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

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Executive Board Meetings
August 12-15, 2002
Synopsis

Monday August 12, 2002
Thom McDaniel called the meeting to order at 1330.

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

Jerry Lindemann and David Moses entered the meeting at 1330 to discuss the TWU Local 556 Website as well as the Census Data Base.

Jerry Lindemann and David Moses were excused at 1450.

Cuyler Thompson made a motion to extend the *UNITY* Newsletter by four (4) additional pages. Jimmy West seconded the motion. The motion **carried**.

The Board discussed and approved the proposed dates for the Fourth Quarter Membership Meetings.

Domicile Reports
Deborah Danish presented the **Dallas Domicile** report. Deborah reported that Dallas is getting ready for their upcoming lounge visit and Membership Meeting that will both occur on August 15 2002. Lounge visits have been scheduled beginning at 0515 and will culminate at the Membership Meeting at 2pm. All Lead Precinct Captains have notified their respective Precinct Captains of the date and time of the lounge visits. Deborah reported that the Airport Standbys have been helpful assisting in the distribution of Union- related materials to the Flight Attendants.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that because he was out for the month of July, he relied on Senior Precinct Captain, Jannah Dalak and many of the PCs to ensure that all Union material was placed in all boxes and the glass case. Susan Schroeder helped with the distribution of bag tags and the *UNITY* Newsletter. Stacy updated the Board on the Lounge Mobilization on August 6, the same day as the Membership Meeting in Houston. Stacy reported that the survey was completed and the Membership was quite receptive to what was being done. Stacy informed the Board that there was a poor turn out at the Houston Membership meeting. He believes that part of the reason for poor attendance is due to traffic and the time of the meeting. He requested that the Houston meeting be scheduled at a time when there is not such heavy traffic. Stacy updated the Board on the situation with the Union glass case. Because they will be eventually moving into a new lounge, Kevin Clark has decided not to put up the new case at this time. Stacy confirmed that all Union material was updated, placed in Flight Attendant mailboxes, placed in the Union briefing book, and the glass case was updated in a timely manner.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the Phoenix Domicile has been fairly quiet. Bill informed the Board that there have been a few meetings on issues ranging from Doctors' notes to appearance standards. Bill notified the Board that 40 new Precinct Captains have been added in Phoenix. Bill reported that the Membership is very happy with the communication from the Union Leadership. Bill advised the Board of the changes in the parking situation. Employees are being allowed to park in the garage. The cost has been reduced from $55 per month to $16 per month. There are plenty of available spaces now, but if traffic increases, employees may be instructed to park elsewhere. Bill reported that the Membership Meeting went well and that he has heard from several Members that they are very impressed with the Union Leadership and the work they are doing.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that were Lounge Mobilizations held all week leading up to the quarterly Membership meeting. Over 40 new Precinct Captain's were recruited. Mike reported that the Membership has been pleased with the updates on negotiations and the progress that is being made. Mike informed the Board that Joe Kasonovich asked him if the Union glass case could be moved to a new location so that a new case intended for the posting of MRT and DRT awards could be placed in that location. The Union glass case placement is at the end of the cases and is more visible to the Flight Attendants as they walk down the hall. Fingerprinting is on going and taking up a lot of space that cannot be spared.

