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

2520 West Mockingbird Lane • Dallas, Texas 75235 • (214) 352-9110 • (800) 969-7932 • Fax (214) 357-9870

Executive Board Meetings
January 13-16, 2003
Synopsis

Monday, January 13, 2003
Thom McDaniel called the meeting to order at 1340.

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

Stacy Martin was excused due to personal illness.

Portia Reddick was excused to meet new officers at the TWU New Officer Training at the George Meany Center for Labor Studies.

Domicile Reports
Deborah Danish presented the **Dallas Domicile** report. Deborah reported that Eric Weis is now a Lead Precinct Captain. Deborah informed the Board that Eric has done a wonderful job and Dallas is happy to have him join the outstanding team of LPCs. Deborah reported that there are Lounge Mobilizations scheduled for January 15 and 17. At that time, new bag tag inserts will be distributed, the negative impact of the so-called "baseball arbitration" will be discussed and there will be sign- up for new Precinct Captains.

There was not a **Houston Domicile** report submitted for these meetings.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that Phoenix has been quiet lately. Bill informed the Board that there have been some meetings with Management on various issues, such as file reviews, points, and personal issues. Bill informed the Board that Tina Coffee and Mark Savage did a great job with the Toys for Tots drive. Bill also recognized Mark Savage for the outstanding job he has been doing with Senior Precinct Captain duties. Bill reported that Mike Sims has been representing Members in meetings and has been doing a great job of diffusing some of the situations for the Flight Attendants. Bill informed the Board that there is strong support in the Phoenix Base for the ongoing Contract Negotiations. Bill noted that the Precinct Captain program is running at full speed and Bill expressed a goal of having each PC sign up three more Precinct Captains in order to expand the program. Bill indicated that the Phoenix Base is in need of additional Union pins and luggage tags. Bill informed the Board that he is hearing some Members expressing frustration with the website and registering.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the end of October and the beginning of November brought to light a lot of major companies trying to break major Union contracts. The Dominick's chain was first to threaten that if major concessions were not met by the Union representing their workers, that all stores would be closed. The Union voted down the concessions by 100%. Mike informed the Board that our Brothers and Sisters at UCFW have donated coupons for free milk, eggs, bread, bacon and cheese. These coupons have been placed in the Red Rack in the lounge for Local 556 Members to use. Mike reported that Open Time went smoothly and that everyone enjoyed the hot dogs that he provided. He reported that Maestro ran flawlessly, and trips were picked up and traded very quickly. Mike notified the Board that on December 17 they delivered over 150 quality toys and $300.00 to the Marines Armory collection site for the Toys for Tots Drive. The Marines told Mike and the other Local 556 Representatives with him, that it was the most generous group donation of 2002. Mike reported that approximately 50 additional toys were donated to the Department of Children and Family Services for their children.

Cuyler Thompson presented the **Oakland Domicile** report. Cuyler Thompson reported that Jamie Willard is the new Oakland Base Manager. Cuyler reported that he went to Jamie with questions regarding the California Law which stipulates that employers must provide a place- other than a lavatory- for lactating mothers to express breast milk. Cuyler reported that he also asked Jamie to research what the proper protocol is for a Flight Attendant to request time off to attend a function or volunteer at their child's school, which is another California law. Jamie, as of this meeting, has not provided Cuyler with answers to these questions thereby preventing Cuyler from informing the Membership on these issues. Cuyler informed the Board that Karla Kozak and Susan Kern are conducting Lounge Visits on January 15th and 17th for the Negotiating Team.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the Toys for Tots Drive was a huge success. Jimmy stated that the box was overflowing with toys. Sean O'Dell delivered the toys to the Marines. Jimmy informed the Board that there has been one termination in the Orlando Domicile, but the Flight Attendant was reinstated. Jimmy reported that he has heard complaints about the bid packets and Scheduling not updating the Reserve lineup. Jimmy reported that the Unity Days are scheduled for January 15th and 17th.

Committee Reports

Michael Massoni presented the **Safety Committee** report. Michael conducted a power point presentation on the new ASHDI forms as well as the procedures for on-line submission of the forms. Michael explained to the Board that one of the biggest problems faced by Aviation Labor around the world is the accurate reporting of health and safety incidents. Michael informed the Board that through paper forms and on-line reporting, the gathering of information on health and safety issues will be much more efficient. Michael distributed copies of the General Safety and Health Form and the Aircraft Air Quality Issue Form to the Board for review.

