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

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Executive Board Meeting
June 12 – 15
(Synopsis)

Melissa Smith called the meeting to order at 1340

Officers present were Melissa Smith, Thom McDaniel, Marcy Judd, Cindy Ritner, Deborah Danish, Jeff Quattrochi, Stacy Martin, Bill Bernal, Portia Reddick-Kyle, and Tommy Stefan. Jimmy West was enroute. Thomas Mitchell was excused for vacation previously planned.

Garry Drummond entered the meeting at 1345.

Cindy Ritner presented the minutes from the May executive board meeting. A motion was made to amend the minutes to state that a motion was made for Stacy Martin to co-chair the Safety committee with Tommy Stefan. The motion was seconded. All voting members voted to approve the motion. The motion carried. A motion was made to approve the amended minutes. The motion was seconded. All voting members voted to approve the amended minutes. The motion carried.

Melissa Smith presented the financial report and Lone Star Bank check #s 5156 – 5224. A motion was made to approve the financial report as presented. The motion was seconded. The motion carried.

Correspondence

Melissa Smith presented a letter written by her to Donna Conover with regard to Management's policy on officer elections.

Melissa Smith presented the letter written by Donna Conover to BR Ricks in response to the letter she received from the Union regarding Officer elections.

Melissa Smith presented a Letter written to her by our International Attorney, Art Luby. This letter referenced the division of Authority Under our Local 556 bylaws and the TWU Constitution.

Discussion

The Board discussed staffing of the local office. The local office consists of 9 full time members. They include:

Melissa Smith, Flight Attendant, and President of Local 556, Chairperson of the COPE committee, Co-Chair of the Education committee, and Co-Chair of the New Hire committee

Thom McDaniel, Flight Attendant, First Vice-President of Local 556, grievance staff and Co-Chairperson of Publications

Marcy Judd, Flight Attendant, Second Vice-President of Local 556, Grievance Committee Chairperson

Thomas Mitchell, Flight Attendant, Treasurer of Local 556, Co-Chair of the New Hire Committee, and Chairperson of the Care and Concerns Committee

Cindy Ritner, Flight Attendant, Recording-Secretary of Local 556, grievance staff and Chairperson of the Scheduling Committee

Kathy Anderson, Flight Attendant, grievance staff

Karen Amos, Flight Attendant, grievance staff

Amy Montgomery, Flight Attendant, Union Representative / Staff Member

Madeline Howard, Administrative Manager

The Board discussed information to be placed on business cards.

Melissa Smith requested that all Board Members not needing a beeper return them. Thomas Mitchell will research a more cost effective means of communicating.

Goals / Commitments – Each of the board members presented an update to their goals that were discussed at the May Executive Board Meeting.

Thom McDaniel discussed the Executive Board's presentation to the New Hire class in May. Melissa Smith, Thom McDaniel, Marcy Judd, Thomas Mitchell, and Cindy Ritner all gave input to the New Hire class. The new Flight Attendants were very receptive to the presentation.

Jeff Quattrochi suggested that the Domicile Executive Board members bring a Base update to each Executive Board meeting for review and discussion.

Jimmy West entered the meeting at 1545

Melissa Smith discussed that on the 30th of each month the Domicile Executive Board Members will send the dates needed to be pulled for the next Executive Board Meeting and Lounge Mobilizations.

Jimmy West discussed the progress of his goals.

Thom McDaniel reminded the Board of our confidentiality agreement and the definition that was given in our previous May 2000 board meeting.

Garry Drummond discussed the International's definition of confidentiality.

Garry Drummond was excused at 1615.

Melissa Smith discussed the cost of the 1996 negotiations, which she stated was $1.6 million. The Board discussed ways to cut costs for our upcoming negotiations. Melissa Smith distributed an operating chart for the months of February through April 2000. This chart showed the different variables that make up our operating expenses. The Board discussed different possibilities for negotiators and ways to best utilize our resources with TWU International.

Jeff Quattrochi updated the board on our affiliation with AFL-CIO and why we pay fees to those AFL-CIO locations. If we stop contributing to the AFL-CIO locations our membership could possibly lose scholarship opportunities.

A motion was made to conference call with Art Luby referencing whether it would go against our constitution to hire an outside professional negotiator. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Melissa Smith presented a proposal for officer pay. The proposal is for the Domicile Executive Board Members and Board Member at Large to receive 6.5 tfp per day at board with 54 hours of perdiem for a 3-day board and 80 hours of perdiem for a 4-day board. These officers would also be paid 6 tfp per 9 hours of lounge mobilization with 9 hours of perdiem. The board discussed different pay options for Domicile Executive Board Members.

