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

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Executive Board Meeting
June 17- 20, 2002
Synopsis

<u>Monday June 17, 2002</u>
Thom McDaniel called the meeting to order at 1345.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Mike McCarthy, Portia Reddick, and Jimmy West. Thomas Mitchell was excused for vacation. Cuyler Thompson was in transit.

Ed Cloutman entered the meeting at 1345 to update the Board on the lawsuit filed by Melissa Smith. Mr. Cloutman will meet with Members to be deposed individually as needed.

Two Members entered the meeting at 1345.

The Members were excused at 1400.

Ed Cloutman was excused at 1400.

Domicile Reports
Deborah Danish presented the **Dallas Domicile** report. Deborah informed the Board that on June 10, she conducted a Lounge Visit to promote the next phase in the Membership Driven Campaign of the Contract Negotiations. Tracye Tipps, Chris St. Julian, Tandee Thomas, Melinda Miller, Mindy Grimes and Ami Klingsporn volunteered time in the Lounge Mobilizaion to assist Deborah with handing out the new bag tag inserts as well as registering Flight Attendants to vote in the upcoming 2002 state elections. They also signed up contributors to COPE. Deborah also reported to the Board that the Company is offering free hearing tests June 17-19 at the maintenance hanger and June 18- 20 at Air Cargo and that the tests are being given 24 hours around the clock. The times and dates have been posted in the Lounge. Deborah would like to hear from Flight Attendants who took advantage of the free hearing tests.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that the Flight Attendants in Houston are excited about the Contract discussions. Stacy informed the Board that comments from the Membership have been favorable regarding communication and distribution of information. Stacy updated the Board on the two discipline meetings where he represented Members. Both meetings were on points. Stacy informed the Board that Houston Inflight Supervisor, Kelly Garcia, is going back on line as a Flight Attendant and that Ramona Smith will be taking her place.

Bill Bernal presented the **Phoenix Domicile** report. Bill informed the Board that in May and June, the Phoenix Base had discipline meetings ranging from file reviews to fact-finding meetings on points. The meetings went as anticipated and Management denied all of the grievances. Bill reported that he attended the AFL-CIO Convention in Prescott, AZ. He informed the Board that it was a great experience where he learned ways to better communicate with the Membership. Bill updated the Board on the Precinct Captain Training that was held in May. There was a great turn out and the training was a success. Everyone went away with a great deal of knowledge on how to better communicate with and represent the Membership. Bill reported on the Lounge Mobilization that was held on June13th. There were about 15 Precinct Captains who volunteered time, and there were also Flight Attendants who were coming from or going to work who came by to help. Bill informed the Board that there are several new Precinct Captains in Phoenix. Bill notified the Board that Phoenix has been facing a new problem with the parking situation. The city will be closing the employee lot and moving everyone to the east side of the airfield; but he does not know if there will be an increase of cost. The city and all employee groups have been represented at the meetings. Bill informed the Board that it is his impression that SWA employee groups are the only ones that have to pay for parking. He will update the Board in future meetings on the developments of this matter.

Mike McCarthy presented the **Chicago Domicile** report. Mike informed the Board that for this reporting period, there has only been one termination in Chicago and that was for points. Mike reported that currently, he has not yet conducted any Lounge Mobilizations. Mike notified the Board that Joe Kosanovich has invited him to attend the June New Hire Orientation. Mike reported that the problems in the Lounge have been corrected. The lounge now has a mirror and the baggage room is open.

Cuyler Thompson presented the **Oakland Domicile** report.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that BWI Inflight Management has been relentless in demanding that the Union not do more than be a "fly on the wall" in the Fact Finding and Disciplinary meetings in BWI. Needless to say, this has not gone over well. A meeting has been scheduled June 25, 2002 for the BWI Management and BWI Union Representatives to "go over the guidelines" of how meetings are to be held. Base Manager, Becky Barnes, has requested this meeting and topic. Portia has been in constant contact with fellow Board Members, regarding the Management problems in BWI. Portia reported that she is of the understanding that several supervisors are leaving the BWI Management team and going back on line. Portia informed the Board that she will be covering more on this matter in the upcoming *UNITY* Newsletter.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that Unity Days was held on June 7 and it was a success. Jimmy was not able to lead the Unity Days due to his being in Dallas for CISM Training. He spoke briefly with David Reed, who is taking Rachael Jacobs' place as Lead Precinct Captain and eight more Precinct Captains have been signed. Jimmy reported that the Flight Attendants are excited about Contract Negotiations. Jimmy informed the Board that there were no discipline meetings in Orlando this period and that Jim Melnick is the new Orlando Assistant Base Manager.

