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

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Executive Board Meeting
July 9-12, 2001
Synopsis

Monday, July 9, 2001

Thom McDaniel called the meeting to order at 1340.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Cindy Ritner, Deborah Danish, Stacy Martin, Jeff Quattrochi, Tommy Stefan, and Jimmy West. Thomas Mitchell was excused to finish financial business. Portia Reddick was excused for personal reasons. Bill Bernal was excused due to an OJI.

Thomas Mitchell entered the meeting at 1350.

Cindy Ritner presented the June 2001 Executive Board Meeting Minutes for approval.

Correspondence
Thom McDaniel presented the following letters to the Executive Board for review:

A letter written by Thom McDaniel to the Membership in reference to the Executive Board's decision to not accept all of the Trial Committee's findings and recommendations. *See Attached*

A letter written by Thom McDaniel to Frank McCann, International Executive Vice President of Transport Workers Union of America, and Chairman, Committee on Appeals, in response to the Appeal filed by Melissa Smith referencing charges brought by a Member under Article XIX of the International Constitution. *See Attached*

A letter written by Thom McDaniel and Marcy Vinyard to Donna Conover in reference to the discrepancies in the Company Paid Move between Southwest Airlines Pilots and Flight Attendants. *See Attached*

A letter written by Jim Pawelczyk, Manager Employee Resources to Thom McDaniel in reference to the Orlando Move Packet. Management agreed to lengthen the time that Orlando will be considered a New Domicile from the contractual 4 months to 8 months. *See Attached.*

A letter written by Frank McCann International Executive Vice President, and Chairman, Committee on Appeals to Melissa Smith granting Ms. Smith her request of a 30-day extension to file her " final reasons for appeal". This extension was offered to both parties. *See Attached*

A letter written by Thom McDaniel to Frank McCann Executive Vice President, and Chairman, Committee on Appeals formally requesting copies of any additional evidence offered by Ms. Smith and to be granted an additional seven (7) days from August 2, 2001 to respond to any further evidence she offers. *See Attached*

Thomas Mitchell presented the Financial Report for approval. At present He is finishing the final billing to those Flight Attendants who are in arrears for the year 2000. Also, the initial billing for the year 2001 will be sent out in the next couple of weeks to those Members who are in arrears for the year 2001.

Thomas Mitchell presented an update on the Dues Recovery Database that Tim Mullaney has been working on for the past several months. Tim Mullaney will present all completed aspects of this project to the Board at the September Executive Board Meeting.

Thomas Mitchell presented Lone Star check #s 5843-5902 for approval.

Officer Updates

Deborah Danish updated the Board on the Dallas base. Two issues of great concern are the number of briefing days happening at the base and the amount that CompuServe is charging for Maestro usage. Some Flight Attendants who have signed up for the flat fee service are being charged three and four times the amount they have been paying. Deborah will research these issues and report back to the Board in September.

Stacy Martin updated the Board on the Houston Base. Management did pay protect anyone who was affected by the Houston flood. No Flight Attendant will be harmed by loss of incentive passes or point accumulation. All Union correspondence was distributed. The construction of the new terminal is making progress with a move in date into a new Flight Attendant lounge the month of March 2002. Stacy will research the possibility of office space for the Domicile Executive Board Member in the new lounge.

Jimmy West updated the Board on the Oakland Base. All correspondence was placed in the mailboxes and on the Union red rack. Michelle Opolka, Oakland Base Manager helped to resolve the pillow and blanket issue by installing two cloth laundry hampers to hold the pillows and blankets instead of the Union red rack. Jimmy announced that he will be moving to Orlando and will resign as the Oakland Domicile Executive Board Member.

Marcy Vinyard updated the Board on the active grievances, Board of Adjustment, and cases proceeding to Arbitration.

Committee Reports

Tommy Stefan updated the Board on many safety issues that have been raised by some of our Members. Issues presented were checking bags in the jet way, Amount of injuries incurred by our work group (OSHA 200 log request to Patti McClendon), and that Pilots are given the authority to approve free drinks not Ops Agents.

