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

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Executive Board Meetings
April 14-16, 2003
Synopsis

Monday, April 14, 2002
Thom McDaniel called the meeting to order at 1330.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Stacy Martin, Bill Bernal, Mike McCarthy, and Will Browne.

Deborah Danish was excused due to illness.

Jimmy West and Portia Reddick were in transit.

Domicile Reports
Stacy Martin presented the **Houston Domicile** report. Stacy informed the Board that the Houston Inflight Management is continuing to have problems adhering to timelines and they continue to include inappropriate discussion in employees' discussion logs. Several Members have expressed concern at the material that had been documented by their supervisors in their discussion logs. Members continue to be interested and anxious about the Contract and the current state of affairs in the airline industry. Stacy reported that thanks to the help of several Members, all Union material was distributed and updated in a timely manner.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that March in Phoenix ended with no real news to report. A few more Precinct Captains have been added and the group is becoming more unified. Bill is hearing a lot of good feedback on the work the Executive Board and the Negotiating Team are doing and how different these negotiations have been due to the news that is provided them. Bill informed the Board that April began with a lot of positive feedback. The Membership is looking forward to the outcome of the Contract and they are feeling very positive. Bill is also hearing very good feedback about the incoming Executive Board, who will take office in May.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that things in Chicago have been moving along smoothly. There were no meetings for discipline in the past month. Mike also reported that the new terminal is halfway done and we now occupy eight new gates. The security measures have been put into effect and results have been positive. Keypad door locks are yet to be installed. In Management discussions, it was determined that the emergency cockpit entry code seems to be preferred by the office. Mike believes this to be an appropriate code since only crewmembers would know it. Mike reported that in the Flight Attendant Lounge, there is a new indirect halogen light being tested to replace the florescent tube that are constantly being tampered with and broken. Mike informed the Board that he will be suggesting alternative lighting solutions.

Portia Reddick entered the meeting at 1345.

Will Browne presented the **Oakland Domicile** report. Will reported that new Assistant Base Manager, Patrick Byerly, asked a Member involved in a grievance to sign a permission slip in order that his discussion logs could be released to the Union. Will checked to see if this was a necessary step and found out that it was not. Will was able to speak with Patrick and explained to him that the grievance involved is already a case of intimidation, that anything perceived as 'extra' would only make the situation worse.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that once again there will be changes in BWI Management personnel. Robert Hardy will be returning to the line. A replacement has not been selected at this time.

Portia informed the Board that the Red Rack and Union Briefing Book have been reorganized for better presentation. Portia reported that P.M. crews are being challenged regarding parking. Due to construction, after 10 pm, the crews have to wait in heavy traffic downstairs since the upper deck is closed after 10 pm Sunday through Thursday. Portia informed the Board that all relevant material, supplies etc will be transferred to incoming BWI Domicile Executive Board Member, Lucy White, who takes office in May. Portia stated that she has enjoyed serving as the BWI Domicile Executive Board Member. Portia will continue serving Local 556 in her present position in the TWU International Legislative Affairs office.

Committee Reports

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia reported that the Civil and Human Rights Department and Women's Committee meetings will be held immediately following the International Executive Council meetings, June 19-20, 2003 at the Fairmont Copley Plaza Boston, 138 St. James Avenue, Boston, Massachusetts. Leaders from the Labor community and constituency support groups have been included in the agenda. The meeting begins at 0900 on the 19th. Portia included a copy of the "Official Call" with this report.

Michael Massoni presented the **Safety Committee** report. Michael reported on the following issues: Aviation Safety and Health database (ASHDI), NTSB- Aviation Industry Training Program (GO- Team Training), Aviation Safety and Health Partnership (ASHP), and Manual Revision 68. The Board discussed the need of training an additional Go Team member.

Marcy Vinyard made a motion that Mike McCarthy attend the NTSB- Aviation Industry Training Program April 30-May 1, 2003 in Washington, DC. The Local will cover the cost of the training, accommodations, and lost time. Michael Massoni seconded the motion. The motion **carried**. Following the training, Mike McCarthy will be Go Team certified.

Michael Masssoni presented the **Health Committee** report. Michael updated the Board on SARS with information from the CDC.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of April 11, 2003, there are 84 active grievances and on the two Board of Adjustment sessions held last month. Marcy reported that the grievance data base is ready to go. John Hulen of Labor Soft will be setting it up in the office the second week of May. There will be a license for two computers and the office staff will be trained on the system. Marcy reminded all Board Members who are conducting Lounge Visits to submit the dates prior to the beginning of the month in order that the office staff can record the dates on the schedule board.

Thom McDaniel presented the **Professional Standards Committee** report for the Eastern Division for Jean Chandler. Jean reported that the hotline has been consistent this quarter. Twenty-seven calls were received and the feedback continues to be positive. Jean reported that three of the calls involved the Pilot group, twenty-six of the referrals were solved favorably and there is one case pending.

The CISM Team has requested that Jerry Lindemann attend CISM Initial Training.

Kathy Anderson made a motion that Jerry Lindemann attend the CISM Training. Mike McCarthy seconded the motion. The motion **carried**.