Committee Reports

Portia Reddick presented the **Civil Rights Committee** report. The Civil Rights "Train the Trainer" Class will be held here in Hurst, Texas August 5-7. The purpose of this workshop is to further train Local Union Officers and Staff in ways to handle diversity and human rights issues facing the workplace. There are Civil Rights issues happening weekly. Portia has asked that each officer to give her at least one name of an individual who might be interested and effective on the Civil and Human Rights Committee. At present, Portia has the names of three interested parties. Portia also informed the Board that the TWU Women's Committee Seminar will be held in St. Louis, October 24-25.

Michael Massoni presented the **Safety Committee** report. Michael informed the Board that he is in the process of revising the TWU Local 556 Accident Response Manual and will distribute it to Board Members prior to the next Board meeting. Michael updated the Board on the regular meetings he attends with the Training Department.

The Board discussed a pamphlet on Emergency Preparedness and Security 2002 Regional Forums and the information to be offered at the session.

Portia Reddick updated the Board on the meetings in Washington D.C. on the proposal for legislation requiring Flight Attendant Certification.

Stacy Martin was excused from the meeting at 1445 to consult with Local 556 Attorney Ed Cloutman.

Deborah Danish presented the **Health Committee** report. Deborah updated the Board on the progress that is being made on making medical quality gloves more accessible. Deborah reported that the Training Department is very receptive to this idea and they agree that placement and sizing of gloves is necessary and correctable. Deborah reported on another area of concern, which is the cleanliness of the pillows and blankets on the aircraft. Cleaners change the pillowcases every night and they throw a pillow away if it looks worn out. The blankets are folded and then replaced; however, they are washed if the cleaner determine that it is necessary. If Flight Attendants notice a blanket that needs washing, they are to place it in a plastic bag and leave it for the cleaners to wash. If a Flight Attendant finds an originator that has pillows and blankets that look as though they need replacement or cleaning, it is to be reported to Arthur Davis at extension 6869. Mr. Davis is in charge of aircraft appearance.

Stacy Martin returned to the meeting at 1505.

Portia Reddick was excused at 1505 to consult with Local 556 Attorney Ed Cloutman.

Deborah Danish presented the **Uniform Committee** report. Deborah updated the Board on the last two Uniform Committee meetings she attended. Another Flight Attendant on the committee expressed concern over the logo being on the outside of the Uniform coat. Deborah informed the Board that this Flight Attendant's concern was a safety concern; however, the general school of thought by those other than Flight Attendants is that the concern over the logo placement isn't so much for "security" issues as it is for "drinking" issues. Deborah advised the Board that the subject of a new uniform was discussed and well received. The uniform package would include a tie/scarf, a micro mini polo in canyon blue and white, a belt, wings, a denim shirt, a flat front chino pant, and an optional white turtleneck. There was also discussion on making the logo smaller and placing it on the sleeve of the coar instead of the chest.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of June 14 there were 70 pending grievances. She also informed the board that she is still awaiting a decision from the Arbitrator on an arbitration that was held in March.

Portia Reddick returned to the meeting at 1515.

Marcy Vinyard was excused at 1515 to consult with Local 556 Attorney Ed Cloutman.

Kathy Anderson presented the **Professional Standards** report submitted by Jean Chandler, Eastern Division Chairperson. Effective February 2002, the Professional Standards Committee has been divided into two divisions- Eastern and Western Regions. Jean Chandler oversees the Eastern Region and Lorie Powell is in charge of the Western Region. Carole Adams has been introducing new Hires to the Professional Standards program. Jean reports that the committee continues to grow and operate effectively and encourages both the Union and Management to utilize the committee when applicable.

