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

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Executive Board Meeting
June 18 – 21, 2001
(Synopsis)

Thom McDaniel called the meeting to order at 1400.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Tommy Stefan, Jeff Quattrochi, Deborah Danish, and Stacy Martin. Jimmy West was enroute. Portia Reddick was excused for personal reasons. Bill Bernal was excused because he is on OJI.

Marcy Vinyard made a motion to pay an additional $ 250 to INK incorporated which is the company handling the election process for negotiator elections to include in the ballot packet a memo informing the Membership that a Member withdrew from the election. Deborah Danish seconded the motion. All voting Members voted to approve the motion. The motion carried.

The Board conference called with Sherrie Dobbins Board of Election at 1420 to discuss the memo that will be put in the Ballot packet.

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

Cindy Ritner presented the Second Quarter 2001 Membership Meeting Minutes for review.

Thomas Mitchell presented the Financial Report for approval. The Board discussed the CISM Committees budget. Deborah Danish made a motion to approve the Financial Report as presented. Stacy Martin seconded the motion.

Several Flight Attendants have received notices for non-payment of dues for the year 2000. These Flight Attendants have already received 3 notices. They will receive a Final notice. Should they not respond to the final notice, each Flight Attendant who does not respond shall be sent a Certified Letter as a final notice and could be terminated for non-payment of dues.

Tim Mullaney entered the meeting at 1535 to address the Board on the Dues Database project.

Jimmy West entered the meeting at 1540.

Tim Mullaney was excused at 1650.

Thomas Mitchell presented Lone Star check #s 5784-5842 for approval.

Jeff Quattrochi presented a proposal from Justin Small who is the owner of the office space the Local leases. The Board developed a counter proposal for future leasing of this space.

Officer Updates
Deborah Danish updated the Board on the Dallas base. She distributed and collected the surveys from the Dallas Base. Deborah attended discipline hearings and has settled many issues without filing a grievance. She has educated many Members on the Trial and hearing of Melissa Smith under Articles 19 and 21 of the TWU Constitution.

Stacy Martin updated the Board on the Houston Base. Houston was hit with a huge storm that flooded many areas in Houston. Many Flight Attendants tried to make it to work during the storm. Continental Airlines suspended all operations. Stacy distributed union literature and has helped to educate Members on the Trial process under Article 19.

Jimmy West updated the Board on the Oakland base.

The Board discussed the addition of the Orlando base and the unfilled Board position that comes with the new base opening.

Tommy Stefan updated the Board on the Phoenix base.

TWU 555 Update:
Garry Drummond entered the meeting at 1715 to update the Board on TWU 555s contract. 1400 people did not vote. 71% of the Membership that voted approved the Contract. Garry updated the Board on some issues he had discussed with Management.

Committee Reports
Coalition of Flight Attendants – Thom McDaniel, Stacy Martin, and Michael Massoni attended the Coalition of Flight Attendants meeting, which was held in Minneapolis, Minnesota. Teamsters Local 2000, Northwest Flight Attendants, hosted the meeting. Issues discussed were: supporting APFA, restraints, air rage (National Air Rage day is July 6, 2001), presentation on all the Drug and Alcohol policies from all Flight Attendant groups, Northwest is developing a prevention policy, reciprocal jump seat policy, and OSHA. All Flight Attendant groups were shocked that other employee groups in SWA are allowed to ride the jump seat besides Flight Attendants.

Publications -Thom McDaniel updated the Board on the Unity Newsletter that should be going to print and distributed within the next couple of weeks.

The Board discussed the incident that happened in Orlando that involved one of our Flight Attendants.

Grievance Committee –Marcy Vinyard updated the Board on the grievance committee. The Board of Adjustment dates for the month of June are the 26th-28th. There are 155 active grievances at this time.

Deborah Danish made a motion to adjourn. Jeff Quattrochi seconded the motion. The motion carried.

Executive Board Meeting
June 19, 2001
Thom McDaniel called the meeting to order at 835

All Board Members were present except Bill Bernal due to OJI.

Marcy Vinyard updated the Board on a proposal from the Board of Election. The Board of Election would like to have a Board of Election member monitor the egroups forum during the Negotiator Election. The Board will call the Department of Labor and get back to this topic.

Cindy Ritner informed the Board that there are two positions available for the **Scheduling Committee** and a notice will be published in the Unity Newsletter.

Correspondence –
The Board reviewed the following correspondence:

A promotional letter from Tammye Walker-Jones announcing Sandy Teichmann to the position of Eastern Regional Director of Inflight.

A letter from Thom McDaniel to Donna Conover referencing a memo from the IND station but the memo had not been placed in the Flight Attendant briefing book.

A letter from Thom McDaniel to Donna Conover concerning the Flood in Houston.

Information from APFA referencing their negotiations and cooling off period.

A letter from Paul Sweetin former TWU Local 556 President to Sonny Hall, International President concerning the preservation of Local 556

A Letter from Melissa Smith to the International Committee on Appeals referencing the information that she submitted for her appeal under Article 19.

