elevator down to the MCO Crew Room. Flight Attendants were denied use of the elevator after the events of 9/11 because of a security risk. Flight Attendants were forced to use the stairs. Now the Airport Director is stating that the stairs are a security risk and that the Flight Attendants are to use the elevator. Jimmy informed the Board that there was a great turn out for picketing on the 18th, which included representatives from the Florida AFL-CIO, US Airways, and other SWA labor groups. The event was covered by 2 television news stations, 2 radio stations and the Spanish newspaper. Jimmy stated that he is expecting a good turn out for the planned tailgate party. Those who would like to attend will meet in the MCO employee parking lot and there will be a caravan over to Tampa.

Mike Sims offered his **Officer Report** at this time. Mike reported that the Grievance Staff continues to excel. Mike informed the Board that the abilities and work ethics of this Grievance Staff are to be commended. More grievances are being settled through better research, preparation and productive discussions with Management. Mike reported that Becky Parker has agreed to come back full time until Marcy Vinyard returns from Maternity Leave. Lisa Merrill will fill in on an 'as needed' basis. Mike reminded the Board to submit pay and time sheets by the last day of the month. He will process them as soon as he receives them. If they are late, pay will not be issued until the following pay month.

Committee Reports

Kathy Anderson presented the **Safety Committee** report for Michael Massoni. The report included an overview of the ASHDI reports currently under review and an update on the Southwest Airlines Event Notification System events. Michael also updated the Board on an incident involving a BWI Operations Agent who was seriously injured on the job. Michael also reported on cockpit door opening procedures.

Mike Sims presented the **Grievance Committee** report. Mike distributed a copy of a recent arbitration decision and asked that everyone review it. Mike reported that the final brief on the latest arbitration case was submitted last week and that a decision is expected the first week of November. One of the cases that was slated for Board of Adjustment (BOA) was settled prior to going to BOA. Two other cases that were slated were withdrawn a few days before BOA because the grievants could not come in to testify. Mike informed the Board of cases currently slated for BOA. Mike informed the Board that additional BOA trained panel members are needed and that any suggestions would be welcome.

Kathy Anderson presented the **Professional Standards Committee** report for Jean Chandler for the 3rd quarter 2003 Eastern Division. Jean reported that the Committee continues to operate with increasing volume. Jean reported that she has personally handled all referrals dealing with the Pilots except the ones involving the aircraft. Jean reported that Pilot Scheduling has been very helpful in locating Pilots. Jean expressed that this rapport has expedited many cases. Jean reported that there were 31 referrals to the Professional Standards hotline and that 29 were resolved favorably.

Thomas Mitchell presented the **New Hire Committee** report. Thomas reported that the last class had 103 people and that another New Hire class is scheduled to start on the 27th of the current month.

Karen Amos presented **the Drug and Alcohol Committee** report. Karen reported that although she was unable to attend the Human Intervention and Motivation Study (HIMS) seminar in Colorado, she has requested copies of all of the material that was distributed at the seminar. Captain Russ Mason is willing to help the Local set up a program that is similar to the HIMS program that SWAPA currently has in place. Karen is currently researching the regulations that police the Company's drug and alcohol testing program.

The Board reviewed four grievances.

Allyson Parker- Lauck entered the meeting at 1600.

Allyson Parker- Lauck presented the **Publication Committee** report verbally. There was not a written report submitted.

Michelle Zenici entered the meeting at 1605 to present a grievance.

Michelle Zenici was excused at 1615.

The Board reviewed two grievances.

The Board discussed the issue of identity theft and how the Membership is affected.

Karen Amos updated the Board on a grievance.

The Board discussed the lawsuit brought against the Local by Melissa Smith.

Jimmy West made a motion to adjourn. Kathy Anderson seconded the motion. **All voting Members voted to adjourn.**

Thom McDaniel adjourned the meeting at 1700.

Tuesday October 14, 2003

Thom McDaniel called the meeting to order at 0920.

Board Members present were Thom McDaniel, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker- Lauck, Karen Amos, Mike McCarthy, Will Browne, Lucy White, and Jimmy West.

Michael Massoni, Bill Bernal and Stacy Martin were excused for vacation.

Marcy Vinyard was excused for Maternity Leave.

Ed Cloutman entered the meeting at 0920 to update the Board on the lawsuit brought against the Local by Melissa Smith.

Ed Cloutman was excused at 0945.

Thom McDaniel updated the Board on his meeting with Tammye Walker-Jones and Donna Conover, and Karen Amos and Jimmy West. The meeting focused on uniform issues, identity theft and Base issues.

The Board reviewed two grievances.

Michelle Zenici entered the meeting at 1000 to brief the Board on a grievance.

The Board placed a conference call to a grievant at 1015 in order to hear his grievance.

The conference call ended at 1045.

Michelle Zenici was excused at 1110.

Gayle Ross entered the meeting at 1110 to present a grievance.

Gayle Ross was excused at 1120.

Thomas Mitchell presented the June 2003 Financial Report for approval.

Lone Star Check #s 7433-7518 and 7663 were presented.

Will Browne made a motion to approve the June 2003 Financial Report. Mike McCarthy seconded the motion. **All voting Members voted to approve the June 2003 Financial Report.**

Thomas Mitchell presented the July 2003 Financial Report for approval.

