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

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Executive Board Meetings
July 14-16, 2003
Synopsis

Monday, July 14, 2003
Thom McDaniel called the meeting to order at 1330.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Karen Amos, Mike McCarthy, Will Browne and Jimmy West.
Allyson Parker-Lauck was in transit.
Stacy Martin was excused due to an illness in the family.
Bill Bernal was excused to attend an OJI hearing and a disciplinary hearing for a Member.
Lucy White was in transit.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the Negotiating Team visited the Dallas Lounge on the "World Tour III" on Friday, June 20th. The Negotiating Team set up a table in the lounge and passed out bag tags, and pins to all the Flight Attendants that came into the Base. The Negotiating Team took time to personally greet the Flight Attendants and answer any questions or concerns regarding the Contract. The two topics that were discussed the most were maternity leave and OJI. The Flight Attendants seemed extremely appreciative of the Team's efforts and expressed thanks to the Team. The Flight Attendants expressed to the Team that they have been doing a great job of keeping the Membership informed on the progress of Contract Negotiations. Karen informed the Board that the only discipline issue in the Dallas Base is regarding a possible delay of flight. This issue is currently still under investigation and actual discipline has not been issued to date.

Kathy Anderson presented the **Houston Domicile** report for Stacy Martin. Stacy reported that the new Flight Attendant lounge is completed. The lounge is located on the third floor of the new concourse, which will eventually be used by Southwest for all of their flights. Stacy informed the Board that as of this report, only a few flights are going out of the new concourse. Stacy advised the Board that there have been reports of problems with the elevator used by Flight Attendants to reach the lounge. Stacy reported that due to the problems with the elevator breaking down, that a temporary luggage room has been provided on the second level until the elevator is running properly. Stacy informed the Board of the meetings with Management in which he has represented Members. He reported that none of the meetings resulted in discipline. Stacy reported that, with the help of Shop Stewards and PCs, all meetings have been performed, the Red Rack and Glass Case have been updated in a timely manner and all Union literature has been placed in the Flight Attendant boxes. The Negotiating Team was in the lounge for one day in June. Stacy informed the Board that Negotiators Brett Nevarez and Denny Sebesta were very well received and they did a wonderful job of updating the Members on negotiations.

Kathy Anderson presented the **Phoenix Domicile** report for Bill Bernal. Bill reported that June was a very busy month in Phoenix. There were a few meetings with Management and the parking situation is heating up again. Bill reported that he had a meeting with the Manager of 'All Right Parking'. She explained the process for determining if a particular lot will close. Bill stated that they count the available spaces hourly and base their decision on those numbers. Bill reported that they do not see any progress being made in moving in to Terminal 4 any time soon. Bill updated the Board on the AFL-CIO Convention he attended with Sonia Hall and Mark Savage. Bill reported that there were different workshops offered. Bill attended a workshop on leadership. Bill reported on the convention he attended in Boston and informed the Board that attending the convention in Boston was a good experience and he gained a great deal of knowledge on ways to handle various situations that might arise. Bill informed the Board that the Membership is continuing to be involved in the Membership Driven Campaign and the Precinct Captain Program continues to grow.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that June was a very busy month in Chicago. During the second week of the month, the Department of Aviation changed the move date of the parking lots to July 5th from the original projection of November. Mike reported that he met with Joe Kosanovich and Erin O'Donnell, as well as a representative from 'Standard Parking'. Mike informed the Board that an agreement was reached that will provide better bus service than was originally planned. The bus will stay on the lot until the next bus arrives and there will be three or four busses in rotation 24 hours a day, 7 days a week. Mike reported that the Negotiation Team visited the lounge on June 19th and Mike collected questionnaires from Flight Attendants who could not be present on questions they had on negotiations. Mike reported that he received approximately 30 questions and several messages of support for the team. Mike informed the Board that there were no meetings with Management that resulted in discipline.

Will Browne presented the **Oakland Domicile** report. Will reported that the relationship between the Union and Management continues to be positive in Oakland. Will advised the Board that airport road construction caught the airlines unaware, including members of the Oakland Management Staff. All Flight Attendants who received an MBL or FTR and submitted an IPR had the discipline removed from their file. Will was not aware of any Flight Attendants receiving discipline for No Shows. Will informed the Board that there were two fact-finding meetings scheduled, neither of which resulted in discipline. The date for obtaining the second liquor drop has been pushed back to the first quarter of 2004. Jamie Willard discussed the alternative location with the auditors, but was unable to find an "extra" drop safe anywhere in the system. She reported that there was no money budgeted for it this year, but it will be included in the in the first quarter budget for next year. Will reported that he met with the California State Convention on July 11th and the other TWU shops are willing to come out and offer their support and assistance with the NT event scheduled in LAX for the 17th.

