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

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Executive Board Meeting
April 15- 18 2002
Synopsis

MONDAY APRIL 15, 2002
Thom McDaniel called the meeting to order at 1340.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Stacy Martin, Jeff Quattrochi, Cuyler Thompson, Portia Reddick, and Jimmy West.

Deborah Danish and Bill Bernal were excused for vacation.

Local 556 Attorney, Ed Cloutman entered the meeting at 1340 to address the Board on the lawsuit filed by Melissa Smith.

Domicile Reports
There was no **Dallas Domicile** report this month.

Stacy Martin presented the **Houston Domicile** report. Stacy informed the Board that the terminal expansion continues, but is definitely late. The time for moving into the lounge will probably be sometime in November. An air quality inspection was done in the Flight Attendant lounge along with all the other rooms including the mechanics, ops, and ramp. Cleaning was performed, and a report was filed, and Stacy has obtained a copy for review. Some of it appears to be bad for consumption. Continued exposure could cause health problems. Stacy reported that he attended several disciplinary fact finding meetings and hearings most went without discipline being issued. HOU Shop Steward, Kim Zimmer, was able to attend one of the hearings with Stacy and is now ready to be added to the list of people to be called to represent Flight Attendants in meetings with Management. Stacy reported that there are still problems with improper discussion logs and Management not purging documentation from Flight Attendants' files according to the Contract. Stacy reported that Diane Chronister is interested in being present at least one day of lounge visits when scheduled and Stacy will continue to be present as well. Stacy reported that all Union correspondence was placed in the Flight Attendant mailboxes and the Union glass case, Union briefing book and the Red Rack were updated in a timely manner. Stacy reported that Jannah Dalak has been a great help with keeping the Red Rack current. Stacy also informed the Board that the Red Rack was overflowing with Hotel Committee surveys. Nobody is sure why the Hotel Committee instructed Flight Attendants to place them in the Union box but it is being researched.

There was no **Phoenix Domicile** Report this month.

Jeff Quattrochi informed the Board that there is nothing new to report in the **Chicago Domicile.**

Cuyler Thompson presented the **Oakland Domicile** report. Cuyler informed the Board that Oakland has reached its goal of having one PC for every 10 Flight Attendants. Cuyler reported that the Red Rack, Union Briefing Book and the Glass Case are all up to date.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that she is working together with Management to establish a monthly Maestro class. This has been an original goal of Portia's as a Base Representative and there have been several BWI Flight Attendants who have expressed interest. Portia informed the Board that Lead Precinct Captain, Lucy White, is now a Senior Precinct Captain for the eastern bases of BWI, MCO and MDW. Portia reported that all required data has been distributed and placed in flight attendant boxes. Presently, the Union Briefing Book is undergoing a "purge and clean" and will be placed back on the rack within the week. In closing, Portia announced to the Board that she has been offered a position with TWU International to work in the Legislative Department with Roger Tauss and Charlie Moneypenny. After discussion with Jim Little and Roger Tauss, she is happy to announce that in accepting this position she will not have to resign at this time from her position as BWI

Domicile Executive Board Member. Portia specifically thanked Thom McDaniel for his verbal support. Portia expressed that without the support and efforts of her Local she would not have been able to achieve this possibility. Portia expressed thanks to all Officers and Members of Local 556 for their efforts in the past that have helped to make this job opportunity a reality. Portia assured the Board that she will continue to endeavor to do her job(s) to the best of her ability and she looks forward to continuing a relationship with all of the Members and Officers of Local 556.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported to the Board that the Union Red Rack in MCO will be Red Shelves. Jimmy reported that he has submitted a diagram to the company who will be constructing the shelves. Jimmy explained to the Board that it would be about a month to complete the project. Jimmy also reported that the requests to obtain a second check- in phone have been denied and that the only way at this point to obtain the second phone would either be by donation or by Union purchase. Jimmy also informed the Board that one termination in MCO was averted.

