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

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Executive Board Meetings
February 17- 20, 2003
Synopsis

Monday February 17, 2003
Michael Massoni called the meeting to order at 1350.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Bill Bernal, Mike McCarthy, Portia Reddick and Jimmy West.

Thom McDaniel was excused due to negotiations.

Stacy Martin was excused due to personal illness.

Domicile Reports
Deborah Danish presented the **Dallas Domicile** report Deborah reported that lounge visits were conducted on January 15 and 17 beginning with the first check-ins and concluding at 1630. The main focus was informing the Membership about the 'baseball style' arbitration and how detrimental this legislation would be to the Flight Attendant work group. There was a lap top computer connected to the Internet so Flight Attendants could immediately write to their government representatives to ask them to 'vote no' on this bill. In addition, 50 emails were sent out on the same issue. Deborah informed the Board that the new TWU Membership cards were distributed and there was active discussion on the historic contract comparison charts. Nine new Precinct Captains were enlisted and the following Flight Attendants participated in the lounge visit: Wendy Geise, Karen Elsafty, Lynn Beall, Diedra Cook, Eric Weiss, Gwen Dunivent, Vince Eakes, Stacy Moore and Tandee Thomas.

There was not a **Houston Domicile** report this month.

Bill Bernal presented the **Phoenix Domicile** report. Bill informed the Board that Phoenix has added new Precinct Captains. Bill reported that the Phoenix Members are getting excited about the Contract and they are asking a lot of questions. Bill reported that there have been some discipline meetings held during the past weeks and these issues are currently going through the grievance process. Bill informed the Board that there are no current issues with the parking situation. Bill reported that the February 14 Lounge Mobilization was a great success. Vic Roberts handled the mobilization and there was a high turn out of PCs. Bill reported that the general consensus of the Phoenix Membership was that they do not like the idea of the 13 hour duty day and that over 250 cards were signed by the Flight Attendants. Bill informed the Board that currently, there are random vehicle searches at the entrance to the airport. Flight Attendants must allow additional time for this.

Mike McCarthy presented the **Chicago Domicile** report. Mike informed the Board that construction on the airport is currently running ahead of schedule. The new gates are taking shape and the first three should open by the end of March. This will also begin the rest of the build-out of the subterranean lounge. Mike reported that Open Time trips continue to be scarce and the trips that are available are picked up very quickly. Members have expressed concerns about there not being a sufficient number of bid packets available, and that the bid packets are locked up after hours. Mike reported that this problem should be taken care of in time for the posting of the February bids. If the problem is not rectified in February, further attention may be needed on this issue in order to assure that everyone has access to the bid packets. Mike reported that Members have been concerned that the non-rev passes have not been accessible in the lounge and that this issue has been resolved. There should be no problems with this in the future, provided that those who need passes take only what they need and not the entire book of passes. Mike informed the Board that the Flight Attendant lounge has a new 55 inch projection television which was a gift from the Flight Attendants. The money was raised through raffles that were held over the past year. Mike reported that after several conversations with Simon, combination locks will be installed on the lounge doors for increased security. Mike advised the Board that there is an ongoing issue with Flight Attendants sleeping in the lounge. Some Flight Attendants are removing light bulbs in order to sleep, and in the process some of the light fixtures have been damaged. Not only is this practice dangerous, it is destruction of company property and discipline could be issued.

There was not an **Oakland Domicile** report this month.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that the Baltimore Management staff continues to work with the Union in maintaining a healthy working environment with the Flight Attendants. Portia reported that she has had several meetings with Management that have ended positively and have encouraged the good working relationship. Portia reported that the parking situation remains an issue of great importance. The availability of shuttles, the time schedule along with the construction that is ongoing at BWI remains a challenge to those parking in the employee lot. Portia informed the Board that Management has requested, received and is currently waiting for SWA Baltimore staff to install the new code mechanism on the lounge door. As of this report, the BWI staff support team has not placed the mechanism on the door. However, according to Becky Barnes, Sandy Teichmann has been contacted and will help expedite the placement of the mechanism. Portia reported that all Union literature has been posted and distributed. Portia also included a letter to the Membership in her report.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that Orlando has been fairly quiet. There is now a bulletin board and another glass case for the lounge. Jimmy advised the Board that check-in phone, Sandy Teichmann spoke with Tammye Walker-Jones about acquiring another check- in phone and Ms. Walker-Jones stated there would be no additional check-in phone at this time. Jimmy informed the Board that the Valentines Day Lounge Mobilization was a big success. Jimmy told the Board that they were also sending cards out with outbound Crew Members so they could express their thoughts on the 13 hour duty day. Jimmy informed the Board that there was a report that the "Employees Only" line at Security was often shut down. Jimmy investigated this issue with the company that runs the check point and they informed Jimmy that they have never shut down the "Employees Only" line. Jimmy reported that Orlando has four more PCs.

Committee Reports

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia reported that the AFL-CIO and Human Rights Conference was held in Jackson, MS. Portia participated in the conference and at the annual Martin Luther King Parade. TWU International donated goods to those who were in need in the local community. Portia reported that the civil and human rights issues that are of interest and that each Local should be concentrating on are: court nominations from the Bush Administration, the Employment Nondiscrimination Act, keeping an eye on workplace violence, securing a workplace free of discrimination (religious, racial, gender, age, sexual orientation and disability). Portia informed the Board that she will be submitting articles to the ***UNITY*** Magazine that will enlighten, educate and facilitate a more equal working environment.