Cuyler Thompson presented the **Oakland Domicile** report. Cuyler informed the Board that he conducted three Lounge Mobilizations in August immediately prior to the Membership Meeting in Oakland. Cuyler reported that Oakland has signed up approximately 150 Precinct Captains. The new goal is to have a total of 200 Precinct Captains- one Precinct Captain for every five Flight Attendants. Cuyler reported that Will Browne, Carol Kostanich and Lori Lochelt are now Lead Precinct Captains. Cuyler reported that Oakland's "Get Out The Vote" drive comes to an end on September 2. Cuyler informed the Board that he is getting quite a reaction to his newsletter articles. Cuyler updated the Board on his attendance at the California AFL-CIO Convention. He reported a very positive experience and that the convention mainly focused on candidates for the November 2002 elections, as well as educating and motivating voters at the worksite.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that the working conditions in BWI are hopefully changing for the best. Several areas of concern have been noted and Portia informed the Board that she is anticipating positive results. With regard to the parking situation, the Flight Attendants in BWI will be moving to another parking site in the near future. In the meantime, the pay discrepancy for parking still exists. Portia reported that in her conversations with Management she has learned that Sandy Teichmann is working with the Pilot group, along with the Maryland Aviation Administration (MAA) of the Maryland Department of Transportation in order to settle the pay inequity that now exists. There will be an insistence that the Pilot group pay the amount for parking that all other SWA work groups pay. As of the time of this report, Portia is unaware of when the change will take place, but is allowing Management the time to correct the problem. Portia informed the Board that if this problem is not settled by September 30, 2002, alternative methods will be implemented. Portia asked the Board to consider filing a grievance on behalf of the BWI Flight Attendants in order to facilitate the disappearance of the BWI parking pay inequity. She also informed the Board that BWI is getting a new Union Bulletin Board that is more in line with the size of the ones in the other bases. The bulletin board in the supply room will be mounted within the next week and Portia will obtain a key to the bulletin board and will ensure that keys are distributed to the proper people. At the time of this report, the D Pier passengers are being routed by the lounge doors because of construction work within the airport facility, Portia reported that she informed Michael Massoni of the situation and he has been in contact with BWI Management and they are working to resolve the situation. Portia suggested that a changing security code pad to one like the one in Phoenix. Portia reported that correspondence regarding the situation has been sent to the proper MAA authorities, however the problem is consistently intrusive. Portia reported that there is finally a designated employee security line at the B Pier, and this has helped in getting employees down the corridor to the gates in a timely fashion. Portia reported that a BWI Unity Day has been scheduled for August 13, 2002. Lucy White, Senior Precinct Captain and the BWI Precinct Captains will conduct a survey for the Negotiating Team. Other bases coordinated their Unity Days with the Union Meetings; however it was not feasible for BWI to do so because of scheduling conflicts with other important commitments. Portia informed the Board that the problems that had existed in the past in BWI with relations between the Union and Management seem to have been eliminated. Now there is designated area for Union material shipped to BWI to be picked up by the designated Union Representative. In addition, the meeting held at the end of June, was effective in establishing an understanding by Management, that the Union has a right, and will exercise the right to attend meetings at a Flight Attendant's request. Portia reported that all items have been distributed and that there remains a need for additional bag tags.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that there has been only one Fact Finding meeting in Orlando recently and no discipline was issued. Jimmy informed the Board that the Red Rack finally arrived in MCO, but another may have to be ordered. Jimmy advised the Board that he is researching the possibility of getting a check in phone at the ticket counter as well as an "employees only" line at Security. Jimmy notified the Board that he will begin working for the AFL-CIO and for Candidate Harry Jacobs in Orlando starting September 9, 2002.

Committee Reports
Portia Reddick presented the **Civil and Human Rights Committee** report. Portia reported that since her last report, the TWU Civil and Human Rights Department has launched the newly developed department and presented to the TWU Locals, a "Leadership Workshop on Information and Knowledge". Portia attended the workshop, which was held in Hurst,

Texas August 5-7, 2002 at the new TWU Air Transport Division offices. The theme of the workshop was "Moving Ahead Looking Back". Various Officers and Members of national TWU Locals were in attendance. Jim Little, Director of the TWU Air Transport Division (ATD), hosted the event. Also in attendance were Sonny Hall, TWU International President, Larry Martin, Director of the TWU Civil & Human Rights Department and Charlie Moneypenny, Director of the TWU Railroad Division. The program consisted of two days of intensive, yet productive study. Speakers and leaders from other international unions, the AFL-CIO, and other groups lead workshops designed to share information on the role of Union Leadership in the workplace with regard to violence, methods of encouraging civil and human rights, employee rights in the workplace, immigration rights, and the duty of fair representation. Portia shared with the Board pertinent material that was distributed at the workshops. This material will help to further the cause of workers' rights in the workplace.