Tommy Stefan presented the **Board Member at Large** report. Tommy reported that Ops still does not know about our settlement on the bag grievance. Fifty percent of the cities seem to be putting down seat cushions and there are still several stations that are not complying with the Bag Tag grievance settlement. Tommy informed the Board that the Phoenix Membership Meeting on April 12 was well attended and that there were several new Members present. Tommy conducted a Lounge Mobilization after Phoenix Union meetings. Tommy presented the wage comparison information, provided by the Negotiation Team, to Members at the Lounge Mobilization. Tommy reported that the wage comparison has been a valuable piece of information to the Membership; however there have been several questions as to how trip pay corresponds with the hourly pay of the other airlines.

Committee Reports

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia recommended that the California State Conference (CSC) be placed under the guide and control of the COPE Committee. This will allow for future additions in the legislative arena to fall under the title of the COPE Committee. To help the committee progress in the future, Portia asked that at least two or three Flight Attendants from each base become committee members. Portia asked the Board Members to seek out Members who would like to become functionally involved in this committee.

Marcy Vinyard presented the **Scheduling Committee** report for Cindy Ritner. Cindy reported that at the present time the Scheduling Committee is fully staffed. The Members serving on the committee are Cindy Ritner, Kimberly Hambrick, Tammy Tuminello, Lisa Trafton, Sheri Tyler, Shelley Taylor, Richard Locher, Valerie Daniel, Michelle Bauer, and Mark Andrew Wafer. Issues that are currently in research are the 737-200 Re-flow project, the overstaffing situation, the new line building program, the Crew Portal/ EBS and the Voice Response Unit. The Scheduling Committee works very closely with Crew Planning and both groups enjoy a very productive working relationship.

Michael Massoni presented the **Safety Committee** report. Michael reported that currently, the Safety Team has the following open and/or resolved action items: Michael distributed the Corporate Safety Committee Meeting Schedule for the remainder of the year to the Executive Board via email in order that another Board Member may attend if they wish. Michael reported that the newest Manual Revision contains new language by which Flight Attendants are to be up and serving no later than 15 minutes after take-off (Inflight Service Procedures, Section 3). Other language within the same revision states, "Unless prohibited by safety concerns, security measures, or direction from the Pilots..." Flight Attendants may deviate from this guideline. Michael will be discussing this with the Training Department to learn what their intent is and reiterate safety concerns of Flight Attendants being up to soon during climb out. Michael will also highlight the dangers of getting up to soon and the deviation language in the manual ("Unless prohibited by safety concerns"...) in a future newsletter article. Michael presented a hard copy of events for review by the Executive Board.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of April 12, 2002, there were 72 grievances on the books. Marcy updated the Board on the most recent case that was taken to Arbitration. The briefs for that case are due on April 21. Marcy also informed the Board of another case that is slated for Arbitration in May. Marcy informed the Board that the Grievance Staff continues to work through issues with Management without having to utilize the grievance process thereby saving the Memberships' money.

There was not a **Publications Committee** report this month. Chairperson, Allyson Parker- Lauck will address the Board when next *UNITY* Newsletter is due to be issued.

Thom McDaniel presented the **New Hire Committee** report. Thom informed the Board that Lauren Peck, Director of Inflight Training, told Thom that he could not give Union Pins to be distributed to the New Hire class. The Union pins were placed in the New Hires' mailboxes and they were allowed to wear the Union Pins at graduation.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas stated that due to Membership Meetings and other obligations, he has been unable to attend the weekly Maestro meetings at the Company.

Thom McDaniel, Michael Massoni, Kathy Anderson, and Thomas Mitchell updated the Board on the DAL, OAK, and PHX Membership Meetings. The meetings were well attended and were very productive.