Jimmy West presented the **Orlando Domicile** report. Jimmy informed the Board that there had been a problem with the bag room and items being taken from Flight Attendants' bags. It was not known how many people had access to the room, so the access code has been changed. Jimmy reported that the Flight Attendants are ready for a Contract and have voiced their support to the Negotiating Team.

Mike Sims presented the **Board Member At Large report**. Mike reported that he had just completed a week of Level 1 Arbitration training at George Meany Labor College. He reported that he learned a lot of that can be applied to grievance work at the Local. Mike informed the Board that he will be assisting in the preparation and presentation of the next two cases slated for arbitration. Mike advised the Board that he has been invited by TWU International to attend the TWU ATD Arbitration Seminar at the University of Missouri, Kansas City. The seminar would cover additional topics that were not covered at George Meany. TWU International has offered to pay the tuition if the Local will cover the cost of the hotel. The seminar is to be held July 27-31.

Kathy Anderson made a motion that the Local pay for Mike Sims' lodging and airport transportation for the TWU ATD Arbitration Seminar. Jimmy West seconded the motion. **All voting Members voted in favor.**

Committee Reports

Kathy Anderson presented the **Civil and Human Rights Committee** report for Portia Reddick. Portia reported that TWU International hosted a Civil and Human Rights Seminar which covered areas of diversity training, working with religious organizations within the community for organizing and carrying out the agenda of the Union and a women's seminar that centered on the need for a renewed TWU women's movement. Previous seminars were more basic in nature and seemed to serve the general definition of the function and purpose of the Civil and Human Rights Committee as described in the International Constitution. This last seminar took 3 areas - Diversity, Religion and Woman's Rights, and attempted to explore these areas in depth. Portia suggested that the Local 556 Civil and Human Rights Committee focus on the woman's movement, including the growth and development of the woman's movement at TWU International, adding membership to the CLUW (Coalition of Labor Union Women). Portia reported that in the last week of May, she was a guest speaker at the CBTU (Coalition of Black Trade Unionist) at their annual convention which was held in San Francisco. She was able to represent TWU Local 556 and TWU International in a seminar that focused on Legislative Techniques and Issues. Future conventions for other constituency groups are scheduled for early Fall 2003. Portia asked that the Executive Board add a link to the Local website that will allow Members to freely visit the AFL-CIO constituency groups. The groups that will be having conventions in the near future are: APALA (Asian Pacific American Labor Alliance) August 7-10, PAW (Pride at Work) Sept 18-21 in Washington, DC, CLUW - October 9-12 Seattle, WA, LCLAA (Labor Council for Latin American Advancement) September 10-14, Washington, DC. Portia urged the Executive Board and Grievance Committee to continue in the pursuit of protecting the rights of all and stressing the importance of equality as issues develop. Portia thanked the Board for the support of this committee. The presence of the Local at the Boston meeting did not go without notice and Portia thanked those who made the participation possible.

Michael Massoni presented the **Safety Committee** report. It contained ASHDIs that are currently under review. Michael also updated the Board on the Flight Attendant Security and Self Defense Training and Flight Attendant Certification. Michael reported on the work he has done on the SWA Flight #2066 incident.

Thom McDaniel presented the **Health Committee** report. Thom updated the Board on the meeting that was held at SWA Headquarters on Cabin Environment and Air Quality.

