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

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Executive Board Meeting
January 15-18, 2001
(Synopsis)

Melissa Smith called the meeting to order at 1325

Board Members present were Melissa Smith, Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Bill Bernal, Tommy Stefan, Jeff Quattrochi, Stacy Martin, and Deborah Danish. Jimmy West was enroute. Portia Reddick was excused to celebrate Martin Luther King Day.

Garry Drummond, TWU International Representative entered the meeting at 1325.

Melissa Smith discussed unity among our Membership and the Board.

Cindy Ritner presented the November 2000 Executive Board Meeting minutes for approval. A motion was made to approve the minutes as presented. The motion was seconded. All voting members voted to approve the motion. The motion carried.

The Board agreed that when a Board Member abstains from a vote that it does not need to be noted.

Cindy Ritner asked all Board Members to watch the CISM video prior to Sherry Hightower addressing the Board on Wednesday.

Thomas Mitchell presented the Financial Report for October and November 2000 for approval. A motion was made to approve the Financial Reports as presented. The motion was seconded. All voting Members voted to approve the motion. The motion carried.

Thomas Mitchell presented the documentation supporting the back dues collection process he has been working on in the past month. The Union has billed out over $45,000 in back dues for the year 2000, and has collected $11,000 thus far. Over 250 Flight Attendants have been billed for nonpayment of dues.

Thomas Mitchell presented Lone Star check #s 5487 – 5533 and Lone Star check #s 5534 – 5582 for approval.

The Board took up a collection to buy a retirement gift for TWU International Representative, Ed Koziatek.

A motion was made to suspend the agenda to move on to the Revisits, Old and New Business grievances. The motion was seconded. The motion carried.

Old Business
Grievances

2 grievances were examined.

Karen Amos entered the meeting at 1545.

3 grievances were examined.

Karen Amos was excused at 1610.

New Business
Grievances:

Kathy Anderson entered the meeting at 1630.

6 grievances were examined.

Kathy Anderson was excused at 1825.

1 grievance was examined.

A motion was made to adjourn. The motion was seconded. The motion carried.

Melissa Smith adjourned the meeting at 1840.

January 16, 2001
Executive Board Meeting
Continued

Melissa Smith called the meeting to order at 845.

All Board Members were present except Portia Reddick who was absent.

Garry Drummond entered the meeting at 845.

The Board discussed excused and unexcused absences from Board.

Melissa Smith and Jimmy West were excused at 850 to attend the Drug and Alcohol Committee meeting at the Company.

1 grievance was examined.

Kathy Anderson entered the meeting at 945.

1 grievance was examined.

Kathy Anderson was excused at 1005.

1 grievance was examined.

Ed Cloutman, the Local's attorney entered the meeting at 1005. Ed gave the Board advice on several issues.

Ed Cloutman was excused at 1120.

1 grievance was examined.

Melissa Smith and Jimmy West entered the meeting at 1205.

Revisits

1 grievance was examined.

New Business

3 grievances were examined.

John Farry entered the meeting at1350.

6 grievances were examined.

John Farry was excused at 1420.

Correspondence –
Melissa Smith updated the Board on the meeting she had in New York with International President, Sonny Hall.

The Board reviewed letters written by Melissa Smith to International President, Sonny Hall, SWA Executive Vice President Customers and Corporate Secretary, Colleen Barrett, and SWA Vice President of Inflight/Provisioning, Donna Conover.

The Board reviewed a letter written to Melissa Smith from International President, Sonny Hall.

The Board reviewed a letter written by Melissa Smith to Donna Conover referencing Restraints on the Aircraft.

The Board reviewed a letter written by Michael Massoni to Donna Conover referencing Restraints on the Aircraft.

The Board reviewed a memorandum written by Ed Cloutman to the Executive Board.

Charities –

The Board took up a collection for the North Texas Food Bank.

Committee Reports

The Board conference called with the **Board of Election Committee** at 1600. The Board of Election committee members are Sonia Hall, chairperson, Sherrie Dobbins, and BR Ricks.

Tim Mullaney entered the meeting at 1600 to counsel the Executive Board on Elections.

The Conference call ended at 1635.

Tim Mullaney was excused at 1640.

A Member and Kathy Anderson entered the meeting at 1645 to address the Board.

Kathy Anderson and the Member were excused at 1730.

1grievance was examined.

A motion was made to adjourn. The motion was seconded. The motion carried.

Melissa Smith adjourned the meeting at 1750.

January 17, 2001
Executive Board
Continued

Melissa Smith called the meeting to order at 845.

All Board Members were present.

Committee Reports (cont.)

