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

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Executive Board Meetings
September 9- 12, 2002
Synopsis

<u>Monday September 9, 2002</u>
Michael Massoni called the meeting to order at 1340.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Deborah Danish and Bill Bernal. Thom McDaniel was excused to attend the second Southwest Airlines Labor Summit. Portia Reddick was excused for vacation. Jimmy West was excused to work for the AFL-CIO "Get Out The Vote". Cuyler Thompson, Mike McCarthy and Stacy Martin were in transit.

Domicile Reports
Deborah Danish presented the **Dallas Domicile** report. Deborah reported she conducted the Dallas Lounge Visit on August 15, 2002 with Marcy Vinyard beginning at 0515. Melinda Miller, Tandee Thomas, Eric Weiss, Sara Gray and Chris Julian were present for the second shift. Flight Attendants filled out voter registration forms and new Precinct Captains were enlisted. Other activities included the surveys, distribution of the new 555/556 pins, distribution of bumper stickers, bag tags and enrolling Flight Attendants into COPE. Deborah reported that there were 31 Flight Attendants in attendance at the DAL Membership Meeting. Donna Mason, Missy Patton, and Kelly Cooper all participated by volunteering their efforts in assisting to pass out Union related materials. Deborah informed the Board that she, along with various other Members of TWU, attended a Labor Day Picnic. Deborah told the Board that they had the chance to visit with local politicians, enjoyed great food and entertainment.

Kathy Anderson presented the **Houston Domicile** report for Stacy Martin. Stacy reported that the month of August turned out to be a quiet one in the HOU base. I have no new information to offer concerning lounge visits. Stacy did not conduct any Lounge visits in August. Stacy handled some base specific issues with Flight Attendants and most were handled over the phone without the need to go to the base for meetings. One of the issues Stacy worked on was the concerns over information that is being included in the discussion logs of Flight Attendant files. Stacy informed the Board that he has been assisting Kathy Anderson and Marcy Vinyard with a termination grievance. This grievance is related to the CHRCs being performed on the Flight Attendant work group. Stacy informed the Board that the new glass case has been installed in HOU. Stacy reported that he has obtained a key and will make copies that can be given out to the proper individuals, as well as one that can be kept at the Local office. Stacy reported that Jannah Dalak enlisted the help of other Members to get the Contract Connection and the notices for 4th Quarter Membership Meetings distributed in a timely manner. Stacy reported that all other Union information was distributed in a timely manner and that he has also secured a locked box to attach to the red rack for future Union. Surveys as well as other Union documentation. The box will most likely be painted red and attached to the Red Rack with a chain.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that PHX has had a few discipline meetings ranging from hotel charges and file reviews to more serious problems. Some of these meetings resulted in grievances that have proceeded to the Executive Board for consideration. Bill advised the Board that there have been parking issues in the Phoenix base and that he has been meeting with Management on these issues. Bill informed the Board that the Precinct Captain program has been running smoothly and that there have been several new PCs enlisted. He is currently working on having 50% of the Base enrolled as PCs. Bill reported that Sonia Hall has been making progress with the voter registration process and promoting voter registration in the PHX base. Bill reported that Mark Savage has been doing a great job as the newest Senior PC. Bill informed the Board that he conducted a Unity Day and passed out buttons, stickers and had Flight Attendants complete the survey. Bill reported that the Labor Day parade and picnic was attended by several PCs. Bill also informed the Board that on Oct. 26, 2002 from 1:30-6:00 pm, there will be a self-defense seminar in PHX that will be open to both Flight Attendants and Pilots. For the first 15 people who sign up, the cost will be $100 per person. The course will incorporate KRAV NAGA (Israeli Self-Defense tactics). All interested parties are to contact Bill for more information.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that with the TSA fingerprinting deadline, that has been imposed by the Company, drawing closer, he has been advising the MDW Base that if they had ever been arrested, detained, made a plea bargain or been given differed adjudication on anything that could even be remotely connected to any of the offences on the list, to hold off on getting fingerprinted; thus allowing them time to check back with the legal parties involved in order to provide any needed documentation to their supervisor if necessary. Mike informed the Board that in his research of the TSA he has found that many counties and even states have different criteria on what is reported to the FBI, as well as other law enforcement agencies. He has noticed that the smaller the county or reporting agency, the more time they have to contact more parties than may be concerned. Where as in the larger counties and states, there is less time to report minor infractions that can later be misconstrued as greater violations. Also, along this line many people thought that by taking a "first time offender or plea down", they were pleading innocent. In many cases this was not true. They were pleading guilty and in exchange for their cooperation were given these lighter punishments. In this case, a guilty plea would be a direct violation of the TSA and would not allow you to continue your employment with Southwest Airlines. Mike reported that he has not encountered any situations of this nature. The few Flight Attendants with whom Mike has consulted, have all plead either not guilty or no contest in their cases. The few that have come back with a violation on their background checks have all been resolved in the favor of the employee with the Company paying for lost time at Company Convenience. Mike advised the Board that he posted an announcement for people signing up for Open Time this month, informing them of the change in time. The announcement was posted at 2300 on the 26th, above where the sign up sheet is placed. The response has been positive. The lounge mobilization for this month was used to help everyone understand the reason for MRT and DRT as well as Job Share. Mike also touched on the baseball arbitration but soon was forced to give up. With the major league players talking about a strike, he found that he was only confusing people rather than helping them understand the long-term aspects of the implementation of this practice.