Michael Massoni made a motion to print 10,000 of each of the General Safety and Health Form and the Aircraft Air Quality Issue Form at a cost not to exceed $1100 plus seven ASHDI posters- one for each Domicile. Bill Bernal seconded the motion. The motion **did not carry**.

Jimmy West made a motion to print 250 of each form for each Domicile in tablet form as well as the seven posters. Marcy Vinyard seconded the motion. The motion **carried**.

Thom McDaniel distributed an article from APFA entitled "Campaigning Within The Guidelines". Thom stressed the importance of remaining within the stated guidelines if running for office.

Michael Massoni informed the Board that two Members will be addressing the Board in February on the Health Committee Chair position.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of January 10, 2003, there are 88 active grievances. There are two terminations slated for Board of Adjustment at the end of the month. A decision was rendered for the termination arbitration that was held in October and continued in November. The Arbitrator ruled in favor of the Company.

Thom McDaniel reiterated the importance of meeting deadlines when submitting articles for the Union publications.

Kathy Anderson presented the **Professional Standards** report. The committee thanked everyone for the continued support. The committee reported that the program continues to generate activity and achieve favorable results. The committee reported statistics for the 4th Quarter. A special thank you was given to Bunkie McCarthy for the mention of the committee in the most recent edition of the ***UNITY*** magazine.

Thom McDaniel presented the **COPE** report. Thom advised the Board that the COPE Committee has budgeted for two people to attend COPE convention in March 3-5, 2003 in Washington DC. Thom and Deborah Danish are scheduled to attend, however, Gwen Dunivent has asked to attend and has offered to take vacation days and to share a hotel room.

Kathy Anderson made a motion that Gwen Dunivent attend the COPE Convention in Washington DC at no cost to the Local. Michael Massoni seconded the motion. The motion **carried**.

Thom McDaniel updated the Board on his trip to Washington DC. Thom attended a Senate Hearing of the Committee on Commerce, Science and Transportation for the 108th Congress meeting on the future of the airline industry.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas informed the Board that Manager of Automation, Ron Freer asked if the staggered Open Time has been working out. The Board discussed the possibility of conducting an informal survey at the upcoming Lounge Mobilizations in order to learn if the Staggered Open Time is working for the Membership. In addition, Jerry Lindemann submitted a report and informed the Board that the CISM team now has their own secure website for their team use. Jerry informed the Board that the front page of the Local's website has been changed to display the new bag tag insert. Jerry informed the Board that the TWU Local 556 logo has been added to all pages on the website and that all fonts and links are consistent. Jerry advised the Board that the Negotiations Page has been improved and is now more informative. Jerry reported that he has added a new link called "Safety Reporting" which contains the appropriate information. Jerry informed the Board of his future plans for the website.

Mike McCarthy informed the Board of issues in the Chicago Domicile. Members have reported that bid packets are not being made available to Flight Attendants and that Management has not been ordering a sufficient number of bid packets. Members have also expressed concerns that Management will not allow a Flight Attendant bulletin board in the MDW lounge. All present discussed the Contract language and how it applies to this matter.

Thomas Mitchell made a motion to adjourn. Jimmy West seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1710.

Tuesday, January 14, 2003
Thom McDaniel called the meeting to order at 0830.

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

Stacy Martin was excused due to personal illness.

Portia Reddick was excused to meet new officers at the TWU New Officer Training at the George Meany Center for Labor Studies.

Thomas Mitchell presented the October and November 2002 Financial Reports.

Lone Star Check #s 6931- 6998 and 6999- 7048 were presented.

Kathy Anderson made a motion to **approve** the October and November 2002 Financial Reports. Jimmy West seconded the motion. The motion **carried.**

Michael Massoni was excused at 0920 to go to the Dallas Base to pick up the Home Studies for the Recurrent Training presentation scheduled for 1000.

Kathy Anderson presented the November 2002 Executive Board minutes for approval.

Marcy Vinyard made a motion to **approve** the minutes as amended. Jimmy West seconded the motion. The motion **carried.**

Michael Massoni returned to the meeting at 1000.

John Zenici and Sarah Schulte from the Inflight Training Department entered the meeting at 1000 to present the Recurrent Training 2003 agenda.

John Zenici and Sarah Schulte were excused at 1120.

Contract Negotiators, Denny Sebesta, Cindy Ritner and Brett Nevarez entered the meeting at 1120 to update the Board on Negotiations.

Denny Sebesta and Brett Nevarez were excused at 1150.

