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

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Executive Board Meetings
February 11-14, 2002
Synopsis

MONDAY, FEBRUARY 11, 2002

Thom McDaniel called the meeting to order at 1300.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Jeff Quattrochi, and Portia Reddick.

Cuyler Thompson was in transit.

Jimmy West was excused for vacation.

The Board reviewed and discussed the proposed procedures for the Executive Board Meetings.

Thom McDaniel and Kathy Anderson updated the Board on the First Quarter Membership Meetings.

Committee Reports
Portia Reddick presented the **Civil and Human Rights Committee** report. Portia participated in the Martin Luther King Jr. Celebration that was held in Miami, Florida last month. Portia reported that the meetings were informative and were a reflection of the Civil Rights movement of today within the AFL-CIO. Portia attended many panel discussions and workshops on issues of concern for today's workers. TWU International sponsored a "shopping spree" at a local K-Mart where participants purchased $15,000 worth of merchandise that was distributed to local community organizations who give to the needy. On January 21, 2002, Portia participated in a march down the streets of Miami in celebration of Martin Luther King Jr.'s birthday and encouraged onlookers to keep Dr. King's dream alive. Portia also attended the **California State Conference on January 11, 2002.** Other participants in the meeting included six other Locals all of which have Members in California. There were several speakers and topics addressed including Proposition 42, as well as other TWU legislative bills, the upcoming COPE convention, and a voter's registration manual that is to be distributed to Members. Portia suggested that future newsletter articles should include information on legislative issues, such as the KinCare bill, that affect the Membership. Portia also reminded the Board to encourage Members to register to vote in upcoming elections.

Michael Massoni presented the **Safety Committee** report. In January, Michael Massoni, Stacy Martin, Marcy Vinyard, and Tommy Stefan attended Go –Team training, along with members of SWAPA. During this session, Michael attended a recurrent training class for the Go Team. Michael distributed a copy of the TWU/ HDQ Accident Response Check List. There is to be an accident response drill planned for the March Board meetings. Michael Massoni updated the Board on the most current information on the fortified cockpit doors. Michael presented the Event Notification System Log for review.

Michael Massoni presented the **Professional Standards Committee** report. Due to the growth of our Membership, the Professional Standards Committee has been realigned and further diversified by incorporating a Co-Chair program. The two Co-Chairs are Jean Chandler and Lori Powell. Jean will handle BWI, MDW, HOU, and MCO. Lori will handle DAL, OAK, and PHX.

Deborah Danish presented the **Health Committee** report. Deborah informed the Board that she has been contacted by a Member on a health issue, however does not want the Union to file a grievance on his/her behalf. The Board also discussed the fact that the gloves on the A/C are not for Medical Use and that only Extra Large sized gloves are on the A/C. Deborah informed the Board that she intends to write an article on these issues.

Deborah Danish presented the **Uniform Committee** report. Deborah reported that there have been no meetings since the January Executive Board meetings. Deborah informed the Board that there have been several calls regarding the trench coat. As it stands, the trench coat is optional and must be purchased. The parka will replace the four- in- one coat. The Board discussed whether the Company is abiding by the language in the Contract.

Marcy Vinyard presented the **Grievance Committee** report. As of February 8, 2002, there are 86 active grievances. There are two termination cases proceeding to Board of Adjustment at the end of February. Some of the current issues the Grievance Committee is discussing with Management include: Flight Attendants who return to work from a leave have nothing to fly because there is no Open Time. There have also been discussions on the documentation in Flight Attendants' employee files. Marcy is currently working through settlements on several group grievances. Marcy reported that four Flight Attendants have applied for the Staff position in the office. Interviews started this week and the deadline has been extended to February 15.