Lone Star Check #s 7581-7519 were presented.

Jimmy West made a motion to approve the July 2003 Financial Report. Mike Sims seconded the motion. **All voting Members voted to approve the July 2003 Financial Report.**

Thomas Mitchell presented the August 2003 Financial Report for approval.

Lone Star Check #s 7582-7655 and 7744 were presented.

Mike McCarthy made a motion to approve the August 2003 Financial Report. Jimmy West seconded the motion. **All voting Members voted to approve the August 2003 Financial Report.**

Bear Stearns Check #s 1010-1034 were presented.

The Board discussed deadlines for the submission of articles for Union Publications.

Denny Sebesta, Kevin Onstead, Brett Nevarez and Cindy Ritner entered the meeting at 1345 to update the Board on Negotiations.

Garry Drummond entered the meeting at 1345.

The Negotiation Team distributed copies of their budget proposal for the upcoming fiscal year.

Denny Sebesta, Kevin Onstead, Brett Nevarez and Garry Drummond were excused at 1430.

Cindy Ritner presented the **Scheduling Committee** report. Cindy updated the Board of recent accomplishments and goals for the future.

Cindy Ritner submitted the Scheduling Committee budget for the upcoming fiscal year.

Cindy Ritner was excused at 1445.

Kathy Anderson presented the September 2003 Executive Board Minutes for approval.

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

Will Browne made a motion to send, Ginger, the representative at Thrifty Rental Cars a bouquet for her birthday not to exceed $40.00 in appreciation for the cost savings she has provided to the Local. Mike McCarthy seconded the motion. **All voting Members voted in favor.**

The Board discussed the upcoming fiscal year budget.

Thom McDaniel was excused at 1630 to attend a meeting with CISM. Thomas Mitchell chaired the meeting.

The Board continued to discuss the upcoming fiscal year budget.

Jimmy West made a motion to adjourn. Mike Sims seconded the motion. **All voting Members voted to adjourn.**

Thomas Mitchell adjourned the meeting at 1715.

Wednesday, October 15, 2003
Thom McDaniel called the meeting to order at 0900.

Board Members present were Thom McDaniel, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Mike McCarthy, Lucy White, and Jimmy West.

Michael Massoni, Stacy Martin, and Bill Bernal were excused due to vacation.

Marcy Vinyard was excused for Maternity Leave.

Will Browne was in transit.

The Board placed a conference call to Jerry Lindemann at 0900 to discuss the Local Website.

Will Browne entered the meeting at 0910.

The conference call with Jerry Lindemann ended at 0925.

Correspondence

- Letter from Tammye Walker-Jones to Thom McDaniel to file a grievance against the Union for 'picketing of Company premises'.
- Letter from Richard Ketler, SWA Chief Counsel, to Thom McDaniel Re: Alleged Denial of Service Attack on the TWU 556 Website.
- Letter from Thom McDaniel to Tammy Walker-Jones Re: Identity Theft.
- Letter from Thom McDaniel to Jim Parker Re: the 'spamming' of the Local Website.
- Letter from Jennifer Opra of OPEIU 277/AIL Re: her participation in our picketing event.
- Letter from TWU International Administrative Committee to All TWU Local Presidents thanking them for participation in the full page advertisement placed in the September 12, 2003 edition of the 'Chief Leader' Civil Service newspaper.
- Letter from TWU International President, Sonny Hall, Re: The health of TWU International Administrative Vice President and Air Transport Division Director, Jim Little.

- Letter from Midland Operations Agent, Kyle McCormack to Thom McDaniel Re: expressing support for the Local 556 Contract campaign.
- Letter from George McDonald, Director TWU Safety and Health Department to All TWU Locals Re: 1. AFL-CIO Safety & Health Conference, 2. Employee Guide to Workplace Violence.

Karen Amos presented the artwork for the condolence cards for Board review.

Karen Amos presented the artwork for the new Shop Steward pins for Board review.

The Board continued to discuss the upcoming fiscal year budget.

Ron Regan entered the meeting at 1010 to present a grievance.

The grievant entered the meeting at 1030 to address the Board on grievance.

Ron Regan and the grievant were excused at 1050.

TWU International Representative, Garry Drummond, Strategic Advisor, Mark Richard, Economist, Dan Akin, and Negotiating Team Members, Kevin Onstead, Denny Sebesta, Cindy Ritner and Brett Nevarez entered the meeting at 1105 to update the Board on negotiations.

The Negotiating Team was excused at 1130.

The Board discussed Base Orientation for New Hires in Baltimore. Lucy White will be unable to attend the next scheduled orientation and the Board decided that another available TWU Representative could attend.

Mike McCarthy made a motion that the Local acquire a hospitality suite at the New Hire hotel in order to provide a dinner for the New Hire classes #201 and #202. Will Browne seconded the motion. **All voting Members voted in favor.**

The Board discussed the design of the new Union shirts.

The Board agreed to have a 5 day Board Meeting in November in order to discuss the upcoming fiscal year budget.

The Board discussed scheduling the holiday party for the Executive Board. It was decided that the party will be held during the week of November Boards.

The Board agreed to contract the Peritia Media to construct a data base to assist with the Local 556 office administrative duties.

The Board agreed to renew the 8-month lease on the Negotiator's apartment.

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

Thom McDaniel adjourned the meeting at 1215.

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