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

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**Executive Board Meeting**
**January 7-10, 2002**
**Synopsis**

**Monday January 7, 2002**

Thom McDaniel called the meeting to order at 1330.

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

Thomas Mitchell was excused to work on the budget.

Stacy Martin and Cuyler Thompson were in transit.

Thom McDaniel distributed the memo from the TWU Executive Board written in response to Tammye Walker- Jones' memo to the Flight Attendants regarding the discontinuation of the Voluntary Personal Leaves. This letter will appear in the Unity Newsletter, and he would like for the letter to be placed in Flight Attendant Boxes, the Union Red Racks and the Union Bulletin Board. There was open discussion about the memo and Thom asked for any suggestions of additions or changes. (See Attached)

Michael Massoni and Thom McDaniel updated the Board on the incident in SMF where an A/C encountered a runway excursion last Saturday and all present took part in open discussion.

Thom McDaniel updated the Board on the recent conversations with Management on the issue of seat bottom cushions. The Board discussed different ways to resolve the issue.

Thom McDaniel discussed with the Board, the grievance filed by the Union on Management's violation of the implementation schedule of the CBA.

Thom McDaniel was excused from the meeting at 1400 to work with the Negotiation Team.

Kathy Anderson presented the September 2001 and November 2001 Minutes for approval.

The Board agreed to postpone the review and approval of the September 2001 minutes in order that Thom McDaniel could be present to review them.

All present discussed the November 2001 minutes.

Portia Reddick made a motion to approve the November 2001 Executive Board Minutes with the approved clarifications. Marcy Vinyard seconded the motion. All voting members voted to **approve** the minutes the November 2001 minutes.

Because there was not an Executive Board Meeting in December, there were no minutes to approve.

Garry Drummond discussed with the Board that there is a lunch meeting between the Executive Boards of Local 556 and Local 555 scheduled for Wednesday 1200-1315.

Stacy Martin entered the meeting at 1510.

Cuyler Thompson entered the meeting at 1545.

The Board agreed to skip ahead to Grievances.

**Grievances**
Marcy Vinyard presented two grievances to the Board.

Michael Massoni was excused from the meeting at 1630 to participate with Thom McDaniel in a conference call with Jim Parker and Tammye Walker-Jones regarding seat bottom cushions.

Kathy Anderson presented 1one grievance to the Board.

Deborah Danish presented four grievances to the Board.

**Committee Reports**
Marcy Vinyard presented the **Grievance Committee** report. As of January 4, 2002, there are 96 active grievances. Board of Adjustment is scheduled for the first week of February. Management recently postponed two Arbitrations. One of the Arbitrations will be heard in March and the other in May. There are about ten 30- day suspensions for Seat Bottom cushions. Several terminations involving points have come up in the past couple of weeks. Marcy said that she would like to see all of the seat cushion grievances, including the Group grievance go straight to Arbitration with the Board's approval. The Double Time and a Half grievance was finally settled. A total of 140.25 TFP was awarded to the Membership. From now on Management will compensate for illegal crew rest and illegal duty day when a Flight Attendant is on a VJA or JA trip. The Grievance Committee continues to work hard and to try to resolve issues before they go to grievance. (See Attached)

Deborah Danish presented the **Health Committee** report. Deborah reported that there was a complaint made to OSHA about the gloves on the aircraft. Deborah read a letter from OSHA to Tim Quarrels stating that the gloves will protect hands from contact with potentially contaminated dusts without sacrificing needed dexterity. OSHA will not make an investigation however OSHA is holding Mr. Quarrels responsible for investigating and correcting this situation. There was open discussion on this issue. (See Attached)

Michael Masonni presented the **Safety Committee** report. He advised the Board that he will be presenting an Events Report at each monthly Board meeting. He also updated the Board on the ongoing security changes that will be taking place for the next 12-18 months. These changes are due to the transition of security from the FAA to the TSA (Transportation Security Agency). The TSA is the new security arm of the Department of Transportation. Michael also informed the Board that he will be securing GO Team training which is to be held within the next 30 days. (See Attached)

Jeff Quattrochi presented the **Chicago Domicile** report. Chicago finally got a new lounge with new computers, but it is not much bigger than the old lounge. A much-needed baggage room is forth coming. The number of grievances with the new Base Manager, Joe Kosanovich has been fairly low. (See Attached)

