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

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Executive Board Meetings
June 9-11, 2003
Synopsis

Monday June 9, 2003
Marcy Vinyard called the meeting to order at 1340.

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

Thom McDaniel was excused to attend a the Southwest Airlines Labor Summit meeting.

Michael Massoni was excused to attend meetings in Washington, DC on Flight Attendant certification and Security and Self Defense training with the TSA.

Stacy Martin was excused due to family illness.

Bill Bernal was excused to attend the AFL-CIO Convention in Phoenix.

Will Browne was attending the Southwest Airlines Labor Summit.

Allyson Parker-Lauck was in transit.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that on May 14th, the Shareholders' meeting was held at Dallas Headquarters and the mobile billboard was launched. Karen, assisted by Vince Eakes, hosted a Lounge Mobilization held on May 23rd to acknowledge the year anniversary of the date the current Contract became amendable and that after one year of bargaining, and in spite of this, the Flight Attendants are without an agreement. Flight Attendants filled out "Tammye-grams" and were served chocolate cake. Flight Attendants had the opportunity to verify and update their contact information in order to ensure they are included in the phone broadcasts and e-mail blasts. Karen informed the Board that disciplinary issues were minimal at the Dallas Base. There was one termination hearing and the case is to be presented to the Executive Board in June. Karen reported that a write up from an internal customer generated a Written Warning for a Flight Attendant and this has been grieved.

There was not a Houston Domicile report submitted.

There was not a Phoenix Domicile report submitted.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that in the month of May, many Flight Attendants were concerned about passing a new Contract prior to the holiday season. At the 'One Year Anniversary' Lounge Mobilization, Members were vocal about receiving a Tentative Agreement right before the winter holidays. Mike reported that he assured these Members that this would not be the case and that the Negotiating Team spoke on the very subject in an Executive Board Meeting several months ago. Mike reported that the cupcakes at the event were happily received and that the vending machines ran out of milk very quickly. Mike informed the Board that stickers were being worn by everyone and that the Pilots were stopping in and putting them on their brain bags. Mike reported that the new terminal is over 85% complete and it appears that the old terminal will not be used after the end of July. Mike speculated that most likely, the final build out of the lounge will be done at the beginning of August. Mike advised the Board that there was one meeting with Management and it was concerning a briefing day issue.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that the Assistant Base Manager position currently has not been announced and that Baltimore Inflight is short two supervisors. Lucy informed the Board that one supervisor was actually hired a couple of months ago, but cannot start until another Flight Attendant class is scheduled because he/she does not work for Southwest Airlines and must go through initial training. Lucy discussed this with Becky Barnes. The supervisor position will not be filled at this time because there are no Inflight classes scheduled at this time. Lucy advised the Board that she sent an email to the TWU/SWA Forum requesting Flight Attendants to submit IPRs regarding the missing luggage racks on the employee shuttle. Lucy informed the Board that she is in the process of writing a letter to the Airport Transportation Authority regarding the issue. Lucy reported that there is new construction on the 'B' Pier, and that SWA is installing underground fuel tanks and has closed four gates on the 'B' Pier and three new gates have opened on Terminal 'C'. SWA now has a total of eight gates on 'C' pier. Lucy informed the Board that she was able to schedule the upcoming Baltimore Membership Meeting in the airport. It will be held in the Friendship Center which is located between Burger King and McDonalds.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that Orlando has been quiet with regard to grievances. Jimmy advised the Board that the one year anniversary event was a success. He mailed approximately 75 "Tammye-grams" in three different envelopes at two different times and faxed about 20. Jimmy reported that the 'It's About Time' campaign was also a huge success. Jimmy did three TV interviews and one radio interview. Jimmy reported that the manager of airport operations came out during the campaign and informed participants that there were more people than were allowed by the permit, but he did not pursue the issue. Jimmy informed the Board that he is receiving positive feed back from the Membership on these events. Jimmy informed the Board that there is one supervisor in Orlando who is not distributing the bid packets until the 10th even though the packets are already in the office. Jimmy will speak with Vic Zachary on this issue.

