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

Executive Board Meeting
November 12 –16, 2001
Synopsis

Thom McDaniel called the meeting to order at 1335.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Tommy Stefan, Deborah Danish, Portia Reddick, Bill Bernal, Jimmy West, Cuyler Thompson, and Jeff Quattrochi. Stacy Martin was excused to represent a Flight Attendant at a fact-finding meeting in Houston.

Marcy Vinyard made a motion to buy 100 ½" binders for the Precinct Captain program. Michael Massoni seconded the motion. All voting Members voted to approve the motion. The motion carried.

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

Financial Report
Thomas Mitchell presented the Financial Report for approval. There are approximately 9 Members who shall receive a certified letter of nonpayment of dues. If each of these Members does not respond to the letter then their name will be sent to SWA Management to invoke Article 26 of our Contract, which is immediate Termination. Michael Massoni made a motion to approve the Financial Report as presented. Cuyler Thompson seconded the motion. The motion carried.

Dues Recovery Project – A billing was sent out in June of 2001 for all Members who were not current on their dues for the first half of this year. $48,000 was billed out in back dues for 2001 of those monies $32,000 has been recovered from the initial billing.

Initiation Fee Billing - Jim Parker granted the initiation fee spot on the check starting the first week of January 2002 so the Initiation fee will no longer be billed by hand it will automatically be taken from the 20th pay check in the new Flight Attendants 7th and 8th month.

Assessment Fee – At present there is almost $100,000 saved in the Assessment fee account to be used solely for Negotiations.

Database - Tim Mullaney is in the final stages of the Dues Recovery Database. The database should be completed and ready for it's first billing in the first quarter of 2002. Until then, the Members that are delinquent will still be billed but it will be done by hand instead of computer generated which takes quite a bit more time and man power.

Officer Updates and Committee Reports –

Marcy Vinyard presented the **Houston Base report** for Stacy Martin. Stacy was enroute to the Executive Board Meeting. Many Members in the Houston base are concerned about several security issues. These issues include: replacing seat bottom cushions, leaving your own bags unattended when doing the crew change procedure, and Ground personnel still not being required to go through security. Nancy Torres has volunteered to be a lead Precinct Captain for the Houston Base. Nancy joined the team of Lead PCs Jannah Dalak, Karen Kelly, and Susan Schroeder. The Houston base is ready for a successful Toy Drive campaign.

Michael Massoni presented the **Safety Committee update**. Currently all SWA aircraft have been equipped with restraining devices for use during serious category 3 inflight disturbances. The Aviation Security Bill should be ready for President Bush's signature by the end of December. Michael along with other Members of the Coalition of Flight Attendants testified before the DOT in October on the lack of security within the airline industry. Also, on November 15, 2001 Michael and Deborah Danish and Michael Massoni will attend the SWA Corporate Health Meeting and on November 29, 2001 Michael and Thom McDaniel and Deborah Danish will attend the SWA Corporate Safety Committee Meeting to present the TWU Safety Teams structure, initiatives, and vision.

Stacy Martin entered the meeting at 1445.

Bill Bernal presented the **Phoenix Base update**. The Union glass case has been moved next to the red rack at eye level so more Members may read the Union literature. All Union literature has been passed out and the Red information rack has been updated.

Tommy Stefan presented a **Safety Report on injuries in the work place**. Tommy has begun to set up an OJI database from the OSHA 200 report that has been obtained from Management. The database will be used to compile data for negotiations and other safety issues. Different types of information would be able to be extrapolated from this database from what injury is most prevalent in our work group to the average number of days off and injury prevents a Flight Attendant from working.

Portia Reddick updated the Board on the **Baltimore Base**, the **Civil and Human Rights Committee**, and presented a report on the **AFL-CIO National Safety and Health Conference.**

Baltimore Base Update - Becky Barnes is the new Base Manager for Baltimore. Becky is presently in search of an Assistant Base Manager. One issue that has been presented by many Flight Attendants in Baltimore is the fact that one does not have to go through security to access the lounge. Flight Attendants must leave the lounge immediately in order to progress through security to be at the gate on time. This leaves Flight Attendants no time to take care of personal business in the lounge. Many are still concerned about the extra job duties that have been requested by Management upon our Members as a result of September 11. A major complaint of those who are sitting Reserve in BWI is that since MCO does not have many trips in Open Time, MCO Flight Attendants are picking up BWI pairings, thus leaving no pairings for BWI Reserves.

