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
April 9-12, 2001
Synopsis

Thom McDaniel called the meeting to order at 1320.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Tommy Stefan, Portia Reddick, Jeff Quattrochi, Deborah Danish, and Bill Bernal. Jimmy West was enroute. Stacy Martin was excused for a fact-finding meeting in Houston. Melissa Smith was excused pending her trial.

Thom McDaniel discussed with all present our confidentiality agreement and our obligation to uphold it.

Thom McDaniel discussed with all present the First Quarter Membership Meetings.

Stacy Martin entered the meeting at 1410.

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

Thomas Mitchell presented the financial report for approval. As of this Board Meeting, the Union has collected $30,372.00 in back dues from Flight Attendants who owe for the year 2000. A second notice is being sent this week to those Flight Attendants who have not contacted the Union office since the first notice was sent to pay the dues money they owe for the year 2000. Bill Bernal made a motion to approve the financial report as presented. Portia Reddick seconded the motion. All voting members voted to approve the motion. The motion carried.

Thomas Mitchell presented Lone Star check #s 5677-5709 for approval.

Tim Mullaney entered the meeting at 1510 to update the Board on the Database for billing dues. There are 2 spots on the paycheck that Management has allocated for the Union in order to recover dues. Management denied the Union another spot on the paycheck. Thomas Mitchell suggested that the assessment fee be placed on the check where the initiation fee normally is placed. The initiation fee will be billed by hand. The $3.00 assessment fee that passed in the First Quarter Membership Meetings will be taken out of all Members paychecks beginning May 20th. Tim Mullaney is in the process of configuring the spreadsheet for the dues database and finishing the database project.

Tim Mullaney was excused at 1535.

Jimmy West entered the meeting at 1545.

Bill Rodgers entered the meeting at 1550 to update the Board on the office computer system, and to give the Board estimates on the cost for the negotiating team to occupy the new office space.

Bill Rodgers was excused at 1610.

Bill Bernal made a motion to approve to update the software on the computers in the Local office. The update will include software for the print screen program and anti-virus programs for all computers in the office and their licensing agreements. The amount shall not exceed $1000.00. Jimmy West seconded the motion. All voting members voted to approve the motion. The motion carried.

Marcy Vinyard made a motion to approve the purchase of a PC to replace an outdated PC for the Local office. The cost of this computer is already allotted for in the 2000-2001 Budget. Bill Bernal seconded the motion. All voting members voted to approve the motion. The motion carried.

Cindy Ritner made a motion to approve the monies needed to furnish the Negotiating committee offices. This expense will cost no more than $1200.00 to include 3 desks, 4 desk chairs, 4 floor guard panels to place under the chairs, and a safe that is fire resistant and fire proof. Jimmy West seconded the motion. All voting members voted to approve the motion. The motion carried.

Thomas Mitchell discussed with the Board that the Landlord of the Local office would like to know if the contract for the Local's office space would be renegotiated after the lease is up. The Board discussed this issue and will talk with the Landlord this week.

Stacy Martin was excused at 1655.

The Board discussed the upcoming trial and the Board's obligation to follow the procedures exactly as they are outlined in the TWU Constitution. The Board reviewed many possible names for the Trial Committee and developed many questions by which to interview the potential Trial Committee appointees. The Board broke off in pairs and called their set of possible candidates to be appointed on the Trial Committee. Each group brought the information back into the Boardroom so all could deliberate on the findings.

Thom McDaniel was handed charges filed by Melissa Smith with the EEOC on the grounds of discrimination under Title VII. These charges were filed against the entire Executive Board. The Board adjourned to investigate the charges.

Portia Reddick made a motion to adjourn. Bill Bernal seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1815.

April 10, 2001
Executive Board Meeting

Thom McDaniel called the meeting to order at 845.

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

Correspondence
Thom McDaniel presented many items of correspondence for the Board to review which included:

A letter written by Thom McDaniel to Herb Kelleher referencing the Charges brought by a Member against Melissa Smith and that she was suspended as President pending her trial. *See Attached*

A letter written by Thom McDaniel to the Membership referencing the Charges brought by a Member against Melissa Smith, that she was suspended as President pending her trial, and citing of the TWU Constitution. *See Attached*

A letter written by Thom McDaniel to the Membership outlining the entire Articles of the TWU Constitution by which the Executive Board has followed. *See Attached*

A letter written by Thom McDaniel to International President Sonny Hall in reference to Garry Drummond as the Local's International representative. This letter questioned the exact nature of the meeting between Sonny Hall and Melissa Smith and his recollection of their conversation. *See Attached*