Thom McDaniel presented the update on the President's Forum that he attended on April 9 and 10, 2002. The meeting was held at the new ATD Headquarters Building in Hurst. In attendance were most ATD Local Presidents as well as TWU International President Sonny Hall, International Secretary Treasurer John Kerrigan, Legislative Affairs, Roger Tauss and Tom Carlin, as well as Jim Gannon, who is in charge of Publications, Webmaster David Moses, Educational Director, Bob Weschler and several International Representatives, including Garry Drummond. Also in attendance were International Vice Presidents Mike Bakalo, John Orlando, and Gary Yingst and International Staff Members Norma Scotland and Eloise Proctor. Peggy Olstein was present on April 10. Jim Little opened the meeting with a ribbon cutting ceremony for the new office. Locals were invited to contribute memorabilia to decorate the new Headquarters. Thom presented Jim Little with a Toys for Tots Certificate in a frame with a picture of MCO Lead Precinct Captain, Rachael Jacobs by her collection box, to be hung in the new offices in honor of Local 556's Toy Drive last year and in honor of the Flight Attendants killed and airline employees who lost jobs as a result of September 11. Roger Tauss and Tom Carlin spoke on the importance of legislative and grassroots efforts to promote labor issues and labor friendly candidates. President Hall updated Locals on the TWU Heroes Fund of which there is approximately $140,000 remaining and is still being distributed to the families of Union Members who were affected by the events of September 11. Educational Director Bob Weschler spoke on the various educational opportunities provided by International. ATD Director, Jim Little reminded the Local Representatives to send pictures and stories for the ATD Newsletter. Thom reported that TWU Local 556 was renowned for developing a website, bulk email and bulletin board. There are several other improvements in the future for TWU Locals including, video conferencing, membership survey polls, audio-visual assistance, Internet conferencing, and roll call voting tabulation database. International Treasurer, John Kerrigan updated the Locals on organizing and requested that the proper procedures are used when organizing a work group beginning with submitting information to the Director first. Peggy Olstein- Widemann, Director of COPE, stressed the importance of electing labor friendly Democrats, Independents and Republicans and pointed out the important Labor Issues that are currently being faced by Workers. Jim Little closed the meeting by thanking all in attendance and asked for input for the next meeting.

The Board agreed to make a donation for new plants to the new ATD International Headquarters as gift for the new building. The cost is not to exceed $50.

Cuyler Thompson and Portia Reddick updated the Board on the CSC meetings. Portia and Cuyler attended with Karla Kozak. All present discussed the issue of paying dues to the TWU CSC.

The Board agreed that Bill Bernal and Sonia Hall would attend the Arizona AFL-CIO Convention.

Marcy Vinyard made a motion to approve funding Bill Bernal and Sonia Hall's attendance at the annual Arizona AFL-CIO convention. The total including registration, accommodations, hotel, and transportation is not to exceed $1600. Jeff Quattrochi seconded the motion. **All voting members voted in favor.**

The Board reviewed two grievances.

All present discussed leafleting on security issues, such as the seat bottom cushions and the back door issue.

Thom McDaniel updated the Board on the discussions with Management on the Voluntary Personal Leaves.

All present discussed the plans for the Executive Board attendance at the Coalition of Flight Attendants Dinner on Tuesday night.

Thomas Mitchell made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1755.

TUESDAY APRIL 16, 2002
Thom McDaniel called the meeting to order at 0845.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Stacy Martin, Cuyler Thompson, Jeff Quattrochi, and Jimmy West.

Deborah Danish and Bill Bernal were excused for vacation.

Correspondence

- Letter from AFA- Thank you letter from Pat Friend, President of AFA, for the donations from SWA Flight Attendants.
- Thom McDaniel's letter to Gary Yeager in response to charges.
- Response to Melissa Smith's lawsuit
- Letter from Sonny Hall regarding memorial service for Phyllis Matthews, wife of TWU International photographer, Tom Matthews.

Kathy Anderson made a motion to donate $50 in Phyllis Matthews' name to the Calvary Fund at Calvary Hospice. Marcy Vinyard seconded the motion. The motion **carried.**

Minutes
Kathy Anderson presented the March 2002 Executive Board Minutes for approval.
Michael Massoni made a motion to approve the minutes. Tommy Stefan seconded. **All voting Members voted to approve the Minutes.**

Thomas Mitchell presented the Financial Report. Marcy Vinyard made a motion to approve the Financial Report. Michael Massoni seconded the motion. The motion **carried.**

Thomas Mitchell presented Lone Star check #s 6407- 6470.