A letter from John Kerrigan to Thomas Mitchell referencing the Michael J Quill Scholarship fund. Each Local contributes to the Scholarship based on a per capita with International paying the other half. Our Local will contribute 1,729.89 which is our part based on per capita.

Meeting with TWU Local 555
TWU Local 555 and SWAPA entered the meeting at 1015 to discuss 555s Negotiation process with the Company.

Garry Drummond, International Representative of TWU

TWU 555 Members in attendance were
Gary Shultz – President
Chuck Cerf – Vice President

SWAPA Members in attendance were:
JD Stewart – Dallas Domicile Vice Chair/ Scheduling Committee Chairperson
JJ Yu – Scheduling Committee Vice Chair
Wayne Stamps – Vice President
Frank Brewer – Negotiating Committee Vice Chair

Local 556 Grievance Staff Members in attendance were:
Karen Amos
Kathy Anderson

Local 556 Negotiating Team Members in attendance were:
Denny Sebesta
Allyson Parker-Lauck

All present discussed Local 555s Negotiation process. TWU Local 555 gave all present tremendous insight into Managements style of negotiating.

The meeting adjourned at 1230. All present except the Local 556 Executive Board Members were excused.

Board of Election
The Board conference called with Sonia Hall because another Member who had originally accepted a nomination to run for the Negotiating committee decided to withdraw from the election. The Board agreed to pay an extra $250 to add an additional memo to the ballot that this Member had withdrawn.

Discussion
Deborah Danish distributed the Union logo polo shirts that each Board Member will wear when conducting Union business at the Domiciles and when representing TWU Local 556.

Kathy Anderson and Janet Bottles (Members of the grievance staff) entered the meeting at 1345 and were excused at 1350.

The Board conference called Jerry Lindemann in reference to the TWU Web site at 1355.

Allyson Parker-Lauck entered the meeting at 1400 to par take in the discussion about the web site and the Yahoo egroups forum.

The phone call ended at 1430.

James Gordon, Chicago Flight Attendant and developer of the Precinct Captain idea entered the meeting at 1435.

Denny Sebesta entered the meeting at 1500 to par take in the discussion on the Precinct Captain concept.

Denny, Allyson, and James were excused at 1555.

Revisit
Grievances

Kathy Anderson and a grievant entered the meeting at 1620.

1 grievance was examined.

The grievant was excused at 1710.

Kathy Anderson was excused at 1745.

The Board re-evaluated a grievant's case and will request additional information from the Company before going onto Arbitration.

Thom McDaniel addressed all present with a formulation of a grievance committee that would make recommendations on each case and present those recommendations to the Board. The Board agreed to invite Tammye Walker-Jones, Laurie Hayden, and Sandy Teichmann to our Executive Board Meeting in September.

The Board agreed that Tommy Stefan would discuss the overhaul of TWU web site with Jerry Lindemann.

Portia Reddick made a motion to adjourn. Stacy Martin seconded the motion. The motion carried.

Thom McDaniel adjourned at 1845.

Executive Board Meeting
June 20, 2001
Thom McDaniel called the meeting to order at 835.

All Board Members were present except Bill Bernal due to OJI.

New Business
Marcy Vinyard presented the following grievances to the Board:

2 grievances were examined.

Deborah Danish presented the following grievances to the Board:

4 grievances were examined.

Kathy Anderson entered the meeting at 1015.

Kathy Anderson presented the following grievances to the Board.

1 grievance was examined.

Kathy Anderson was excused at 1020.

Discussion
The Board discussed the Precinct Captain concept.

James Gordon entered the meeting at 1040.

James was excused at 1055.

The Board recessed for lunch. Many Members of the Executive Board chose to support the American Flight Attendants Informational Picketing at Love Field during our lunch break.

Negotiating Committee Update
Allyson Parker-Lauck and Denny Sebesta entered the meeting at 1250 to update the Board on their progress for negotiations.

Allyson and Denny were excused at 1415.

The Board discussed the proposals from the Negotiating committee.

Garry Drummond entered the meeting at 1440.

The Board agreed that volunteers who commute into Dallas for the contract survey tabulation should be provided a hotel room if necessary. Should a volunteer be scheduled to work he/she shall be pulled without pay if necessary.

The Board agreed that the full negotiating team should be pulled for the month of August 2001 to work full time in preparation for the Contract 2002 Negotiations.

The Board agreed to accept the proposal presented by the Contract/Negotiating Committee regarding the Contract 2002 Bag tag and Union pin Campaign which will include 7500 Bag tags, 7500 card inserts, 7500 education memos, 7500 Union pins, and 7500 distribution bags. This proposal shall be implemented as soon as possible. The total cost of this proposal shall not exceed $8500.

Karen Amos entered the meeting at 1520.

Karen Amos presented the following grievances to the Board.

New Business (continued)
5 grievances were examined.

Old Business
1 grievance was examined.

Karen was excused at 1700.