Karen Amos presented the **Uniform Committee** report. Karen reported that she attended the Uniform Committee at the request of Jimmy West, who was unable to attend. Karen informed the Board that the new uniform pieces were displayed at the meeting. The new items consisted of a white polo style shirt, a canyon blue polo style shirt, a new and improved long sleeved denim button down shirt that is made of a lighter weight, darker blue dyed material, flat pocketed pants, and a white mock turtleneck. The new belts are to be offered in black and brown. They are not woven but rather a one-piece leather traditional style belt, with a silver buckle. The wings and nametags are still combined into one unit, again made of silver. For the most part, the Southwest logo is being placed on the sleeves of the shirt items. Karen reported that it was her understanding that the mock turtle neck and the blue sweater vest are not to be worn together as neither will have a logo on them. Karen informed the Board that the change over date into the new uniform appears to be a long way off. It is clear that the Company wants to delete as much of the old inventory prior to the change over. In fact, if an employee orders a new denim shirt, there is a good chance that they will receive an old style denim shirt. This will be the case until the old inventory is no longer available. The new system for obtaining uniforms is via mail as the purchasing site that was located just outside of the SWA Headquarters is now closed. Karen reported that the cost of shipping single items has been a problem and was discussed. In addition the issue of employees ordering multiple sizes of one item in order to be able to try on different sizes to ensure they get the proper fitting piece. The employees are then returning the pieces that did not fit. This process is costly and is being looked at in order to try to find a solution. At the next meeting in September, the Uniform Committee will be able to look at and try on the flat front pants. The Company will have what is referred to as a 'fitting line' available at that meeting. The 'fitting line' will consist of a selection of sizes that are tried on and inspected to ensure consistency on the fit.

Allyson Parker-Lauck entered the meeting at 1430.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of July 11, 2003, there are 69 active grievances. Marcy informed the Board that there is an arbitration scheduled for July 22, 2003 and another for August 27, 2003. Marcy informed the Board that Gayle Ross started working as a Grievance Staff Member on July 1, 2003 and Ron Regan started a couple weeks prior. Marcy reported that the Grievance Staff is doing a fantastic job and should be commended.

Lucy White entered the meeting at 1500.

Lucy White presented the **Baltimore Domicile** report. Lucy updated the Board on the BWI parking meeting she attended on July 8th regarding the increase in the employee parking fee from $21 to $37. The MAA Director stated that the state of Maryland has been subsidizing the parking for years and due the construction costs, the airport needs all that money for construction. Airport officials have not specifically said when the rate change will occur. The Baltimore Base Manager is looking into negotiating a rate with Preflight Parking, so the Flight Attendants have another option for employee transportation.

Will Browne updated the Board on the **California State Conference** and distributed literature from the conference.

Kathy Anderson presented the **Professional Standards** report for Jean Chandler. Jean reported that the committee continues to operate with increasing volume. Part of the increase is due to articles in the Hotel Committee Newsletter and the UNITY publication recommending the services of the committee. The Scheduling helpline, which took over Maestro Support, has also been very helpful in assisting with phone contacts. Jean stated that she believes that due to the increased volume, it would be appropriate to re-address compensation after a tentative agreement has been reached. Jean submitted that there were 27 referrals to the Professional Standards Hotline, 2 verbal referrals, 4 referrals involving the Pilot group, and 24 cases were resolved favorably.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas reported that the Dues Data Base is now complete and Will Browne updated the Board on the survey going out to the Membership on the CCComplete electronic voting system.

Karen presented the **Drug and Alcohol Committee** report. Karen reported on the issue of creating a Human Intervention and Motivation Study (HIMS) program that would be tailored specifically for the Flight Attendants. Drug and alcohol terminations are on the rise and to date; the Union has been unable to overturn any of these terminations. Karen informed the Board that the purpose of a HIMS program would be to assist Members that have a drug and or alcohol problem prior to their failing a random drug test or being subject to a reasonable suspicion test. The Pilots are monitored by the FAA, which varies their HIMS program from what the Flight Attendants would need. There is a HIMS seminar offered in September and Karen suggested that the Local consider sending a representative.

Correspondence

The Board reviewed the following correspondence:

- Letter to Sonny Hall from Thom McDaniel thanking him for the opportunity to attend the 'Take Back America' Conference.
- Letter to a Member from Thom McDaniel in response to her letter.
- Letter from Sylvester Turner to Thomas Mitchell asking for support on his candidacy for Mayor, City of Houston.
- Letter from Michael McGrath. Executive Director of Arizona State AFL-CIO regarding per capita increases.
- Letter to Claude Samuels BWI Airport Director Maryland Aviation Administrator from Thom McDaniel regarding BWI parking fees.

The Board reviewed 8 grievances.

Marcy Vinyard made a motion to accept the minutes as amended. Jimmy West seconded the motion. **All voting Members voted in favor.**

Marcy Vinyard made a motion to adjourn. Michael Massoni seconded the motion. **All voting Members voted to adjourn.**

Thom McDaniel adjourned the meeting at 1710.

