



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

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Strategic Bargaining Campaign Training and Executive Board Meeting September 10-14, 2001 Synopsis

Strategic Bargaining Campaign Training September 10-12, 2001

September 10, 2001

Thom McDaniel called the Executive Board Meeting into session for Strategic Bargaining Campaign Training at 1300 at the Holiday Inn Select Love Field.

Board Members present were Thom McDaniel, Marcy Vinyard, Tom Mitchell, Cindy Ritner, Tommy Stefan, Deborah Danish, Cuyler Thompson, Bill Bernal, Stacy Martin, and Jimmy West. Jeff Quattrochi, Portia Reddick, and Michael Massoni were excused for vacation.

Special guests were Labor Attorney Mark Richard, APA Representative Captain Karl Shricker TWU Local 555 President Gary Shultz, SWAPA Vice President Wayne Stamps, Teamsters Representative Rodney Rhodes, International Representative Garry Drummond, Negotiating Team Members Kevin Onstead, Allyson Parker-Lauck, and Denny Sebesta, Senior Precinct Captains James Gordon and Brett Nevarez, and Grievance Staff Members, Karen Amos, Kathy Anderson, and John Farry.

Karl Shricker gave a special presentation on Strategic Bargaining and Grievance handling under the Railway Labor Act.

At 1415 Karl Shricker, other Union Representatives, and Grievance Staff Members were excused

At 1420 Labor Attorney Mark Richard began training the Executive Board, Negotiating Team, and Senior Precinct Captains on a Membership Driven Strategic Bargaining Campaign.

Training continued until 1800 when the meeting was adjourned.

September 11, 2001 – Attack on America

After being notified of the Terrorist Attacks on the United States, the Executive Board Members present decided to postpone the Executive Board Meeting and Training until further details were known. The Executive Board Members present, Negotiating Team, and Senior Precinct Captains went to the Local 556 to assist the Grievance Staff, coordinate with Southwest Airlines, and answer the phones to assist Flight Attendants.

The Executive Board, Negotiating Team, Senior Precinct Captains, and Mark Richard reconvened at 1300 at the Holiday Inn Select –Love Field to discuss a plan of action and whether to continue the Meeting. Executive Board Members present were Thom McDaniel, Marcy Vinyard, Tom Mitchell, Cindy Ritner, Tommy Stefan, Deborah Danish, Cuyler Thompson, Bill Bernal, Stacy Martin, and Jimmy West. Michael Massoni, Jeff Quattrochi, and Portia Reddick were excused for vacation. Negotiating Team Members present were Kevin Onstead, Allyson Parker-Lauck, and Denny Sebesta. Senior Precinct Captains present were Brett Nevarez and James Gordon.

All Members present agreed that it would be most beneficial to continue the training to prepare for Negotiations but that it would be necessary to break, as participants were needed to assist the Membership in this Emergency situation. The Training Session continued and was led by Mark Richard.

Thom McDaniel, Allyson Parker Lauck and Tom Mitchell were excused at 1430 to return to the Local 556 Office to record and send a telephone voice broadcast to all Flight Attendant homes to inform them of the Terrorist Acts and how to proceed depending on their circumstances.

Thom McDaniel, Allyson, Parker-Lauck, and Tom Mitchell rejoined the Training Session at 1600.

The Strategic Bargaining Training Session was adjourned for the evening at 1800. Thom McDaniel, Marcy Vinyard, Tom Mitchell, Cindy Ritner, Deborah Danish, Cuyler Thompson, Stacy Martin, Jimmy West, Brett Nevarez, James Gordon, Allyson Parker-Lauck, Kevin Onstead, and Denny Sebesta returned to the TWU Local Office to answer phones, update all forms of information, send our informational emails, and assist Flight Attendants. The Local 556 Office remained open until 0230.

September 12, 2001

Thom McDaniel called the meeting to order at 0830 at the Holiday Inn Select Love Field.