Kathy Anderson presented the **Baltimore Domicile** report for Portia Reddick. Portia reported that the Baltimore Lounge visits in August were productive. Portia announced the implementation of the staggered Open Time program. The intent is to eliminate many of the system slow downs that have been occurring. Portia reported that they are currently waiting for the bulletin board to be placed on the wall and hopefully it will be when she returns from vacation. Portia reported that everything else is running as normal. All publications to date have been distributed and Shop Steward, Dave Ulibarri and Senior Precinct Captain, Lucy White both know that Portia will be out of town and have been updated on meetings and postings.

Cuyler Thompson stated that there was nothing of significance to report for the **Oakland Domicile**.

Tommy Stefan presented the **Board Member at Large** report. Tommy reported that he has learned from concerned Houston Flight Attendants, that they are in the only base that does not utilize the lottery method for Open Time. Flight Attendants are being forced to come in as early as noon in order to sign up on the list. This has created 'quality of life' issues for many of the Members in the Houston base. Tommy informed the Board that Commuters in ABQ are experiencing parking problems. Commuters will be paying twice the amount that fellow SWA ground employees are. The ground people pay $15 and the commuting Flight Attendants will be paying $30 (and there is the possibility that the parking for Commuters may be eliminated altogether). Negotiations are currently underway with off- property services. Tommy updated the Board on information he has learned from some of the Mechanics to whom he has spoken regarding their contract negotiations. Tommy advised the Board that Flight Attendants must be aware that if they are using the Maestro message system, that their messages are not confidential and that Management has access to these messages.

Committee Reports

Michael Massoni presented the **Safety Committee** report. Michael reported that in August, he attended two sets of depositions involving the Flight Attendants from Southwest Flight #1455 (the BUR accident). Attorneys representing the Plaintiffs in a civil suit against Southwest Airlines called for these depositions. Michael informed the Board that both Houses of Congress passed a bill authorizing a limited number of pilots to be armed while on duty. The bill must be submitted to Appropriations for final approval and is attached to the Homeland Security Bill. Parts of this legislation also call for defined standards in training Flight Attendants in self-defense tactics. Michael informed the Board that the Flight Attendant Accident Response Guides have been completed and at the time of this report would be in transit to the Domiciles for distribution. Michael advised the Board that the International Transport Workers Federation Meeting is being held this week and that he will be attending. Michael is a member of the Occupational Health and Safety

Working Group. Michael advised Board Members that the copies of the current Event Notification System report will be available upon request.

Deborah Danish presented the **Uniform Committee** report. Deborah reiterated that the roll out date for the new uniform package will be April of 2003 and that is the earliest possible date possible. She advised the Board that it is possible the uniform package may even come out during the 2nd or 3rd quarter of 2003. Deborah reported that the flat front chino pant must be wear tested before a decision on pocket placement is made. This means that the chino pant will not be in the initial "rollout" package. The flat front will not be offered in the shorts. Deborah informed the Board that a decision has been made to wear test and price a mock turtleneck thus making this optional piece unlikely to be ready by this winter.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of September 6, 2002, there were 67 active grievances. Marcy informed the Board that the group grievance on Double Covered Pairings deadlocked at Board of Adjustment in August. Marcy reported that there is an Arbitration scheduled for October 16, 2002. Marcy also advised the Board that the Liquor Money time line group grievance will be scheduled for Arbitration. She is currently working with the SWA Legal Department on selecting an Arbitrator. (Arbitrators are selected by utilizing a 'strike' process). Marcy stated that she hopes to take this issue to Arbitration by the end of the year.

Michael Massoni reminded the Board that Allyson Parker- Lauck, Chairperson of the **Publication Committee**, has moved up the deadline for articles for the 4th Quarter *UNITY* Magazine to September 13.

Sheri Hightower, Brenda Winters, Dennis Reynolds, Colleen Passero, Jamie Barshop, and Brenda Tillman to entered the meeting at 1520 to present the CISM Budget proposal.