Thom McDaniel presented Sheri Hightower's **CISM Committee** report. Sheri has completed the SWA/TWU spreadsheet for the CISM budget. The SWA budget deadline is February 14, 2002. She hopes to speak with Tom Mitchell on the morning of February 11 to finalize the TWU portion. Currently, CISM is accepting applications for new team members. They have sent out forty applications and have received twenty-seven back. The deadline for receiving applications will be February 14, 2002. Joan Carns is assisting Sheri with the application process. Dennis Reynolds and Sheri are approaching the final draft for the CISM Manual. They plan to have it completed by April 1, 2002. Upcoming training dates are as follows:
April 10, 2002- the FAC new member training. All of the new CISM team members will attend this and Sheri encourages a TWU representative to attend.
May 8,9,10, 2002- the CISM Basic training. Of thirty attendees, there will be ten new Flight Attendants, ten new Pilots, three Inflight Schedulers, and Jan Farris (the new SWA corporate trainer). Two TWU Executive Board Members are invited to the training.
June 12,13,14- the CISM Advanced Course and/ or CISM Protocol & Recurrent Training. Sheri asks that those wanting to attend to please contact her immediately due to limited space. There are more requests to attend training sessions than space available. Several Inflight Supervisors have expressed an interest to attend training. At this time, space is limited, so if TWU Board members wish to attend, they are to notify Sheri immediately.

Thom McDaniel and Deborah Danish presented the **COPE Committee** report. They updated the Board Voter Registration and Cope Membership Drives. There is discussion on creating a more attractive brochure for the Membership Drive. COPE sign up cards will be sent out for Executive Board members to have available during Lounge Visits. The completed cards must be turned into Tom Mitchell and should not be dropped in the mail.

Thomas Mitchell and Deborah Danish presented the **New Hire Committee** report. The most recent Union presentation to a New Hire class was done on Graduation day, right after the final test. Thomas and Deborah are hopeful to obtain a time slot for the Union presentation where the New Hires can be more relaxed and not so distracted. The Company has cut the time allotment for Union presentations. All present discussed ideas for distributing documentation to the classes prior to the presentation in order to save time. Thomas and Deborah reported that due to Thom McDaniel's article on New Hires in the ***UNITY*** Newsletter, the New Hires are now informed that they are allowed to wear their Union Pins. All present discussed creating an information card to distribute to New Hires that can be carried in their billfolds. These cards would hold information such as useful phone numbers, Union Officer names, Members rights, etc...All present discussed Base Orientations and the suggestion that Domicile Executive Board Members be present at the orientations. Compensation for New Hires attending Base Orientations was discussed.

Thomas Mitchell presented the **Computer Steering Committee** report. Thomas informed the Board that there is now a scanner available for use for Union business. Thomas informed the Board that Joseph Harris asked that every one stay after hours for about 30 minutes to go over computer problems. Thomas reported that all PCs and laptops are in place.

Jeff Quattrochi presented the **Scholarship Committee** report. The Chicago Federation of Labor Scholarship is open for application. This is the nineteenth annual competition for the William A. Lee Memorial Scholarship Awards. The competition is open to Members and the children of Members of local unions. An outside judge will select ten awards of $1,000.00. Requests for applications must be in writing, no phone calls, please. March 1, 2002 is the deadline for completed applications. The Michael J. Quill Scholarship will soon be available for application. Jeff advised the Board that interested parties should log on to the AFL-CIO website for more information.

Cindy Ritner entered the meeting at 1445 and presented the **Scheduling Committee** report. Cindy reported that there are now ten Scheduling Committee Members, all of whom offer varied seniority levels and base perspectives. Cindy informed the Board of the issues currently in research. These issues include, overstaffing, placement of the 200 A/C, the new line building program, average line pay, as well as low paying pairings. Cindy informed the Board that she has a committee meeting with Tim Chaffin of Planning that is yet to be scheduled. Cindy will be updating the Board on issues discussed and resolved at this meeting.

Cuyler Thompson entered the meeting at 1540.

Thom McDaniel called a meeting with Jim Parker, Tammye Walker- Jones and Donna Conover for the purpose of finally resolving the Seat Bottom Cushion issue. Thom McDaniel, Michael Massoni, Marcy Vinyard and Kathy Anderson attended the meeting and updated the Board on the Company's proposal as well as the Union's counter proposal. Both proposals were distributed to the Board for review. All present participated in open discussion on both proposals as well as what the Board would be willing to accept as resolution to the issue.