Mike McCarthy and Kathy Anderson presented the **Shop Steward Sub Committee** report. Mike and Kathy presented a rough draft of bylaw amendments for the Shop Steward Section of the bylaws.

Kathy Anderson presented March 2002 Executive Board Minutes for approval. Marcy Vinyard made a motion to **approve** the minutes as amended. Will Browne seconded the motion. The motion **carried.**

Thom McDaniel presented a draft of a letter to be sent to Management regarding intimidation tactics used against Members participating in legal Union activities.

Jimmy West entered the meeting at 1540.

Thomas Mitchell presented the February 2003 Financial Report.

Bear Stearns check # 1007 and Lone Star check #s 7174-7254 were presented.

Michael Massoni made a motion to **approve** the Financial Report. Will Browne seconded the motion. The motion **carried.**

The Board reviewed 8 grievances.

Portia Reddick made a motion to adjourn. Will Browne seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1720.

Tuesday, April 15, 2003
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Stacy Martin, Bill Bernal, Mike McCarthy, Will Browne, Portia Reddick, and Jimmy West.

Deborah Danish was excused due to illness.

TWU Local 556 Legal Counsel, Ed Cloutman and TWU International Representative, Garry Drummond entered the meeting at 0900.

Thom McDaniel was excused at 0915 and passed the gavel to Michael Massoni.

TWU International Representative, Garry Drummond addressed the need to respond to the complaint brought forward by Gary Yeager and Melissa Smith.

Garry Drummond was excused at 0930.

Ed Cloutman rendered advice to the Board on the complaints brought forward by Gary Yeager and Melissa Smith.

Marcy Vinyard made a motion to **deny** Mr. Yeager's complaint. Jimmy West seconded the motion. **All voting Members voted to deny Mr. Yeager's complaint.**

Michael Massoni was excused at 1010 and passed the gavel to Marcy Vinyard.

Jimmy West made a motion to **deny** Ms. Smith's complaint. Bill Bernal seconded the motion. **All voting Members voted to deny Ms. Smith's complaint.**

Thom McDaniel and Michael Massoni entered the meeting at 1015.

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

Ed Cloutman was excused at 1040.

The Board reviewed 10 grievances.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the parking situation in Orlando has become different for the Flight Attendants than for the Pilots. The Pilots are allowed to obtain their parking passes two months in advance and Vic Zachary is looking in to the matter and will report back to Jimmy.

Cindy Ritner, Denny Sebesta, Kevin Onstead, and Brett Nevarez entered the meeting at 1430 to present the Negotiation update.

Denny, Kevin and Brett were excused at 1445.

Cindy Ritner presented the **Scheduling Committee** report. Cindy reported on the following: the 737-200 grievance, Staffing and aircraft deliveries, Job sharing, MRT and DRT, and Open Time.

Cindy Ritner was excused at 1500.

Correspondence
The Board reviewed the following correspondence:

- Letter from TWU Civil and Human Rights Department and Women's Committee Meeting

Michael Massoni made a motion to approve no more than two people to attend the TWU Civil and Human Rights Department and Women's Committee Meeting. Will Browne seconded the motion. The motion **carried**.

- Letter from TWU International Re: Workers' Memorial Day
- Documentation on the Paul Gaynor Scholarship

The Board discussed the feasibility of electronic voting.

Bill Bernal made a motion that the Local submit a proposal to International regarding electronic voting. Will Browne seconded the motion. **All voting Members voted in favor.**

The Board agreed to replace the office cell phone that had been damaged.

The Board agreed that Union equipment that has failed under normal wear and tear will be replaced by the Local. Union equipment damaged due to negligence will be replaced by the individual responsible for said equipment.

Portia Reddick made a motion that Will Browne acquire a fax machine not to exceed $200. Mike McCarthy seconded the motion. The motion **carried**.

The Board reviewed 3 grievances.

The Board discussed the need for clarification on time lines for Customer complaint letters. There is question as to when the time limits begin for investigation and for discipline.

The Board discussed the issue of liquor money time lines with regard to Article 19.

The Board agreed that Bill Bernal would participate on the Provisioning Committee.

Michael Massoni made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1700.

<u>Wednesday, April 16, 2003</u>
Michael Massoni called the meeting to order at 0830.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Stacy Martin, Bill Bernal, Mike McCarthy, Will Browne, Portia Reddick, and Jimmy West.

Thom McDaniel was excused for negotiations.

Deborah Danish was excused due to illness.

The Board reviewed a letter to all Local 556 Members from International Administrative VP, Director ATD, James Little, International Representative Garry Drummond, and TWU Local 556 President Thom McDaniel regarding Management's intimidation of Members participating in legal Union activities.

The Board reviewed Portia Reddick's proposal for restructuring the COPE Committee.

Karen Amos entered the meeting at 0915 and presented 5 grievances.

Karen Amos was excused at 1005.

A grievant addressed the Board via conference call at 1010.

The conference call ended at 1030.

The Board discussed and agreed to review a proposal for a 4-day work week for the office Staff.

Marcy Vinyard will prepare a proposal of the 4-day work week for the next session of Boards.

Jimmy West made a motion to adjourn. Bill Bernal seconded the motion. The motion **carried**.

Michael Massoni 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