Jerry Lindemann entered the meeting at 1020. Jerry addressed the Board on the new Local 556 Website. Jerry agreed to train Board members to register Members on the new website.

Jerry Lindemann was excused at 1105.

Brett Nevarez entered the meeting at 1115 to update the Board on the Census Data Base. Brett suggested that the Local hire a professional to do the data entry for the Data Base.

Brett Nevarez was excused at 1135.

The Board examined a grievance.

Negotiations Update
Negotiation Team Members, Cindy Ritner, Brett Nevarez, and Kevin Onstead entered the meeting at 1320. The team updated the Board on the accomplishments and responsibilities of the Precinct Captains. The team also updated the Board on their activities during the past month.

Brett, Cindy, and Kevin were excused at 1430.

Jerry Lindemann entered the meeting at 1430 to further discuss the Local 556 website.

Jerry Lindemann was excused at 1440.

Marcy Vinyard and Kathy Anderson spoke with Garry Drummond about media training. Garry will research this and report back to the Board.

The Board examined nine grievances.

Marcy Vinyard made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1700.

The Board attended the Coalition of Flight Attendants Dinner at 1900.

WEDNESDAY APRIL 17, 2002
Marcy Vinyard called the meeting to order at 0915.

Board Members present were Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Jeff Quattrochi, Cuyler Thompson, Portia Reddick, and Cuyler Thompson.
Thom McDaniel and Michael Massoni were excused to attend the Coalition of Flight Attendants meeting.

Stacy Martin was excused due to personal business.

Deborah Danish and Bill Bernal were excused due to vacation.

John Farry entered the meeting at 0920.

The Board examined one grievance.

John Farry was excused at 0935.

Janet Bottles entered the meeting at 0940.

The Board examined four grievances.

Tim Mullaney entered the meeting at 1020 to update the Board on the Dues Recovery Data Base and to consult on a grievance.

Tim Mullaney was excused at 1040.

Janet Bottles was excused at 1045.

Karen Amos entered the meeting at 1120 to participate in a conference call with a grievant.

Karen Amos left the meeting at 1135.

Marcy Vinyard updated the Board on the Board of Adjustment and Arbitration cases.

The Board reviewed two grievances.

New Business
The Board discussed adjourning the meeting on Wednesday instead of Thursday due to the completion of business. Pay issues were reviewed. The Board decided that this time would be made up by either conducting Lounge Visits, or assisting in the office on Thursday.

The Board agreed that any notices to the public, including leafleting and press releases, would be approved by the Board. The Board agreed that any future filing of permits for leafleting informational picketing, striking, or anything of this nature would be approved by the Board.

Portia Reddick made a motion that when pulling trips for Board week, pulls will be made that fall over the Board week unless a Board member has a vacation or scheduled days off, then in that case, trips may be pulled that are the closest to the Board week. Jimmy West seconded the motion. The motion **carried.**

Stacy Martin entered the meeting at 1410.

Portia Reddick made a motion that Cuyler Thompson attend the (CSC) California State Conference meeting 5/5/02-5/7/02. The cost is not to exceed $500. Stacy Martin seconded the motion. The motion **carried.**

The Board discussed the latest *UNITY* Newsletter.

Portia Reddick asked that Membership Cards be put on agenda for May Boards.

The Board discussed the Grassroots Meetings to be held at George Meany May 13-15, 2002. Thom McDaniel had previously recommended that Jimmy West and Deborah Danish attend. Portia Reddick made a motion that if the Local is going to send delegates to these meetings, that Deborah Danish and Jimmy West attend. Cuyler Thompson seconded the motion. The motion **carried.** Jimmy West will contact Jim Little with TWU International to inquire what expenses International might be willing to cover.

The Board further discussed the lawsuit that was brought forth against TWU Local 556 by Melissa Smith.

Cuyler Thompson made a motion to adjourn. Jimmy West seconded the motion. The motion **carried.**

Marcy Vinyard adjourned the meeting at 1530.

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