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

2520 West Mockingbird Lane • Dallas, Texas 75235 • (214) 352-9110 • (800) 969-7932 • Fax (214) 357-9870

Hearing for Melissa Smith under Article XXI

May 7, 2001

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Tommy Stefan, Deborah Danish, Portia Reddick, Stacy Martin, Bill Bernal, and Jeff Quattrochi. Jimmy West was enroute.

Melissa Smith addressed the Board in reference to the allegations brought against her by the Executive Board for Conduct Unbecoming an Officer as outlined in the TWU International Constitution under Article XXI.

Melissa Smith went on record at 910. Per Article XXI of the TWU International Constitution, a Stenographic record was made of the proceedings; therefore Cindy Ritner was excused from keeping minutes of the actual testimony in this hearing.

The meeting recessed for lunch at 1230 and reconvened at 1315.

Jimmy West entered the meeting at 1315.

Stacy Martin was excused at 1530 for a previously scheduled appointment.

Stacy Martin entered the meeting at 1630.

Melissa Smith was excused at 1700.

The Stenographer was excused at 1710.

Based upon an agreement made with Melissa Smith and the Executive Board, Jimmy West and Stacy Martin shall not be allowed to vote on any of the issues discussed by the Executive Board in reference to Melissa Smith's suspension or the hearing under Article XXI because they were not present for the entire hearing.

Executive Board Meeting
May 7-10, 2001
(Synopsis)

May 7, 2001

Thom McDaniel called the meeting to order at 1730 to deliberate on the evidence presented during Melissa Smith's hearing.

All Board Members were present except Melissa Smith who was excused pending her trial.

The business at hand is to decide whether Melissa Smith's suspension as President of TWU Local 556 should be upheld.

Jeff Quattrochi made a motion to uphold the suspension of Melissa Smith, President of TWU Local 556 from office under Article XXI of the TWU International Constitution based on violations of the Constitution, which also include but are not limited to the Local By-Laws, Collective Bargaining Agreement, Oath of Office, and Confidentiality Agreement. Her actions since taking office have demonstrated a consistent pattern of conduct unbecoming an officer as well as refusal to carry out instructions, directions, and decisions of the TWU Local 556 Executive Board. In addition, she has made numerous untrue statements and misrepresentations via correspondence, and in person that have damaged the interests and welfare of TWU Local 556. Deborah Danish seconded the motion. All voting Members voted to approve the motion. The motion carried. Per an agreement with Melissa Smith and the Executive Board, Stacy Martin and Jimmy West were not allowed to partake in the vote because they were not present for the entire hearing.

The business at hand is to decide whether Melissa Smith's conduct during her term as President of TWU Local 556 warrants her removal from office.

Thomas Mitchell made a motion to remove Melissa Smith President of TWU Local 556 from office effective the 7th day of May 2001 and shall extend through the end of her current term. Bill Bernal seconded the motion. All voting Members voted to approve the motion. The motion carried. Per an agreement with Melissa Smith and the Executive Board, Stacy Martin and Jimmy West were not allowed to partake in the vote because they were not present for the entire hearing.

The business at hand is to decide whether the Executive Board should take other appropriate actions against Melissa Smith.

The Board reviewed Article XIII section 4. Any Member in bad standing shall be ineligible to attend Union Meetings, to be a candidate for or hold any Union Office or position, or to vote in any union election or referendum, or otherwise to participate in Union affairs.

Marcy Vinyard made a motion that Melissa Smith shall be a Member in bad standing for three years. Portia Reddick seconded the motion. All voting Members voted to approve the motion. The motion carried. Per an agreement with Melissa Smith and the Executive Board, Stacy Martin and Jimmy West were not allowed to partake in the vote because they were not present for the entire hearing.

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

Thom McDaniel adjourned the meeting at 1925.

Executive Board Meeting
May 8, 2001

Marcy Vinyard called the meeting to order at 1035.

Board Members present were Marcy Vinyard, Portia Reddick, Bill Bernal, Tommy Stefan, Jeff Quattrochi, Jimmy West, Deborah Danish and Thomas Mitchell. Thom McDaniel, Cindy Ritner and Stacy Martin were excused to testify in Melissa Smith's trial.