Mike Sims presented the **Board Member at Large** report. Mike reported that candidates are currently being interviewed for the vacated positions on the Grievance Staff. As of this report, the ad in the *Unity Update* has yielded numerous inquiries and generated six serious candidates. Four people have been interviewed to date and the last two applicants will be interviewed within the next two weeks. Plans are to have the first person hired start July 1 with the next one starting as soon as possible after that date. Mike informed the Board that he will make the resumes of all of the candidates available for review if requested. Mike informed the Board that Staff Members, Lisa Merrill and Becky Parker will be going back on line effective July 1. The Board thanks them for their services. Mike stated that seven full time active Grievance Staff Members would be ideal for the needs of the Local. Mike stated that referrals of other prospective candidates would be welcomed. Mike reiterated suggestions on how the communication between the Grievance Staff and the Board Members who are out on line can be more effective. Ultimately, the goal is to have everyone better informed as to what is going on in the office and to prevent any miscommunication in the future. Jimmy West suggested reworking the weekly report that the Grievance Staff previously issued. Mike is currently looking for ways to format a new report in order for it to be "Domicile specific." Mike asked for any other ideas on how to better keep everyone "in the loop". Mike informed the Board that he would be attending Arbitration training at the George Meany Center in July and will be qualified to argue before Board of Adjustment or an arbitrator shortly there after.

Will Browne entered the meeting at 1355.

Will Browne presented the **Oakland Domicile** report. Will reported that the past three months have been very busy at the Oakland Domicile and it doesn't seem it will slow down anytime soon. Will reported that everyone is looking forward to the new Contract. In the meantime, there are plenty of other issues to discuss. The ticket counter "check-in" phone was moved to the Customer Service Center by gate 24. Management's position on this was that the original idea of the phone was to benefit commuters flying into OAK, so they didn't have to worry about the long walk to the lounge. Previously, there was not space in the terminal, so the phone was placed at the ticket counter. This was a "win/win" because, although flying commuters had to come through security, the location also benefited Flight Attendants who drove into work. Now that there is room at the Customer Service Center, the original intent can be supported. Unfortunately, by moving the phone, the driving commuters lose out on the convenience. Will gave an overview of some of the problems he sees with the decision made by Management. When Will presented his concerns to Management, the only response he received was that Oakland must be consistent with the other Domiciles and that there are no other bases with pre-security check- in phones. Will stated that the entire lounge at Baltimore is pre-security. Will informed the Board that there are no other bases with pre-security "check-in" phones and that the entire lounge at

Baltimore is pre-security. Will informed the Board that Jamie Willard has been open to discussing these concerns and she agreed to pass them on to Laurie Hayden, however, it is believed that the final decision on the phone came from Dallas. Will advised the Board that he is looking into other options. Will reported that he has been working with Jamie Willard on obtaining a new liquor drop safe for Terminal 2. Here, "consistency" works in favor, as Phoenix enjoys a second drop location. Jamie asked Will if he had been hearing that Flight Attendants wanted a second drop, and he told her that he had. There is a good location that is available, and an agreement and budget for the safe is in the works. More information will be available soon and by way of memos in the briefing book, mySWA, and E-Groups if it is successful.

Committee Reports
Kathy Anderson presented the **Safety Committee** report for Michael Massoni. Michael distributed an account of ASHDI incidents. Michael updated the Board on the following issues: Phantom Charters, Flight Attendant Security and Self Defense Training, and Flight Attendant Certification.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of June 6, 2003, there are 64 active grievances. The group grievance that was slated for Board of Adjustment at the end of May actually has a settlement offer and will be offered for review by the Board later in these meetings. Marcy advised the Board that she recommends accepting the settlement due to the fact the settlement provides exactly what the Union was asking. Marcy reported that she and Mike Sims met with Laurie Hayden and Sandy Teichmann to discuss Base issues and they are continuing to discuss 'Briefing Days' and possible alternatives. Marcy and Mike also met with Jim Pawelczyk and Randy Williams and worked through a couple of grievances. Marcy informed the Board that Grievance Staff Members Lisa Merrill and Becky Parker will be leaving at the end of June. Marcy advised the Board that the Grievance Committee is currently working on a transition as her maternity leave approaches. Marcy notified the Board that Mike Sims will be taking over her duties and responsibilities as Office Manager and as Grievance Chairperson and that Kathy Anderson and Karen Amos will be available to assist. Marcy informed the Board that Mike has been accompanying her to the monthly grievance meetings at Headquarters as well as preparing the weekly Grievance Update.

Karen Amos presented the **Drug and Alcohol Committee** report. There was not a written report submitted.

Mike McCarthy and Kathy presented the **Shop Steward Sub-Committee** report. Mike and Kathy distributed a copy of the proposed amendments to the Shop Steward Section of the Bylaws for review by the Board. All present discussed the issue of pay and training for Shop Stewards.

Thom McDaniel entered the meeting at 1440.

Thom McDaniel updated the Board on the Labor Summit.

Kathy Anderson presented the minutes. Jimmy West made a motion to approve the minutes as amended. Mike Sims seconded the motion. **All voting Members voted in favor.**

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

Lone Star check #s 7325-7327, 7329-7333, 7335- 7337, 7340-7385, 7387-7389 were presented.