A Letter written by a Shea Spencer to International President Sonny Hall in reference to this Member's support of Garry Drummond as Local 556 International Representative. *See Attached*

A letter written by Melissa Smith to International President Sonny Hall in reference to asking International for an emergency appeal to overturn the Board's vote to suspend her pending the trial. *See Attached*

A letter written by Sonny Hall International President to Melissa Smith in reference to her emergency appeal to have her suspension from her duties as President overturned. Sonny Hall stated that it would be improper for him to become directly or indirectly involved in these issues relating to Local 556 Executive Board actions against her. He assured Melissa Smith that the International Appeals Committee would follow the mandates of our International Constitution. *See Attached*

A letter written by Thom McDaniel to Members of the Contract Committee, apologizing for the delay since January and to thank them for helping prepare for negotiations. *See Attached*

A letter written by Marcy Vinyard to Melissa Smith in reference to her suspension from her duties as President and that she would still be afforded her contractual rights as a Flight Attendant including picking up and flying trips. *See Attached*

A letter written by Thom McDaniel to Melissa Smith in reference to her suspension from her duties as President that because of the short notice, Melissa Smith will be paid by the Union through March 31, 2001. Melissa Smith still has all contractual rights as a Flight Attendant and Crew Planning should build her a line for April 2001. *See Attached*

A letter written by Cindy Ritner to Donna Conover to have an emergency meeting to discuss solutions to the issues of short staffing, three on three off lines, astronomical amount of open time, types of trips left in open time, etc. *See Attached*

A letter written by Cindy Ritner to Donna Conover to thank her, Sheila Tuttle, and Sandy Teichmann for the meeting referencing the solutions offered on the issues of short staffing, three on three off lines, astronomical amount of open time, types of trips left in open time, etc. This letter also reiterated the Union's recommendation of a productivity pay program and it's implementation. *See Attached*

A letter written by Jim Little, Director of the Air Transport Division of the TWU, in reference to the Minutes of the Air Transport Division forum held in Nashville and attended by Marcy Vinyard. *See Attached*

A letter written by Melissa Smith to Peggy Olstein in reference to Melissa Smith's desire to have Peggy Olstein as Local 556s International Representative and thanking her for dropping in so they could meet. *See Attached*

A letter written by John Kerrigan International Treasurer to Thomas Mitchell to acknowledge that the Membership approved $3.00 assessment fee will **not** have International's 30% taken out like the Membership's regular dues amount. *See Attached*

A letter written by Donna Conover to Tommy Stefan in reference to the request of Flight Attendant's being given permission to occupy the Cockpit jump seat especially for those Flight Attendants that commute. The FAA is not willing to expand the purpose and intent of the FAR 121.547 to include off-duty, deadheading, or commuting Flight Attendants. Moreover the FAA is not willing to waive the requirement that a seat be available in the cabin for persons who do not meet the criteria set forth in (C) (1-6) of that same regulation. Donna was sorry that this was obviously not the answer for which we had hoped. *See Attached*

Officer updates with Domicile Reports

Cindy Ritner presented a follow up report on some issues that pertain to the calculation of Benefits when a Flight Attendant is on leave because of an injury on the job. Cindy Ritner presented evidence to the Company that the Texas Workers Compensation TWCC 3 Wage Statement was not being filled out properly thus some Flight Attendants who fit a certain criteria were not compensated properly back to the year of 1991. This problem did not only affect Flight Attendants but all work groups at Southwest Airlines that filed a claim in Texas and fit the same criteria. Management in the Occupational Benefits Department has been working diligently to investigate and correct the error. All present claims are filed correctly, however the Company at present is investigating and correcting all claims (not just Flight Attendants) that were not calculated correctly and developing a list of those employee's who are owed back pay. Once the list of Flight Attendants is compiled, those Flight Attendants will be contacted. Local 556 has not only helped our own work group, but all work groups at Southwest Airlines. *See Attached*

Jeff Quattrochi updated the Board on the Chicago base. Many Flight Attendants expressed to Jeff disappointment with the date Melissa Smith chose for the Chicago Membership Meeting for May because it interferes with VJA at the beginning of the month. Many Flight Attendants who are on the contract committee in the Chicago base were pleased with the packet that Thom McDaniel sent to each committee member. Over twenty Flight Attendants in the Chicago base volunteered to be a precinct captain, which is an idea developed by fellow Chicago Flight Attendant James Gordan. Also, many Flight Attendants would like a check in phone in the baggage claim area but per the contract check in phones must be in each concourse and they are. The new lounge will be ready by August 2001. *See Attached.*