Marcy Vinyard presented the minutes from the April 2001 Executive Board Meeting for approval. Bill Bernal made a motion to approve the minutes as presented. Jeff Quattrochi seconded the motion. All voting members voted to approve the motion. The motion carried.

The Board conference called with Robin Ussery and Jim Pawelczyk to discuss a possible resolution of the FTR's and the Liquor Money timeline grievances.

Cindy Ritner entered the meeting at 1140.

Thomas Mitchell presented the Financial Report for approval. Jimmy West made a motion to approve the Financial Report as presented. Bill Bernal seconded the motion. All voting members voted to approve the financial report. The motion carried.

Thomas Mitchell presented Lone Star check #'s 5710-5783 for approval.

Thomas Mitchell reported to the Executive Board that the assessment fee would begin as of May 20, 2001. The assessment fee will be deposited into an interest bearing account at Bear Stearns, which is similar to a money market fund. Once again, this is only to be used for negotiations through the ratification of the contract.

Thomas Mitchell informed the Board of his research and request to Southwest Airlines for the addition of objective based funds to enhance our current 401K plan.

Correspondence
Campaigning on Union Time – Thom McDaniel informed all Officers that anyone who may run for the negotiating committee may not campaign on union time or use union facilities or property.

Officer Updates
Bill Bernal updated the Board on the Phoenix base. Bill talked with several Flight Attendants about points and sick calls. He is continuing to work on the parking situation in Phoenix. Bill is working on trying to have the Union red information rack moved to a more convenient area along with a more visible location for the Union information board.

Jimmy West updated the Board on the Oakland base. Jimmy represented a Flight Attendant in a fact-finding meeting and was able to resolve the issue without discipline. Jimmy has continued to distribute all Union literature and keep the base informed on all Union issues.

Deborah Danish updated the Board on the commuter-parking situation in the Dallas base. Commuting Flight Attendants are now required to park at Headquarters and take the shuttle if they want to park for free. Management has informed Deborah that this situation is not going to change any time soon. Deborah has been helping on grievances at the union office and has settled many. She also attended a discipline hearing at the Dallas base and averted discipline.

Portia Reddick updated the Board on the Baltimore base. The base is still under construction. In fact, the Union Bulletin Board has been temporarily placed on the floor. Portia has communicated with Joe Kosanovich, BWI Base Manager and is hopeful the Bulletin Board will be hung in the right place soon. Portia has been researching other meeting facilities at the BWI base in which to hold our Membership Meetings.

Tommy Stefan will call benefits to gather information about our profit sharing program and to find out how you receive it after you leave the Company and how many months you have to work in a year to qualify to receive it that year. Tommy attended a fact-finding meeting at the Phoenix base.

Cindy Ritner informed the Board that the Workers Compensation resolution that she has been working on to back pay Flight Attendants who filed a claim in Texas and meet a certain criteria would start receiving their back pay soon. This not only is being back paid to Flight Attendants but to all Company Employees who meet the same criteria. As of this Board Meeting 1098 employees meet this criteria. Cindy will write a newsletter article about this resolution once the process has been completed.

Marcy Vinyard updated the Board on the grievance that Flight Attendants should be in their boarding position and not in the jet way checking bags. The Board discussed the issue of safety when not on the airplane during boarding and having to check bags in the jet way.

Committee Reports
Health Committee – Deborah Danish attended the National Health and Safety Council TWU Safety and Health Caucus in Irving, Texas on April 23 and 24th. Classes she attended were 1) Transportation Safety and Health, 2) OSHA Record keeping, 3) Health and Safety Goals and Attitudes, 4) Government, Labor Agencies and Standards and 5) Violence in the workplace. Because of our recent victory as a work group falling under the umbrella of OSHA, this Caucus, which meets bi-annually, will be instrumental in voicing and promoting our concerns through committees and proposals to Washington.

Safety Committee - Tommy Stefan presented dispatch reports listing all safety incidences on airplanes that occurred in April. Safety clips on the 700 were discussed, as were the quick lock mechanisms on jump seat harness belts on 200, 300 and 500 aircraft. The Board discussed the need for "NO STOWAGE" signs on the bulkhead of the 700 at the first row.