Thom McDaniel presented the **CISM Committee** report submitted by Sheri Hightower. Sheri reported that the CISM manual project has been completed. Sheri looks forward to distributing the manuals during the June training. Sheri reported that they are about to run out of stock of the Phone Home sheets w/ Hotline Phone stickers stapled. They have secured a quote for replenishment and hope to begin this project. They are awaiting approval from Tammye Walker-Jones. In May, there was a total of 55 attendees at the CISM Basic training. There were Flight Attendant's, Pilots, Crew Member spouses, TWU Representatives (Tommy Stefan & Cuyler Thompson), Inflight Supervisors, three Inflight Schedulers, the SWA corporate emergency trainer and one representative from ClearSkies in attendance. Training went very smoothly and was very informative. Sheri reported that in June, there will be approximately 100 attendees at the CISM Aviation Advanced Specific course and CISM R/T. Sheri will attach the attendance spreadsheet for Executive Board review. Sheri stated that she is very pleased that Marcy Vinyard, Jimmy West, John Farry & Kevin Onstead will be joining the training session. Sheri informed the Board that Lori Vincent is continuing to work on the ClearSkies/MHP (Mental Health Professional) project. Sheri provided a list of the current CISM Team Members, as well as her new cell phone number.

Jimmy West reported to the Board on the CISM Training that he and Marcy Vinyard attended as representatives of the Local. Jimmy informed the Board that the training was very informative and well presented.

Deborah Danish and Jimmy West updated the Board on the Grassroots Training classes they attended at George Meany Labor College. They both reported that the classes were very informative and provided a great deal of useful information. Deborah and Jimmy received training on how to conduct voter registration drives as well as how to recruit Members for involvement in political issues that might directly affect them. Deborah and Jimmy also had the opportunity to tour the White House and to meet their Senators and Congressmen.
Marcy Vinyard returned to the meeting at 1535.

Tommy Stefan was excused at 1535 to consult with Local 556 Attorney Ed Cloutman.

Thom McDaniel presented the report on the International Executive Council and Transit Division Meetings that he attended in Boston June 11-12. Topics that were addressed during the meetings include a follow up on all resolutions from the International Convention, the creation of a policy on mergers, the expansion of the use of technology in TWU through state and federal grants, the new International Headquarters, videoconferencing, and the expansion of staff and programs to benefit the Locals. Peggy Olstein-Wiedmann, Director of TWU COPE, stressed the importance of contributing to COPE and recognized Deborah Danish's efforts to sign up COPE Members in Local 556. Jim Little, TWU International Vice President, praised Local 556 for the Membership Mobilization efforts and preparations for Negotiations. Thom stayed an additional day in Boston in order to attend the Transit Division Meeting. He reported that he gained valuable training on pensions, profit sharing and 401K, legislative issues, as well as additional instruction on conducting effective Union meetings. TWU International paid all costs associated with the meetings.

Tommy Stefan returned to the meeting at 1615.

Jimmy West was excused to consult with Local 556 Attorney, Ed Cloutman.

Denny Sebesta, Cindy Ritner and Kevin Onstead entered the meeting to update the Board on Negotiations. Brett Nevarez participated via conference call.

Jimmy West returned to the meeting at 1620.

Deborah Danish left the meeting at 1620 to consult with Local 556 Attorney, Ed Cloutman.

Cuyler Thompson entered the meeting at 1640.

Deborah Danish returned to the meeting at 1645.

The Negotiation Team presented a proposal on Job Sharing, Monthly Release Times and Daily Release Times. Tommy Stefan made a motion to **approve** the proposal. Stacy Martin seconded the motion. The motion **carried.**

The Negotiation Team reported that they are in need of additional pins for the Precinct Captains. Portia Reddick made a motion to approve the purchase of additional pins, not to exceed $300 (including shipping). Bill Bernal seconded the motion. The motion **carried.**

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

Thom McDaniel adjourned the meeting at 1900.