Jeff Quattrochi presented the **Scholarship Committee** report. The Chicago Federation of Labor AFL-CIO will be holding 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. Ten awards of 1,000.00 each will be presented to the eligible members of 2002 graduation classes of Chicago area high schools and will be selected by an outside judge. Requests for applications must be in writing, no phone calls, please. March 1, 2002 is the deadline for completed applications. (See Attached)

Portia Reddick presented the **Civil and Human Rights Committee** report. Portia informed the Board that the meeting with the AFL-CIO Civil and Human Rights Division as well as the AFL-CIO National Convention went well in Las Vegas. She met many people and gained a great deal of knowledge from them. There were different organizations attending and they had various brochures that she is sharing with Members. Some of the organizations represented were the Philip Randolph Institute, the Asian Pacific

American Labor Alliance, Pride at Work, Coalition of Labor Union Women, Coalition of Black Trade Unionists, Labor Council for Latin American Advancement, and the Alliance for Retired Americans. Members are encouraged to participate in organizations. After reviewing the budgetary questions, Portia proposed creating a new committee to focus on Legislative Awareness. The purpose of this committee would be to help our Members become more knowledgeable of worker issues within the legislative process and to encourage them to vote. (See Attached)

Portia Reddick presented the **Education Committee** report. Portia informed the Board of the 2002 George Meany class schedules. There is an allotment for Executive Board Members to attend more classes. Domicile Executive Board Members are to remind Shop Stewards of these opportunities. (See Attached)

Thom McDaniel and Michael Massoni re-entered the meeting at 1710. They briefed the Board on the Conference Call with Jim Parker and Tammye Walker- Jones regarding the seat bottom cushion issue.

Thom McDaniel presented the **New Hire Committee** report. There currently is a class of 100 going on. The Board Agreed with Thom there is a need to develop an updated New Hire packet. Thom informed the Board that he wrote an Article for the *UNITY* Newsletter on New Hires. Thom informed the Board that the face of the new hire is changing. They are older, and in their $2^{nd}$ career, and they cannot and should not be paid less. From Thom's report, the Board learned that the SWA Trainers have been telling New Hires, that as New Hires they were not allowed to wear Union pins – This situation will be highlighted in Thom's *UNITY* Newsletter.

**New Business**
There is open discussion on the Company requirement for Flight Attendants to complete a US Department of Justice Immigration and Naturalization Service forms in order to prove US citizenship.

The Board discussed the FAA Security Directives regarding Security Sweeps. There was open discussion about the responsibility of Flight Attendants with regard to security duties. The Board also discussed the Midwest Express lawsuit

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

Thom McDaniel adjourned the meeting at 1815.

**<u>Tuesday January 8, 2002</u>**

Thom McDaniel called the meeting to order at 0830.

Board Members Present: Thom McDaniel, Michael Massoni, Marcy Vinyard, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Cuyler, Thompson, Jeff Quattrochi, Portia Reddick and Jimmy West.

Thomas Mitchell was excused to work on the budget.

The Board discussed pins for Flight Attendants to wear on their uniforms for Contract 2002.

Marcy Vinyard informed the Board that Kathy Anderson will conduct a brief training session in each Domicile for the newly elected shop stewards. The training will take place in each Domicile either before or after that Domicile's Membership Meeting. Cuyler Thompson, Portia Reddick, Michael Massoni and Deborah Danish contributed information and suggestions for the training.

The Board continued hearing the Committee reports.

Deborah Danish presented the **Uniform Committee** report. There is open discussion on the new parka and blue trench coat. The parka is a wear replacement item for the 4 in 1 coat. The Company intends to deplete the inventory of 4 in 1 coats before issuing the parkas. The trench coat is an optional item, which may be purchased. The cost of the trench coat is $139.50. (See Attached)

There is open discussion regarding the trench coat being considered an optional item due the fact that many Flight Attendants were required to purchase the tan trench coat as part of their original uniform. This will be researched.

Deborah Danish presented the **COPE Committee** report. Deborah discussed with the Board ideas for getting new hires involved in COPE. Currently, one blue pass is being raffled off at the New Hire Class to encourage enrollment in the COPE program. (See Attached)

Tommy Stefan presented an article on occupational injuries in the airline industry. There was open discussion on the article as well as safety issues on the aircraft. Thom McDaniel suggested putting together an FYI article to distribute to the New Hire classes, as well as for publication in the *UNITY* Newsletter and on the website.