Cindy Ritner presented the **Scheduling Committee** report. Cindy reported to the Board on staffing issues, aircraft deliveries, job sharing and MRT/DRT. Cindy updated the Board on issues with the Orlando February bid lines and on future Scheduling Committee meetings.

Cindy Ritner was excused at 1215.

Lisa Merrill entered the meeting at 1345 to brief the Board on a grievance.

A grievant entered the meeting at 1400 to address the Board.

Lisa Merrill and the grievant were excused at 1520.

Becky Thompson entered the meeting at 1550.

The Board reviewed six grievances.

Becky Thompson was excused at 1650.

Lisa Merrill entered the meeting at 1650.

The Board reviewed four grievances.

Lisa Merrill was excused at 1725.

Deborah Danish presented four grievances.

Deborah Danish made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1800.

Wednesday, January 15, 2003
Michael Massoni called the meeting to order at 0830.

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

Thom McDaniel and Deborah Danish were excused to attend a Lounge Mobilization in the Dallas Base.

Stacy Martin was absent due to personal illness.

The Board examined two grievances.

Thom McDaniel and Deborah Danish entered the meeting at 0850.

The Board reviewed five grievances.

Karen Amos entered the meeting at 0915.

The Board examined two grievances.

Karen Amos was excused at 0940.

Janet Bottles entered the meeting at 0940.

The Board examined two grievances.

Janet Bottles was excused at 0945.

The Board reviewed the following correspondence:

- Letter Regarding HIMS Training
- Thank you note from Brenda Winters of the CISM Team

Karen Amos entered the meeting at 1000 to discuss the HIMS Training to be held in Phoenix on February 7, 2003.

Michael Massoni made a motion that Karen Amos attend the HIMS training in Phoenix on February 7, 2003. Kathy Anderson seconded the motion. The motion **carried**. Karen will provide a report on the training to the Board.

Karen Amos updated the Board on Company changes on the drug testing facilities.

Karen Amos was excused at 1011.

Thom McDaniel distributed an information request from Coordinating Council Member, Sonia Hall for the Negotiating Team.

A grievant entered the meeting at 1100 to address the Board.

The grievant was excused at 1130.

The Board reviewed documentation relating to a grievance.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that she attended a Senate Hearing of the Committee on Commerce, Science and Transportation for the 108th Congress regarding the future of the airline industry. The committee focused on the airline industry's structure and the steps that are being taken by the industry to ensure long-term viability. Portia reported that some of those in attendance believed that Labor has negatively affected the viability of the airline industry and they seek to change the bargaining structure as it is now known. The so-called "Baseball Arbitration" foregoes the process that is currently in place and would allow each side, Management and the Union, to make their last, best and final offer and it would employ a panel of five arbitrators the ability to choose one side or the other. This would negate the ability of any contract to be ratified by the workers. Portia reported that as early as February, Senator John McCain plans to introduce legislation that will enable airline employers to forego provisions of the Railway Labor Act and deny workers the right to bargain. Portia informed the Board that there are Lounge Mobilizations planned for January 15th and 17th to help educated the Membership on this piece of legislation and to relay the importance of the defeat of the bill in order that the right to bargain is not denied. Portia reported that she has asked Baltimore Members to donate at least an hour out of their time to help educate other Members. Portia closed with reporting some of the challenges with which the Baltimore Base has been faced as of late. She informed the Board that there have changes in the Inflight office supervisory staff, changes in parking location, and everything that entails parking and the changes at Terminal C.

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia reported that she will be attending the AFL-CIO annual Martin Luther King Celebration Conference on behalf of TWU International. The Conference will take place on January 16-20 in Jackson, Mississippi. Portia stated that she is looking forward to the involvement with other Union members in bringing the issue of Civil Rights to the forefront.

Thom McDaniel updated the Board on the lawsuit brought against the Local by Melissa Smith.

The Board discussed Tommy Stefan's resignation of his position as Board Member at Large. His letter was submitted late in the November 2002 Executive Board meetings and was slated for review in the January 2003 Executive Board meetings.

The Board discussed whether to replace the vacated Board Member at Large position. The Board tabled the discussion until later in the meeting in order to take a scheduled conference call.

A grievant addressed the Board via conference call at 1530.

The conference call with the grievant ended at 1605.

Thom McDaniel and Marcy Vinyard were excused at 1645 to participate on a conference call with Management regarding grievances.

The Board continued to discuss the grievant's issue.

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

Michael Massoni adjourned the meeting at 1700.

Thursday, January 16, 2003
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Deborah Danish, Bill Bernal, Mike McCarrthy, Cuyler Thompson, Portia Reddick, and Jimmy West.