Executive Board Members present were Thom McDaniel, Marcy Vinyard, Tommy Stefan, Deborah Danish, Bill Bernal, Cuyler Thompson, Stacy Martin, and Jimmy West. Jeff Quattrochi, Portia Reddick, and Michael Massoni were excused due to vacation. Tom Mitchell and Cindy Ritner coordinated with the grievance staff as to SWAs plan for resumption of flying. Negotiating Team Members present were Kevin Onstead, Allyson Parker-Lauck, and Denny Sebesta. Senior Precinct Captains present were Brett Nevarez and James Gordon. Labor Attorney Mark Richard continued the class on a Strategic Bargaining Campaign.

Tom Mitchell entered the meeting at 1000.

The training class recessed for lunch and went to the Local to help answer phones and assist the Office staff.

Cindy Ritner entered the meeting at 1300.

The Class on Strategic Bargaining ended at 1500. The training was adjourned to return to the Local 556 Office to answer phones and assist the Office Staff

The Office remained open to assist Flight Attendants until 0100.

September 13, 2001

Thom McDaniel called the meeting to order at 900.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Tommy Stefan, Deborah Danish, Cuyler Thompson, Bill Bernal, Stacy Martin, and Jimmy West. Jeff Quattrochi, Michael Massoni, and Portia Reddick were all excused for vacation.

Cindy Ritner presented the July 2001 Executive Board Meeting minutes for approval. Stacy Martin made a motion to approve the minutes as presented. Jimmy West seconded the motion. The motion carried. Cuyler Thompson recused himself from the vote because he had not been appointed to the Board in July 2001.

Thomas Mitchell presented the Financial Report for approval. Bill Bernal made a motion to approve the Financial Report as presented. Jimmy West seconded the motion. The motion carried. Cuyler Thompson recused himself from the vote because he had not been appointed to the Board in July 2001.

Thomas Mitchell presented Lone Star check #s 5902 – 5957 for approval.

Ed Cloutman entered the meeting at 1000.

The Board reviewed and voted on four charges brought against the Executive Board and against Recording Secretary, Sister Cindy Ritner, respectfully.

All voting members voted that all charges filed against the Executive Board and all charges filed against Sister Cindy Ritner were not proper.

Thomas Mitchell presented the July 2001 Financial Report for approval. Bill Bernal made a motion to approve the financial report as presented. Stacy Martin seconded the motion. The motion carried.

Thomas Mitchell presented Lone Star check #s 5958 – 6019 (minus check # 6016 which was issued in August 2001) for approval.

Thomas Mitchell updated the Board on the Dues Recovery project. Tim Mullaney was not available to attend the Executive Board meeting. Members who have not paid dues for the first half of 2001 have been billed. The amount that was billed out to those Members was over \$ 50,000. As of August 31, 2001 over \$ 11,000 has been collected. Once the Dues Recovery Data Base has been completed, Flight Attendants who are in arrears for their dues shall be billed on a monthly basis through the new automated system that was developed by Tim Mullaney former Treasurer of our Local.

Base Updates and Committee Reports

Jimmy West updated the Board on the **Orlando Base**. The opening of the base has been smooth with the exception of the Base Manager issuing a memo that disallowed Flight Attendants from sleeping in the lounge while sitting Airport Standby. Jimmy was able to work with Vic Zachary in having that memo retracted. Jimmy attended two fact-finding meetings. Jimmy is currently trying to have a check in phone placed in the main terminal for Flight Attendants because the lounge is so far away.

Cuyler Thompson updated the Board on the **Oakland Base**. Cuyler is working with the Oakland Base Manager, Michelle Opoka on a new more user-friendly Designated Doctors form that when completed and approved will be placed in all Flight Attendant mail boxes in the Oakland base.

Bill Bernal updated the Board on the **Phoenix Base**. Bill recently came back from being out on a Work related injury. He has been working on trying to have the Union glass case moved to a more visible location.