Cindy Ritner updated the Board on the Scheduling Committee. A notice will be published in the Unity newsletter to ask for a couple more volunteers for the committee. The committee has seven Members at present. The Board discussed the ongoing talks on a Productivity program and is awaiting a counter proposal from Management.

Michael Massoni updated the Board on the Safety Committee and the corporate meeting he attended. Other issues discussed were the assault that happened in Orlando, that all Board Members will be notified by email when a safety incident occurs, and Michael will give a summary report on the Burbank incident at September Boards.

The Board agreed to donate $100 to the Hospice of Lake Sumter in honor of the passing of George Leitz, TWU International President Emeritus.

Michael Massoni updated the Board on the Professional Standards committee. *(See attached)*

Thom McDaniel updated the Board on the Publications Committee. The Newsletter was sent to all the bases and should be in each Flight Attendants mailbox. The deadline for the next Newsletter for article submission is August 14th.

Marcy updated the Board on the Grievance Committee. The Union and Management agreed to settle the grievances that dealt with FTRs. With this settlement there are now 100 active grievances, which is down from 155. The Board discussed how important it is for Flight Attendants to verify their check in by checking in twice, checking their transaction report for the check in message, and utilizing the crew check in phone.

Thom McDaniel updated the Board on the presentation that is being delivered to the New Hire Flight Attendant classes by the Executive Board. The Board discussed that Domicile Executive Board Members would like to attend New Hire Base presentations. This will be discussed with Management.

Revisit

Marcy Vinyard presented the following grievance to the Board.
1 grievance was examined.

Michael Massoni made a motion to adjourn. Thomas Mitchell seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1830.

Tuesday, July 10, 2001

Thom McDaniel called the meeting to order at 845.

All Board Members were present except Portia Reddick who was excused for personal reasons and Bill Bernal was excused due to an OJI.

Jerry Lindemann Flight Attendant and moderator of the TWU web page entered the meeting at 850 to update the Board on revamping the Local's web site.

Garry Drummond, International Representative entered the meeting at 900.

Jerry Lindemann was excused at 1030.

The Board reviewed a web page designed by APFAs Web page designer Bill White.

The Board conference called with American Airlines Flight Attendant/Web Master for the APFA site, Bill White to discuss the possibility of him redesigning our Local's web site.

Marcy Vinyard made a motion that the Executive Board shall utilize Bill White, Flight Attendant/Web Master for Association of Professional Flight Attendants (APFA) to design the update to the TWU Local 556 Web site for a cost of $ 75.00 per hour, not to exceed 15 hours of service and that Bill shall have Artistic right to the initial design of the update but shall relinquish this right at the completion of the project. TWU Local 556 maintains all right to content and administration of the web site. Administrative duties of the TWU Local 556 web site will be the responsibility of Jerry Lindemann, fellow Flight Attendant for a cost of (3) three tfp per month or Board designee at the same rate. Jimmy West seconded the motion. All voting Members voted to approve the motion. The motion carried.

Oakland Domicile Executive Board Member position vacated
Jimmy West informed the Board that he will be vacating the Oakland Domicile Executive Board position because he is moving to Orlando. He will vacate the position effective July 31, 2001. *See Attached*

Domicile Executive Board Member Discussion
All eligible candidates were interviewed for the position of Oakland Domicile Executive Board Member based on their desire to accept the position and their ability to fulfill the term.

Jimmy West made a motion that the Board shall appoint Cuyler Thompson as Oakland Domicile Executive Board Member effective August 1, 2001. Marcy Vinyard seconded the motion. The motion carried.

The Board agreed to buy lunch for the volunteers that are helping to tabulate the contract survey.

International
Jim Little Director Air Transport Division of TWU International, John Donnelly research analyst for the International, Allyson Parker Lauck, and Denny Sebesta entered the meeting at 1420.

