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

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May 2002
Executive Board Meetings
Synopsis

Monday May 13, 2002
Thom McDaniel called the meeting to order at 1335.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Stacy Martin, Portia Reddick, and Cuyler Thompson. Deborah Danish and Jimmy West were excused to attend Grass Roots Training at George Meany Labor Center. Bill Bernal was excused to attend the Arizona AFL-CIO Conference.

Domicile Reports
Stacy Martin presented the **Houston Domicile** report. Stacy informed the Board that although he did not perform a lounge visit that was organized with the Precinct Captains, he did perform a lounge visit that was split into two days. Stacy reported that the Houston Membership Meeting went well and that there were about 25 Flight Attendants present and that all present showed a great deal of interest in the upcoming Contract Negotiations as well as other current issues. Many of the questions addressed at the Membership Meeting were related to the Seat Bottom Cushion issue and Stacy has observed that the Seat Bottom Cushions are not being done in the Houston station. Stacy advised the Board that there was a Flight Attendant who had been terminated has been reinstated. Stacy also informed the Board that the Inflight Supervisors have complained about some of the articles in the *UNITY* Newsletter due to the image it portrays of them to the Membership. Stacy notified the Board that all publications were placed in the Flight Attendant boxes in a timely manner and that the glass case, the red rack and the Union briefing books were updated as needed.

Cuyler Thompson presented the **Oakland Domicile** report. Cuyler reported to the Board that he performed three Lounge Visits in April to promote voter registration, the Scheduling Survey and the Precinct Captain Program. Cuyler also collected e-mail addresses during the Lounge visit. Cuyler reported that he now has approximately 450 Flight Attendants on his e-mail list. Cuyler informed the Board that Diane Hames has resigned as Senior Precinct Captain in order to pursue her education.

Portia presented the **Baltimore Domicile** report. Portia reported that she has formed a Parking Committee in BWI to address the disparity in parking fees for the different SWA work groups. Portia informed the Board that Becky Barnes has requested a meeting with Portia and the BWI Shop Stewards.

Tommy Stefan presented the **Board Member At Large** report. Tommy reported that he attended CISM Training in Dallas. He stated that he learned just how important is for an airline to have a trained group of peers to talk with Crew Members who have been involved in traumatic events while on duty. This not only lessens the time it would take for the Crew Member to heal, but allows the Crew Member to get back to work and a normal life that much quicker. Tommy reported that the CISM information was presented in a professional manner and there was printed material as well as many videos. Each attendee received a certificate for class completion. Tommy stated that the Membership has shown enormous interest in the wage comparison information and other materials that have been issued by the Local. Tommy informed the Board that he met some of the Shop Stewards from, IAM, the Union that represents the Ticket Counter employees. They all discussed the importance of communication between the different Unions and the significance of supporting each other during contract negotiations. Tommy also advised the Board that Flight Attendants are continuing to submit reports documenting problems with the Seat Bottom Cushions.

Committee Reports
Michael Massoni presented the **Safety Committee report.** Michael offered, for review, the proposal for Legislation Requiring Flight Attendant Certification. The Local 556 Safety Team along with safety representatives from The Association of Flight Attendants (AFA), Association of Professional Flight Attendants (APFA), Canadian Union of

Public Employees (CUPE), International Association of Machinist (IAM) and International Brotherhood of Teamsters - Airline Division (IBT) collaborated to produce proposed legislation concerning Flight Attendant Certification. This certification would benefit all Flight Attendants by setting specific and consistent standards for the hiring, training and ongoing qualification of all US Flight Attendants. Furthermore, certification offers all Flight Attendants better job security by not allowing variants in training and IOE standards as is commonly practiced during work actions such as strikes. Michael updated the Board on current training issues. Under direction from the Executive Board, the new revision 65 language concerning Inflight Service Procedures, (Section 3-"... begin service no more than 15 minutes after takeoff."), was discussed at length with SWA Inflight Training Management and they are not willing to remove or alter the language at this time. Michael informed the Board that given the new security training standards issued by the FAA/TSA, persons who took RT in January 2002 will be required to retake the security portions of the class. An RBF will be posted in the third week of May with the details. Michael offered the Event Notification report for the period of April 15- May 13, 2002 for review by the Board.