Deborah Danish updated the Board on the **Dallas Base**. Deborah has continued to make sure all information is updated on the Union red rack and in the Union glass case. She also updated the Board on the **Uniform and Health Committees**. Deborah reported from the **Uniform Committee** that a new casual parka would be available in Canyon blue and black with a dark blue fleece liner. This parka will be in exchange for the four in one jacket we have now and will be wear replacement only. A new trench coat will be added to our Uniform that will be in addition to the standard uniform. The Union will research this issue because many Members purchased a trench coat in the previous standard formal wear. Other items that will be added to our Uniform are a long and short sleeve canyon blue polo shirt, a new cardigan, varsity cardigan, flat leather

brown or navy belt, and new wings in brushed nickel. (See Attached) Deborah also gave a report on the **Health Committee**. She has spoken with Tim Quarles and Tammy Medavin in purchasing who have informed her that new gloves shall be placed on the aircraft to replace the old gloves that are used at the present time.

Stacy Martin updated the Board on the **Houston Base**. Stacy has represented 5 Flight Attendants in discipline meetings. He has spent many hours in the Flight Attendant lounge talking with Airport Stand-bys and other Flight Attendants. The Precinct Captain program is developing well in Houston with three Lead Precinct Captains: Jannah Dalak, Karen Kelly, and Susan Schroeder. Stacy also updated the Board on the Houston Membership Meeting, which had 15 Members in attendance. All of the Union material was passed out, the Union Red rack and glass case were updated, and the Union briefing book has been consistently updated as well. Stacy also reported to all Board Members present on the Texas AFL-CIO Constitutional Convention Thomas Mitchell and he attended on July 26-28, 2001. Issues discussed at the convention were safety concerns in the workplace, pending legislation that is affecting labor, and new worker's compensation considerations. On Saturday July 28, 2001 Rebekka Kelly, previous Recording Secretary of our Local, was sworn in as District 7 President of the Dallas AFL-CIO. She has continued to fight for our Membership.

Tommy Stefan updated the Board on the **Computer Committee** and an upcoming proposal on an OJI database. Tommy has worked with APFA Flight Attendant and Webmaster Bill White and also Dave Moses Webmaster for TWU International in reconstructing our Local's Website. Jerry Lindemann has been valuable in updating the information changes as needed to the Website as needed. Tommy will be submitting a proposal to the Board to build an OJI database so that we would know all of the injuries our Flight Attendants incur and this information would help us to ensure a safer work environment in the future. Many Flight Attendants have asked Tommy if the Executive Board is going to hire a Professional Negotiator. Mark Richard, Labor Attorney and Strategic Advisor for American Airlines Flight Attendants (APFA) has been retained to help our contract negotiating team develop a strategic bargaining campaign.

Cindy Ritner updated the Board on the **Scheduling Committee**. Cindy had eight Flight Attendants respond to the newsletter article she wrote asking for new Members on the Scheduling committee. Of the eight people who contacted her, six Flight Attendants voluntarily attended a two hour workshop directed by Becky Hoffman, Senior Planner to learn about the committee and to be given their two week assignment of breaking out the entire Aircraft flow sheet by hand into pairings. Of the six Flight Attendants who were given the task, three Flight Attendants completed the assignment. Cindy recommended that each of these Flight Attendants be considered for the Scheduling Committee. Stacy Martin made a motion to approve Valarie Daniel - DAL, Michelle Bauer - MCO, and Marc Andrew-Wafer - PHX as new Members of the Scheduling Committee. Deborah Danish seconded the motion. All voting Members voted to approve the motion. The motion carried. The Committee is now full with 10 Members.