Jim Little swore Michael Massoni into office as the 1st Vice President of our Local.

John Donnelly gave a presentation to the Board referencing the in depth Contract Survey that will be developed to gather information from the Membership for Negotiations.

Jim Little was excused at 1445.

John Donnelly, Garry Drummond, Allyson Parker-Lauck, and Denny Sebesta were excused at 1530.

Jeff Quattrochi updated the Board on the Lease of the Local union office. Justin Small accepted the Boards counter proposal for leasing of the Local Union office through 2006.

Tommy Stefan updated the Board on developing a secured section of the Local's web site. Tommy will continue to research and update the Board on any developments.

Old Business
Deborah Danish handed out the TWU Logo shirts to all Officers present. The Local paid for one polo shirt and the individual Officers paid for additional shirts.

Thom McDaniel informed the Board of the International Convention in October that will be held in Las Vegas. The Board discussed the importance of this convention; protocol, cost of different hotel rooms, etc.

Cindy Ritner updated the Board on the Productivity Pay program and the ongoing discussions with Management to develop an equitable program that is beneficial to all.

Grievances
Deborah Danish presented the following case to the Board

1 grievance was examined.

Deborah Danish was excused to attend a meeting with payroll.

1 grievance was examined.

Karen Amos entered the meeting at 1650 to present the following grievances to the Board.

1 grievance was examined.

Karen Amos was excused at 1710.

The Board discussed the outline for the 2001-2002 Budget. All committee Budgets should be submitted by August 15th.

Thomas Mitchell made a motion to adjourn. Marcy Vinyard seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1800.

Wednesday, July 11, 2001

Thom McDaniel called the meeting to order at 840.

All Board Members were present except Portia Reddick who was excused for personal reasons and Bill Bernal who was excused due to an OJI.

Revisits
John Farry entered the meeting at 910 to present the following grievances to the Board.

2 grievances were examined.

Old Business
2 grievances were examined.

New Business
1 grievance was examined.

John Farry was excused at 1045.

The Board conference called Sherri Dobbins Board of Election on the Negotiator Election. A Member filed a formal protest with the Board of Election in reference to the Contract Negotiator Election. The Board of Election will research the protest and get back with the Board on their position.

Deborah Danish presented the following grievances to the Board.

3 grievances were examined.

Old Business
1 grievance was examined.

New Business
3 grievances were examined.

Denny Sebesta entered the meeting at 1205 to give input on a contractual issue for which she had knowledge when she worked full time in the Local office on grievances.

Denny was excused at 1235.

Marcy Vinyard presented the following case to the Board.

1 grievance was examined.

Allyson Parker-Lauck and Denny Sebesta entered the meeting at 1500 to update the Board on the Negotiating Committee.

Allyson and Denny were excused at 1545.

Cindy Ritner was excused at 1645 for personal business.

Michael Massoni addressed the Board on the new FSAT procedures concerning how SWA Flight Attendants will perform boarding procedures regarding number of Flight Attendants present during initial boarding and on through flights when passengers remain on board. The implementation of this procedure could dramatically change current practice of Flight Attendants required on board affecting their ability to leave the aircraft for personal reasons and assist in checking bags in the jet -way. The pilots seem to have a heads up on this procedure in that they have been informed of "stepped up oversight" and the Flight Attendants have not. Michael Massoni will be meeting with Lauren Peck and Tammy Walker Jones on July 12,2001 to ensure safety procedures are adhered to and that the Union and Flight Attendants are kept informed.

Jeff Quattrochi informed the Board that our lease of the Local Union office has been extended through July 2006.

Thom McDaniel informed the Board of receipt of a document from the EEOC requesting information regarding EEOC charge No. 310A11419 by Melissa Smith to determine if the Commission has jurisdiction to proceed with this investigation.