Kathy Anderson presented the **Health Committee** report for Deborah Danish. Deborah spoke with Tim Quarles about concerns that the medical quality gloves not being dispersed in key locations throughout the aircraft. She explained to Mr. Quarles that the problem that currently exists for Flight Attendants who are involved in critical first aid situations on the aircraft, is that the medical quality gloves are not readily available due to the gloves being stored in one location which is the aft closed inside the PPE. Mr. Quarles asked Deborah where the best place would be to locate the gloves and she informed him that the most practical location would be next to the First Aid Kit and AED. Mr. Quarles agreed and told Deborah that he agreed this would be a wise move and that it can be done.

Kathy Anderson presented the **Uniform Committee** report for Deborah Danish. The Union filed a grievance concerning the Southwest Airlines insignia appearing on the outside of the parkas and the 4 in 1 coats. Due to the events of 9/11, many consider this to be a safety hazard for Flight Attendants who are on multi-day pairings. The grievance was filed to either remove the logo at Company expense or allow Flight Attendants to exchange their current parkas for the blue trench coat. Management denied this grievance. This concern was voiced at the last Uniform Committee meeting. Donna Conover agreed that the pilots are able to remove their logos from their bomber jackets and said she would look into this request. The Union will continue to pursue this grievance in order to rectify this issue. Deborah reported that there have also been many requests from male Flight Attendants to be allowed to wear goatees while at work. Unfortunately, this is not a uniform issue. This is Company policy. Southwest Airlines is the only airline at this time that does not allow goatees. Deborah spoke with Naomi Hudson about this issue and Ms. Hudson agreed that it is fashionable to wear a goatee. Ms. Hudson told Deborah that she was not aware that Southwest Airlines is the only airline that does not allow goatees. Ms. Hudson will research the issue will report back to Deborah. Deborah reported that due to the events of 9/11, everything remains at a stand still concerning adding any new pieces to the uniform. It was suggested that there not be any new pieces added until a new uniform can be issued. Deborah reported that the Company has ceased the practice of requiring Flight Attendants who needed a new coat replacement get yet another 4 in 1 (because they still had them in stock) instead of the new parka.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of May 10, 2002 there are 76 active grievances. Marcy informed the Board that she is still waiting on a ruling from the arbitrator on the arbitration held in March. This decision should be in within two weeks. Marcy advised the Board that the arbitration that was scheduled in May has been postponed.

All present discussed the most recent developments with the Seat Bottom Cushion grievance.

Thomas Mitchell presented the **New Hire Committee** report. Thomas Mitchell, Deborah Danish and John Farry presented the Union informational program to the New Hire Class #197. There were 97 New Hires in the class, and all but one Flight Attendant passed the final exam. The presentation went smoothly. Deborah gave away one Red Pass and several COPE items. Thomas reported that overall it was a good presentation.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas reported that there have been no meetings at the company for the last two weeks. Thomas did however get to speak with Dean Walker and asked him to address some of the questions regarding Maestro issues, specifically, the resolution setting to view the Bids on EBS without scrolling across the whole page. Flight Attendants have been experiencing problems picking up trips out of Base. This is a problem that they know about but the problem is not on the priority list for the next 2 rounds of things to repair. Thomas reported that he is hoping to meet with Sheila Tuttle and Tammye Walker-Jones Friday, May 17, 2002.

Thomas Mitchell presented a proposal submitted by Bill Rodgers and his company to provide computer services for the next calendar year.