Marcy Vinyard updated the Board on the **Grievance Committee**. As of September 7, 2001 there are 89 active grievances. Five grievances have been slated for Arbitration in the next four months. Marcy, Garry Drummond International Representative, Beverly Carmichael, and a SWA paralegal met to decide on the Dates of the Arbitrations and which Arbitrators would hear each case. The Grievance committee consisting of Marcy Vinyard, Chairperson, Kathy Anderson, Karen Amos, Amy Montgomery, John Farry, Janet Bottles, Cindy Ritner, and Thom McDaniel continue to represent our Members well and in most cases resolve issues before they are filed as grievances. Since April 23, 2001 82 new grievances have been filed, 44 grievances have been withdrawn, and 90 grievances have been settled in the Memberships favor.

Thom McDaniel was excused at 1545 to update the Web site, Yahoo Groups forum, and TWU hotline with current information on the national crisis.

Kathy Anderson entered the meeting at 1545 to discuss a grievance.

The Board then placed a conference call to the grievant at 1610.

Kathy Anderson was excused at 1700.

Budget

The Negotiating Committee (Allyson Parker-Lauck, Denny Sebesta, and Kevin Onstead) entered the meeting at 1745 to present the Negotiating Team Budget for the 2001-2002 fiscal year.

National Disaster

The Board Meeting was interrupted so that the Board could conference call with Jim Pawelczyk, Manager of Employee Resources to become updated on current information on the resumption of SWA operations.

Budget Continued

The Board continued to discuss the Negotiating Team Budget. Allyson Parker-Lauck, Denny Sebesta, and Kevin Onstead were excused at 1905.

Stacy Martin made a motion to adjourn. Jimmy West seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 2000.

The Office was kept open until 0100 to answer phones and assist Flight Attendants.

September 14, 2001

Thom McDaniel called the meeting to order at 1040.

Board Members present were all except Portia Reddick, Jeff Quattrochi, and Michael Massoni who were all excused for vacation.

New Business

Grievances:

Kathy Anderson entered the meeting at 1045.

The Board examined two grievances.

Kathy was excused at 1155.

Deborah Danish presented two grievances to be examined by the Board.

Janet Bottles entered the meeting at 1105.

Janet presented the following grievances to the Board.

The Board examined one grievance.

Janet was excused at 1110.

Deborah Danish presented three grievances to be examined by the Board.

Garry Drummond entered the meeting at 1120.

Thom McDaniel was excused at 1130 to communicate with Management on updates to the resumption of Southwest Airlines operations and the protection of our Members.

Marcy Vinyard presented two grievances to be examined by the Board.

Garry Drummond was excused at 1230.

Revisit

The Board conference called with a grievant at 1325. The call ended at 1330.

The Board continued to discuss this grievance.

New Business

Karen Amos entered the meeting at 1335.

The Board examined four grievances.

Old Business

The Board examined one grievance.

Karen Amos was excused at 1430.

The Board examined a grievance.

Revisit

Marcy Vinyard presented a grievance to the Board.

Bill Bernal and Tommy Stefan were excused at 1610.

Kathy Anderson entered the meeting at 1620 to discuss a grievance..

All present discussed this grievance.

John Farry entered the meeting at 1700.

The Board examined one grievance.

John was excused at 1705.

The Board discussed the Union red racks in each Domicile. All Board Members agreed to ensure that the red racks are updated with current information, the Union Briefing book is updated and attached to the red rack, and there is a lock on the survey box.

Thom McDaniel presented a proposal for a class entitled Workers Rights - Building the Power in the Work Place.

Cindy Ritner made a motion for the Local to pay for the workers rights class for Thom McDaniel, Marcy Vinyard, and John Farry to attend for three days. This class will not exceed the expense of \$220.00 per class per person. There will be no hotel expense. Jimmy West seconded the motion. Thom and John will attend the class in Houston October 3-5th. Marcy will attend the class in Austin September 30 – October 2nd.

