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

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Executive Board Meetings
November 11- 14, 2002
Synopsis

Monday, November 11, 2002
Thom McDaniel called the meeting to order at 1455.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Stacy Martin, Bill Bernal, Mike McCarthy, and Portia Reddick,

Cuyler Thompson and Jimmy West were in transit.

Tommy Stefan was absent for personal reasons.

Domicile Reports
Deborah Danish presented the **Dallas Domicile** report. Deborah reported that the Union Briefing book in Dallas has been updated with all available Executive Board Meeting Minutes and Membership Meeting Minutes. It contains all current ***UNITY*** publications, Unity Updates and Contract Connections. Deborah informed the Board that Tandee Thomas, Lead Coordinator in Dallas for the Toys for Tots Drive, has completed the toy collection box and will have it in the Dallas lounge by November 12, 2002. Tandee will coordinate the drop off of the toys to the specified location no later than December 15, 2002. Deborah will be asking the Precinct Captains to volunteer to participate in the toy drop off. Tandee will also be asking Local 555 if they would like to participate in the toy drive. Deborah informed the Board that Dallas is continuing to experience problems with Operations Agents expecting Flight Attendants to tag bags, primarily on the 737-200 aircraft. On March 6, 2002, The Company and the Union signed a settlement letter stating that tagging bags is not a Flight Attendant required duty. Deborah reported that the Dallas Base has taken the stand not to give Commuters information relating to their point status. Any commuting Flight Attendants must contact their own supervisor for point status. Deborah advised the Board that Flight Attendant morale has been affected by this practice.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that for the month of October, he was on vacation for almost the entire month so he performed very little Union business, with the exception of phone work. Stacy reported that there were no hearings held to his knowledge. Stacy was unable to attend the 4th Quarter Membership Meeting so no update is available. Stacy informed the Board that the Houston Membership has really stepped up to the plate as far as unity is concerned. Stacy reported that thanks to the Lead Precinct Captains, the Precinct Captains, Shop Stewards and other Members, all Union related material was distributed in a timely manner.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that there have been new Precinct Captains added to the list in Phoenix. Bill stated that they are currently trying to reach 50% of the base and that Mark Savage and John Durr have been instrumental in making the Phoenix PC program a success. Bill reported that Tina Coffee has volunteered to handle the Toys for Tots Drive in Phoenix. Bill informed the Board that there have been a few meetings in the last couple of months. Bill reported that the parking situation in Phoenix has improved. The City of Phoenix has moved all of the food court and janitorial employees out of T4 and this has cleared up about 500-700 spaces. Bill reported that there will be not be anymore employees added to T4, hopefully allowing the current employees to remain through the holidays. Bill advised the Board that he has received numerous complaints regarding Maestro and he has noticed that Maestro has been slower. Bill stated that the Flight Attendants would like to know if this is a tactic to slow down overlap and the recycling of trips.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that October was quiet in Chicago. There were only a few meetings with Management and only one resulted in discipline. Mike informed the Board that the 4th Quarter Membership Meeting went well and was attended by twenty Members. Kyle Whitely and John Parrott were elected as Shop Steward, and additional nominations were taken. Mike reported that as the meeting progressed, the numbers slipped off a bit. Mike informed the Board that the meeting did enlighten several Members to the importance of attending the Membership Meetings. Mike noted that those in attendance were surprised to learn that the Members who attend the Membership Meetings are the only ones voting on many of the issues that affect the entire Membership. Mike reported that he has prepared his Domicile for the Toys for Tots drive, which will kick off on Friday, November. 15th. Mike informed the Board that he purchased a heavy-duty cardboard box and painted it white and this box will be used to collect the toys. Before the box is placed in the lounge, it will be decorated by Mrs. Mantia's first grade class as their weekly art project before the box is placed in the lounge. Mike advised the Board that there will also be a lockbox for check donations, as well as a list of toys that have been contributed on a thank you sheet. This should let the Members know that we actually received their donation and this should enable the volunteers to better account for the toys. Mike informed the Board that he is also trying to schedule a few outside fundraisers and invite the media. Mike reported that the construction around the airport continues and it is still six months ahead of schedule. Mike reported that National Airlines has formally vacated their gates and all signage was removed overnight.