Cuyler Thompson updated the Board on his attendance of the **California State Conference** (CSC). Cuyler reported that he and Karla Kozak attended the conference meeting in Sacramento on May 5, 2002. Participants in the meeting discussed matters relevant to the California TWU Locals including proposed legislation and a letter that was sent to California Legislators by Larry Martin of International regarding a 10-year Look-back. A motion was made for Larry Martin and the CSC to send letters to California Legislators requesting their help in closing the airport 'back door'. Cuyler informed the Board that Larry Martin related why he believes that more money was not set-aside for displaced workers in the airline bailout after September 11th. Mr. Martin stated that after looking at the number of workers in our industry who were not registered to vote, Congress didn't view them as a priority or potential threat to their re-elections. Cuyler reported that all members of the CSC presented their plans for the California Get Out The Vote (GOTV), which is to be submitted to TWU International. Karla Kozak is in the process of drafting of the plan for ensuring that Local 556 Members residing in California are registered. The Los Angeles County Labor Federation will soon be providing the Local with a list of Local 556 Members who are registered to vote in California. Voter Registration forms will be placed in the mailboxes of those Flight Attendants in OAK and PHX who are not registered to vote. All Flight Attendants who are California residents must turn in a copy of their existing Voter's Registration or their newly completed Voter's Registration Cards to the Red Rack before a specified dated to be entered into a drawing for a blue pass. Cuyler reported that Larry Martin is trying to get TWU Local 555 involved in CSC. Cuyler requested that Local 556 pay dues to CSC, which would be .20 per month per California resident.

Thom McDaniel and Kathy Anderson updated the Board on the Second Quarter Membership Meetings. New Business included nominations for the Board of Election Alternates and motions to amend the current Bylaws.

Kathy Anderson informed the Board of the Members who were nominated as Board of Election Alternate. Members nominated were Mark Savage, Melinda Miller, Charlene Carter, Melissa Smith, Gary Yeager, Linda Yeager, Amy Neeper, Tandee Thomas, Ali Bahreman, Cheri Parnell- Vincent, and Kim Zimmer.

Kathy Anderson updated the Board on the motions to amend the Bylaws that were made at the Second Quarter Membership Meetings.

Thom McDaniel presented the proposed schedule for the Third Quarter Membership Meetings.

The Board agreed to move June Executive Board Meetings to the week of 6/17- 6/20.

The Board discussed the lawsuit brought against the Local by Melissa Smith. All present discussed the upcoming depositions.

Michael Massoni updated the Board on the Coalition of Flight Attendants meetings that he and Thom McDaniel attended last month. Certification of Flight Attendants was a big topic as were security issues and self-defense. Michael reported that Southwest Airlines has the shortest Recurrent Training classes of anyone in the industry. Local 556 hosted the Coalition meetings this time and has received positive feedback from the other Flight Attendant groups who were in attendance.

All present discussed the issue of guns in the cockpit.

All present discussed the background checks on employees the Company is proposing.

Thomas Mitchell and Marcy Vinyard updated the Board on the letter received from an arbitrator regarding compensation.

The Board reviewed the following correspondence:

- Jeff Quattrochi's letter of resignation.
- Gary Yeager's appeal.
- The letter from Chris R. Hunt of Local 525 thanking Local 556 for the donation.

- The letter George McDonald letter from George McDonald of International on the Federal Transit Administration "Emergency Preparedness and Security 2002 Regional Forums" briefing.
- The letter to Tammy Walker-Jones from Thom McDaniel and Marcy Vinyard regarding Union representation.
- The letter from Senator Dianne Feinstein from Thom McDaniel supporting her proposed resolution honoring all Flight Attendants.
- The letter from Thom McDaniel to Director of FAA, Jane Garvey regarding security issues.

All present discussed the proposed flier on the "Seat Bottom Cushion" and the "Back Door" issues.

TWU International has requested a position from Local 556 on arming Flight Attendants with clubs. All present discussed this topic as well as self-defense for Flight Attendants. The Local is not in favor of arming Flight Attendants.

Portia Reddick made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1725.