Jeff Quattrochi made a motion to accept the Union counter- proposal with the approved changes. Deborah Danish seconded the motion. All voting members voted to **accept** the Union counter-proposal with the approved changes.

Domicile Reports

Deborah Danish presented the **Dallas Domicile** report. Deborah was at George Meany attending Arbitration training when the Contract 2002 Kick Off began. She conducted a lounge mobilization to coincide with a Base Visit being conducted by Management. Those in attendance were Donna Conover, Tammye Walker- Jones, Naomi Hudson, Laurie Hayden, Deborah Danish, Brett Nevarez and Kevin Onstead. While at that visit, Donna Conover asked Deborah if the Union would always be in the lounges when they do a Base Visit and Deborah told her that the Union probably would be there. Deborah discussed the issue of Seat Bottom Cushions with the members of Management. Deborah conducted another Lounge Mobilization on January 22 that focused on the Valentine Cards sent from the Membership to Jim Parker and Colleen Barrett. The mobilization was broken up into a morning visit and an afternoon visit. Vince Eakes, Lead Precinct Captain, was there to assist Deborah with the Mobilization. Deborah reported that the

Valentines were very popular with the Flight Attendants. Deborah informed the Board that there were six more Precinct Captains signed up that day. Deborah reported that she has worked on two Dallas discipline issues.

Bill Bernal presented the **Phoenix Domicile** report. Bill informed the Board that the month of January was quite busy in Phoenix. There were a few meetings with Management regarding security issues. The Membership is excited about the upcoming Contract negotiations and is impressed with the newsletters.

Stacy Martin presented **Houston Domicile** report. Stacy reported that the strategic bargaining campaign is proving to be a success. He hosted a lounge mobilization along with Jannah Dalak and several Precinct Captains. Jannah has proven to be quite a valuable asset to the strategic bargaining campaign. Stacy reported that there was a terrific turnout for the HOU membership meeting on January 21. Negotiations and Seat Bottom Cushions continue to be the hot topics. Stacy updated the Board on the meetings in which he has represented Members on disciplinary issues. Stacy is still researching a manufacturer for red racks for the MCO base as well as any future bases. He will know more at the March meetings. All Shop Steward training has been completed with the help of Kathy Anderson. The Houston Shop Stewards are Pat Gilmore, Kim Zimmer, and BWI Shop Steward Cheri Parnell- Vincent.

Portia Reddick presented the **Baltimore Domicile** report. Portia reported that she has received nothing but favorable comments on the ***UNITY*** publication. Portia recognized Allyson Parker-Lauck and all who contributed for their phenomenal work on the ***UNITY*** Newsletter. Portia reported that the BWI Membership Meeting was a success. There were over 34 Members in attendance. Portia conducted the Shop Steward training in BWI. Dave Ulibarri was unable to attend; however Ali Beheran was present. Ali requested additional training, which is scheduled for February 26, 2002. Portia also suggested utilizing the handbook Kathy Anderson put together to create a Shop Steward Training handbook for our Local. Portia reported that there are Members in BWI who would prefer to see more flexibility in the scheduling of the Membership Meetings in order that all seniorities will be able to attend. Portia reported that her January Lounge Mobilization was a success and that there were members of Management visiting the lounge the same day. Portia confirmed that all Union correspondence has been placed in the Union Red Rack.