Stacy Martin was excused due to personal illness.

Portia Reddick presented the final design of the new Membership Card. The Board approved the design.

The Board discussed the purchase of lanyards for the Membership.

The Board discussed the resignation of the Board Member at Large.

Cuyler Thompson submitted his letter of resignation from his position of Oakland Domicile Executive Board Member. Cuyler's place of residence changed and his resignation is in accordance with the bylaws.

Cuyler Thompson was excused at 0945.

The Board discussed the two vacant Board positions.

The Board discussed the fact that the Oakland Domicile was now without representation. The Board agreed that due to the proximity to the upcoming Officer Elections, it would not be appropriate to give the appearance of favoring one candidate over another by appointing an Oakland Representative at this time. The Board discussed that it would be best if the Membership elect the next Oakland Board Member. The Board discussed that in the event a candidate was running unopposed, it would be appropriate to invite that Member to sit on the Board and to represent the Oakland Domicile.

The Board discussed the vacant Board Member at Large position. As with the Oakland position, the Board discussed the proximity to the Officers Election and that it would be inappropriate to fill the position at this time.

Michael Massoni made a motion not to replace the Board Member at Large position at this time. Thomas Mitchell seconded the motion.

Bill Bernal called to suspend the rules for a roll call vote. **All voting Members voted in favor of suspending the rules for a roll call vote.**

Massoni-yea Vinyard- yea Mitchell- yea Anderson- yea Danish- nay Bernal- yea McCarthy- nay Reddick- yea West- nay **Yea- 6 Nay- 3 Abstain- 0**

The motion not to replace the Board Member at Large position at this time **carried**.

Jimmy West made a motion not to replace the Oakland Board Member at this time. Bill Bernal seconded the motion.

Bill Bernal called for suspension of the rules for a roll call vote. **All voting Members voted in favor of suspending the rules for a roll call vote.**

Massoni- yea Vinyard- yea Mitchell- yea Anderson- yea Danish- nay Bernal- yea McCarthy- nay Reddick- yea West- yea **Yea- 7 Nay- 2 Abstain- 0**

The motion not to replace the Oakland Board Member at this time **carried**.

Portia Reddick reported on the follow up to an IPR that had been submitted regarding jumpseat policy.

Marcy Vinyard advised the Board that if they have any questions for John Hulen, of Labor Soft, regarding the grievance database, to put them in writing and she will pass them along to him.

Mike McCarthy raised the issue of payment for parking during Lounge Mobilizations and asked that all Domicile Executive Board Members in need of reimbursement of parking expenses for Union Business be reimbursed by the Local.

Mike McCarthy made a motion to reimburse Domicile Executive Board Members for parking expenses for all Union Business. Portia Reddick seconded the motion. The motion **carried.**

Michael McCarthy suggested that Cuyler Thompson put an article in Unity Update to inform Membership of resignation and why.

Thom McDaniel informed the Board that Cuyler would like to contact the Members of his Domicile and to have a letter in the glass case to explain resignation.

Thomas Mitchell advised the Board that the current server is not capable of handling the dues database.

Thomas Mitchell made a motion to purchase a new server to house the dues database and the grievance database not to exceed $3700. Bill Bernal seconded the motion. **All voting Members voted in favor of the purchase.**

The Board agreed to paint the Executive Board room in lieu of renting a room at the Holiday Inn for Arbitrations, Board of Adjustments and other grievance meetings. The total cost of painting the Board room was $159.64 for materials and labor.

The Board discussed the sick call policy for Officers, Staff and Negotiators and all other full time pulls.

Marcy Vinyard asked that all Board Members participating in Lounge Visits submit their pay sheets in a timely manner. In addition, Marcy requested that all Board Members ensure that the dates and times of their Lounge Visits are posted the schedule board in the hallway of the Local office prior to the lounge visit.

Michael Massoni informed all present that as soon as Reilly Echols has completed the ASHDI forms they will be sent to each of the Domicile Executive Board Members' homes for distribution at the bases.

Thom McDaniel informed the Board that the additional shelves ordered for the Union Red Racks do not fit the existing racks except for the rack in Orlando. Senior Precinct Captain, Mark Savage, has volunteered to be in charge of researching alternative means of resolving this matter.

The Board examined a grievance.

Michael Massoni made a motion to adjourn. Jimmy West seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1220.

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

Kathy Anderson

Kathy Anderson
Recording Secretary
TWU Local 556

Thom McDaniel

Thom McDaniel
President
TWU Local 556