Stacy Martin updated the Board on the Houston base. Stacy has represented many Flight Attendants in discipline hearings at his base and has helped in the avoidance of discipline in some cases. He has been available to answer questions in the lounge before and after many of his meetings. All the surveys were collected from the Unity Newsletter and the Union red rack and glass case were updated with the appropriate information. See *Attached*

Deborah Danish updated the Board on the Dallas base. Many commuting Flight Attendants are still upset about the parking situation for commuters in the Dallas base. Commuters now park at the G.O. and are shuttled to the airport. This issue is still in research. Deborah Danish has collected all surveys related to the Unity newsletter and placed all literature in the Memberships mailboxes and union red rack.

Jimmy West updated the Board on the Oakland base. He has been working with Management to have an additional liquor drop safe installed in terminal two, which is where the majority of Southwest gates are. Some Flight Attendants have inquired about the FTR group grievance that was filed. That grievance is still active. The charges filed against Melissa Smith is a big issue but most Flight Attendants have showed confidence that the process will be handled fairly and quickly. *See Attached.*

Bill Bernal updated the Board on the Phoenix base. Many Flight Attendants have commented to Bill on several issues: Many are disappointed with the Bid lines for April and May, many complaints about the parking for employees and Flight Attendants are happy with the speedier connection with Maestro. The contract committee in the Phoenix base is communicating to set up a schedule for upcoming meetings. A few Flight Attendants have commented to Bill about the charges that were filed against Melissa Smith, but most Flight Attendants just want a great contract. *See Attached.*

Portia Reddick updated the Board on the Baltimore base. Many Flight Attendants have shown interest in the present situation regarding Melissa Smith and want to know the exact charges. The Flight Attendant lounge is still under construction. Portia has been invited to talk to new hires at their base orientation. At present there have been two supervisors that are designated to the probationary Flight Attendants in Baltimore. Joe Kosanovich is planning to have a second liquor drop in Baltimore but the location is undecided at this time. Open time went more smoothly in March unlike the previous months. *See Attached.*

Thom McDaniel updated the Board on several items for which he has been involved. Thom has continued to participate on the Flight Attendant Egroups forum to answer as many questions as he can. Thom signed all time sheets from all officers, staff and committee members that had not been signed since September 2000. He has gotten counsel from International, International's attorneys, and locally in regard to the charges filed against Melissa Smith and has continued to meet with Management on grievances.

Marcy Vinyard updated the Board on several items for which she has been involved. Marcy attended the TWU Air Transport Division President's conference in Nashville on March 21,2001. She has continued to attend meetings along with Thom McDaniel at Head Quarters to resolve grievances and hold Management accountable in upholding the Contract. She has also helped to prepare and present grievances in Board of Adjustment. *See Attached.*

Thomas Mitchell updated the Board on several items for which he has been involved. Thomas has implemented the process for recovering dues that were not paid in 2000, has given input on the dues database that Tim Mullaney is developing, and has researched having more options added to our 401K program as well as maintaining the finances of the Local. Thomas Mitchell advised the Board to make sure each Board Member calculates their emergency on call hours separately from their work hours for budget purposes.

Tommy Stefan updated the Board on several items for which he has been involved. Tommy attended a discipline meeting in the Phoenix base. He has been working on many safety issues with Michael Massoni, Safety coordinator for our Local. Tommy attended CAMI training, which is a cabin safety workshop in Oklahoma City, OK. Sponsored by the FAA, March 27-29, 2001.

Revisits –
1 grievance was examined

Committee Reports –
Bill Bernal updated the Board on the Computer Committee. Jerry Lindemann, Houston Flight Attendant has volunteered to help with updates to the TWU Local 556 Website. Jerry has also reorganized the Web page and added bid results as a section for Flight Attendants.

Marcy Vinyard updated the Board on the Grievance Committee. On March 23, 2001 a training session was held for the Board of Adjustment Chairs and Vice Chairs. Ten Flight Attendants were invited to attend the training along with ten Members of Management. Our local attorney Ed Cloutman and the Company's attorney Beverly Carmichael instructed the class. A Board of Adjustment was presented on March 27, 2001 and deadlocked. This grievance will now proceed to Arbitration. There are currently 153 active grievances.

The Board reviewed the CISM committee's New Peers/ Annual Training Agenda. This training will be held May 8-10, 2001. Sheri recommended several new committee Members for the Board to review.