Thom McDaniel and Kathy Anderson presented **the Safety Committee** report for Michael Massoni. Michael reported that there is a Class Action Lawsuit filed against Southwest Airlines due to the accident in Burbank and that he attended the depositions the Flight Attendants on the flight. Michael reported that the Flight Attendant Accident Response Guide (ARG) that was presented to the Board in June and approved and funded by the Company in July is currently at print. It is expected that the guide will be completed and distributed to all Flight Attendants within the next two weeks. Previously, the Company has distributed the ARG utilizing Domicile office personnel (Admins & Supervisors). If for some reason they don't distribute the guides via the Domicile personnel this time, the Union will handle the distribution. A total of 10,000 copies are being printed by SWA in house at a cost of $5000 dollars. The costs were lower than anticipated due to equipment advances within SWA's print shop, eliminating the need for an outside vendor. Of the 10,000 ARG's being produced 7000 are for current Flight Attendants on payroll. The 3000 remaining will be stored at TWU HDQ for distribution to all new hire Flight Attendants during the TWU Inflight Training presentation and for Flight Attendants who might need a replacement copy. The Union's agreement with the Company is that an ARG revision will be prepared on a bi-annual basis. The next revision is slated for August 2004. Michael also reported that he and Marcy Vinyard attended meetings with Donna Conover and Tammye Walker-Jones, regarding the inconsistencies in the Company's "Flight Attendant Job Description" that ultimately affects Flight Attendant safety. Internal inconsistencies were discovered in the job description language when comparing the People Department's master job description (known as a PAQ) to both descriptions found on the SWA website and the Freedom-net (Intranet). The inconsistencies in the Flight Attendant Medical Leave packets accessed on the Freedom-net, had the potential to harm Members. Management resolved to correct the inconsistencies, and Management signed a settlement letter that assured the Union that this would not happen again. Management made a commitment to remedy the problems with consistency in interpretation relative to the People Departments PAQ dated March 2000 and written consistency throughout all media within 30 days. Michael's report updated the Board on the distribution of the TWU Accident Response Manual. In June, revisions of the TWU Accident Response Manual were distributed to all Board Members and all permanent Office Staff. All were instructed to review the manual, which would be utilized in any accident or serious incident response. Michael also reported that his regularly scheduled meeting with Inflight Training will take place sometime in the third or fourth week of the month. Michael reported that the Crew Jetway access protocols have changed without promulgation. Michael contacted John Chaussee, Director of Federal Airport Security for Southwest, and asked that he provide the written procedural changes. Michael also assured the Board that he will also be contacting Heidi Giles of Inflight Training to find out if this information was incorporated into the latest Bulletin (#67), which was released August 9th, and addresses all aspects of Ground/Inflight security. Michael will update the Board on his findings. Michael also provided the Event Notification report for the period of June 17, 2002 to August 11, 2002.

Marcy Vinyard presented the **Grievance Committee** report. Marcy reported that as of August 9, 2002, there were 69 active grievances and that an Arbitration was held on August 8. Marcy reported that the following cases are slated for Board of Adjustment at the end of August: Group- Double Covered Pairings, Group Side Letter 16- Implementation Schedule, and Group- Voluntary Personal Leaves. Marcy informed the Board that Management is unwilling to settle the Voluntary Personal Leave and Side Letter 16 grievances even though both parties agreed on Job Sharing, MRT and DRT. Management asked that the grievances be withdrawn from the grievance process. Marcy advised the Board that she has been working with Garry Drummond of TWU International, on preparing for the Liquor Money Time Limit Arbitration and they are in the process of selecting an Arbitrator

Kathy Anderson presented the **Professional Standards Committee** report. The phone calls to the Professional Standards line have been fairly evenly distributed between all bases. Carole Adams continues to give the Professional Standards presentation to the New Hire classes.