Tommy Stefan updated the Board on his Lounge Visit in December. Tommy showed up with banners, flashing Christmas lights and whistles. Senior Precinct Captain, Sonia Hall, and Corporate Action Team Chairperson participated with Tommy in the Lounge Visit. Tommy reported that it was clear that Management was not comfortable with the presence of Union Representatives in the lounge. Quite a few Precinct Captains were recruited during the visit. The hot issue with the Flight Attendants is the lack of Open Time due to the large numbers of New Hires coming on line. The Flight Attendants are also concerned about the pat downs at the Security checkpoints. Tommy has also been working on an OJI database. Gene Key has been assisting Tommy on this project. (See Attached)

Deborah Danish presented the **Dallas Domicile** report. Deborah Danish updated the Board on the Dallas lounge mobilization- Jimmy West and Vince Eakes also participated in one of the lounge mobilizations. Deborah informed the Board that there is now a combination lock on the Union bulletin board.

Cuyler Thompson presented the **Oakland Domicile** report. All present discussed the locked Union bulletin boards. Cuyler informed the Board that Oakland currently has 60 Precinct Captains and that the toy drive in Oakland was a success. Cuyler reported that Flight Attendants are living in campers in the airport parking lot due to the fact of the high cost of living in the area and their lack of funds due to low pay scales. Cuyler informed the Board that Terminal 1 is coming down and that BART is coming to the airport. International flights will be coming into OAK, which places OAK and SFO in competition. Cuyler participated in two lounge mobilizations. The supervisors were advised of the ***Whistle Blower Protection Act***. Cuyler reported that Flight Attendants are concerned that planes are always late because of the security delays, thereby causing more time on the ground and resulting in longer duty days.

Portia Reddick presented the **Baltimore Domicile** report. There is a new baggage room across from Starbucks at Pier B. Use the universal code for access. The Union bulletin board and locks were discussed. Portia informed the Board that there are rumors that Pilots pay less for parking in BWI than other SWA employees. Portia will research the validity of the rumor and report her findings to the Board. Portia also reported on the success of the toy drive in the Baltimore Base.

Bill Bernal presented the **Phoenix Domicile** Report. There were a lot of things going on in PHX in December. There were suspensions due to seat bottom cushions. Bill also attended meetings to discuss delay of flight issues. The toy drive was successful; however there could have been a better turn out if not for the added pressures of security at Sky Harbor. Flight Attendants are now allowed to park at Terminal 4, although they must pay $55.00 per month. Bill reported that Inflight Supervisor, Randy Nist, informed him that if while a Flight Attendant is doing seat bottom cushions and the Ops Agent rings for boarding, Flight Attendants are to tell the Ops Agent that they need five more minutes for the security check. If the delay is written off to the Flight Attendant and you have done this, there will be no discipline. Bill informed the Board that the Unity Days in the lounges were a success. Board Member at Large, Tommy Stefan, and many of the Precinct Captains assisted Bill with the Unity Days lounge visit. (See Attached)

Jimmy West presented the **Orlando Domicile** report. The ***Toys for Tots*** program was a success in MCO. Many Flight Attendants contributed toys and the MCO box was completely full. The subject of Open Time continues to be a problem and will continue to be a problem until the MCO begins to grow again. Flight Attendants have been asking for MCO badges so they will have access on the ramp to the jetways. Jimmy met with Base Manager, Vik Zachary. Vik informed Jimmy that the Port of Orlando wanted all Flight Attendants to have the badges but that they will only install the swipe machine and not the keyboard. This would prevent Flight Attendants from other bases from having access down to the lounge. As it currently stands, Vik is still looking into it and the issue will not change unless the Port of Orlando agrees to supply the badge as well as the keypad. Jimmy also reported on the MCO Lounge Mobilizations. There were some problems with the Santa Clause whistles but it has been worked out. (See Attached)

Sheri Hightower, Linda Zschoche, Lori Vincent, Jack Hammack, and Brenda Tillman who is a **CISM** debriefer for the US Air Force, entered the meeting at 1000.

John Farry entered the meeting at 1000 to observe the **CISM** presentation.

Lori Vincent presented an update on blending Clear Skies and **CISM** services.
**CISM** is looking for team members. The Board viewed a video that Sherri Hightower brought as part of her presentation.