Cuyler Thompson presented the **Oakland Domicile** report. Cuyler informed the Board that Base Manager, Michelle Opoka has left her position and that Jaime Willard will most likely take over as Base Manager. Cuyler reported that Susan Kern, Karla Kozak and Cristina Wenzl will coordinate the "Toys for Tots" Toy Drive in the OAK Domicile. Cuyler reported that all Union related material has been distributed and the Union briefing book has been updated.

Portia Reddick presented the **Baltimore Domicile** report.

Jimmy West presented the **Orlando Domicile** report. Jimmy informed the Board that the Toys for Tots collection box has been placed in the lounge. Jimmy reported that Sean O'Dell will oversee the collection of toys in the Orlando base. Jimmy advised the Board that he is currently working on procuring a second check-in phone at the base although Management is not fully cooperating. Jimmy will keep the Board and the Membership updated.

Committee Reports

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia updated the Board on Committee activities and reviewed the history of the Committee that was created by TWU International at the TWU International convention that was held in October of 2001. The purpose of the committee is to educate and train Members in the field of inter-racial, inter-faith and inter-cultural relations and to assist in the implementation of policies dealing with discrimination based on race, sex sexual orientation, gender, religion, national origin, age and disability. The duties of the department are to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual Members of the Local Unions and the International Union, the labor movement and the AFL-CO. In short, the department is a "watchdog" for the rights of all Members. Portia informed the Board that the constituency groups that the TWU Constitution states that the Local should be affiliated with are the TWU Women's Committee, the A. Phillip Randolph Institute (APRI), the Asia Pacific American Labor Alliance (APALA), Pride at Work (PAW), Coalition of Labor Union Women (CLUW), Coalition of Black Trade Unionists (CBTU), Labor Council for Latin American Advancement (LCLAA), and the Alliance for Retired Americans (ARA). Portia expressed the importance of ensuring that the Membership is represented in each group. Most of the groups have local and international meetings that educate members on what types of national, regional, and local legislation may affect the members of the group. Portia stated that these groups are an effective way for Members to become involved in the Labor movement.

Thom McDaniel updated the Board on the International Executive Council meetings he attended October 22-23, 2002 in Clayton, Missouri.

Cindy Ritner entered the meeting at 1540 to present the **Scheduling Committee** report. Cindy updated the Board on the 737-200 Grievance. Cindy also informed the Board that as of this report date, that two more aircraft would be brought online in January and that a new class is not scheduled until April 2003 at the earliest. Cindy advised the Board of the average line totals for each domicile. Cindy also updated the Board on the latest on the Job Sharing and MRT/DRT.

Cindy Ritner was excused at 1600.

Michael Massoni presented the **Safety Committee** report. Michael reported that the General Air Quality Health and Safety Reporting Forms have been customized to TWU specifications and may be changed further before implementation should SWA choose to fund the printing and take responsibility for distribution. Michael informed the Board that he is currently attempting to set up a meeting with Tammye Walker- Jones to discuss SWA support of the project. Michael reported that he is anticipating roll out during the first quarter of 2003- with or without SWA support. Michael updated the Board on the Aviation Safety and Health Data Base (ASHDI). Michael informed the Board that the system should be up and running and ready for input in conjunction with the rollout of the Health and Safety Reporting Forms. Michael advised the Board on the effects of the so called "buyout flights" on operational procedure, security procedures, and Contractual language concerning Article 10 (C) "Charter Bids" and the Manual language "Your Flight" (3.7) "Charters". Michael discussed with the Board the 24 and 7 policy and how the policy is in violation of FAR 121.467(a) definition of "Rest Period" and Article 11.1 of the CBA which states "A Reserve Flight Attendant shall be governed by all aspects of this Agreement unless otherwise specified hereunder Article 11".

Jimmy West entered the meeting at 1625.