Drug / Alcohol – Jimmy West presented to the Board that SWA has changed drug testing labs from Lab One to Quest. Melissa Smith addressed the Board that they are in discussions about having women drug test women and Men drug test men. The Executive Board also does not agree with the Disparity of treatment between the Pilots and Flight Attendants referencing the rehab plan the pilots have and the Flight Attendants do not. Per the CBA in Article 23 it states…and shall provide benefits comparable to those offered to the pilots' insurance program.

Contract Committee - Melissa Smith will determine who the team captains are in each base. This committee will be the foundation for the negotiators. Melissa Smith would like to go to each base and help organize these committees. Melissa Smith will bring an itinerary of the Contract Committee.

Sherry Hightower entered the meeting at 1000 to address the Board about the **CISM Committee.**

Sherry Hightower was excused at 1045.

Uniform Committee – a motion was made to reimburse Bill Dougherty for his hotel expense for the Uniform Committee meeting in December. The motion was seconded. The motion **did not carry.**

Coalition of Flight Attendants – The Flight Attendant Coalition meeting will be held in Washington, D.C., January 31, 2001. The meeting is sponsored by AFA. Melissa Smith, Tommy Stefan, and Michael Massoni will attend.

Safety Committee – Stacy Martin tendered his resignation of Co-Chair of the safety committee. Tommy Stefan is the Chairperson for the safety committee. Tommy Stefan is waiting to hear from Sandy Pool when there will be an available spot to attend CAMI training.

Thomas Mitchell was excused at 1215.

Education Committee – Melissa Smith presented the syllabus for Conflict Resolution training. Conflict Resolution Training will be held in Plano, TX at the SMU Legacy campus. Executive Board Members, Shop Stewards, and selected Members will attend this 4-day training and will be certified in Conflict Resolution. This training is supported and partially funded by TWU International. This training will encompass theories and laws on workplace conflict, Negotiation theories, Settlement theories, Workplace issues, and Role-playing.

Thomas Mitchell entered the meeting at 1330.

Grievance Committee– Marcy Vinyard presented to the Board that there are 114 active grievances. The Board discussed possible settlements for several grievances.

Computer Committee– Bill Bernal presented an update and some ideas about the Website.

Professional Standards – Michael Broadhead submitted his time sheet along with his committee update for the Board to review. At the time of the Board meeting his report had been misplaced and the Board was not able to review it. The Board will review his committee reports for December and January in February Boards.

Scholarship Committee – Jeff Quattrochi updated the Board that a newsletter article will be in the January edition of the Unity Newsletter regarding Scholarship opportunities.

Care and Concern Committee – The Board discussed that each Domicile Executive Board Member will either take care of their own correspondence to their base or will send Care and Concern issues to the Local office.

Base/Officer updates
Deborah Danish updated the Board on the Dallas Base. The new Base Manager for Dallas is Joy McGrath. The new supervisor taking Joy's place is Dana Pugh. The October Executive Board Meeting minutes were placed in the Union red racks. *See attached*

Stacy Martin updated the Board on the Houston Base. Stacy raised 2 specific issues; he wanted the Board to address concerns of 2 Members. The first issue was a commuting issue. The second issue was of a much more personal nature regarding a leave request made to management by a Member. All of the care and concerns from the Houston base were faxed to the Local office. Many Members commented on the Incentive program. *See attached*

Bill Bernal updated the Board on the Phoenix Base.

Jeff Quattrochi updated the Board on the Chicago Base.

Portia Reddick updated the Board on the Baltimore Base. The incentive program is one of the bigger concerns in Baltimore with many Flight Attendants questioning their ability to participate within the guidelines. Portia Reddick has asked the Uniform committee if they would revisit some type of long coat to be worn in the winter months as the blazer is not enough and the ski style coat is unattractive with the blazer. Many Flight Attendants are excited about the Orlando base opening as there are many Florida commuters based in Baltimore at present time. *See attached*

Jimmy West updated the Board on the Oakland Base. Jimmy represented several Flight Attendants in discipline hearings. Many Flight Attendants are disappointed with the disparity in grooming and uniform standards between the Flight Attendant work group and others.

Thomas Mitchell presented that a new laptop and 2 computers will be purchased for the Local office and will meet the requirements outlined in the Budget. Bill Rodgers has researched pricing on laptops, DSL line, and PCs for the office.

Tommy Stefan updated the Board on the progress of Flight Attendants being allowed to jumpseat in the cockpit. Tommy Stefan will email Donna Conover to find out if any progress has been made.

Cindy Ritner addressed the Board regarding a Work Comp. issue that affects those Flight Attendants who have incurred an injury in Texas. There has been extensive research done on the issue in question. After the issue has been resolved with the Company, Cindy will contact those Flight Attendants who have been affected and will follow up with a newsletter article in May 2001.