John Farry entered the meeting at 1710.

John Farry presented the following grievances to the Board.

New Business
3 grievances were examined.

Old Business
1 grievance was examined.

John Farry was excused at 1750.

Discussion
Thom McDaniel addressed all present in regard to communication amongst the Executive Board when not in session.

The Board agreed that those Executive Board Members who were unable to fulfill their duty to fly a multi-day pairing or lounge mobilization for the present quarter were excused because of pressing Union business and preparation for the upcoming contract.

The Board discussed the Union briefing book and the contents that should be placed inside and attached to the Red Union racks in each lounge.

Marcy Vinyard made a motion to adjourn. Portia Reddick seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1810.

Executive Board Meeting
June 21, 2001
Thom McDaniel called the meeting to order at 930.

All Board Members were present except Bill Bernal who was excused due to an OJI.

Michael Massoni and Garry Drummond entered the meeting at 930.

Since Melissa Smith has been removed from office Thom McDaniel, 1st Vice President becomes President of Local 556. Since his office has been vacated, per the Bylaws the candidate who ran for the vacated position and received the next highest amount of votes fills the vacancy of the 1st Vice President position within the first 18 months of the vacancy. Michael Massoni ran for the 1st Vice President position and received the next highest amount of votes. Michael Massoni accepted the position of 1st Vice President.

Michael Massoni addressed the Board on several safety issues.

The NTSB has finalized a report on the Burbank incident and Michael Massoni will submit a summary report in the July Executive Board Meeting on this incident.

Michael Massoni updated the Board on the FSAT 01-03 (Number of Flight Attendants Required at Stops Where Passengers Remain Onboard, 14CFR sections 121.391 and 121.393)

Michael Massoni updated the Board on Grievance # 2405 which is a group grievance referencing the Flight Attendant seat belt harnesses on the 737-700. The FAA certified the 700 seat belts. The clips on the 700 seat belt system are not a required mechanism for the 700 seatbelt. It is an optional, comfort item. The integrity of the system is not affected whether the clips are on the seat belt system or not. On the issue of the "inertia reel" locking mechanism, SWA Maintenance, Engineering, and Pacific Scientific (the restraint system manufacturer) verified the integrity of the entire system as demonstrated through dynamic testing during certification. Michael Massoni also offered to produce a "check" procedure to any Flight Attendant interested.

The Board reviewed the Amendments to the Bylaws made at the Second Quarter Membership meeting. International will review the proposed amendments to insure they are in order prior to the Third Quarter Membership meetings. Should any of the amendments be out of order they shall be ruled as such at the Third Quarter Membership Meetings.

The Board discussed the involvement of the Board of Election in reference to the TWU egroups forum.

Stacy Martin made a motion to pull Sherrie Dobbins Board of Election Committee from the remainder of her trips for June and until July 23rd to monitor the TWU egroups forum every day during the Negotiation elections. Sherrie shall be paid 21 trips for her work. Cindy Ritner seconded the motion. The motion carried.

The Board reviewed the second counter offer from our Landlord for the lease of the Local office.

James Gordon entered the meeting at 1215 to address the Board on the Precinct Captain initiative.

There will be 1 precinct captain per 50 Flight Attendants. All shop stewards will be notified and asked for their involvement.

Portia Reddick, Michael Massoni, and Deborah Danish were excused at 1310 for a conference call with a Member.

James Gordon was excused at 1320 and Michael Massoni entered the meeting at 1325.

Marcy Vinyard made a motion that the Executive Board shall not convene for the month of August 2001 due to the Third Quarter Membership Meetings. Jimmy West seconded the motion. All voting members voted to approve the motion. The motion carried.

Marcy Vinyard made a motion to pay James Gordon 6 trips a day with the standard out of town per diem to develop the Precinct Captain Committee. He will travel to each domicile and communicate with the Membership present at each base to coordinate the Precinct Captain initiative. His hotel expense shall not exceed $1100.00 for this 2-month period. Jimmy West seconded the motion. All voting members voted to approve the motion. The motion carried.

Jeff Quattrochi made a motion to approve the minutes as presented. Stacy Martin seconded the motion. The motion carried.

Portia Reddick and Deborah Danish entered the meeting at 1400.

The Board discussed Union cell phones.

Portia Reddick made a motion that Thomas Mitchell and Stacy Martin shall attend the Texas AFL-CIO Convention in Austin, TX on July 26-28th. The cost of this convention will not exceed $ 600.00 this will include hotel cost for 3 nights and the registration fee. Tommy Stefan seconded the motion. All voting members voted to approve the motion. The motion carried.

Micheal Massoni made a motion to Donate $50.00 to the American Red Cross via Richard Shaw at the Harris County AFL-CIO to help out in the Houston flooding. Deborah Danish seconded the motion. The motion carried.

Jimmy West made a motion to adjourn. Michael Massoni seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1430.

All votes were taken by secret ballot.

Cynthia R. Ritner

Cindy Ritner
Recording Secretary
TWU Local 556