The Board discussed the appointment of Safety Representatives and agreed to wait on the roll out of the Safety program.

Cuyler Thompson entered the meeting at 1655.

Deborah Danish presented the **Health Committee** report. The Board discussed an Article 25 Grievance as well as health concerns on the aircraft. Deborah expressed a desire to relinquish the duties of chairing the Health Committee in order to devote her attention to her other duties. The Board discussed the options available and agreed to bring interested parties in for interviews in future Board meetings. The Board discussed Workers' Compensation issues and the restructuring of the Health Committee. The Board discussed appointing a new Chair to the Health Committee and Kim Zimmer and Mary Longobardi were mentioned as candidates. The Board agreed to extend an invitation to Kim and Mary to attend the January 2003 Executive Board Meetings.

Deborah Danish presented the **Uniform Committee** report. In the August Unity Update, the Uniform Committee reported that a modest "rollout" package would be implemented in April of 2003. The Uniform Committee had to report in the September Unity Update that the date has been changed to the third or fourth quarter. Although Southwest Airlines made a profit in the third quarter and is expected to do well in the fourth quarter, the budget constraints have halted all discretionary spending throughout 2003. At the time of this report, the "roll out" date has been postponed until 2004. Deborah updated the Board on possible uniform items planned for distribution in the future and the projected dates for general issue. Deborah advised the Board that all plans may be subject to change.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of Friday, November 8, 2002, there were 77 grievances on the books. Marcy informed the Board that an Arbitration continued last Friday and finally finished. The briefs are due on December 8, 2002 and a decision should be rendered shortly after that time. Marcy reported that another case was heard by a Board of Adjustment also took place on Friday. Marcy reported that a Member was reinstated as a result of a Board of Adjustment decision in favor of the Union. Marcy and the Board recognized Deborah Danish for the outstanding work she did on this case. Marcy advised the Board that in December, that two more grievances will be proceeding to Board of Adjustment. Marcy informed the Board that the last rounds of grievance meetings with the Company were held in the Union office. Marcy stated that it was a nice change and it allowed each member of the Grievance Team a chance to discuss their case with Management. Marcy reported that there continues to be no settlement letter on the Seat Bottom Cushion grievance and there will be further discussion in these Executive Board meetings.

Thom McDaniel emphasized the importance of meeting deadlines for the Union publications.

Deborah Danish presented the **COPE Committee** report. Deborah updated the Board on the November national elections and how the Labor movement will be affected. Deborah considers this a defeat for the labor movement despite the tremendous effort launched by labor organizations across the country. Several Southwest Flight Attendants took an active role in participating in the campaigns to elect labor friendly candidates. Deborah recognized Sonia Hall, Jimmy West, Gwen Dunivent and Portia Reddick for their hard work on the Get Out The Vote campaign. Deborah advised the

Board that the "Baseball Arbitration" bill introduced by Senator John McCain is still up for a vote. Deborah emphasized the importance of writing to Congressmen and Senators to express opposition to this bill. Deborah informed the Board that Members can log on the TWU International website (www.twu.com) for a complete listing of political officials as well as email addresses. Deborah expressed the usefulness of the TWU International website for tracking the voting records of representatives and holding them accountable.

Thomas Mitchell presented Joseph Harris' proposal for computer maintenance services. The Board discussed the proposal. Thomas will communicate the Board questions to Joseph and report to the Board.

Correspondence

- Letter from Edward Wytkind of the TTD (Transportation Trades Department, AFL-CIO)

The Board discussed the ITF Meeting that will be held in London, to which TWU International requested the Local send participants.

Portia Reddick made a motion that the Local provide the transportation costs for Thom McDaniel and Michael Massoni, including ground and air transportation, to London not to exceed $850. Marcy Vinyard seconded the motion. The motion **carried.** TWU International will cover the cost of hotel rooms.

Stacy Martin made a motion to adjourn. Thomas Mitchell seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1830.

Tuesday, November 12, 2002

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Stacy Martin, Bill Bernal, Mike McCarthy, Cuyler Thompson, Portia Reddick, and Jimmy West.