Sheri Hightower presented the **CISM Committee** report. Sheri reported that August was quite busy. They coordinated with TWU and SWA in preparations for upcoming September 11th plans. The team suggested and requested from the company to approve four CISM Team Members in each domicile for CISM Lounge Mobilizations. Tammye Walker-Jones agreed to approve a total of two Team Members for the day. The CISM Peers will coordinate with the Base Inflight Management Team to secure availability of at least one Inflight office or space for solely CISM privacy (if necessary). TWU approved (within the CISM budget) to print one two-sided blue sheet of paper with educational & information on it for distribution in the lounges on September 11th. Lori Vincent coordinated with the preferred ClearSkies or other crisis Mental Health Professionals (MHP) with whom the team has built a rapport, to inform them of the plans for Lounge Mobilizations and also for the Pager Wearers. They agreed to be available to the Team by pager & phone. Sheri reported that she has learned about a booklet specifically written for Flight Attendant's by the Association of Flight Attendants (AFA) and several other agencies. The title of the booklet is "Flight Attendants Coping With Trauma". Sheri accepted the invitation to have these made available for SWA Flight Attendants. Once approved by SWA & TWU, Chris Watson (MCO CISM Team Member) assisted Sheri in coordinating the details for the mail out of the booklet. . The government has paid the publishing costs and Eli Lilly and other pharmaceutical companies provided the postage. These booklets should be in the mail by September 6th. Sheri reported that she has been working with Jerry Lindemann and there is now a CISM link on the TWU website. She has also been working with the Company to create a similar site on the SWA Crew Portal. Sheri reported that she is currently working on registering the CISM Team with the International Critical Incident Stress Foundation (ICISF). Once the registration package is complete she has asked to meet with Michael Massoni before submitting the registration package. Sheri reported that she has been diligently working on the TWU and SWA 2002-2003 CISM Budget.

Thom McDaniel entered the meeting at 1540.

Stacy Martin entered the meeting at 1550.

The CISM Team was excused at 1610.

Ed Cloutmann entered the meeting at 1615 to address the Board on the lawsuit brought against the Local by Melissa Smith.

Cindy Ritner entered the meeting at 1615.

Cuyler Thompson entered the meeting at 1645.

Cindy Ritner was excused at 1730.

Mike McCarthy entered the meeting at 1730.

Stacy Martin made a motion to adjourn. Mike McCarthy seconded the motion. **All voting members voted to adjourn.**

Thom McDaniel adjourned the meeting at 1830.

Tuesday September 10, 2002
Michael Massoni called the meeting to order at 0830.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Mike McCarthy, and Cuyler Thompson. Thom McDaniel was delayed due to Negotiating Team business. Portia Reddick was excused for vacation. Jimmy West was excused to work for the AFL-CIO "Get Out The Vote".

There was open discussion on general Union business.

Thom McDaniel entered the meeting at 0840.

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

The Board discussed the per capita dues the Local is paying to the AFL-CIO. Thomas Mitchell will further research the numbers.

The Board discussed New Officer training specifically designed for the Domicile Executive Board Members. This training will be utilized for training new Domicile Executive Board Members. Mike McCarthy and Stacy Martin will work together on compiling a training manual.

The Board discussed the cost of the Union Membership Cards.

Kathy Anderson presented the August 2002 Executive Board minutes for approval. Marcy Vinyard made a motion to approve the minutes. Bill Bernal seconded the motion. **All voting Members voted to approve the minutes.**

Michael Massoni was excused from the meeting at 1030 to attend the International Transport Workers Federation Meeting.

Lisa Merrill and a grievant entered the meeting at 1040 to address the Board on a grievance.

Lisa Merril and the grievant were excused at 1115.

Sheri Hightower spoke to the Board via conference call at 1120 to ask that the Board compensate a CISM Committee Member the remainder of her trip pay in order to be in the BWI Lounge for 9/11. Southwest Airlines agreed to compensate the Member 8 TFP, and the Local will compensate 10.1 TFP plus the applicable per diem. This cost will be taken from the CISM Budget.

The Shop Steward Sub-Committee Update was **tabled** until September.

Cindy Ritner entered the meeting at 1310 to present the **Scheduling Committee** report. Cindy reported on the following issues: the 737-200 Re-flow Project, the overstaffing situation, scaling back the Scheduling Committee in an effort to cut costs for the 4th quarter, and Job Sharing and MRT.

Cindy Ritner was excused at 1340.

The Board discussed the issue of "standard/ non-standard" pay with regard to 737-200 flying.

The Board examined two grievances.

Lisa Merrill entered the meeting at 1405.

The Board examined three grievances.

Lisa Merrill was excused at 1430.

Karen Amos entered the meeting at 1430.

A grievant addressed the Board on his grievance via conference call at 1440.

The Board examined two grievances.

Karen Amos was excused at 1550.