Civil and Human Rights Committee (CHRC) – As a result of the recent TWU 21st Constitutional Convention the Equal Rights and Liberties committee will now be referred to as the Civil and Human Rights Committee. The duties of the CHRC are to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual members of the Local Unions and the International Union, the labor movement and the AFL-CIO. Conferences she has attended recently are as follows: October 3, 2001 – Transportation Trades Department, AFL-CIO –An urgent SOS to Congress, October 3-6, 2001 – Eleventh Biennial Coalition of Labor Union Women (CLUW) Convention, November 7, 2001 – Democratic Congressional Campaign Committee (DCCC) Women Lead. Portia recommended to the Executive Board that a representative attend and support the AFL-CIO Conference on December 1-6, 2001 in Las Vegas, NV and that the Board and the Membership be willing to invest in grassroots efforts like the California State Council (CSC).

Report on the AFL-CIO National Safety and Health Conference, October 28 – 31, 2001 – The conference opened Sunday with a Plenary Panel that discussed the "Challenges We Face in our Fight for Safe Jobs". Pat Friend, the President of the Association of Flight Attendants chairs the AFL-CIO Standing Committee on Safety and Health. She also chaired the meeting with Peggy Seminario. Special emphasis was given to the threat of anthrax as a weapon of terrorism. Portia believed the workshops were informative and helpful.

Correspondence
Thom McDaniel presented to the Board a letter he wrote to all Delta Flight Attendants to encourage them to vote for AFA to be their union.

Officer updates and Committee Reports (Continued)
Cuyler Thompson updated the Board on the Oakland base. The new Union Briefing book, Red Rack, and Glass case are all up to date. Greg Hofer has joined Diane Hames and Karla Kozak as the Lead Precinct Captains for Oakland. Cuyler will place a letter of introduction in all Oakland Flight Attendant mail boxes to ensure those Flight Attendants know he is their new Oakland Domicile Executive Board Member. Many Flight Attendants in Oakland are concerned about safety and security issues resulting from September 11. Also, many Flight Attendants have gone to the AFA town hall meetings.

Deborah Danish presented the **Dallas Base Report** and **Uniform Committee Report** to the Board. The Union glass case in the Dallas lounge is inoperative at this time because the lock is broken on it. The Base administrator is working on correcting that problem. Deborah, along with Brett Nevarez, Kristen Daniel and Melinda Miller will be in the lounge November 13th to educate Flight Attendants on the Precinct Captain program. Flight Attendants are still concerned about the amount of briefing days and not being allowed to correct items prior to briefing.

Uniform Committee – Deborah Danish reported that all efforts for a new uniform were put on hold due to cost saving measures implemented since 9/11/01.

COPE Committee – Deborah Danish is Co-Chair for the Committee on Political Education (COPE). Deborah would like to attend a COPE Committee Conference January 11-14, 2002. She asked that the TWU International's COPE Committee fund her attendance. Cuyler Thompson and Karla Kozak will attend a one-day COPE convention in Los Angeles, California on November 28th.

Jimmy West presented a report on the **Orlando Base** – Many Flight Attendants are having difficulty financially because there are very few trips in Open time to pick up or trade with since at present Orlando is over-staffed. This over-staffing is in direct relation to the aftermath of September 11th when Management did not accept delivery of 5 aircraft that were already scheduled.

Jeff Quattrochi updated the Board on the **Chicago Base**– The new Flight Attendant lounge should be ready in December 2001. There have been several problems with broken computers in the lounge and Management seems to be working on this issue. Many Flight Attendants are having difficulty with the very long lines at security check point which is causing some problems with Flight Attendant check ins. The new Shop Steward elected for Chicago is Bob Hills.