Jeff Quattrochi presented the **Chicago Domicile** report. Jeff reported that the Lounge Mobilization he attended went well. There were Payday candy bars and cookies for everyone. Jeff also distributed the ***UNITY*** Newsletter, however he reported that unfortunately he was in need of about 250 more copies. The Membership Meeting was a huge success. The meeting was held at the American Legion Clearing Post 600. There were over 45 Members In attendance. Bunkie McCarthy and Jacey Dietz helped Jeff transport Flight Attendants to the Union Hall. Most of the attending Members wanted to continue holding the meetings at the Union Hall. Following the meeting, Kathy Anderson conducted a brief training session for the Shop Stewards. Chicago Shop Stewards, Roben Triplett, Bob Hill, Tina Tyrell attended the meeting. Jeff took the Stewards out to lunch after the training. Roben will be graduating with a Masters Degree in Labor this year and is considering a career in law. Jeff and BWI Domicile Executive Board Member Portia Reddick attended the AFL CIO conference in Las Vegas and they are in a group photo on the cover of the December 31, 2002 TWU Express.

Cuyler Thompson presented the **Oakland Domicile** report. Cuyler reported that they had a great Lounge Mobilization on January 22 and a good turn out for the Membership Meeting. A reporter from a local television station was at the meeting location and interviewed several Flight Attendants. The story has not yet aired. Oakland Shop Stewards, Alex Hernandez, Lori Lochelt, and Jamee York attended a brief training session presented by Kathy Anderson. Oakland currently has 80 Precinct Captains and is only 20 short of the goal of 100 Precinct Captains per 1000 Flight Attendants. Cuyler reported that the Oakland Membership really liked the First Quarter UNITY Newsletter, although some in Management did not care for Cuyler's article on

Seat Bottom Cushions. Cuyler informed the Board that he met with Larry Martin, Administrative Vice President of TWU International and Director of the TWU California State Conference. His office has ordered 1000 voter registration cards dedicated to registering the Oakland Flight Attendants to vote. Mr. Martin encouraged Local 556 to become members of the TWU California State Conference. Cuyler informed the Board that Mr. Martin is interested in travelng to Dallas to speak directly to the Leadership of TWU Locals 555 and 556.

The Board discussed the upcoming Coalition of Flight Attendants Meeting proposed for April 16 and 17. Local 556 is hosting the meeting this year. Marcy Vinyard and Deborah Danish are currently researching venues in Dallas for the meeting.

Thom McDaniel presented the **TWU Executive Council Report**. The Southwest Airlines Flight Attendant Contract Negotiations for 2002 are very important due to the fact it is the first major contract negotiation since the events of 9/11. Thom reported that TWU International was very impressed with the ***UNITY*** Newsletter. The next Executive Council Meeting will be held in Boston in June.

Thom McDaniel is excused from the meeting at 1640 due to Negotiating Team responsibilities.

Michael Massoni is excused from the meeting at 1645 to take a phone call.

Marcy Vinyard chaired the meeting.

The Board discussed negotiation issues for Contract 2002. Kathy Anderson will compile a list of the Board's suggestions for the Negotiation Team.

Michael Massoni returned to the meeting at 1740.

Thom McDaniel returned to the meeting at 1750.

Thom McDaniel and Michael Massoni updated the Board on their conference call.

Deborah Danish made motion to adjourn. Portia Reddick seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1825.

TUESDAY, FEBRUARY 12, 2002

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Jeff Quattrochi, Portia Reddick, Cuyler Thompson.

Thomas Mitchell was excused due to personal business.

Jimmy West was excused for vacation.

Thom McDaniel updated the Board on the conversation that he and Michael Massoni had with Jim Parker last night regarding the Seat Bottom Cushions. The Board discussed possible solutions to this matter. The Board discussed the differences between the Company proposal and the Union counter offer.

Kathy Anderson made a motion to accept the new Union counter offer. Deborah Danish seconded the motion. The motion **carried**.

Kathy Anderson presented the January 2002 Executive Board Minutes for approval.

Marcy Vinyard made a motion to approve the minutes with the approved amendments. Bill Bernal seconded the motion. All voting members voted to **approve** the minutes as amended.

Thom McDaniel passed the gavel to Michael Massoni.

Thom McDaniel made a motion to rescind the motion he made in July 2000 that all Board votes be taken by secret ballot. Stacy Martin seconded the motion. The motion **carried**.