A motion was made that Domicile Executive Board Members will get paid 7.0 tfp a day while at Executive Board in lieu of actual scheduled trips. Domicile Executive Board Members will be paid 6.0 tfp for 9 hours of service during lounge mobilizations in order to keep consistency for budget purposes over the next 3 years. The motion was seconded. The motion carried.

Melissa Smith discussed office procedures and policy.

A motion was made to pay the $1500.00 fee to the Local's Labor attorney Ed Cloutman for officers and staff to be trained in arbitration preparation and presentation. This training will be done over a weekend and no officers will be paid for this training. The motion was seconded. All voting members voted to approve the motion. The motion carried.

A motion was made to approve for Cindy Ritner to attend Arbitration presentation and preparation training at the George Meany School provided that International pays for the training, room, and board and Cindy Ritner uses her vacation days to attend. The motion was seconded. All voting members voted to approve the motion. The motion carried.

A motion was made that Thomas Mitchell will attend the George Meany School for Secretary – Treasurer training. International will pay for the training, room, and board. The local will pay for the lost time. The motion was seconded. All voting members voted to approve the motion. The motion carried.

A motion was made that Portia Reddick-Kyle will attend the Grass Roots Organizing training at the George Meany School. The International will pay for the training, room, board, and lost time. The motion was seconded. All voting members voted to approve the motion. The motion carried.

A motion was made to rescind the motion of going forward with the proposed SMU arbitration / mediation training if the board can get it funded by TWU International or an alternative source other than our local. The motion was seconded. The motion did not carry.

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

Melissa Smith adjourned the meeting at 1955.

Executive Board Meeting
Continued June 13, 2000

Melissa Smith called the meeting to order at 815

Officers present were Melissa Smith, Thom McDaniel, Marcy Judd, Cindy Ritner, Deborah Danish, Jeff Quattrochi, Stacy Martin, Bill Bernal, Portia Reddick-Kyle, Jimmy West, and Tommy Stefan. Thomas Mitchell was excused for vacation previously planned.

Melissa Smith discussed being Team players and holding TWU International accountable to us for our future negotiations.

Revisits

The Board examined 3 grievances

Training

Garry Drummond, Bob Wechsler, and Walter Pearson entered the meeting at 910 for Executive Officer Leadership training.

Bob Wechsler, director of Education for TWU International discussed how to be a more effective leader to our membership. He stated that the International would do whatever they can to help us do our jobs better. Bob discussed the many different Education possibilities for each of the officers. The International pays for much of the Education for our Local.

Walter Pearson discussed the Secretary – Treasurer fiduciary responsibilities. Mr. Pearson asked the Board to come up with three primary goals for the next year. He also asked us to communicate with each other our goals for the next 2 days. The board discussed the many goals they would like to accomplish over the next few days.

Goals to achieve over the next few days:
Improving communication both within and among the Executive Board

Defining the responsibilities of staff member and officers

What can International do for us?

Defining a system for handling grievances

We need to know and understand the Union charter and our Hierarchy

Walter presented Leadership guides to the Board and we discussed different working styles that each of the board members have.

Tom Matthews entered the meeting at 1040 to photograph the officers for the TWU International Newspaper.

Walter discussed our roles and responsibilities to each other and our Membership.

What is the president's role to authorize salary of staff?

Melissa Smith is to research staff role and president's authority of that role. President should be given authority to have that role. Cindy Ritner will research the minutes to find out what the past policy was on office staffing and pay for that staff.

Tom Matthews was excused at 1120.

Walter Pearson continued in his discussion with the fiduciary responsibility of the Local and the responsibility specifically of the Financial Secretary and the President. He also discussed the importance of the role of Recording Secretary and how imperative accurate minutes of every meeting are. The board continued to work through the Officer's guide workbook distributed by Walter Pearson.

Walter Pearson was excused at 1700.

Revisits

A motion was made to postpone the double illegality arbitration set for June 29th until the board has obtained further information. The motion was seconded. The motion carried.

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

Melissa Smith adjourned the meeting at 1745.