Tuesday, May 14, 2002
Michael Massoni called the meeting to order at 0840.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Stacy Martin, Portia Reddick, and Cuyler Thompson. Thom McDaniel was taking care of personal business. Deborah Danish and Jimmy West were excused to attend the Grass Roots Training at George Meany Center for Labor Studies. Bill Bernal was excused to attend the Arizona AFL-CIO Conference.

Thom McDaniel entered the meeting at 0845.

All present continued to discuss the issue of self-defense training for Flight Attendants.

At 0900, the Board spoke with Jerry Lindemann via conference call. Jerry updated the Board on the new Union website. The conference call ended at 0945.

Thom McDaniel distributed an e-mail from Allyson Parker- Lauck regarding the July *UNITY* Magazine.

Kathy Anderson presented the April 2002 Executive Board Meeting Minutes for approval.

Marcy Vinyard made a motion to approve the minutes as presented. Portia Reddick seconded the motion. **All voting members voted to approve the minutes as presented.**

The Board reviewed the response from Tammye Walker- Jones to the letter from Thom McDaniel and Marcy Vinyard regarding guidelines relating to grievance research requests from Management.

Janet Bottles entered the meeting at 1110 to present a grievance to the Board.

The Board placed a conference call to a grievant at 1130.

Janet Bottles was excused at 1215.

Thomas Mitchell presented the March 2002 Financial Report for approval. Michael Massoni made a motion to approve the Financial Report. Marcy Vinyard seconded the motion. **All voting members voted to accept the Financial Report.**

Thomas Mitchell presented Lone Star Check #s 6461 to 6535.

Denny Sebesta, Kevin Onstead and Brett Nevarez entered the meeting at 1355 to update the Board on the Precinct Captain Program, the progress being made by the Negotiation Team, the Coordinating Counsel, and upcoming activities. All present discussed the progress of the Mechanics' Contract Negotiations.

Denny Sebesta, Kevin Onstead, and Brett Nevarez left the meeting at 1510.

Thom McDaniel updated the Board on a Member's grievance.

The Board discussed protocol for issuing public statements.

The Board discussed the vacancy left due to Jeff Quattrochi's resignation and eligible Members who might fill the position.

John Farry entered the meeting at 1615 to present a grievance to the Board.

John Farry informed the Board that OAK Flight Attendants are receiving Letters of Clarification for not completing the outside of the liquor envelopes.

John Farry was excused at 1625.

Lisa Merrill entered the meeting at 1625 to present two grievances to the Board.

Lisa Merrill was excused at 1650.

Janet Bottles entered the meeting at 1650 to present a grievance to the Board.

Janet Bottles was excused at 1700.

The Board examined five more grievances.

The Board examined and discussed a Letter of Clarification issued to a Flight Attendant by OAK Management for not completing the information on the liquor envelopes.

Thom McDaniel informed the Board that TWU International will pay for all of the Grass Roots Training.

Cuyler Thompson updated the Board on the Census Data Base. Cuyler informed the Board that he researched the cost of hiring a temporary employee to input the data into the Data Base. Cuyler contacted several temporary agencies in the Dallas area and presented his recommendations to the Board. The Board studied and discussed Cuyler's recommendations.

Marcy Vinyard made a motion to hire the Accountemps employee who is currently available and who just completed a project similar to the Data Base project. Kathy Anderson seconded the motion. The motion **carried**. The rate is $17.92 per hour and is not to exceed forty hours. If the project exceeds forty hours, the Board will revisit the issue.

The Board discussed methods for maintaining changes of contact numbers, addresses, and e-mail addresses of Local 556 Members.

Thom McDaniel updated the Board on the research he has done on the retirement gift for Sherrie Dobbins. The gift is priced within the range of $50 to $75. Portia Reddick made a motion to approve $75 for a gift for Sherrie Dobbins. Kathy Anderson seconded the motion. The motion **carried**.

The Board discussed producing Union Membership Cards that would include contact information as well as the rights and responsibilities of a Union Member.

Stacy Martin made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1750.

Wednesday, May 15, 2002
Board Members met at the General Offices at 0900 to attend the Annual Shareholders Meeting.