John Farry was excused from the meeting at 1045.

Sheri Hightower presented the proposed **CISM** budget for 2002 for Board approval. Due to time constraints, the Board informed Sherri that the Board would discuss the **CISM** budget later in the meetings and would contact her with a decision. (See Attached)

Thom McDaniel is excused at 1315 from to work with the **Negotiating Team**.

A grievant entered the meeting at 1330 to address the Board and was excused at 1400.

The Board continued to examine this grievance.

The Board discussed a legal matter concerning a member who had been terminated.

Tommy Stefan continued his presentation. Tommy reported the concerns of many Flight Attendants about going through security. There are reports of inappropriate behavior by Security Personnel and the Flight Attendants need to know what their rights are. There is open discussion about these Security issues. Michael Massoni has an article written for the upcoming *UNITY* Newsletter. Michael Massoni and Kathy Anderson are working on an FYI article on security issues.

Thom McDaniel rejoined the meeting at 1550.

The Board continued discussing the security issues. It has been reported that Pilots are not required to remove any items of clothing unless they beep when going through security. The Board reviewed an Irregularity Report submitted by a Flight Attendant who was treated inappropriately by security personnel.

Thom McDaniel presented a request to purchase a banner, for each Domicile, which is to be displayed during the Union Lounge Mobilizations. The banners are $20 a piece. The Board discussed and agreed on how the banner should look.

Michael Massoni made a motion to **approve** the purchase seven 2x3 banners that read TWU Local 556 Unity Day. Marcy Vinyard seconded the motion. The motion **carried**.

The Board reviewed and discussed The September Minutes, which had been tabled in order that Thom McDaniel could be in attendance.

Bill Bernal made motion to **approve** the September 2001 minutes with the approved clarifications. Michael Massoni seconded the motion. The motion **carried**.

Allyson Parker- Lauck and Kevin Onstead entered the meeting at 1710.

Allyson and Kevin presented the **Communications Committee** report. Allyson distributed the deadlines for newsletter articles. The deadline for submitting an article for the quarterly *UNITY* Magazine will be the 20th of the prior month. The deadline for submitting an article for the monthly *Unity Express* will be the 1st of the publication month. The deadline for submitting an article for the monthly *Contract Connection* will be the 20th of prior month. (See Attached)
Allyson and Kevin conducted a power point presentation of the rough draft of the upcoming *UNITY* Newsletter. Allyson asked for approval from the Board to make the newsletter 40 pages if needed.

Kathy Anderson made a motion to approve extending the *UNITY* Newsletter to 40 pages if needed. Jimmy West seconded the motion. All voting members voted to **approve** an extended Unity Magazine for this quarter.

Thom McDaniel presented the Domicile Key Contact Sheet. The purpose of this form is to collect information that will aid in contacting influential people in each city. The form is to be distributed to anyone who can help with contacts.

Thom McDaniel asked Board Members to take pictures of Flight Attendant crews on duty.

Thom McDaniel further updated the Board on the conference call that he and Michael Massoni had with Jim Parker about the seat bottom cushions. Thom asked Mr. Parker if a neutral third party should look into this. Mr. Parker said that he, personally, would talk to Inflight Management. Mr. Parker indicated that the Union is receiving a negative response from Management on this issue because Management is not happy with the attitude of the Executive Board.

Thom McDaniel distributed a draft of the letter Mark Richard wrote to Secretary of Transportation, Norman Mineta, as well as a draft of a press release. Thom asked that the Board review the documents and to offer feedback. There was open discussion. (See Attached)

Jimmy West made a motion to adjourn. Deborah Danish seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1850.

**Wednesday January 9, 2002**

Thom McDaniel called the meeting to order at 0840.

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

Thomas Mitchell was excused to work on the budget.

**Correspondence**
Thom McDaniel presented the following correspondence: (See Attached)

An article titled "Flight Attendants-First in the Line of Fire".

Management's denial letter of the Voluntary Personal Leave Grievance.

The Grievance Statement for the Voluntary Personal Leave grievance.

The letter from Thom McDaniel to Naomi Hudson Dated January 2, 2002 regarding the Management's denial of Grievance #2513 on Voluntary Personal Leaves.

The letter from Tammye Walker- Jones to all Flight Attendants dated January 4, 2002 regarding Voluntary Personal Leaves.