Tommy Stefan was absent due to personal reasons.

Kathy Anderson presented the October 2002 Executive Board Meeting Minutes for approval. Portia Reddick made a motion to approve the minutes as amended. Michael Massoni seconded the motion. **All voting Members voted to approve the minutes as amended.**

Marcy Vinyard presented one grievance.

Lisa Merrill entered the meeting at 0905 and presented six grievances.

Lisa Merrill was excused at 1015.

Janet Bottles entered the meeting at 1025 and presented four grievances.

Janet Bottles was excused at 1100.

The Board reviewed three grievances.

The Board discussed issues with Supervisors and Base Managers denying Flight Attendants and their Union Representatives access to write-ups in Fact- Finding meetings.

Karen Amos entered the meeting 1320 to present a grievance.

Karen Amos was excused at 1400.

Cindy Ritner, Denny Sebesta, Brett Nevarez, and Kevin Onstead, entered the meeting at 1400 to update the Board on negotiations.

The Negotiating Team was excused at 1530.

Karen Amos entered the meeting at 1545 to present four grievances.

The Board examined the proposed Membership Card. The Board suggested changes. Portia Reddick and Allyson Parker-Lauck will work together to incorporate the suggestions and report to the Board.

The issue of purchasing lanyards remains **tabled.**

Cuyler Thompson updated the Board on the Toys for Tots drive.

The Board discussed Staggered Open Time. There was open discussion on Membership feedback and if it is working out for Members. Some problems and possible solutions were discussed.

The Board discussed Lounge Mobilization activities for Open Time.

Marcy Vinyard made a motion to add a 2nd Board Member At Large position to the Executive Board as allowed in the Bylaws. Kathy Anderson 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 1745.

Wednesday, November 13, 2002
Thom McDaniel called the meeting to order at 0845.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Stacy Martin, Mike McCarthy, Cuyler Thompson, Portia Reddick, and Jimmy West.

Bill Bernal was excused due to illness.

Tommy Stefan was absent for personal reasons.

Thom McDaniel distributed the proposed schedule for the First Quarter 2003 Membership Meetings.

The Board discussed the method for calculating the payment of those who are performing AFL-CIO duties.

The Board discussed allowing advertisements in the *UNITY* Magazine.

Jimmy West made a motion to revisit the approval of adding an additional Board Member At Large position for the upcoming elections. Stacy Martin seconded the motion. The motion **carried**.

All present re-examined the issue of adding an additional Board Member At Large position for the upcoming elections.

Jimmy West made a motion to rescind the motion to add an additional Board Member At Large position for the next election. Stacy Martin seconded the motion. The motion **did not carry and the original motion stands.**

Thomas Mitchell presented the September 2002 Financial Report for approval.

Lone Star check #s 6844 through 6930 were presented.

Stacy Martin made a motion to approve the September Financial Report. Jimmy West seconded the motion. **All voting Members voted to approve the Financial Report.**

The Board agreed that February 2003 Boards will be held the week 17 – 23.

The Board agreed to add an additional day to the current session of Boards and to forgo Board Meetings in December.

The Board discussed the emergency on-call rotation and each Board Member bid the emergency on-call weeks for the period of January through April 2003.

Thomas Mitchell informed the Board that there are Members who are not paying their dues when billed. All present discussed what actions should be taken.

The Board discussed purchasing a copy machine instead of leasing. The Board agreed to table the issue until the budget discussion for the upcoming fiscal year.

The Board examined the practicality of Errors and Omissions Insurance for the needs of the Local.

The Board began discussions on the budget for the fiscal year 2002-2003.

At 1400, the Board spoke with John Hulen of Labor Soft via conference call, who gave a presentation over the internet on a grievance database.

The conference call with John Hulen ended at 1530.

The Board discussed the feasibility of purchasing of the grievance database.

The Board discussed disclaimers for the ***UNITY*** **Newsletter.**

The Board continued to discuss the Fiscal Year Budget.

Thom McDaniel and Marcy Vinyard were excused at 1630 to take a phone call from Tammye Walker-Jones.