Marcy Vinyard presented the **Grievance Committee Report** to the Board. As of November the 9th there are 73 active grievances. Members of the grievance team met with Management last week and settled 5 grievances. All present discussed the need for an additional full time grievance team Member and agreed to place a notice in the next Unity Newsletter.

Cindy Ritner presented the **Scheduling Committee Report** to the Board. All ten Members of the Scheduling Committee will be trained on the new line building program on Dec. 4th and 5th. This program will greatly improve the quality of life in our bid lines because the Scheduling Committee will now be able to see overnights on the parings while developing the lines. After Cindy presented the Scheduling Committee report, she gave Thom McDaniel her letter of resignation from the Recording Secretary position on the Executive Board. Thom read the letter to all Board Members present and accepted her resignation effective December 1, 2001. Cindy will concentrate her efforts solely to preparing for negotiations and will still be active as Chairperson of the Scheduling Committee. (See Attached)

The Board had an open discussion with all Contract Negotiating Team Members.

Michael Massoni made a motion to adjourn. Bill Bernal seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1955.

November 13, 2001

Many Board Members attended a Business Breakfast hosted by KRLD News Anchor David Johnson. Jim Parker, CEO of SWA spoke at this breakfast. Each Member who attended the breakfast paid for their own meal.

Thom McDaniel called the meeting to order at 930.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Cindy Ritner, Bill Bernal, Jeff Quattrochi, Jimmy West, and Tommy Stefan. Portia Reddick, Deborah Danish, Cuyler Thompson, and Stacy Martin were enroute to the Board Meeting from the Business Breakfast.

All Board Members present reviewed a proposed memo regarding contractual violations.

Garry Drummond entered the meeting at 935.

Deborah Danish and Portia Reddick entered the meeting at 945.

Thom McDaniel read from the most recent Security Directive update #5 which states: In addition to the normal Flight Attendant security check Flight Attendants will look under every seat bottom cushion however if the operations agent verifies that ground operations has swept the aircraft previously the seat bottom check is not necessary. This security directive once again does not assign the replacement of seat bottom cushions to the Flight Attendants.

Stacy Martin and Cuyler Thompson entered the meeting at 1000.

The Board agreed to file two grievances. The first grievance shall be filed because Flight Attendants are being required to perform work that is normally assigned to operations agents by being told that they are required to collect boarding cards while operations agents are verifying passenger Ids and boarding documents. The second grievance shall be filed because Flight Attendants are being required to install and secure seat bottom cushions on originating aircrafts, which is a job the Union believes is normally assigned to aircraft cleaners.

Grievances

Old Business

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

New Business

Kathy Anderson entered the meeting at 1100.

The Board examined three grievances.

Kathy Anderson was excused at 1115.

Thom McDaniel was excused at 1125 to finish the Memo to all Flight Attendants in reference to the replacement of seat bottom cushions.

John Farry entered the meeting at 1130.

The Board examined one grievance.

John was excused at 1150.

Deborah Danish presented a grievance for the Board to examine.

Marcy Vinyard presented a grievance for the Board to examine.

Garry Drummond was excused at 1220.

John Moore, President of John Moore Associates and Stock option Advisor entered the meeting at 1225 to educate the Board on Stock Options. Negotiating Team Members, Kevin Onstead and Denny Sebesta also entered the meeting at 1225. Mr. Moore presented a power point presentation to all present on Option Basics.

John Moore was excused at 1345.

New Business

Karen Amos and a grievant entered the meeting at 1420 to present a grievance.

Thom McDaniel and Jimmy West were excused to attend New Hire graduation.

Karen and the grievant were excused at 1510.

The Board continued to examine this grievance.

Cindy Ritner was excused at 1535 due to Negotiating Team obligations.

Brett Nevarez entered the meeting at 1535.

Deborah Danish took the minutes during this discussion

The Board discussed the PC Program, as well as the PC folders and the information to be included in the folders. Information on Mark Richards will be provided in the folders.

The Board discussed the Website.