Grievance Committee- Marcy Vinyard presented the current grievance log. There are 148 active grievances. Marcy Vinyard updated the board on the arbitration training that she, Thom McDaniel, Kathy Anderson, and Cindy Ritner attended. This training was not only informative but great education for the grievance committee.

Marcy Vinyard was excused to testify in the Trial of Melissa Smith at 1500.

Thom McDaniel entered the meeting at 1515.

Thom McDaniel informed the Board on the Corporate Safety Meeting he attended in May 2001. Issues discussed were environmental regulation that SWA falls under and the Burbank incident.

Publications-Thom McDaniel updated the Board that he has received numerous articles from many Members and anticipates an informative newsletter. The next survey will be sent out in June, which will be a preliminary contract survey.

New Hires- Tom Mitchell, Thom McDaniel and John Farry attended the new hire class. The previous class graduated May 1 with a total of 101 New Hire Flight Attendants coming on line. The class originally started out with 150. Many of the New Hire Flight Attendants were inquisitive about basic information on the Union and its relevancy in protecting our Members compensation and working conditions, etc.

Chicago Membership Meeting-Jeff Quattrochi discussed a poor turnout at this meeting scheduled by Melissa Smith because it was during overlap when many Flight Attendants try to VJA. Two amendments were made that would change the TWU constitution. Should these two amendments pass, the Executive Board will ask International to amend the Constitution at the International Convention in October.

Arizona AFL-CIO Convention-Bill Bernal discussed the merit of this meeting, which included Internal Organizing, COPE, and Labor History. Bill also submitted a report written by Sonia Hall in reference to this convention as well. In disseminating information, studies have shown that fliers placed in boxes or hung on walls only provide a 10% response. One on one disseminating of information provides a 35% response and fosters unity with the membership. As we approach contract negotiations it is imperative that we build relationships and unify the membership with one on one communication and education of our workgroup.

Computer Committee- Bill Bernal & Bill Rodgers- There was discussion on overhauling our TWU website. Jerry Lindemann will be the computer specialist in this redesign which would consist of telephone banking, chat rooms and a data base to name a few. This will be a special project to his education and he will not charge the Union.

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

Thom McDaniel adjourned the meeting at 1735.

Executive Board Meeting
May 9, 2001

Marcy Vinyard called the meeting to order at 920.

All Board Members were present except Thom McDaniel and Stacy Martin who were excused to attend the trial. Deborah Danish was excused to help answer the phones because 3 Staff Members were attending hearings with Management.

Scholarship Committee
One Member made an application for the Paul Gaynor Scholarship.
The Board agreed that Sonia Hall was awarded the Paul Gaynor Scholarship. Our Local pays $600 and International pays $600. This scholarship shall be used within 1 year from the time of its award.

Computer Committee
Bill Rodgers entered the meeting at 935. He updated the Board on the computer needs in the office. Bill Rodgers was excused at 955.

Deborah Danish entered the meeting at 945.

Thom McDaniel entered the meeting at 1045

The Board agreed that Bill Rodgers will install the PCs and Printers for the Negotiating Committee, Reorganize the phone lines structure in the office, and purchase the scanner for the office. Bill will be paid for 3 days of work on these projects. He will also continue to work in the office one day a week on his day off for 4 hours each day and will be paid 3 trips a day.

Revisits
Grievances

3 grievances were examined.

Old Business
Jeff Quattrochi updated the Board on the lease of our Local's building. The Board reviewed our Landlord's proposal and developed a counter offer.

New Business
Grievances

1 grievance was examined.
John Farry entered the meeting at 1210.

3 grievances were examined.

John Farry was excused at 1245.

Cindy Ritner was excused at 1245 to testify in Melissa Smith's trial.

Board of Election – Thom McDaniel informed the Board that the Board of Election committee, consisting of Sonia Hall, Sherrie Dobbins, and BR Ricks, would each attend two membership meetings in May to handle nominations.

Negotiator Nominations – Thom McDaniel informed the Board that negotiator nominations took place in the Chicago Membership meetings and will continue through the rest of the Membership meetings in May 2001.