The Board continued to discuss the budget.

Stacy Martin made a motion to adjourn. Jimmy West seconded the motion. **All voting Members voted to adjourn.**

Michael Massoni adjourned the meeting at 1700.

Thursday, November 14, 2002
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Stacy Martin, Mike McCarthy, Cuyler Thompson, Portia Reddick, and Jimmy West.

Tommy Stefan was absent for personal reasons.

Bill Bernal was excused due to illness.

The Board discussed the Fiscal Year Budget for 2002-2003.

Jerry Lindemann entered the meeting at 1015 to update the Board on the Local 556 Website.

Jerry Lindemann was excused at 1115.

A Grievant entered the meeting at 1115 to address the Board a grievance.

The Grievant was excused at 1215.

Correspondence
The Board reviewed the following correspondence:

- Letter from Frank Trotti of TWU International
- Letter of resignation from Board Member at Large, Tommy Stefan.

Michael Massoni made a motion to **table** the discussion on Tommy's resignation until the next session of Board meetings due to receipt of Tommy's resignation letter so late in these proceedings. Jimmy West seconded the motion. The motion **carried.**

The Board re-examined a Grievance.

Janet Bottles entered the meeting at 1435 to further discuss two grievances.

Janet Bottles was excused at 1445.

The Board continued to discuss the Fiscal Year Budget.

Thom McDaniel was excused at 1640 due to business related to Negotiations.

Michael Massoni chaired the meeting.

The Board continued to discuss the budget.

Michael Massoni was excused to take a phone call at 1715.

Marcy Vinyard chaired the meeting.

Michael Massoni returned to the meeting at 1750 and chaired the meeting.

The Board continued to discuss the budget.

Thom McDaniel returned the meeting at 1800 and chaired the meeting.

The Board continued to discuss the budget.

Thomas Mitchell made motion to adjourn. Deborah Danish seconded the motion. The motion **did not carry.**

The Board continued to discuss the Fiscal Year Budget.

As a result of budget discussions, the Board agreed to purchase rather than lease a copier, thereby providing substantial savings to the Membership.

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

Thom McDaniel adjourned the meeting at 1930.

<u>Friday, November 15, 2002</u>
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Deborah Danish, Stacy Martin, Mike McCarthy, Cuyler Thompson, Portia Reddick, and Jimmy West.

Bill Bernal was excused due to illness.

Thom McDaniel distributed a letter from the Board of Election which is to be placed in the Union glass cases.

Thom McDaniel updated those present on the lawsuit brought against the Local by Melissa Smith.

The Board examined three proposed grievance settlements.

The Board continued to discuss the Fiscal Year Budget for 2002-2003.

Portia Reddick was excused at 1000 to participate in a conference call with the TWU Legislative Department.
Mike McCarthy informed the Board that there has been a shortage of bid packets in the MDW Domicile and that Management personnel are not making bid packets available to the Members at the base. It was reported that this has been a problem at some of the other Domiciles. The matter will be addressed with Sheila Tuttle.

Portia Reddick returned to the meeting at 1045.

Thomas Mitchell was excused at 1045 to work on the budget.

Michael Massoni made a motion that the Board purchase of an adequate amount of Slo Poke suckers for Open Time in the lounges, Mike McCarthy seconded the motion. **All voting Members voted in favor**

The Board examined a proposed grievance settlement.

The Board discussed SIDA Badges.

Thomas Mitchell returned to the meeting at 1125.

The Board continued to discuss the Fiscal Year Budget for 2002-2003

Marcy Vinyard withdrew her motion to add a second Board Member at Large due to budget considerations.

Mike McCarthy made a motion to add an additional Board Member At Large position. Cuyler Thompson seconded the motion. The motion **carried**.

Jimmy West was excused at 1350.

The Board continued to discuss the Fiscal Year Budget for 2002-2003.

Portia Reddick made a motion to approve the budget. Mike McCarthy seconded the motion. The motion **carried.**

Marcy Vinyard made a motion to adjourn. Deborah Danish seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1425.

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