Executive Board Meeting
Continued June 14, 2000

Melissa Smith called the meeting to order at 805

Officers present were Melissa Smith, Thom McDaniel, Marcy Judd, Cindy Ritner, Deborah Danish, Jeff Quattrochi, Stacy Martin, Bill Bernal, Portia Reddick-Kyle, Jimmy West, and Tommy Stefan. Thomas Mitchell was excused for vacation previously planned.

Revisits

The Board examined 4 grievances

Training

Walter Pearson and Bob Wechsler entered the meeting at 1000

Bob Wechsler discussed with the board the many divisions of The Transport Workers Union.

Ed Koziatek is the Director of the Airline Transport Division, which is the division by which we preside.

The International has an Attorney on retainer 24 hours a day. An attorney will be provided for us at negotiations when asked upon to do so. The international will provide a research staff for our Local during negotiations and otherwise, when we want salary comparisons or other information with regard to other airlines.

Bob Wechsler is the Director of Education for the Transport Workers Union. He presented the various opportunities that are afforded the Executive Board and the Membership.

Art Luby is our Local's attorney appointed by International.

Jim Gannon is the Director of Communications for the Transport Workers Union. The communications department can provide assistance with our newsletter, updates, surveys, etc.

George McDonald is the Director of the Safety Division for the Transport Workers Union.

Peggy Olsteen is the Director of the Cope committee for the Transport Workers Union.

Each and every department of the International is available to serve us.

Walter Pearson suggested that in order to get down the lost time for training, that we negotiate in the next contract that the company pays for the lost time for a specific number of days per year per board member and or shop steward.

Bob Wechsler left the meeting at 1100

Walter Pearson helped us to access our internal strengths and weaknesses so that we can better address the issues of the Membership. Mr. Pearson suggested that the Board concentrate on 3 main goals to achieve for the next year. He discussed different mobilization and negotiation strategies that we might consider to be effective in negotiations.

Strengths of our union and membership
Gaining member involvement
Tools available from International
Diversity of Members
Systems already in place to utilize and to build on from the previous Board
Using protections in the contract
Motivated for better contract
Past working relationships with the company
Healthy membership
Positive image of workgroup/hardworking
New Officers
Support from members/trust
Open lines of communication with the members

Weaknesses
Members have limited knowledge of being apart of a union
Young/new workforce
Too many gray areas in the contract
Reputation of our International to our membership
No local resources in Domicile
Apathetic Members/ lack of knowledge of the union
Grievance bog down because of gray areas in contract
Lack of Unity
Lack of funds to organize our work group
Poor communication or unity within the board
Unprofessional image to the company because we are grouped with provisioning
Members not taking responsibility for their actions
Lack of trust between members
Our absentee workforce
Animosity within our workforce
Board staying in touch with the membership
Self-centered workgroup
Pay is too low for the membership
Reality of prior contracts

Threats
Change in hiring practices, fast growth, low unemployment, and turnover
Fuel prices
Furlough?
Implementation of six-pack policy
Public perception of unions
Republican president
Union busting
Airline mergers / Airline startups
Boeing Strike
Other negotiations affecting ours
Overall economy trends, stocks
Slow action in regulations FAA
American Airlines pursuit of Love Field
Change in CEO
Right To Work State, political weakness
Management quick training to break a strike
Divide and Conquer strategies
Testing new leaders

Opportunities
Financial Success
Reputation of SWA
Growing market share
Change in hiring practices, fast growth, low unemployment, and turnover
Fuel prices
Furlough?
Implementation of six-pack policy
Public perception of unions
Republican president
Union busting
Airline mergers / Airline startups
Boeing Strike
Other negotiations affecting ours
Overall economy trends, stocks

Slow action in regulations FAA
American Airlines pursuit of Love Field
Change in CEO
Right To Work State, political weakness
Management quick trains to break a strike
Divide and Conquer strategies
Testing new union leaders

The Executive Board focused on establishing 3 specific goals to be obtained within the next 2 years.

Goal # 1:
Secure the most impressive contract in the industry and the history of SWA

Objective:
To save funds to pay for negotiations
To establish a contract committee to assist the negotiating committee
To unify the Members
To prepare and educate a qualified negotiating committee

Tasks:
Seek out qualified members who possess knowledge on specific contract issues
Seek out information from other airlines Flight Attendant contracts
To become knowledgeable of the history of our Flight Attendant contract negotiations
To establish contract priorities based on Membership input
To be responsible for re-drafting and clarifying the gray areas of the contract and create a more user Friendly contract
To investigate and research all available resources, and to determine all areas of support for negotiations

Goal #2:
To modernize the computer system in order to bring our union to the members

Objective:
Update computers
Data Base
Communication between board members
Put a system in place to allow the membership to access our WebPages in the lounges

Tasks:
Modernization of the systems in the office
Develop a research committee

Goal #3:
To create unity by enhancing the Union's presence in each Domicile

Objective:
Domicile Executive Board Members will be involved with the initial informal grievance procedures, the fact finding meetings when available, and will assist the grievance committee in the investigation of on-going grievances.