Correspondence

The Board reviewed the decision from International regarding Melissa Smith's appeal. Thom McDaniel read the decision from International (see attached) On the Article XIX Charges

International ruled that the TWU Local 556 Executive Board did have the right to not accept the decision of the Trial Committee. There should have been a thorough review of the evidence before doing so. Since the official transcripts were not available at the time of the decision, TWU Committee on Appeals remanded the decision back to the TWU Executive Board for further examination and made Melissa Smith a Member in good standing pending the review. The Executive Board agreed to review the transcripts and reconsider the decision.

The TWU Committee on Appeals upheld the Article XXI decision of the TWU Executive Board in its entirety for the suspension and removal of Melissa Smith as President of Local 556. Melissa Smith will have the opportunity to appeal the decisions at the TWU International Convention in Las Vegas in October 2001.

TWU International set up the TWU Heroes fund for those Union Members who lost lives and loved ones during the attack on America. All present discussed the importance of this fund.

Due to the fact that the Bylaws stipulate our Local may contribute no more than \$100.00 per charitable contributions, Marcy Vinyard made a motion to donate \$ 100.00 to the TWU Heroes fund in remembrance of the fallen heroes that risked their lives in the Attack on America. Jimmy West seconded the motion. Our Local will also ask our Membership to contribute to this worthwhile fund. The Board will update the Membership as to the total contribution to this fund. All voting Members voted to approve the motion. The motion carried.

Budget

Negotiations Budget – Deborah Danish made a motion to approve Labor Attorney Mark Richard as the Local's strategic advisor for contract negotiations. Mark Richard started his labor career with Cesar Chavez. He has been involved with 60 labor negotiations and most recently and notably the Industry Leading American Airlines Flight Attendant Contract (APFA). Cuyler Thompson seconded the motion. All voting Members voted to approve the motion. The motion carried.

Marcy Vinyard made a motion to approve the leasing of one three-bedroom apartment to be shared by all commuting negotiating team Members. This will not exceed \$1900.00 a month. This figure shall include rent, all utilities, and insurance. This shall save our Membership over \$10, 000 for lodging versus hotel stays. Cuyler Thompson seconded the motion. All voting Members voted to approve the motion. The motion carried.

The Board agreed that all Negotiators should be paid high line plus 15% this shall include a minimum Five-day workweek, with a minimum of 40 hours per week.

Thom McDaniel asked for the assistance of any Executive Board Member who could remain over the weekend to keep the Local 556 Office open to assist Flight Attendants as SWA began operations again. Thom McDaniel, Marcy Vinyard, Tom Mitchell, Cindy Ritner, Cuyler Thompson, Jimmy West, Stacy Martin, and Deborah Danish agreed to assist.

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

Thom McDaniel adjourned the meeting at 1925.

All votes were taken by secret ballot.

Volunteers that went above and beyond the call of duty during and after the Attack on America were:

Terrell Allen
Kathy Anderson

Karen Amos
Janet Bottles

Deborah Danish
James Gordon
David Kirtley
Stacy Martin
Melinda Miller
Amy Neeper
Kevin Onstead
Cindy Ritner
Shelley Taylor
Lisa Trafton
Marcy Vinyard

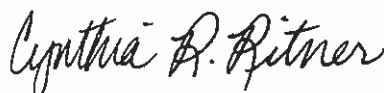
John Farry
Kim Hamrick
Kelly Lane
Thom McDaniel
Thomas Mitchell
Brett Nevarez
Allyson Parker-Lauck
Denny Sebesta
Cuyler Thompson
Sheri Tyler
Jimmy West

Sheri Hightower and all CISM Members

Michael Broadhead and all Professional Standards Members

and All Flight Attendants in Hotels and at home who assisted other Crew Members and Customers by volunteering their time and resources during this difficult time. A special thank you to John Capps for keeping those at the Local Office fed and our spirits hopeful.

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



Cindy Ritner
Recording Secretary
TWU Local 556

Thom McDaniel
President
TWU Local 556