<u>Tuesday June 18, 2002</u>
Thom McDaniel called the meeting to order at 0800.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Kathy Anderson, Tommy Stefan, Stacy Martin, Bill Bernal, Mike McCarthy, Cuyler Thompson, Portia Reddick, and Jimmy West. Deborah Danish was delayed due to personal business. Thomas Mitchell was excused for vacation.

Thom McDaniel updated the Board on the Census Data Base. The data entry is now complete and must now be merged with existing information.

Deborah Danish entered the meeting at 0820.

Thom McDaniel notified the Board that the Company has contracted with outside vendors to perform the Seat Bottom Cushion duties and the Company informed the Union that all cities are to be covered by July 1.

Correspondence

- Thank you letter from the Allison Cancer Center for donations made by individual Members in memory of Thom McDaniel's grandmother.
- Local 249 President, Deborah Warren Memorial Fund.

Portia Reddick made a motion to donate $50 to this fund. Marcy Vinyard seconded the motion. The motion **carried.**

- Letter from Kyle McCormack, MAF- OPS and Local 555 Member, expressing support for Local 556.
- SWAPA Press Release announcing support of the Flight Attendants.

Thom McDaniel was excused from the meeting at 0830 to witness the depositions of Members, being conducted by the attorneys representing Melissa Smith in her lawsuit against the Local.

All present participated in discussion on general Union business.

A Member entered the meeting at 0900 to address the Board on a grievance.

The Member was excused at 0940.

The Board discussed placing an 'FYI' on check-rides in the upcoming *UNITY* Newsletter. This will be directed to Allyson Parker- Lauck when she presents the Publication Committee report.

Michael Massoni presented the **Financial Report** for Thomas Mitchell.

Lone Star Check #s 6536 through 6601 were presented for review by the Board.

Deborah Danish made a motion to approve the Financial Report. Mike McCarthy seconded the motion. **All voting members voted to approve the Financial Report.**

Cindy Ritner entered the meeting at 1030 to present the **Scheduling Committee** report. Cindy reported that the 737-200 Re-flow project is still on track and she presented research on the offer made by the Company to the Pilot Group. Cindy addressed the Board on the overstaffing situation and the postponement of two New Hire classes. The Board was updated on average line pay, as well as the new Line Building program, the Electronic Bid System and Crew Portal. Cindy reported that the Company has had an overwhelming response to the new Voice Response Unit system. She also informed the Board that situation with Open Time is expected to improve in the next few months due to the postponement of the New Hire classes.

Kathy Anderson presented the May 2002 Executive Board Meeting minutes for approval. Portia Reddick made a motion to approve the minutes as corrected. Bill Bernal seconded the motion. **All voting Members voted to approve the minutes as corrected.**

Old Business

Thom McDaniel informed the Board that he will meet with Jerry Lindemann on the TWU Local 556 Website and IKON Board.

Cuyler Thompson informed the Board that there is no fee to be a delegate to the California AFL-CIO. Cuyler would need to be pulled to attend.

The Board discussed compensation for Lounge Mobilizations.

The Board re-examined five grievances.

Jimmy West made a motion to have a red rack constructed for the MCO Domicile. The cost is not to exceed $500 including shipping. Cuyler Thompson seconded the motion. The motion **carried.**

Janet Bottles entered the meeting at 1545 to present a grievance.

Janet Bottles was excused at 1555.

A conference call was placed to TWU International Attorney Art Luby at 1610, for consultation on questions as to Members' rights to representation.

Thom McDaniel entered the meeting at 1720.

The Board discussed the monthly Board meetings and how trips are pulled.

The Board discussed July boards.

Bill Bernal made a motion not to hold a Board meeting in July. Michael Massoni seconded the motion. The motion **carried.**

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

Thom McDaniel adjourned the meeting at 1800.

Wednesday June 19, 2002
Michael Massoni called the meeting to order at 0840.

Board Members present were Michael Massoni, Marcy Vinyard, Kathy Anderson, Tommy Stefan, Stacy Martin, Bill Bernal, Mike McCarthy, Cuyler Thompson, and Portia Reddick. Thom McDaniel was excused to witness depositions. Thomas Mitchell was excused for vacation. Deborah Danish was excused to be deposed by the attorney representing Melissa Smith in her lawsuit against the Local. Jimmy West was excused to return a rental car.