Correspondence
The Board reviewed:

By Laws Interpretation clarified by the Board of Election to state for Article VI (h) that: "the position will be offered to the Member receiving the next highest number of votes for THAT position. If that Member does not accept, the offer will continue by descending order of votes for THAT position.

Letter from International informing Local 556 that we qualify for 19 delegates with 58 votes at the International Convention that will be held in Las Vegas October 15 through 19, 2001.

Letter inviting Local 556 to the June Coalition meeting hosted by Northwest Airlines in St. Paul, MN. Two Board Members will be attending.

The Board discussed the recent Onboard Newsletter and noted misrepresentations in regard to cell phone usage and the Incentive Program.

Tommy Stefan discussed riding jump seat in the cockpit and policies of other Airlines concerning this privilege.

The Board discussed and brainstormed on implementation of a Productivity Pay program that was initially presented to Management in April 2001.

Cindy Ritner entered the meeting at 1430

The Board discussed Melissa's removal from office and the letter that would be sent to her immediately.

Thom McDaniel was excused at 1615 to draft the letter to Melissa regarding her removal from office under Article XXI.

The Board continued to discuss Melissa's removal from office and the Trial Committee's request for a continuance.

Thom McDaniel re-entered the meeting at 1745 to have all Board Members approve and sign the letter regarding Melissa Smith's removal from office under Article XXI.

Deborah Danish made a motion to adjourn the meeting. Tommy Stefan seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1830.

Executive Board Meeting
May 10, 2001

Thom McDaniel called the meeting to order at 845.

All Board Members were present.

Discussion

Denny Sebesta entered the meeting at 850 to address the Board about the trial.

Denny Sebesta was excused at 915.

The Board discussed the trial and the continuance for next week.

Cindy Ritner was excused at 920 to prepare for the Dallas Membership Meeting.

Jimmy West left the meeting at 935.

The Board agreed to reschedule the Board meeting in June 2001 to be held the 18th through the 21st. This rescheduling occurred to allow two Officers to attend the Coalition meeting being held the previous week. Thom McDaniel and Stacey Martin will be the two Officers attending the Coalition meeting, which will be June 12 and 13, 2001.

The Board recessed at 945 to attend the Dallas Membership Meeting.

The Board reconvened at 1220.

All Board Members were present except Jimmy West who was enroute home.

Karen Amos and Kathy Anderson entered the meeting at 1230 to discuss the trial under Article XIX and were excused at 1235.

Negotiations

The Board discussed the process the Negotiators are following in preparation for the Contract, which is amendable May 1, 2002.

Allyson Parker-Lauck and Denny Sebesta entered the meeting at 1250 to update the Board on the progress they had made since being appointed as 2 of the Negotiators for our Local's Contract. They informed the Board that the Contract Committee team captains will meet in Dallas on May 14th and 15th and will help the Negotiating team develop an initial survey to the Membership that per the Bylaws must be available to the Membership by June 1, 2001. The Contract Committee will also bring all the information they have compiled through their research of other Flight Attendant contracts, and communication with their base.

Thom McDaniel, Allyson Parker-Lauck, and Denny Sebesta will attend a negotiations class at the George Meany center in San Diego, California, June 3-8, 2001. This class is entitled Contract Negotiations: private sector. This course explores different stages of the bargaining process, including preparation and design of initial proposals, the use of economic data in bargaining, the design of a bargaining campaign, and preparing and directing the ratification process.
Allyson Parker-Lauck and Denny Sebesta were excused at 1320.

Jeff Quattrochi made a motion that Negotiators shall be paid 7 trips a day as outlined in the budget with the perdiem of 12.5 for 1 day, 30 per diem hours for 2 days, 54 per diem hours for 3 days, and 80 per diem hours for 4 days. Negotiators shall only be paid for actual days worked and pulled only from original pairings. Deborah Danish seconded the motion. The motion carried.

The Board discussed HR Bill 2600 that is up for a vote in the Texas Senate and will affect injured employees in the state of Texas.

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

Thom McDaniel adjourned the meeting at 1415.

All votes were taken by secret ballot.

Cynthia R Ritner

Cindy Ritner
Recording Secretary
TWU Local 556