Cindy Ritner, Thom McDaniel, and Jimmy West entered the meeting at 1800.

Grievances-Continued
New Business

Marcy Vinyard presented grievances for the Board to examine.

The Board examined one grievance.

Revisit

The Board examined one grievance.

All present reviewed the Fourth Quarter Membership Meeting minutes 2001. The Board discussed the Shop Steward program.

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

Thom McDaniel adjourned the meeting at 1805.

November 14, 2001

Thom McDaniel called the meeting to order at 845.

All Board Members were present except Michael Massoni who was excused for personal reasons.

Bill Bernal made a motion to not have an Executive Board meeting in December 2001 to save for Negotiations and other expenses. Marcy Vinyard seconded the motion. The motion carried.

Grievances – Continued
New Business

Karen Amos entered the meeting at 915 with a grievant

The Board examined this grievance.

Garry Drummond entered the meeting at 945.

The Board continued to discuss this grievance.

The grievant was excused at 1030.

Karen Amos was excused at 1045.

Donation
The Board agreed to donate $100 to the Association of Professional Flight Attendants in memoriam of Flight #587 in honor of those Flight Attendants who lost their lives serving the Public.

Grievances – Continued
New Business

Janet Bottles entered the meeting at 1120.

One grievance was examined.

Janet was excused1140.

The Board discussed Union cell phones.

Professional Standards Committee
Portia Reddick made a motion that Jean Chandler and Lori Powell shall Co-Chair the Professional Standards Committee. Jeff Quattrochi seconded the motion. The motion carried.

Old Business

Cindy Ritner was excused at 1150 for an appointment scheduled during lunch.

Cindy Ritner entered the meeting at 1245.

The Board examined one grievance.

The Board discussed possible replacements for Recording Secretary. The Board agreed to offer the position of Recording Secretary to Kathy Anderson. Not only did Kathy Anderson receive the next highest number of votes for the position of Recording Secretary, she has been a valuable Member of the grievance staff for over four years.

Kathy Anderson entered the meeting at 1400.

Thom McDaniel offered the position of Recording Secretary for TWU Local 556 to Kathy Anderson. Kathy accepted the position of Recording Secretary for TWU Local 556. Effective December 1, 2001, Kathy Anderson shall be the new Recording Secretary for TWU Local 556 replacing Cindy Ritner.

Stacy Martin made a motion to rescind the earlier established bidding procedures for Officer and Staff on call weeks which included bidding by Company seniority instead of Officer rank and seniority. Jimmy West seconded the motion. The motion carried.

The Board bid on-call weeks for 2002. Each Board Member or grievance staff member bid 3 weeks.

Kathy Anderson was excused at 1435.

Negotiating Team members Kevin Onstead and Denny Sebesta entered the meeting at 1440 to present the NT Budget. The Board discussed the Negotiating Team Budget.

Jeff Quattrochi made a motion to approve the Negotiating Team Budget. Michael Massoni seconded the motion. The motion carried.

Thom McDaniel presented a letter from Allyson Parker-Lauck to the Board. Allyson resigned from the Contract Negotiating Team. (See Attached) The Board appointed Allyson Parker-Lauck as the Communications Coordinator for our Strategic Bargaining Campaign. This position shall entail all aspects of Communication within our Local.

Allyson Parker-Lauck entered the meeting at 1745 and was offered the position of Communications Coordinator. Allyson accepted the position effective immediately.

Marcy Vinyard made a motion that Allyson Parker-Lauck shall chair the **Publications Committee** in addition to being the Communications Coordinator. Portia Reddick seconded the motion. All voting members voted to approve the motion. The motion carried.

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

Thom McDaniel adjourned the meeting at 1800.

November 15, 2001

Marcy Vinyard called the meeting to order at 835.

All Board Members were present except Thom McDaniel and Michael Massoni who were attending the Corporate Safety Meeting.

All Present discussed the Budget.

Budget

Portia Reddick made a motion to call Bill Rodgers to have him present the Computer Budget. Cuyler Thompson seconded the motion. The motion did not carry.