The Board discussed Lounge Visits.

Jimmy West entered the meeting at 0850.

Garry Drummond entered the meeting at 0910.

Cuyler Thompson made a motion to pay a Member 6.0 TFP for work that was done for the Contract Committee. This motion is not to set precedent. All future pay for work of this nature will be directed to the Negotiation Team for approval. Bill Bernal seconded the motion. The motion **carried.**

Garry Drummond swore the new Chicago Domicile Executive Board Member, Mike McCarthy, into office.

John Farry entered the meeting at 0940 to present four grievances:

John Farry was excused at 1030.

Marcy Vinyard briefed the Board on a pending grievance.

Janet Bottles entered the meeting at 1100.

A Grievant addressed the Board via conference call at 1100.

Janet Bottles was excused at 1120.

Karen Amos entered the meeting at 1120 to present a grievance.

Deborah Danish and Thom McDaniel entered the meeting at 1140.

Michael Massoni passed the gavel to Thom McDaniel.

Karen Amos was excused at 1150.

Thom McDaniel updated the Board on the confusing information on the Vacation Advance Form. The language on the forms has now been clarified.

The Board discussed implementing New Officer Training for newly elected officers, especially those Officers who will be representing Members in discipline meetings. The training would cover what the responsibilities and rights of the Member Advocate are while representing a member in a discipline or fact-finding meeting. Job descriptions and helpful tips will be compiled by Stacy Martin. Current Domicile Executive Board Members are to provide Stacy Martin with suggestions, which are to be reviewed in the September Board Meeting.

Thom McDaniel was excused at 1330 to witness depositions.

Portia Reddick was excused from the meeting at 1330 to be deposed.

Lisa Merrill entered the meeting with a grievant at 1345 to present a grievance.

The grievant was excused at 1420.

The Board continued to examine the grievance and Lisa Merrill was excused at 1455.

Karen Amos entered the meeting at 1500 to present four grievances.

Karen Amos was excused at 1540.

Allyson Parker-Lauck entered the meeting at 1605 to present the **Publication Committee** report. Allyson conducted a power point presentation of the upcoming UNITY Newsletter.

Allyson Parker-Lauck was excused at 1715.

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

Thom McDaniel adjourned the meeting at 1720.

Thursday June 20, 2002
Michael Massoni called the meeting to order at 0900.

Board Members present were Michael Massoni, Marcy Vinyard, Kathy Anderson, Tommy Stefan, Bill Bernal, Mike McCarthy, Cuyler Thompson, Portia Reddick, and Jimmy West. Thom McDaniel was excused to witness depositions. Thomas Mitchell was excused for vacation. Deborah Danish was excused to represent the Union at the New Hire Class. Stacy Martin was excused to be deposed.

The Board reviewed the proposed Bylaw amendments.

Deborah Danish entered the meeting at 1015.

The Board continued to discuss the proposed Bylaw amendments.

The Board discussed the issue of reserve days being picked up by out- of- base Flight Attendants who may be senior to the in- base Flight Attendants.

Stacy Martin and Thom McDaniel entered the meeting at 1200.

The Board discussed the information to be printed on the Membership Cards.

The Board decided to **table** the discussions on FMLA and Record Improvement and eighteen month roll off and overall job performance.

Stacy Martin reported that his Union issued cell phone is not working and that he will need a new phone.

The Board discussed a Member's questions and concerns regarding Shop Steward training.

The Board discussed purchasing additional bag tags for Membership Mobilization for Contract Negotiations.

Cuyler Thompson made a motion to purchase additional bag tags to accommodate the Membership Mobilization for Contact Negotiations. Portia Reddick seconded the motion. The motion **carried**.

The Board discussed the liquor money grievances and whether to take them as one issue to Arbitration or individually to Board of Adjustment. The Board agreed that the Liquor Money issue would move forward to Arbitration.

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

Michael Massoni adjourned the meeting at 1320.

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