Brett Nevarez, Cindy Ritner, Denny Sebesta and Kevin Onstead entered the meeting at 1550 to present the **Negotiating Team** report. The team reported on the current issues being discussed. They also reported the goal of one PC for every ten Flight Attendants has been reached.

The Negotiating Team was excused at 1650.

The Board examined one grievance.

Bill Bernal made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1720.

<u>Wednesday September 11, 2002</u>
Thom McDaniel called the meeting to order at 0845.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Mike McCarthy, and Cuyler Thompson.

Michael Massoni was excused to attend the International Transport Workers Federation Meeting.

Portia Reddick was excused for vacation.

Jimmy West was excused to work for the AFL-CIO "Get Out The Vote".

The Board examined a grievance.

At 0910, the Executive Board and Staff of TWU Local 556 came together in a moment of silence in remembrance of those lost in the events of 9/11/01.

Lisa Merrill entered the meeting at 0915 to present the following grievance:

The Board examined one grievance.

Lisa Merrill was excused at 0920.

Janet Bottles entered the meeting at 0920.

The Board examined one grievance.

Janet Bottles was excused at 0930.

John Farry entered the meeting at 0935.

The Board examined one grievance.

John Farry addressed the Board on the following pending issues:

- Flight 816 OAK-MSY-FLL- The trip packet indicates different pay than maestro. Management is working on remedying the problem.
- Concerns about Management contacting Flight Attendants on Maestro or SWA email instead of the telephone.
- Concerns that Inflight Training is not informing New Hires about the type of pager (tone only or voice mail) they should have on Reserve.

John Farry was excused at 1000.

Marcy Vinyard updated the Board on fingerprinting and CHRC as well as terminations that have resulted from the background checks. Marcy informed the Board that the last day to fingerprint is October 4, 2002.

Stacy Martin was excused at 1045 to represent a Member in a discipline meeting.

Marcy Vinyard updated the Board on the open Staff position. The position has been posted in the **Unity Update**, and on the Union websites. Interested parties are to contact Marcy at the Union office or submit a letter of interest.

The Board discussed Union Representation at discipline meetings.

Deborah Danish updated the Board on her conversation with Naomi Hudson on the FIDS situation and "late to gate" disciplines. Ms. Hudson has agreed to look at allowing a 3-minute window before administering discipline for being late to the gate.

The Board discussed Recurrent Training legalities and FARs.

The Board agreed to **table** the discussions on the E- Labor Grievance Data Base until next month.

Brett Nevarez entered the meeting at 1335.

The Board discussed the purchase of lanyards for the Membership. The cost would be $1.82 a piece for 15,000. The discussion was tabled in order to find out if TWU International will absorb some of the cost.

Brett Nevarez was excused at 1340.

The Board discussed the TWU Local 556 Website. Cuyler Thompson will try to contact David Moses and Allyson Parker-Lauck before the end of Boards regarding the issues related to the website.

Stacy Martin returned the meeting at 1415.

The Board agreed to re-open E-groups.

The Board discussed the Bylaws and the possible need for an additional Board Member at Large position.

Stacy Martin made a motion to excuse Thomas Mitchell from flying and Lounge Mobilizations for the second quarter. Mike McCarthy seconded the motion. The motion **carried**.

Thomas Mitchell presented the July 2002 Financial Report. Kathy Anderson made a motion to approve the Financial Report. Bill Bernal seconded the motion. **All voting members voted to approve the Financial Report.**

Lone Star check #'s 6724-6789 were presented.

The Board discussed the Fiscal Year Budget.

Deborah Danish made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1805.

Thursday September 12, 2002
Marcy Vinyard called the meeting to order at 0830.

Board Members present were Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Mike McCarthy, and Cuyler Thompson. Thom McDaniel was excused to work with the Negotiation Team. Michael Massoni was excused to attend the International Transport Workers Federation Meeting. Portia Reddick was excused for vacation. Jimmy West was excused to work for the AFL-CIO "Get Out The Vote".

The Board continued to discuss the Fiscal Year Budget.

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

The Board continued to discuss the issue of FAR legalities and Recurrent Training.

The Board discussed the research for the Negotiation Team.

The Negotiating Team, along with Thom McDaniel, Mark Richard and Garry Drummond entered the meeting at 1145 to discuss issues related to Contract Negotiations.

The Negotiation Team was excused at 1230.

The Board discussed the possibility of canceling October Boards due to Executive Board Members not being able to attend because of Scheduling conflicts. The Board agreed however, to hold October Boards.

Mike McCarthy made a motion to adjourn. Bill Bernal seconded the motion. The motion **carried.**

Marcy Vinyard 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
TWU Local 556

Thom McDaniel

Thom McDaniel
President
TWU Local 556