Thom McDaniel and Michael Massoni entered the meeting at 930.

Tom Mitchell presented the Computer Budget for approval. Marcy Vinyard made a motion to approve the Computer Budget. Michael Massoni seconded the motion. The motion carried.

Michael Massoni presented the Safety Committee Budget. Jeff Quattrochi made a motion to approve the Safety Committee budget. Portia Reddick seconded the motion. The motion carried.

Cindy Ritner presented the Scheduling Committee Budget. Bill Bernal made a motion to approve the Scheduling Committee Budget. Michael Massoni seconded the motion. The motion carried.

Michael Massoni presented the Professional Standards Budget. Portia Reddick made a motion to approve the Professional Standards Committee Budget. Bill Bernal seconded the motion. The motion carried.

Michael Massoni made a motion that in order to make certain that all Board Members are kept up to date in all Security and emergency matters in addition to every day union business, all Executive Board Members shall have the opportunity to have a Union cell phone in lieu of a pager. The Board Members shall not be reimbursed for more than $ 50.00 of service per month and the Board Member shall be able to turn in an itemized phone expenditure report for all Union long distance usage. Cuyler Thompson seconded the motion. The motion carried.

Deborah Danish and Michael Massoni were excused at 1300 to attend a Health Committee meeting at the Company.

The Board continued to discuss the Budget.

Joseph Harris, computer systems advisor entered the meeting at 1435 to inform the Board on his qualifications to help with the Computer needs of the Local office.

Joseph was excused at 1550.

The Board discussed the Local's website.

John Farry entered the meeting at 1600 to update the Board on an Open Time debacle that effects Open Time in all bases for the dates of November 20-24th. The last day of each pairing in open time has been scrambled and has left these pairings untradeable. Thom McDaniel and Cindy Ritner helped John get the issue resolved with Management.

Michael Massoni entered the meeting at 1605.

Deborah Danish entered the meeting at 1610.

John was excused at 1620.

The Board continued to discuss the Budget

Jimmy West presented the Domicile Executive Board Member budget for approval. Jimmy West made a motion to approve the Budget. Michael Massoni seconded the motion. The motion carried.

Portia Reddick presented the Civil and Human Rights Committee budget for approval. The Board agreed to discuss this issue later in the meeting.

All Board Members reviewed the September 2001 Executive Board Meeting minutes for approval.

Cindy Ritner was excused at 1815 during the appointment of the vacant Negotiating team position.

Deborah Danish took the minutes in Cindy's absence.

The Board discussed potential negotiators for the replacement of Allyson Parker-Lauck. The Board compiled a list of potential replacements. Each Member on the list compiled was interviewed. The Board voted. Brett Neveraz was appointed to the Contract Negotiating Committee to replace Allyson Parker-Lauck.

Jimmy West made a motion to adjourn. Tommy Stefan seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting 1945.

<u>**November 16, 2001**</u>

Thom McDaniel called the meeting to order at 900.

All Board Members were present.

Michael Massoni passed out a copy of the proposed compromise of the Airline Security Bill

Correspondence

The Board reviewed a letter to TWU International President Sonny Hall, Vice President John McCann, and Secretary/ Treasurer John Kerrigan from Thom McDaniel – Congratulations for their re-election to office. (See Attached)

The Board reviewed a letter to Melissa Smith previous President of TWU Local 556 letter from Tom Mitchell, Treasurer – in reference to her request for expense reports and receipts during her term in office. Also, Melissa was offered the opportunity to view any financial records, reports, etc. during regular office hours.

The Board reviewed the front page of TWU Local 100's newspaper The Chief.

The Board reviewed a resolution offered by TWU Local 100 to TWU International.

The Board reviewed a letter from TWU International President Sonny Hall to Roger Toussaint President of TWU Local 100. This letter was in reference to literature that was distributed during the TWU International convention, which was slanderous to Roger Toussaint.

The Board reviewed a resolution from TWU International President Sonny Hall.

The Board reviewed a letter from Tammye Walker Jones Vice President of Inflight to Cindy Ritner to lend support of the TWU Local 556 Toy Drive.