Thom McDaniel called the meeting to order at 1310.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Stacy Martin, Portia Reddick, and Cuyler Thompson. Deborah Danish and Jimmy West were excused to attend Grass Roots Training at George Meany. Bill Bernal was excused to attend the Arizona AFL-CIO Conference.

The Board discussed the vacancy on the Board of a MDW Executive Board Member. The Board reviewed the list of eligible Members. The eligible Members are Roben Triplett, John Parrott, and Mike McCarthy. The Board placed a conference call to each eligible Member and spoke to each about their interest in filling the position.

Two Members entered the meeting at 1330 to inform the Board of their pending deposition in the lawsuit filed against the Local by Melissa Smith.

The Board placed a conference call to the Union attorney, Ed Cloutman at 1345.

The two Members were excused at 1405.

Garry Drummond entered the meeting at 1420 to conduct a Media Training session for the Board.

Garry Drummond was excused at 1510.

Portia Reddick was excused at 1530 for personal business.

Michael Massoni made a motion to appoint Mike McCarthy as Chicago Domicile Executive Board Member. Thomas Mitchell seconded the motion. **All voting Members voted that Mike McCarthy be appointed to the position of Chicago Domicile Executive Member.**

Cuyler Thompson made a motion to adjourn. Marcy Vinyard seconded the motion. **All voting Members voted to adjourn.**

Thom McDaniel adjourned the meeting at 1730.

Thursday, May 14, 2001
Michael Massoni called the meeting to order at 0835.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Stacy Martin and Cuyler Thompson. Thom McDaniel was delayed due to personal business. Deborah Danish and Jimmy West were excused to attend the Grass Roots class at the George Meany Labor Center. Bill Bernal was excused to attend the Arizona AFL-CIO Conference. Portia Reddick was excused for personal business.

The Board discussed the issue of seat bottom cushions.

Thom McDaniel entered the meeting at 0845.

The Board discussed different options and solutions to the seat bottom cushion issue.

Thom McDaniel informed the Board that Mike McCarthy has accepted the position of Chicago Domicile Executive Board Member.

The Board discussed the IKON Board, and which topics should be offered. The IKON Board currently contains 38 topics. Cuyler Thompson informed the Board that he has spoken with Jerry Lindemann who will redesign the IKON Board to reflect the more succinct list of topics as soon as he is notified.

The Board agreed that Cuyler Thompson and Karla Kozak will attend the California AFL-CIO Convention in San Francisco in July. The cost of the dinner is $150 and Cuyler will require a two- day pull. Cuyler will report to the Board in June on the cost of becoming a delegate.

The Board discussed bidding procedures for Board weeks. The Board agreed to **table** the discussion until next month.

Thom McDaniel and Marcy Vinyard placed a call to Naomi Hudson, Director of Inflight Employee Resources regarding a change of Company Policy regarding vacation advances. Thom and Marcy will report back to the Board upon hearing from Ms. Hudson.

Michael Massoni made a motion that Marcy Vinyard and Kathy Anderson attend the 2002 Summer Institute for Union Women at the George Meany Center for Labor Studies July 7-12. Stacy Martin seconded the motion. Marcy and Kathy will share a room. **All voting Members voted in favor.**

Cuyler Thompson made a motion that Karen Amos attend the Sterling Education Services Employment Law training on July 17 in Dallas. Tommy Stefan seconded the motion. The motion **carried.** Participants must register early in order to receive the discounted rate. The cost is not to exceed $175.

The Board further discussed the information received through the Media Training provided by Garry Drummond of TWU International.

The Board agreed to discuss Lounge Visits in June Executive Board meetings.

The Board discussed the Emergency Accident Response Drill. The Board agreed that the drill is to be placed on the June agenda and will be scheduled for the first day.

The Board discussed compensation issues with the 737-200 Aircraft.

Marcy Vinyard made a motion to adjourn Michael Massoni seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1140.

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 McD

Thom McDaniel
President
TWU Local 556