Cindy Ritner presented the motions that were made during the Fourth Quarter Membership Meeting 2000 for discussion.

Cindy Ritner was excused from the meeting at 1730 to write the VR lines for February.

A motion was made to adjourn. The motion was seconded. The motion carried.

Melissa Smith adjourned the meeting at 1755.

January 18, 2001
Executive Board Meeting
Continued

Melissa Smith called the meeting to order at 855.

All Board Members were present.

Garry Drummond entered the meeting at 855.

Paula Gaudette Manager of Inflight Training entered the meeting at 900 to address the Board on the new one-day Recurrent Training program.

Paula Gaudette was excused at 1000.

Revisits

Thom McDaniel asked all Domicile Executive Board Members to make sure they have a locked survey box in their lounge prior to the first quarter edition of the UNITY newsletter being distributed.

Melissa Smith discussed that all weeks for on-call needed to be re-bid, thus the Board and Staff re-bid for the Emergency after hours on-call weeks.

Melissa Smith discussed with the Board that work for the AFL-CIO cannot be done during regular business hours.

New Business

Melissa Smith presented information on Labor arbitration training for the Board to review. A motion was made to approve the Chicago program on Labor Law and Labor Arbitration for 4 members of the grievance staff. This training will be held on May 3rd and 4th, 2001. This training shall not exceed $2000 for the training and hotel rooms for 3 nights for continued education of the grievance staff. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Karen Amos entered the meeting at 1125 to bid her On Call weeks.

Kathy Anderson entered the meeting at 1130 to discuss updates for the Hotline.

Karen Amos and Kathy Anderson were excused at 1135.

Jimmy West discussed with the Board the disparity of grooming and uniform standards between inflight and other employee groups.

The Executive Board discussed staffing of the Local office.

Deborah Danish made a proposal to the Board to take a vote on her request that the Executive Board allow her to work at the Local Union office and be implemented as a worker on the grievance staff committee full time to enable her to fulfill her duties that she was elected to perform by the Membership and as set forth in our by-laws and constitution.

Melissa Smith ruled that the aforementioned motion is out of order

Portia Reddick appealed the decision to the chair. A vote was taken. The decision of the Chair stands that the motion was out of order. Deborah Danish will appeal to International.

The Board discussed the possibility of an outside negotiator. The Board did not reach a resolution on this issue at the time of this Board meeting. Melissa Smith suggested that the negotiating team determine this.

The Board discussed that Orlando is the 7th base for SWA and will open in the second quarter of 2001.

The Board reviewed a proposal submitted by a Member on establishing 'Precinct Captains' for each base to assist with Union literature distribution and education of the Membership. *See attached*

The Board reviewed leasing information on the Local Union office.
A motion was made to approve leasing of the adjacent 600 square feet of office space for the negotiating committee beginning May 1, 2001. The cost of this space is $625.00 a month. The motion was seconded. The motion **carried.**

Thomas Mitchell went to Rochester, New York to meet with Manning and Napier, which is an Investment firm that offers Managed funds. Thomas Mitchell has been researching other options for the Flight Attendants 401k retirement plan and also the Arisa Laws to ensure SWA is compliant with that law. Thomas Mitchell will contact June Jackson, Manager of Retirement Benefits at SWA.

Portia Reddick discussed being able to attend hearings in her base.

A motion was made to keep the Nominations for negotiating committee in the March Membership meeting instead of May. The motion was seconded. The motion **did not** carry.

A motion was made that all Domicile Executive Board Member s will attend all Membership Meetings and will incorporate a lounge mobilization. The motion was seconded. The motion **carried.**

Board Motion carried

A motion was made to have Deborah Danish's cell phone replaced because it was stolen. The cost of the replacement is $149. The motion was seconded. The motion **did not** carry.

Jeff Quattrochi was excused at 1430.

Portia Reddick and Jimmy West were excused at 1440.

The Board discussed that the Negotiating Committee Elections are not governed under the Landrum Griffin Act; therefore the Board of Election does not have to attend every Membership meeting to watch over the Nominations. The Union officers and Members who are in attendance will uphold the integrity of the Nominations.

The Board agreed that the Board of Election will be pulled and paid for what their original pairing pays or six trips a day, whichever is greater and will only be paid for the actual days worked. IE. If pulled from a 4-day and only work 3 days will be paid for the 3 days worked.

Board of Election

A motion was made to adjourn. The motion was seconded. The motion carried.

Melissa Smith adjourned the meeting at 1540.

Cynthia R. Ritner

Cindy Ritner
Recording Secretary
TWU Local 556