Thom McDaniel and Michael Massoni informed the Board of a situation between a Member and the Inflight Training Department. The Member asked that the Board become involved in the matter. There was open discussion on this issue and all present agreed this matter is outside of the Executive Board's scope of authority.

Thom McDaniel submitted the idea for 'Adopt a New Hire Program' proposed by many of the Precinct Captains. These Precinct Captains are interested in initiating a food drive for New Hires. Board Members discussed other donation items to be included in the drive. Before implementation, the Union will first obtain permission from Management to put a box in the lounges for these donations.

Cuyler Thompson and Brett Nevarez have been working on a database for the Census information that has been collected. Cuyler presented a proposal from Star Square Enterprises in San Francisco to build an Access Data Base of all Flight Attendants and their email addresses for $875. The Board agreed to postpone discussions until Brett can be present.

Thomas Mitchell entered the meeting at 1030.

The Board discussed the protocol for attending meetings between the Union and Management.

The Board discussed items to be placed in the Union Briefing Book.

There is open discussion about the location and content of the Union Bulletin Boards and glass cases, and who should have keys to the glass case. All agreed that the key should be different than the key to the Company Bulletin Board.

Michael Massoni was excused at 1125 to take a phone call.

All present discussed the upcoming Chicago Program on Labor Law and Labor Arbitration, which is to be held in Chicago May 2-3, 2002. Thom McDaniel, Cindy Ritner, Marcy Vinyard and Kathy Anderson attended the program last year and found it to be very beneficial.

Michael Massoni returned to the meeting at 1145.

Kathy Anderson made a motion that Michael Massoni, Marcy Vinyard, and Deborah Danish attend the Chicago Program on Labor Law and Labor Arbitration on May 2-3, 2002. Portia Reddick seconded the motion. Cost is not to exceed $1500. All voting members voted to **approve** the motion.

Thom McDaniel and Deborah Danish will be attending the Cope Convention on March 4, 5, 6 in Washington DC. Portia Reddick asked to attend the convention. Portia will share a hotel room with Deborah, so there will be no hotel cost.

Michael Massoni made a motion that Thom McDaniel, Deborah Danish and Portia Reddick attend the COPE Convention in March in Washington DC, based on the afore mentioned terms. Bill Bernal seconded the motion. All voting members voted to **approve** the motion.

Thom McDaniel informed the Board that he spoke with John Kerrigan of TWU International regarding the approval of the proposed Bylaw changes. Mr. Kerrigan told Thom that International would try to have an answer for the Board, as soon as possible. The Board agreed to postpone the Board discussion on the proposals for the new Bylaws until the March boards.

Thom McDaniel presented the proposed schedule for the 2nd Quarter Membership Meetings. The Board discussed and approved the proposed schedule for the 2nd Quarter Membership Meetings. The Board also discussed scheduling membership meetings for the remainder of the year. Thom McDaniel requested that this issue be postponed until he can check the Negotiation schedule.

Karen Amos and a grievant entered the meeting at 1400 to address the Board.

Karen Amos and the grievant were excused at 1500.

The Board further examined this grievance.

Correspondence
The Board reviewed the following correspondence

- The Letter from Jim Little of TWU International regarding an appeal for assistance on behalf of our locked out Brothers and Sisters of Local 525.

Portia Reddick made a motion to donate $100 to Local 525. Tommy Steffan seconded the motion. All voting members voted to **approve** a donation to Local 525.

- The thank you card from AFA for the Contribution made by Local 556 to the AFA Flight Attendant Disaster Fund.
- The Local 100 Newsletter.
- The letter to Tammye Walker- Jones from Thom McDaniel regarding an extension request for Union Officer Company Paid Moves.
- The letter from Sonny Hall to all TWU Local Presidents, regarding Roger Toussaint, President of Local 100.
- The letter to Jim Little from Thom McDaniel requesting assistance with negotiations
- The Valentine Letter to Jim Parker and Colleen Barrett from Thom McDaniel.

Financial Report
Thomas Mitchell presented Lone Star check #s 6258- 6356 for approval.