Thomas Mitchell presented a letter from **CISM** Chairperson, Sheri Hightower to TWU and to Southwest Airlines. Sheri is requesting financial assistance to travel to Singapore to assist in a training program for Singapore Airlines, the Government of Singapore and Singapore Hospital Executives. Sheri requested that the Local cover her hotel costs of approximately $200 per night for as many as seven nights. The Board agreed that in light of the on going Contract Negotiations as well as other financial obligations, her request for financial assistance could not be granted.

Thom McDaniel presented the **CISM Committee** report for Sheri Hightower. Sheri reported that the replenishment stock of Hotline Pager Stickers and Phone Home are now available. Sheri has a copy of the new CISM Manual and will deliver it to the Local sometime in August. Sheri reported that for September 11, Tammye Walker-Jones approved for at least two CISM Team Members to be in each lounge and available to visit with Flight Attendants all day- beginning with the originating flights. The goal is to have four Team Members in each lounge, but as of this reporting, there is only approval for two. In addition, the CISM Team Members have been in touch with ClearSkies Mental Health Professionals to assure that they are available by phone for Flight Attendants wishing to speak to a professional who is familiar with Flight Attendants' lifestyles and careers. Sheri has requested the pamphlet "Flight Attendants Coping with Trauma" from AFA. Sheri has been told that the pamphlets will be available by September 11. Sheri reported that AFA has invited the Southwest Flight Attendants to log on to some of their crisis websites as resource. Sheri asked Tammye Walker- Jones and Thom McDaniel about the possibility of posting the two AFA websites on MySWA.com and the TWU websites.

Thomas Mitchell presented the **New Hire Committee** report. Thomas reported that there have been no New Hire classes since the last report but there is a class starting on August 26, 2002.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas reported on the weekly meetings he has been attending at Southwest Headquarters. The purpose of the meetings is primarily to update the different departments inside Southwest that are affected by current or future computer changes. The main topic currently affecting the Flight Attendant group is the staggered release of Open Time. This program should be available starting with the September 26 Open Time period. Thomas reported that all bids are to be submitted through the Crew Portal or a bid service and for the purpose of bidding; Flight Attendants may no longer use Compuserve.

Thom McDaniel updated the Board on the 3rd Quarter Membership Meetings. As a result of feedback from these meetings, Thom proposed the formation of a sub-committee to address the Bylaw language regarding Shop Stewards.

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

The Board discussed the 7% Pilot pay on 737-200 flying. Deborah Danish will update the Board on further developments.

The Board discussed the manner in which Management handles overall file reviews and how these file reviews are considered when terminating an employee. Discipline is to be removed after 18 months, but the discussion logs remain in the file with documentation of the discipline.

The Board discussed FMLA and Intermittent FMLA and how these leaves affect employee benefits.

Stacy Martin made a motion to adjourn. Cuyler Thompson seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1800.

<u>Tuesday August 13, 2002</u>
Thom McDaniel called the meeting to order at 0830.

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

Kathy Anderson presented the June 2002 Executive Board Minutes for approval. Bill Bernal made a motion to approve the minutes. Jimmy West seconded the motion. The motion **carried.**

Thomas Mitchell presented the May and June 2002 Financial Reports. Portia Reddick made a motion to approve the Financial Reports for May and June 2002. Bill Bernal seconded the motion. **All voting members voted to approve the May and June 2002 Financial Reports.**

Lone Star check #s 6602- 6655, 6722, 6690 and 6656- 6723, 6735, 6736 and 6790 were presented.

The Board discussed the Fiscal Year 2002-2003 Budget.

Portia Reddick made a motion to start paying Florida AFL-CIO and Houston AFL-CIO per capita dues. Stacy Martin seconded the motion. The discussion was **tabled** in order to research the number of Members in each area.

Kathy Anderson made a motion that a donation of $50 be made to the Memorial Relief Fund for families of Flight Attendants and Pilots involved in the 9/11 event. Cuyler Thompson seconded the motion. The motion **carried.**

Cindy Ritner, Brett Nevarez and Kevin Onstead entered the meeting at 1020 to present the **Negotiating Team** report.