Tuesday, July 15, 2003

Thom McDaniel called the meeting at 0835.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Will Browne, Mike McCarthy, Lucy White and Jimmy West.
Michael Massoni was excused to attend an NTSB interview.
Stacy Martin was excused due to an illness in the family. Bill Bernal was in transit.

Thomas Mitchell informed the Board that the May 2003 Financial Report will be available for approval in the August Board meetings.

Ed Cloutman entered the meeting at 0850 to update the Board on the lawsuit brought against the Local by Melissa Smith.

Ed Cloutman was excused at 0900.

Thomas Mitchell notified the Board of a possible concern with Flight Attendant Sick Bank totals and the way they are being calculated.

Lone Star Check #s 7390-7452 & 7386 were presented.

The Board discussed the purchase of new Union shirts for the Executive Board.

Allyson Parker-Lauck made a motion that the Local purchase one new Union shirt for the Board, the Staff, Madeleine and the Negotiating Team. Marcy Vinyard seconded the motion. **All voting Members voted in favor.**

Thom McDaniel informed the Board that vacation bids were extended for two days due to the computer system being down.

The Board reviewed 4 grievances.

Jerry Lindemann entered the meeting at 1010 to update the Board on the Local 556 Website.

Thom McDaniel was excused at 1010 to meet with Ed Cloutman and a representative from the Department of Labor.

Marcy Vinyard chaired the meeting.

Jerry Lindemann was excused at 1100.

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

Thom McDaniel entered the meeting at 1120.

Bill Bernal entered the meeting at 1125.

The grievant was excused at 1145.

The Board continued to discuss the grievance.

A grievant entered the meeting at 1400 to address the Board on her termination grievance.

The grievant was excused at 1510.

A witness for a grievance entered the meeting at 1510.

The witness was excused at 1535.

Negotiating Team Members, Denny Sebesta, Brett Nevarez, Kevin Onstead and Mark Richard entered the meeting at 1540 to update the Board on Negotiations.

The Negotiators were excused at 1630.

The Board continued to discuss negotiations.

The Board discussed signing additional Members to the TWU Website and the integration of Yahoo Groups and the TWU Website.

Allyson Parker-Lauck made a motion to have Jerry Lindemann conduct a sign-up drive for the TWU Website in HOU and DAL and to pay him 6 TFP for each city. Jerry will report back to the Board in August. Lucy White seconded the motion. The motion **carried.**

Karen Amos made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1640.

__Wednesday, July 16, 2003__
Thom McDaniel called the meeting to order at 0910.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Bill Bernal, Mike McCarthy, Will Browne, Lucy White and Jimmy West. Michael Massoni was excused to attend an NTSB interview.
Stacy Martin was excused due to an illness in the family.

The Board discussed Contract Negotiations.

The Board reviewed 2 grievances.

The Board agreed to a clarification of the use of Domicile Executive Board Members funds.

The Board discussed the Health Information Privacy Protection Act (HIPPA).

The Board agreed not to have August Boards due to heavy Strategic Campaign activity.

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

Mike McCarthy made a motion that Thomas Mitchell and Marcy Vinyard be excused from flying for the 2nd Quarter 2003. Lucy White seconded the motion. **All voting Members voted in favor.**

The Board agreed that September 2003 Boards would be held 9/8- 9/11.

The Board discussed Care and Concern Committee issues and agreed to update the Local 556 Memorial Plaque.

Mike McCarthy made a motion that the Local purchase a $75 gift certificate to Bob's Chop House for Captain Dan Lipperman and a $75 gift certificate to Pappadeaux for Captain Russ Mason, in appreciation for their assistance on a grievance. Karen Amos seconded the motion. **All voting Members voted in favor.**

Jimmy West made a motion that Karen Amos, Marcy Vinyard and Thomas Mitchell be reimbursed for the farewell luncheon that was held for Grievance Staff members going back on line. Lucy White seconded the motion. The motion **carried.**

The Board agreed on the design of the new Union shirts which are to be worn during Union activities.

Mike McCarthy Made a motion to adjourn. Jimmy West seconded the motion. **All voting Members voted to adjourn.**

Thom McDaniel adjourned the meeting at 1200.

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