James Gordon entered the meeting at 1720 to update the Board on the Precinct Captain program. To date in the various bases he has recruited 45 Precinct Captains. Specific numbers in the Bases are as follows:

1) Dallas –12 Precincts and 1 Precinct Captain
2) Houston – 17 Precincts and 2 Precinct Captains
3) Phoenix – 29 Precincts and 6 Precinct Captains
4) Chicago – 18 Precincts and 17 Precinct Captains
5) Oakland – 18 Precincts and 4 Precinct Captains
6) Baltimore – 18 Precincts and 10 Precinct Captains
7) Orlando – 9 Precincts and 5 Precinct Captains

Yellow pins with blue lettering stating TWU PRECINCT CAPTAIN will be supplied to all Precinct Captains. They will also receive a "Precinct Kit" with helpful information to aid in educating, informing and motivating the Membership.

Tracy and Randy Hammer are the Lead Precinct Captains in Chicago. Sonia Hall and Brett Naverez are the Lead Precinct Captains in Phoenix. Lead Precinct Captains are still needed in Dallas, Houston, Oakland, Baltimore and Orlando. James Gordon is responsible for the concept and implementation of this program. He has thus far contributed 63.5 hours to make this unification tool a reality. The Board recognizes and greatly appreciates his hard work and dedication to the cause of securing a superior Contract for the Flight Attendants of SWA.

This program will be an invaluable tool in uniting our Membership. The suggestion was made to replace hanging file folders in bright yellow to identify Precinct Captains, Domicile Executive Board Members, Shop Stewards and the Negotiating Committee. Approval will be obtained from the Management first.

James was excused at 1755.

Thom McDaniel discussed TWU logo shirts for Staff and Negotiating Team. Everyone will be supplied with one logo shirt at TWU expense. Additional shirts may be purchased individually if desired.

Stacey Martin made a motion to adjourn. Michael Massoni seconded the motion. All voting members voted. The motion carried.

Thom McDaniel adjourned the meeting at 1805.

Thursday, July 12, 2001

Thom McDaniel called the meeting to order at 900.

All Board Members were present except Portia Reddick who was excused for personal reasons and Bill Bernal who was excused for an OJI.

Discussion

Cindy Ritner informed all present that the AFL-CIO recommended a Doctor from the Doctor's Council (Doctor's Union) to give a presentation on the new Texas Worker's Compensation laws, which go into affect September 1st. This clinic is at no cost to the Local and will be held at the Local on August 16th at 1330.

Jimmy West addressed the Board concerning new hire Flight Attendants who come on line and are given a choice to fly out of which ever base they would like and then the next month are sent to the base they can hold. The new hire is not being allowed to go to Base orientation in the base they are originally flying out of and are not given positive space to get there or provided a hotel. Jimmy has corresponded with Paula Gaudette and will update the Board on any resolution.

Marcy Vinyard made a motion to approve the minutes as presented. Jeff Quattrochi seconded the motion. The motion carried.

Jeff Quattrochi made a motion to approve the Financial Report as presented. Marcy Vinyard seconded the motion. The motion carried.

Marcy Vinyard updated the Board on the two active grievances on blocking open time from trip trades, hiding trips by classing them differently, trips that are built out of a different base but put into another bases open time. The Union will again attempt to work through these issues with Management and if not able to get the issues resolved will take further appropriate action including but not limited to file a lawsuit.

Michael Massoni will research Go Team training for Marcy Vinyard, Tommy Stefan, and Stacy Martin. Other training that he will research to coincide with Go Team training is Blood borne pathogen training for being onsite at an incident/accident investigation and Emory Riddle training for onsite crash investigation.

The Board agreed to switch to Mpower Communication for our Telephone service when the Contract with McLeod USA is up in August 2001.

Marcy Vinyard made a motion to adjourn. Jeff Quattrochi seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1125 for all Board Members to help in contacting Members whose grievances were settled this week and to help in the tabulating of the contract surveys.

All votes were taken by secret ballot.

Cynthia R. Ritner

Cindy Ritner
Recording Secretary
TWU Local 556