Thomas Mitchell distributed the agreements to be signed by each Board member who is given Union Cell Phone or the Union Calling Cards.

Thomas Mitchell presented the report of the audit of the financial records for Local 556. Albee Richardson, the Local's Accountant, prepared this report.

Thomas Mitchell presented the Financial report for December 2001.

Bill Bernal made a motion to approve the Financial Report. Tommy Stefan seconded the motion. All voting members voted to **approve** the Financial Report.

Thom McDaniel and Michael Massoni were excused to take a call.

Tommy Stefan distributed the "Label Letter" which is a newsletter from AFL-CIO regarding buying American Union made products.

Janet Bottles entered the meeting at 1640 and presented one grievance.

Thom McDaniel and Michael Massoni returned to the meeting at 1645.

Janet Bottles was excused at 1650.

Thom McDaniel and Michael Massoni informed the Board of their call.

Thom McDaniel was excused at 1725 to place a phone call.

The Board continued to discuss the Seat Bottom Cushion issue.

Thom McDaniel reentered the meeting at 1745.

Deborah Danish presented three grievances to the Board.

The Board reviewed a settlement letter.

The Board conferred with Mark Richard via conference call.

The Board conferred with Ed Cloutman via conference call.

Marcy Vinyard made a motion to adjourn. Deborah Danish seconded the motion. All voting members voted to adjourn.

Thom McDaniel adjourned the meeting at 1920.

WEDNESDAY, FEBRUARY 13, 2002

Thom McDaniel called the meeting to order at 0830.

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

Jimmy West was excused for vacation.

Thom McDaniel was excused at 0835 to place a phone call.

Grievances-
Marcy Vinyard presented one grievance to the Board.

Thom McDaniel reentered the meeting at 0940.

Revisits
Marcy Vinyard presented two grievances to the Board.

The Board further discussed the Seat Bottom Cushion issue.

Gary Drummond entered the meeting at 0945.

A grievant entered the meeting at 0950 to address the Board.

The grievant was excused at 1030.

Ed Cloutman entered the meeting at 1045 to discuss the lawsuit that has been filed by Melissa Smith against Local 556.

Ed Cloutman was excused at 1125.

The Board continued to discuss the lawsuit.

The Board further discussed the Seat Bottom Cushion issue.

Marcy Vinyard called for a question on whether to vote on the Seat Bottom Cushion agreement.

The majority elected to vote on whether to accept the agreement.

Deborah Danish made a motion to **accept** the terms of the agreement. Michael Massoni seconded the motion. The motion **carried**.

The Board agreed to postpone the Board Picture until next month's meetings.
Michael Massoni called the meeting to order at 1315.

Thom McDaniel was excused for Negotiating Team business.

Thomas Mitchell was excused for personal business.

The Board continued to review grievances.

Marcy Vinyard asked the Board to review information on the new bid sorter computer system. The Board reviewed the proposal and offered suggestions. The majority agreed that the information was acceptable.

Karen Amos entered the meeting at 1400 and presented a proposed settlement letter to the Board.

Thom McDaniel reentered the meeting at 1405.

Karen Amos was excused at 1410.

David Moses from TWU International and Jerry Lindemann entered the meeting at 1415 to update the Board on the new Union Website.

Jerry Lindemann and David Moses were excused at 1530.

Allyson Parker-Lauck entered the meeting at 1600. Allyson presented the **Communication Committee** report. Allyson distributed the latest issue of the UNITY Update. Deadline for articles for the ***UNITY*** Magazine is March 20. The Board discussed the option of including ads in the ***UNITY*** Magazine, ideas for future articles and copywriting the ***UNITY*** Magazine. The Editing Staff consists of Kathy Anderson, Sonia Hall, Kelly Lane, Michael Massoni, Tommy Stefan, Portia Reddick, and Thom McDaniel. Allyson Parker- Lauck submitted her Dec. 2001 and Jan. 2002 time sheets. The Board reviewed Allyson's pay formula. The Board agreed to postpone discussions on this issue.