Tasks:
Survey the Executive officers as to what each domicile needs
Define the roles of the Domicile Executive Board Members in the Fact Finding meetings
Schedule a grievance-training program

Walter Pearson left the meeting at 1745

Revisits

The Board examined 3 grievances

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

The meeting was adjourned at 1835.

Executive Board Meeting
Continued June 15, 2000

Melissa Smith called the meeting to order at 705

Officers present were Melissa Smith, Thom McDaniel, Marcy Judd, Cindy Ritner, Deborah Danish, Jeff Quattrochi, Stacy Martin, Bill Bernal, Portia Reddick-Kyle, Jimmy West, and Tommy Stefan. Thomas Mitchell was excused for vacation previously planned.

Revisits

The Board examined 6 grievances

Discussion

Thomas Mitchell conference called at 1035 until 1105.

Bill Bernal and Tommy Stefan will bring a proposal of Domicile Executive Board Members duties and a proposal on updating the computers in the office and a database for grievances to be presented at the July Executive Board meeting.

A motion was made that Jimmy West will be the Chairperson the Drug and Alcohol committee. The motion was seconded. All voting members approved the motion. The motion carried.

A motion was made that Jimmy West will be chairperson of the Liquor Drop Committee. The motion was seconded. All voting members approved the motion. The motion carried.

Portia Reddick-Kyle presented a committee report on the Professional Standards Committee.

A motion was made to rescind the resignation of Michael Broadhead on the Professional Standards Committee. The motion was seconded. The motion carried.

The board discussed that Portia Reddick-Kyle will continue as liaison of the Professional Standards committee and will recommend a chairperson for the committee for board approval. The new committee chairperson will decide who will continue to present the professional standards program in the new hire training class as well as who will train the new committee members. Possible candidates for this committee are included but not limited too: Jean Chandler, Kurtis Beggs, and Lee Devaney

Old Business

The Board examined 1 grievance

New Business

The Board examined 2 grievances.

Discussion

The Executive Board discussed the many opportunities to use videos to communicate with and motivate the Membership. We also discussed electronic voting and voting by proxy. Voting by proxy is not allowed due to our International Constitution that clearly states in Article XII section 5, "Voting by proxy shall not be permitted in the Transport Workers Union of America, or in any division thereof. However, electronic voting is an option and will be pursued by the Board.

Cindy Ritner presented from research of the Minutes that a motion was made in the Executive Board Meeting in March of 98'referencing distribution of the Minutes. This motion stated to put the approved Executive Board Minutes out to the Membership beginning with the March 98' minutes. The motion was seconded. The motion carried. The Board will continue to distribute the Executive Board Minutes by way of, TWU forum, placed in the Union racks in each lounge, placed in a Union notebook which will be attached to the Union racks in each lounge, and also available at Membership Meetings.

A motion was made to postpone presenting the information from the Civil Rights and Liberties committee to the Board until July. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Bill Bernal updated the Board on the TWU Local 556 Website. It is up and running and coming along well.

New Business

The Board examined 2 grievances.

Discussion

Melissa Smith distributed a pamphlet from the Department of Labor in reference to the Rights of union members that is available from the Department of Labor.

Michael Massoni's presentation to the Executive Board on the Go Team has been postponed until July.

The Board discussed the upcoming Shop Steward Nominations and Election Committee nominations to make sure all were informed.

Jeff Quattrochi was excused at 1430.

The Board continues to discuss the necessity of specific guidelines for the Blank Lines. These guidelines once established will be brought back to the Executive Board for a majority vote.

Bill Bernal and Tommy Stefan were excused at 1600

Marcy Judd discussed with the board about the Vacancy bid grievance that was filed on behalf of many members. The board discussed article 29 of the CBA. It is felt that the Vacancy was not closed properly and therefore the grievance was filed.

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

Melissa Smith adjourned the meeting at 1830.

Cynthia R Ritner

Cindy Ritner
Recording Secretary
TWU Local 556