Cindy Ritner, Brett Nevarez and Kevin Onstead were excused at 1115.

Cuyler Thompson made a motion to buy 1000 Union pins at a cost of $500. Stacy Martin seconded the motion. The motion **carried.**

The Board discussed correspondence from the Company regarding fingerprinting.

John Farry entered the meeting at 1300.

A grievant entered the meeting at 1300 to address the Board on a grievance and was excused at 1345.

The Board examined three grievances.

John Farry was excused at 1425.

The Board re-examined a grievance.

Karen Amos entered the meeting at 1440.

The Board examined two grievances.

Karen Amos was excused at 1450.

The Board examined six grievances.

The Board discussed the purchase of a Fax Data Base program. Jimmy West made a motion to purchase the WIN Fax Pro Data Base Program, if it is deemed that it meets the needs of the Negotiation Team, at a cost not to exceed $120, including shipping and handling. Stacy Martin seconded the motion. **All voting members voted to approve the purchase.**

The Board discussed the Census Data Base.

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

Thom McDaniel adjourned the meeting at 1800.

Wednesday August 14, 2002
Thom McDaniel called the meeting to order at 0830.

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

The Board reviewed a grievance in preparation for a conference call with the grievant at 0900.

Cuyler Thompson entered the meeting at 0850.

Thom McDaniel was excused at 0850 to attend a meeting with TWU 555.

Marcy Vinyard chaired the meeting.

Lisa Merrill entered the meeting at 0855.

A grievant addressed the Board via conference call at 0900.

Lisa Merrill was excused at 1000.

Thom McDaniel entered the meeting at 1025.

Cindy Ritner entered the meeting at 1025 to present the **Scheduling Committee** report. Cindy reported that the 737-200 re-flow project is still on track. The Pilots did vote in favor of the 7% increase in pay for flying on a 737-200; however the vote on the Pilots' interim offer and Contract extension will close on August 19, 2002. Should the interim offer pass, the 737-200 pay would not be implemented due to the RIGS that will be implemented with the new Contract, which would equalize the Pilots' pay. Should the Contract not pass and the 737-200 pay is implemented there may be a compensation issue that could affect the Flight Attendants as well. Cindy informed the Board that a New Hire class is scheduled to begin August 26, 2002. There have been 165 Flight Attendants invited to the class with the hope of graduating 100. If fingerprinting is not completed on Flight Attendants in this class, they will be held over for graduation in the next class. At the time of this report, two more classes will be held with the hope of graduating 100 from each class for a total of 300 more Flight Attendants to finish out the year. At the time of this report, four additional aircraft are to be added with the possibility of a fifth. Cindy advised the Board that the average rate of attrition is fifty Flight Attendants per month. Cindy informed the Board that the average line total in many bases has decreased and with that, the number of days worked has decreased. Open Time remains scarce in most bases; however, Oakland has an abundance of trips. Cindy updated the Board on the progress of the new line-building program. It is currently in the testing phase. Cindy also reported on the new Job Sharing and MRT program. She informed the Board that the more Flight Attendants who participate in the programs to the fullest extent, the more Flight Attendants will be able to hold lines instead of sitting reserve.

Cindy Ritner was excused at 1045.

Lisa Merrill entered the meeting at 1045.

The Board examined three grievances.

Lisa Merrill was excused at 1140.

Thom McDaniel updated the Board on his meeting with TWU 555.

The Board examined four grievances.

The Board discussed the reimbursement for expenses as well as the methods in use for tracking and reimbursing the purchase of gasoline for the Union van.

Kathy Anderson made a motion to approve placement of the AFA crisis website links on the TWU Local 556 Website. Bill Bernal seconded the motion. The motion **carried.**

The Board discussed the lawsuit brought against Local 556 by Melissa Smith.

Marcy Vinyard updated the Board on the Staggered Open Time and possible release times for the program. The Board agreed that the change should become effective at 10 pm local in each Domicile, September 26.