The memo from the Executive Board to the Flight Attendants regarding Voluntary Personal Leaves.

The letter from John Ward of APFA to Thom McDaniel dated December 28, 2001 regarding donations for the families of American Airlines Flight Attendants who lost their lives on September 11.

The letter from Sonny Hall to all TWU Local Presidents regarding a Union Brother making an obscene finger gesture in a picture in the TWU March 2002 Calendar.

The letter from Jim Little, dated January 7, 2002 to all ATD Local Presidents and Executive Boards regarding the National Mediation Board Appointments.

The thank you letter to the TWU Officers and Staff from Herb and Colleen for the Christmas gift.

The letter dated December 10, 2001 from Mark Richard to Norman Mineta regarding the safety concerns of Flight Attendants.

The Press Release written by Mark Richard for December 10, 2001.

**Grievances**
Janet Bottles entered the meeting at 0910.

The Board examined five grievances.

Janet Bottles was excused at 1030.

John Farry entered the meeting at 1035.

Michael Masonni was excused to accept a phone call.

The Board examined five grievances.

John Farry was excused at 1135.

Portia Reddick asked to revisit her committee report. As urged by TWU International Vice President Larry Martin, Portia asked that Local 556 start participating in the CSC (California State Conference) The first meeting of the year is scheduled for January 9, 2002. Thom McDaniel stated that the Board will have to look at it after the budget is reviewed and approved.

The Board broke to attend a lunch meeting with TWU International Representative, Garry Drummond and the Local 555 Executive Board.

Thom McDaniel called the meeting to order at 1400.

Tom Mitchell entered the meeting at 1400.

Bret Henley and John South with Andara Digital gave a presentation on ideas for redesigning the TWU Local 556 website.

**Negotiating Team** members, Brett Navarez and Denny Sebesta entered the meeting to update the Board on their activities for November, December 2001 and January 2002 to date. See the attached **Negotiating Team** report.

Thomas Mitchell presented the TWU Local 556 Budget Estimate. The **CISM** budget proposal was the first item discussed.

Marcy Vinyard and Michael Massoni are excused from the meeting for **Go Team** business

Thom McDaniel is excused at 1700 from the meeting to attend to **Negotiating Team** business.

Marcy Vinyard and Michael Massoni returned to the meeting at 1700.

The Executive Board continued to discuss the **CISM** budget.

Jeff Quattrochi made a motion to allot a total of $15,000 to **CISM**, which is a 50% increase from last year's budget, with the intent of increasing the size of the **CISM** Team. These additional moneys are to be used for usual and ordinary expenses. These funds are approved from this date forward. Thomas Mitchell and Thom McDaniel must approve any prior expenses. Bill Bernal seconded the motion. The motion **carried**.

Thom McDaniel returned to the meeting at 1720.

Thom McDaniel updated the Board on a phone call he received from a Flight Attendant about sharp objects being found on the A/C and that the Captain chose to push the A/C anyway. The Executive Board will speak with Greg Wells, Vice President of Security, as well as Jim Parker. The Executive Board will also speak with SWAPA.

Tom Mitchell presented the estimated Budget 2001-2002. The Executive Board discussed the proposal.

In order to save money for negotiations, the Board made the following budget cuts:

Moving expenses in the amount of $3000, which had been allotted for officers moving to Dallas, were eliminated.

The Officer Training and Education budget was reduced from $15000 to $8000.

The budgetary allotment for arbitrations was reduced from 8 per year to 6 per year.

The allotment for an attorney for arbitration preparations was reduced from 4 per year to 2 per year.

The number of rental cars for out of town Executive Board Members was reduced from 7 cars to 4 cars.

Funding for **Coalition of Flight Attendants** will be reworked.

The **Safety Committee** budget was cut by $10,000 by eliminating the Safety Certification for two people. The new figure is $20,300. The proposed numbers are being reworked to include lost time.

$15, 000 was allotted for **CISM.**

The budgeted amount for Lounge Visits by Domicile Executive Board Members was reduced from $45,168.00 to $35,280.00

The **Computer Committee** budget was cut from $19,800 to $17,800.

**Equal Rights and Liberties Committee** budget was cut from $10,000 to $7,400.

Portia Reddick asked to attend the CSC (California State Conference). There could be a total of two meetings that require a hotel room. Cuyler Thompson will attend the other meetings.