Bill Bernal made a motion to come in at 0730-tomorrow morning. Tommy Steffan seconded the motion. The motion **did not carry**.

Tommy Stefan made a motion to come in at 0800. Bill Bernal seconded the motion. The motion **did not carry**.

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

Thom McDaniel adjourned the meeting at 1820.

THURSDAY, FEBRUARY 14, 2002

Thom McDaniel called the meeting to order at 0840.

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

Jimmy West was excused for vacation.

Negotiation Team Members, Cindy Ritner, Denny Sebesta, Brett Nevarez, and Kevin Onstead entered the meeting at 0840.

Brett Nevarez distributed the most current contact list for the Lead Precinct Captains and Coordinating Council. The Negotiating Team updated the Board on the surveys and reported that there was an incredible response from the Membership.

There was open discussion about the purchase of a Union car.

Kathy Anderson informed the Negotiation Team that the Contract suggestion list compiled by the Board would be submitted in writing February 15, 2002.

The Board offered the Negotiation Team suggestions for the Adopt a New Hire Program.

The Negotiation Team Budget was discussed.

Cindy Ritner, Denny Sebesta, Brett Nevarez, and Kevin Onstead were excused at 1025.

Justin Small, the property manager of the building the Local is currently leasing, entered the meeting at 1030. Mr. Small submitted a proposal for the Local to rent out the additional space in the building. The Board discussed Mr. Small's proposal and agreed not to accept his proposal.

Justin Small was excused at 1050.

The Board continued discussing the Negotiation Team Budget.

The Board discussed Committee Pay. Union Committee Members are suffering a loss of pay for doing Union Committee work.

Deborah Danish made a motion that in order to prevent Union Committee Members from suffering a loss of pay for doing Union Committee work, they will be pulled from their original trip and paid their trip pay and the applicable per diem. If, in the event they are working on a day off, they will be compensated 6.0 TFP and the standard applicable per diem. If the original trip has been traded they will receive the 6.0 TFP and the standard applicable per diem. Tommy Stefan seconded the motion. The motion **carried.**

The Board discussed a rental car for Allyson Parker- Lauck.

The Negotiating Team, Cindy Ritner, Denny Sebesta, Brett Nevarez, and Kevin Onstead entered the Meeting at 1220 to discuss their budget.

Bill Bernal was excused at 1235 to catch a flight.

The Board reviewed a grievance.

At 1245, a grievant addressed the Board via conference call.

New Business
The distribution of bylaws was postponed until next month's Board meetings due to the fact that International has not yet approved the proposed changes.

With regard to the Data Base Census Project that was discussed earlier in the week, Cuyler Thompson reported that he would like to touch base with David Moses of TWU International and Brett Nevarez, who are also involved in the project. David Moses has said that he can build it and he will report back to the board.

The Board agreed to reimburse Portia Reddick for hotel expense she incurred due to having to stay an additional night for the CSC (TWU California State Conference) meeting.

Marcy Vinyard made a motion to allot 12 days of rental cars, for the remaining fiscal year, for Allyson Parker-Lauck to use while in Dallas performing Publication Committee work. Jeff Quattrochi seconded the motion. All voting members accepted the motion.

The Board agreed that Allyson Parker- Lauck would handle situations where people violate the egroups policies. Jerry Lindemann will handle the situations where people violate the policies on the new Union website.

The Board discussed the Letters for Non- Attendance for the Membership Meetings. The Board agreed that the Letters of Non- Attendance should be either faxed or mailed and according to the Bylaws, the individual should verify with the Recording Secretary that the letter was received.

The Board Discussed the Bylaws requirements for replacements on the Board of Election with Garry Drummond.

The Board discussed Liquor Money Grievances Time line issues.

Thomas Mitchell informed the board of dues issues to be discussed at the March meeting.

Marcy Vinyard made a motion to adjourn. Tommy Stefan seconded the motion. The motion **carried.**

Michael Massoni adjourned the meeting at 1400.

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