The Board reviewed 1 grievance.

Allyson Parker- Lauck entered the meeting at 1640.

The Board reviewed 4 grievances.

Mike Sims made a motion to adjourn. Kathy Anderson seconded. The motion **carried.**

Thom McDaniel adjourned the meeting at 1800.

Tuesday June 10, 2003
Thom McDaniel called the meeting to order at 0830.

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

Michael Massoni was excused to attend meetings in Washington, DC on Flight Attendant Certification and Security and Self Defense Training with the TSA.

Thomas Mitchell was excused for personal reasons.

Bill Bernal was excused to attend an AFL-CIO convention in Phoenix.

Correspondence

- Letter to Thom McDaniel from Tammye Walker- Jones thanking him for his letter thanking her for the positive space passes she provided for spouses and significant others to attend the swearing in ceremony for the newly elected officers.
- Letter to Tammye Walker- Jones from Thom McDaniel commending Senior Scheduler Art Achison for his assistance the night after the incident with Flight #2066.
- Letter to Thom McDaniel from Tammye Walker-Jones thanking him for the commendation letter for Art Achison.
- Letter to Thom McDaniel from Ann Tonjes of AFA offering a subscription to published summary of benefits that they have compiled. (The Board agreed not to subscribe to these summaries.)
- Letter to Senator Bill Frist and Thomas Daschle protesting the prescription drug program provided by Medicare.

Thom McDaniel Updated the Board on the "Taking America Back" event he attended in Washington, DC.

At 0900, Becky Parker entered the meeting with a grievant to present a grievance.

The grievant was excused at 1030.

Becky Parker was excused at 1100.

Stacy Martin entered the meeting at 1100.

Garry Drummond entered the meeting at 1100.

The Board reviewed 5 grievances.

Garry Drummond was excused at 1315.

Lisa Merrill entered the meeting at 1315 and presented 1 grievance.

Lisa Merrill was excused at 1320.

Becky Parker entered the meeting at 1320 to present new information a grievance.

Becky Parker was excused at 1330.

Garry Drummond entered the meeting at 1340.

The Board reviewed 1 grievance.

The Board discussed the permanent notice that was placed in the Union publications regarding Grievance Staff Positions. Marcy and Mike stated that the response was better than expected and that they would like to use the notice on an 'as needed' basis.

The Board discussed the applicants that have been interviewed.

Allyson Parker-Lauck made a motion to hire Ron Regan as the new Grievance Staff Member to start July 1. Stacy Martin seconded the motion. **All voting members voted in favor.**

The Negotiating Team entered the meeting at 1430 to update the Board on Negotiations.

The Negotiating Team was excused at 1500.

The Board placed a call to Jerry Lindemann at 1500 to discuss the Local 556 website.

The conference call with Jerry Lindemann ended at 1515.

Garry Drummond was excused at 1515.

The Board reviewed the seniority grievance.

Cindy Ritner entered the meeting at 1550 to present the **Scheduling Committee** report. There was not a written report submitted.

Cindy Ritner was excused at 1610.

The Board reviewed 1 grievance.

The Board reviewed the motions to amend the bylaws, which are scheduled to be voted on in the 3rd Quarter Membership Meetings.

The Board discussed possible questions to be included in the upcoming survey.

Allyson Parker- Lauck distributed a copy of suggestions for the policies and procedures manual, for review and are to be discussed later in these meetings.

Will Browne made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1730.

Wednesday, June 11, 2003
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Marcy Vinyard, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mike McCarthy, Will Browne, Lucy White, Jimmy West.

Michael Massoni was excused to attend meetings in Washington, DC on Flight Attendant Certification.

Thomas Mitchell was excused due for personal reasons.

Bill Bernal was excused to attend an AFL-CIO convention in Phoenix.

The Board discussed the TWU Local 556 Policy and Procedures Manual outline.

The Board placed a conference call to a grievant at 0900

The Board visited Occupational Benefits Department at Southwest Airlines Headquarters.

Thom McDaniel was excused at 1100 to work with the Negotiating Team.

Marcy Vinyard chaired the meeting.

The Board discussed the meeting with Occupational Benefits and Marcy Vinyard distributed additional information on Workers Comp and OJI.

The Board reviewed 1 grievance.

The Board discussed new Union shirts for Board Members to wear during Membership Mobilization activities. The decision to purchase new shirts is to be discussed in the July Executive Board Meetings.

The Board discussed survey questions.

Stacy Martin made motion to adjourn. Lucy White seconded the motion. The motion **carried.**

Marcy Vinyard adjourned the meeting at 1145.

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