Jeff Quattrochi made a motion that the Union pay for Portia Reddick to attend the CSC meeting. Bill Bernal seconded the motion. The motion **carried.**

Debotah Danish made a motion to adjourn. Tommy Stefan seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1930.

**Thursday January 10, 2002**

Thom McDaniel called the meeting to order at 0830.

Board Members Present: Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Tommy Stefan, Deborah Danish, Stacy Martin, Bill Bernal, Jeff Quattrochi, Cuyler Thompson, Jimmy West.

**Charges**
Thom McDaniel informed the Board of charges brought by a Member.

Thom McDaniel presented the letter from Local 556 inviting the Member to address the Executive Board on his charges. The Member did not respond to the invitation.

Thom McDaniel distributed a copy of the Member's charges designated as Document 'A'.

Portia Reddick spoke with Larry Martin of TWU International and he informed her that the individual bringing charges does not have to be present during the review process.

Bill Bernal made a motion to suspend the existing rules of voting by secret ballot and to conduct the voting on the charges by a show of hands. Marcy Vinyard seconded the motion. The motion **carried.** The vote will be conducted by hand.

Thom McDaniel read the charges against **Sister Allyson Parker- Lauck** out loud. See attached Document 'A'.

**Charge # 1: Maliciously publishing or circulating among the Membership, false reports or misrepresentations.**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article
**Yes-0 No- 12 -All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 - All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by the trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER.**

__Charge #2-__ **By act or omission, or conduct prejudicing, or damaging the interest, and welfare of the International Union or of his/her Local Union.**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No-12 All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 - Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 -All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by trial procedure.
**Yes 0 No 12 - All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER**

The Board agreed that due to Garry Drummond's schedule, they would discuss the remainder of the charges after the swearing in of the new officers.

TWU International Representative Garry Drummond swore in new officers OAK Domicile Executive Board Member, Cuyler Thompson, and Recording Secretary, Kathy Anderson.

Thom McDaniel read the charges against the **Board of Election** out loud. See attached Document 'B'. Named in the Charges are Sister Sonia Hall, Sister Sherrie Dobbins and Brother BR Ricks.

__Charge # 1__: **Maliciously publishing or circulating among the Membership, false reports or misrepresentations.**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No-12 All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER**

**<u>Charge #2-</u> By act or omission, or conduct prejudicing, or damaging the interest, and welfare of the International Union or of his/her Local Union.**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No-12 All voting members voted that the charges do state the exact nature of the offense.**

The charges are untimely under Section 2 of this Article.
**Yes-11 No – 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER**

Thom McDaniel read the charges against the **Executive Board** out loud. See attached Document 'C'. Named in the Charges are Brother Thom McDaniel, Sister Marcy Vinyard, Brother Thomas Mitchel, Sister Cindy Ritner, Brother Tommy Stefan, Sister Deborah Danish, Brother Stacy Martin, Brother Bill Bernal, Brother Jeff Quattrochi, Brother Jimmy West, Sister Portia Reddick.

**<u>Charge # 1</u>: <u>Maliciously publishing or circulating among the Membership, false reports or misrepresentations.</u>**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No- 12 All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by the trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER.**

**<u>Charge #2-</u> By act or omission, or conduct prejudicing, or damaging the interest, and welfare of the International Union or of his/her Local Union.**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No-12 All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER**

Thom McDaniel read the charges against **Sister Denny Sebesta** out loud. See attached Document 'D'.

**<u>Charge # 1</u>: <u>Maliciously publishing or circulating among the Membership, false reports or misrepresentations.</u>**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No- 12 All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by the trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER**

<u>Charge #2-</u> **By act or omission, or conduct prejudicing, or damaging the interest, and welfare of the International Union or of his/her Local Union.**

The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.
**Yes-0 No-12 All voting members voted that the charges do state the exact nature of the alleged offense.**

The charges are untimely under Section 2 of this Article.
**Yes- 11 No- 1 Eleven voting members voted that the charges are untimely. One voting member voted that the charges are not untimely.**

The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
**Yes- 12 No-0 All voting members voted that the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.**

The charges involve a question which should be decided by the membership at a membership meeting and not by trial procedure.
**Yes 0 No 12 All voting members voted that the charges do not involve a question which should be decided by the membership at a membership meeting but that should be decided by trial procedure.**

**THE CHARGE IS NOT PROPER**

The Executive Board discussed and has excused Thom McDaniel, Marcy Vinyard and Thomas Mitchell from 3rd Quarter flying.