Thom McDaniel updated the Board on the Publications Committee. The deadline for submission of articles for the Unity Newsletter is April 20, 2001. Jeff Quattrochi made a recommendation for offering advertising space in the Newsletter to help offset the printing cost.

The Board reviewed the Agenda for the Bi-Annual TWU Safety and Health Caucus to be held in Irving, TX. April 22-25,2001. Deborah Danish will attend the caucus on Monday, April 23, 2001.

Cindy Ritner updated the Board on the Scheduling Committee. Cindy discussed with the Board the meeting that Thom, Marcy, and she had with Management referencing the bid lines, short staffing, and productivity pay. She recommended Richard Locher as the seventh member of the Scheduling Committee. Richard is a Phoenix Flight Attendant who has made the commitment to write the lines for the Phoenix base.

Marcy Vinyard made a motion to approve Richard Locher as the 7th committee member on the scheduling committee. Bill Bernal seconded the motion. All voting members voted to approve the motion. The motion carried.

Tommy Stefan updated the Board on the Safety Committee. Tommy attended a cabin safety workshop, CAMI in Oklahoma City, OK. Sponsored by the FAA March 27-29, 2001. The workshop was designed to familiarize members of the Aviation community with the research conducted by the FAA's Civil Aeromedical Institute, as well as provide a forum for the exchange of training and regulatory information. Tommy presented a report of aircraft incidents, as reported by SWA Dispatch that occurred during the Month of March.

Deborah Danish updated the Board on the Health Committee. She will write an article referencing air quality on the aircraft for the next Unity newsletter.

Portia Reddick updated the Board on the Civil Rights and Liberties committee. Portia was unable to attend the Equal Pay for women day because the information was received late and it was not feasible for her to attend. She has received a couple of concerns from Flight Attendants concerning Management and the appearance of racial/sexual preference and is awaiting the write up from these individuals. Portia will write a newsletter article for the upcoming Unity Newsletter that will help to enlighten and educate the Membership. She would like to add members to this committee in every base to help organize the committee like the Professional Standards committee, where all information is kept confidential. She would like input from all Board Members on a policy for this committee. She would like all ideas sent to her and she will present the information for discussion at the May 2001 Executive Board Meeting.

Cindy Ritner presented a report submitted by Michael Broadhead, Chairperson of the Professional Standards committee. This report encompassed all work done for the committee for the month of March 2001. The Professional Standards committee assisted many Flight Attendants in resolving conflict amongst their own peers. This committee is valuable in assisting Flight Attendants with resolving issues with each other instead of writing each other up, which usually means getting Management and/or the Union involved.

The Board discussed the Uniform Committee. In the October 2001 Executive Board meeting, the Board designated Bill Dougherty as the Uniform Committee Chairperson. Deborah Danish had initially been appointed the Chairperson of this committee. The Board agreed to the change in order to increase Membership participation. At this time there was concern expressed in how many representatives the Company would allow the Union. In the event the Company would allow only one Union representative to participate in the Uniform committee meetings, it was decided and agreed upon by the Board that the individual would be an elected Officer since this has been the practice of this particular committee. In February, the Company informed TWU that only one Union representative would be allowed to attend the Uniform Committee meetings.

Thom McDaniel updated the Board on the Contract Committee. Thom with the help of Amy Montgomery put together and sent information packets to all contract committee members. The Contract committee is under way and will give their research to the Negotiating Team.

New Business
1 grievance was examined

Kathy Anderson entered the meeting at 1535 to answer questions on a grievance. Kathy Anderson was excused at 1555.

Stacy Martin was excused at 1600.

Trial Committee
The Board reviewed names of potential trial committee members for the impending trial of Melissa Smith.

Ed Cloutman entered the meeting at 1700 to counsel the Board on the proper procedures for presenting the charges to the Trial Committee.

Ed Cloutman was excused at 1750.

The Board continued to work on appointing the Trial Committee.

Jimmy West made a motion to adjourn. Bill Bernal seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1855.

April 11, 2001
Executive Board Meeting
Thom McDaniel called the meeting to order at 845

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

The Board discussed possible negotiators for the contract.

Cindy Ritner was excused at 1030.

Jeff Quattrochi made a motion to reconsider the appointments of the negotiating team because it was found that more Flight Attendants were interested in the position than were originally considered. Tommy Stefan seconded the motion. The motion carried.

The Board reviewed a list of all eligible Members as possible negotiators for the Contract. Nominations were open to all eligible candidates.

Stacy Martin made a motion to close nominations. Bill Bernal seconded the motion. All voting Members voted to approve the motion. The motion carried.