Michael Massoni presented the **Safety Committee** report. Michael updated the Board on Members who have expressed an interest chairing the Health Committee. Michael recommended that the Health Committee Chair position should be addressed by the incoming Executive Board. Michael presented a copy of the letter he wrote to Naomi Hudson regarding a safety related grievance. Michael updated the Board on the ASHDI reporting system.

Marcy Vinyard presented the **Grievance Committee** report. Marcy informed the Board that as of February 14, there are 88 active grievances. Marcy reported that there will be a termination grievance presented to Board of Adjustment at the end of the month, as well as a Contract grievance. Marcy relayed to the Board that the Grievance Staff continues to work diligently to resolve issues before they move to the grievance stage.

The Board agreed to move forward with the Grievance Data Base as budgeted.

Michael Massoni reported to the Board that Matthew Siebenlist is a new case worker on the **Professional Standards Committee.**

Deborah Danish presented the **COPE Committee** report. The COPE Conference is scheduled for March 3, 2003 in Washington, DC. Deborah will be attending along with Thom McDaniel, Michael Massoni, Portia Reddick and Gwen Dunivent.

The Board discussed policies and procedures for the Board of Election.

Thom McDaniel entered the meeting at 1640.

The Board continued to discuss policies and procedures for the Board of Election.

Thom McDaniel updated the Board on the International Executive Council meeting he attended last week. Thom advised the Board of the Frank McCann's retirement and Michael O'Brien's replacing him as Vice President; as well as other personnel changes on the Council.

Kathy Anderson made a motion to adjourn. Jimmy West seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1720.

Tuesday, February 18, 2003
Thom McDaniel called the meeting to order at 0835.

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

The Board continued to discuss policies and procedures regarding Board of Election work.

Correspondence
The Board reviewed the following correspondence:

- Letter to Tammye Walker-Jones from Thom McDaniel announcing Will Browne as the new Oakland Domicile Executive Board Member.
- Letter to Larry Morgan from Thom McDaniel congratulating them on getting a contract.
- Letter to Thom McDaniel from Mark Richard regarding hourly rates.

Thom McDaniel presented information on three scholarships being offered by the Central Arizona Labor Council for Union members and their families. Thom also informed the Board that the Michael J. Quill Scholarship will be available shortly.

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

Stacy Martin made a motion to **approve** the minutes as amended. Jimmy West seconded the motion. **All voting Members voted to approve the minutes as amended.**

Thomas Mitchell presented the December 2002 Financial Report for approval.

Lone Star check #s 7049 through 7105 were presented.

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

The Board reviewed nine grievances.

Mike McCarthy and Kathy Anderson presented proposed bylaw amendments for the Shop Steward section of the Bylaws for review.

Ed Cloutman entered the meeting at 1140 to update the Board on the lawsuit brought against the Local by Melissa Smith.

Ed Cloutman was excused at 1200.

The Board continued to review the proposed amendments for the Shop Steward section of the Bylaws.

The Board reviewed two grievances.

Lisa Merrill entered the meeting at 1520 and presented three grievances.

Lisa Merrill was excused at 1555.

Becky Thompson entered the meeting at 1600 and presented one grievance.

Becky Thompson was excused at 1620.

The Board discussed committee pay issues.

Janet Bottles entered the meeting at 1755 and presented two grievances.

Portia Reddick made a motion to adjourn. Jimmy West seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1710.

Wednesday, February 19, 2003
Thom McDaniel called the meeting to order at 0900.

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

Karen Amos entered the meeting at 0905 and presented one grievance.

Karen Amos was excused at 0945.

Cindy Ritner entered the meeting at 0945 to present the **Scheduling Committee** report. Cindy reported on the following issues: the 737-200 grievance, staffing and aircraft deliveries, Job Sharing/MRT/DRT, the Pairing Builder, and Open Time.

Cindy Ritner was excused at 1000.

The Board reviewed grievance information in order to hear a grievance at 1100.

A grievant entered the meeting at 1100 to address the Board on a grievance.

The grievant was excused at 1200.

The Board agreed to have a three day Board in March if the agenda allows.

The Board discussed the difficulties of obtaining research documentation from Management and how this affects the grievance process.

Thom McDaniel and Deborah Danish were excused at 1515 to place a call to Management regarding the difficulties of getting research documentation from Management.

The Board continued to discuss issues involving grievances.

Thom McDaniel and Deborah Danish returned to the meeting at 1530.

The Board discussed procedures, policies and payment for the Board of Election. The Board reviewed a committee members pay concerns.

The Board reviewed one grievance.

Bill Bernal was excused at 1600 for personal reasons.

The Board discussed Emergency On-Call duty.

The Board placed a conference call to Sonia Hall at 1700.

The conference call with Sonia Hall ended at 1815.

All present participated in further discussion on Board of Election policies, procedures and pay issues.

Kathy Anderson made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1835.

Thursday, February 20, 2003
Thom McDaniel called the meeting to order at 0900.

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

Bill Bernal was excused for personal reasons.

Denny Sebesta, Cindy Ritner, Brett Nevarez , Kevin Onstead and Mark Richard entered the meeting at 0930 to update the Board on Negotiations.

Garry Drummond entered the meeting at 1115.

Mark Richard and Kevin Onstead were excused at 1130.

The Board and the Negotiation Team discussed a committee member's pay for Coordinating Council work.

The Board agreed that the committee member would be paid like the other full time pulls, which is high line, plus the applicable per diem for her February Union work.

The Board discussed whether Domicile Executive Board Members should participate on the Coordinating Council, as well as possible replacements for any vacant positions on the Coordinating Council. The Board agreed that the decision should be made by the Negotiating Team.

The Board discussed pay for Members who conduct Lounge Visits.

Marcy Vinyard made a motion to adjourn. Portia Reddick seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1240.

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