The Executive Board discussed and has excused Marcy Vinyard and Thomas Mitchell from 4th Quarter flying.

**Negotiating Team** Members Brett Nevarez, Cindy Ritner and Denny Sebesta entered the meeting at 1145.

Brett Nevarez updated the Board on current projects in which the Team Members are involved and the goals to be obtained through these projects. Brett presented and explained the TWU 556 Campaign Structure to the Board and explained the roles of the different committees involved in the Contract 2002 Campaign.

Thomas Mitchell updated the Board on the new cell phones. Each Board Member was offered a cell phone to be used for Union Business only. If a Board Member chooses to use their personal cell phone for Union Business, Thomas instructed the Board that an itemized statement must be turned in to him in order to receive compensation.

Jerry Lindeman entered the meeting at 0930 to address the Board about the work he has been doing with David Moses of International on the new TWU Website. The Union discussed a deadline of March for the transference of all functions from the Yahoo e-groups forum to the new TWU Local 556 Website. Jerry Lindeman will work with Allyson Parker-Lauck in performing this transition. Jerry Lindeman will act as Webmaster of this new site.

Michael Masonni made a motion to allot 10 TFP, without per diem, per month to Jerry Lindeman, in the budget to come out of the **Computer Committee** budget. Tommy Stefan seconded the motion. All voting members voted in favor of the allotment.

Thomas Mitchell presented the revised budget estimate for 2001- 2002 and the Board discussed the proposed changes. **Safety Committee** Budget was examined.

The **CISM** budget was re-examined.

Portia Reddick made a motion to **approve** the revised budget. Jeff Quattrochi seconded the motion. The motion **carried**.

Thomas Mitchell presented the October 2001 Financial Report.

Jeff Quattrochi made a motion to approve the October 2001 Financial Report. Bill Bernal seconded the motion. All voting members voted to **approve** the October 2001 Financial Report.

Thomas Mitchell presented the November 2001 Financial Report.

Bill Bernal made a motion to approve the November 2001 Financial Report. Tommy Stefan seconded the motion. All voting members voted to **approve** the November 2001 Financial Report.

Thomas Mitchell presented Lone Star Check #s 6142-6257 for approval.

Thom McDaniel will confer with Madeleine Howard about composing a letter regarding the procedure for an officer who wishes to transfer to new Domicile after his/her term is over.

The Board further discussed the letter to Transportation Secretary, Norman Mineta.

The Board discussed the 401K options for Madeleine Howard.

The Board discussed the option of obtaining a Union car for use for Union business by out of town Union Committee workers.

Portia Reddick asked to attend the AFL-CIO Martin Luther King Jr. Holiday Observance, which is to be held January 18-21 in Miami.

Cuyler Thompson made a motion that Portia Reddick attend the AFL-CIO Martin Luther King Jr. Holiday Observance, provided that it is paid for out of the **Civil and Human Rights Committee** budget. Stacy Martin seconded the motion. The motion **carried**.

Marcy Vinyard asked the Board if they agreed that the Seat Cushions Group Grievance should bypass Board of Adjustment and proceed straight to Arbitration. All agreed.

The Board examined a proposed settlement letter to Management on the liquor money time line grievance. The Board did not agree to the proposed settlement.

Thomas Mitchell updated the Board on the Dues Recovery project and the certified letters that were sent out to members who are delinquent in their dues.

Jimmy West informed the Board that MCO still does not have a Union Red Rack. Stacy Martin will assist him in locating one.

Stacy Martin updated the Board a situation, which involved a Supervisor trading trips for a Flight Attendant.

The EEOC requested additional paper work from Local 556 to verify the number of employees working in the office during a given time period.

Kathy Anderson made a motion that due to past practice, that the members of the **Negotiation Team** be paid the same as the full time officers are paid. Deborah Danish seconded the motion. The motion **carried.**

Jeff Quattrochi made a motion to adjourn. Jimmy West seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1445.

All votes were taken by secret ballot, unless otherwise indicated.

To the best of my knowledge, these minutes are an accurate account of these proceedings.

Kathy Anderson
Recording Secretary
TWU Local 556

Thom McDaniel
President
Local 556