The Executive Board appointed Allyson Parker-Lauck and Denny Sebesta to the negotiating committee.

Cindy Ritner entered the meeting at 1345.

The Board reviewed a letter written by Rick Stephenson in reference to the Assessment fund.

Stacy Martin was excused at 1350.

Trial Committee
The Board continued to review names for the Trial committee.

The Board appointed the Trial Committee under Article XX of the TWU constitution. The Board will conference call with each Member to ensure they are the right persons for the task and will make the final appointment on Thursday, April 12, 2001.

Jimmy West made a motion to appoint Dean Hervochon as the advocate for the Union in presenting the charges before the Trial committee. Jeff Quattrochi seconded the motion. The motion carried.

The Board agreed that the Trial should be held on May 7th, 2001 at 9am.

Jeff Quattrochi made a motion to suspend Melissa Smith in violation of Article XXI of the TWU constitution to include but not limited to the violation of the Local Bylaws, Constitution, Oath of Office, and Confidentiality Agreement. Portia Reddick seconded the motion. The motion carried.

Portia Reddick was excused at 1450 for personal reasons.

Tim Mullaney entered the meeting at 1625 to explain the dues assessment fund reconciliation.

Tim Mullaney was excused at 1630.

Kathy Anderson and Stacy Martin entered the meeting at 1700.

Old Business –
2 grievances were examined.

New Business -
3 grievances were examined.

Kathy Anderson was excused at 1740.

4 grievances were examined.

Marcy Vinyard made a motion to adjourn. Bill Bernal seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1820.

April 12, 2001
Executive Board Meeting
Thom McDaniel called the meeting to order at 845

All Board Members were present except Portia Reddick who was excused for personal reasons and Melissa Smith was excused pending her trial.

Deborah Danish made a motion to approve $160.00, the registration fee for Sonia Hall and Bill Bernal to attend the AFL-CIO state convention in Arizona. Tommy Stefan seconded the motion. The motion carried.

New Business *continued*
John Farry entered the meeting at 855.

4 grievances were examined.

John Farry was excused at 950.

Karen Amos entered the meeting at 955.

1 grievance was examined.

Karen Amos was excused at 1000.

The Board reviewed several grievances prior to going forward to Board of Adjustment at the end of the month.

Marcy Vinyard presented the names of the members who attended the Board of Adjustment chair and vice chair training that was held Friday, March 23, 2001.

Stacy Martin was excused at 1105.

Trial Committee
The Board discussed the Trial Committee.

The Board conference called with a potential trial committee appointee at 1135. The call ended at 1140.

The Board conference called with another potential trial committee appointee at 1145. The call ended at 1155.

The Board conference called with another potential trial committee appointee at 1155. The call ended at 1205.

The Board called each of these members back and chose them as the appointed trial committee members. One of the Members could not be contacted and a message was left.

Stacy Martin entered the meeting at 1220.

The Board planned Membership Meetings for the rest of the year and agreed on dates and times for the 3rd and 4th quarter Membership meetings in 2001.

Stacy Martin was excused at 1310.

Trial Committee
The Board conference called with a trial committee member at 1315. The call ended at 1320.

The Board reviewed the procedure for suspending Melissa Smith under Article XXI.

Stacy Martin entered the meeting at 1350.

The Board discussed the process for appointing the Negotiating committee.

Jimmy West made a motion to reconsider the vote and the discussion of the negotiating committee appointees. Marcy Vinyard seconded the motion. The motion did not carry.

Thom McDaniel passed his gavel to Marcy Vinyard to be chair during the discussion appointing negotiators.

The Board continued to discuss the process for appointing negotiators.

Jeff Quattrochi made a motion to reconsider voting on the appointment of the negotiating committee because of an error in voting procedure. Jimmy West seconded the motion. The motion carried.

Cindy Ritner was excused at 1430.

The Board conference called with Portia Reddick at 1435 to include her in on the revote of the Contract negotiating committee.

A revote was taken on the negotiating committee appointees.

Denny Sebesta and Allyson Parker-Lauck are the Board appointees from the Executive Board for the Negotiating Committee.

Cindy Ritner entered the meeting at 1445.

Tommy Stefan and Jeff Quattrochi were excused at 1450.

FTR grievances were discussed. The Board discussed the proposed settlement for the FTR grievances by the grievance committee.

Stacy Martin made a motion to adjourn. Cindy Ritner seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1550. All votes were taken by secret ballot. CRR

Cynthia R. Ritner
Cindy Ritner
Recording Secretary
TWU Local 556