The Board reviewed a letter from the LCSA Labor Community Service Agency asking for new unwrapped toys or a $15 gift donation to benefit underprivileged children.

The Board reviewed a Safety memo from SWA Management referencing OJIs.

The Board reviewed a letter from Tammye Walker Jones to Thom McDaniel dated November 8, 2001. This letter was in response to safety concerns Thom had raised.
The Board reviewed the October 2001 Luv Lines article from Tammye Walker Jones.

The Board reviewed a Thank you letter from Sheila Tuttle to the TWU Local 556 Board Members and Staff for their efforts during September 11, 2001.

The Board excused Cindy Ritner during discussion of negotiations at 945.

The Board discussed Negotiating Committee policy.

Cindy Ritner entered the meeting at 1015.

Thom McDaniel was excused at 1015 to locate additional correspondence to present to the Board

The Board discussed the information that is placed on the Red Racks.

Bill Bernal made a motion that the Orlando Domicile shall have a Union literature rack similar to the Union Red Rack in other domiciles. Marcy Vinyard seconded the motion. All voting Members voted to approve the motion. The motion carried.

The Board discussed Officer Training at George Meany School for Labor Studies for Thom McDaniel to attend in January of 2002. TWU International shall reimburse the Local for the expense of the Officer Training class.

The Board discussed an Advanced Arbitration and Brief Writing Class for Marcy Vinyard to attend December 9-13th. Cindy Ritner made a motion to approve that Marcy Vinyard shall attend the Advanced Arbitration and Brief Writing class on December 9-13th in Phoenix Arizona not to exceed $900 for the class, hotel, and car rental. Portia Reddick seconded the motion. All voting Members voted to approve the motion. The motion carried.

The Board agreed on Membership Meeting dates in January 2002.

Houston -Monday -January 21, 11am
Baltimore- Wednesday -January 23, 11am
Chicago -Thursday -January 24, 11am
Orlando -Friday -January 25, 11am
Oakland -Monday -January 28, 2pm
Phoenix -Tuesday -January 29, 10am
Dallas-Wednesday -January 30, 2pm

Thom McDaniel entered the meeting at 1050.

The Board discussed a Christmas bonus for the Local's office administrator Madeline Howard. Jeff Quattrochi made a motion to approve that our Office Administrator Madeline Howard should receive a $1200Christmas bonus for her loyalty and hard work over the past 14 years. Bill Bernal seconded the motion. All voting Members voted to approve the motion. The motion carried.

The Board reviewed the budget for the Civil and Human Rights Committee. Cuyler Thompson made a motion to approve the Civil and Human Rights and Liberties Committee budget. Michael Massoni seconded the motion. All voting Members voted to approve the motion. The motion carried.

Correspondence (continued)

The Board reviewed a letter from Naomi Hudson to Thom McDaniel in regard to Flight Attendants who are on leave not being allowed to access the lounge.

Letter from Sonny Hall to Thom McDaniel in reference to International.

The Board agreed to Table the Health Budget.

Deborah Danish presented an invitation to attend the Texas AFL-CIO COPE Convention that will be held on January 14-15, 2002 at the Hyatt Regency Hotel in Austin, TX. Michael Massoni made a motion to approve payment for hotel and transportation for the Texas AFL-CIO COPE Convention. Portia Reddick seconded the motion. The motion carried.

Jimmy West was excused at 1150 to commute home.

Thomas Mitchell clarified with all present protocol for approved office expenditures to ensure all Board Members understand the approval system that is current practice. No expenditures shall be reimbursed without prior approval.

The Board discussed a revision of the Charter system.

The Board discussed a settlement for the current late to gate grievances.

Cuyler Thompson was excused at 1220 to commute home.

The Board discussed possible resolutions to the liquor money grievances.

Stacy Martin made a motion to adjourn. Michael Massoni seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1245.

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

Cynthia R. Ritner

Cindy Ritner
Recording Secretary
Local 556

Thom McDaniel
President
Local 556