The Board discussed the Inflight Provisioning Committee.

The Board discussed self-defense training for Flight Attendants.

There was open discussion on different issues related to Open Time.

Portia Reddick presented the proposed design of the Membership Card. Board Members will examine the proposal and present comments later in these meetings.

The Board discussed a Grievance Data Base.

The Board discussed Lounge Visits and the activities to be performed at the Lounge Visits.

Tommy Stefan made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1810.

Thursday August 15, 2002

Thom McDaniel called the meeting to order at 0840.

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

The Board discussed the duties of the Domicile Executive Board Members.

A grievant addressed the Board via conference call at 0900 on a grievance.

Portia Reddick made a motion to start paying Florida AFL-CIO and Houston Labor Council. Stacy Martin seconded the motion. The discussion was tabled until later in these meetings in order to research the number of Members in each area. The motion **carried.**

Portia Reddick made a motion to amend the above motion to add MCO Labor Council. Tommy Stefan seconded the motion. The motion **carried**.

Cuyler Thompson made a motion to amend the above amendment to add OAK Labor Council. Tommy Stefan seconded the motion. The motion **carried**.

The motion to start paying Florida AFL-CIO, Orlando Labor Council, Houston Labor Council, and the Oakland Labor Council per capita dues **carried**.

Thom McDaniel informed the Board that the Customer Service Agents have requested that all Flight Attendants wear their red uniform shirts on Wednesday, Aug 21 in a show of solidarity.

Thom McDaniel proposed a resolution to Support Teamsters 2000 at Northwest Airlines. They are being raided by PFAA. Several Teamsters Members are trying to decertify and go with PFAA. Their Executive Board supports Teamsters. **All voting members voted in favor.**

Thom McDaniel proposed a resolution to support SWA Customer Service and Reservations Agents represented by the International Association of Machinists (IAM), as they strive to obtain the Industry Leading Contract they deserve. IAM. **All voting members voted in favor.**

Portia Reddick presented the proposed design for the new Membership Card. Further discussions were **tabled** until later in the meeting in order to research the cost. Thomas Mitchell will check with Reilly Echols on the cost.

The Board discussed fingerprinting and CHRC and how it has been affecting the Membership.

The Board discussed a proposal submitted by the Grievance Staff. The proposal was for a four- day workweek. The Board agreed that this was not a good time to implement such a program.

The Board discussed AFL-CIO Preserving Airline Workers' Collective Bargaining Rights.

The Board discussed changes in requirements for access to the jetway. Michael Massoni is researching the issue.

The Board discussed the formation of a Shop Steward sub- committee for the purpose of formulating bylaw language, a description of duties, defining terms, and any other matters related to Shop Stewards. The Board agreed that Tommy Stefan and Mike McCarthy will co-chair the committee.

The Board discussed the staggered times for the release of Open Time. The Board believes that there should be more notice given to the Membership and asked that the new program be released in September. The Company wants to release it Aug 26. The Board agreed not to support this program unless it was released in September, which would give the Membership plenty of advance notice.

Portia Reddick made a motion that Michael Massoni attend the ITF Occupational Health and Safety Working Group in Washington DC to be held September 11- 14, 2002. The cost is not to exceed $800. Mike McCarthy seconded the motion. The motion **carried**.

The Board agreed to replace Cuyler Thompson's lost cell phone.

The Board discussed re-opening E-Groups registration.

The Board discussed the weekly grievance update that Marcy Vinyard had been faxing to all Domicile Executive Board Members.

Cuyler Thompson made a motion that Marcy Vinyard send out a weekly grievance update. Tommy Stefan seconded the motion. The motion **did not carry**.

Portia Reddick made a motion that Marcy Vinyard attend the Human and Civil Rights and Women's Sub-Committee Meeting in St. Louis on October 24-25, 2002. The cost is not to exceed $500. Bill Bernal seconded the motion. The motion **carried**.

Jimmy West made a motion to adjourn. Thomas Mitchell seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1310.

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