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

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Executive Board
August 14 – 17, 2000
(Synopsis)

Melissa Smith called the meeting to order at 1325.

Board Members present were Melissa Smith, Thom McDaniel, Thomas Mitchell, Cindy Ritner, Jeff Quattrochi, Bill Bernal, Tommy Stefan, Portia Reddick-Kyle, and Deborah Danish. Marcy Vinyard was excused for Vacation. Jimmy West was enroute. Stacy Martin was excused to be in Houston due to previous Membership commitments.

Board Assignments -Thom McDaniel asked that all Board Members help with the tallying of the surveys during breaks and lunch.

Cindy Ritner presented the minutes from the July Executive Board for approval. A motion was made to approve the minutes as presented. The motion was seconded. All present voted to approve the motion. The motion carried.

In the middle of discussing the minutes Art Luby called in to answer several questions from the Executive Board. Topics discussed were whether or not one is able to tape record or use lap top computers to record Membership Meetings and Executive Board Meetings.

Stacy Martin entered the meeting at 1450.

Thomas Mitchell presented the Financial Report to the Board for Approval.
Thomas Mitchell will research the possibility of moving dues being deducted from the 5th of the month to the 20th. A database is needed to be able to track the Flight Attendants who have not paid dues.

The Board agreed that if possible membership dues should be deducted from the 20th of the month instead of the 5th in order to have less Flight Attendants behind on their dues.

Thomas Mitchell discussed with the Board the upcoming Budget for the fiscal year October 2000 through September 2001. All proposals for the budget should be sent to the office by August 31st for review and then to be discussed in the September Executive Board.

Jimmy West entered the meeting at 1540.

Thomas Mitchell collected all remaining pagers from the Board since they were not needed. The Board agreed. Thomas Mitchell distributed cell phones to those Board Members who needed them to be used for Union business only.

Correspondence

Jeff Quattrochi presented a letter written to the Executive Board from William T. Murphee, President CALC. This letter was written to clarify the need to contribute to the Central Arizona Labor Council to continue to sponsor this council.

Melissa Smith presented a letter written to the Executive Board from Ed Cloutman the Local's Attorney, on the grievance that is filed on the issue of seniority.

Thomas Mitchell presented a letter he wrote to Ralph Kimmich, Director, Benefits and Compensation. This letter was written to request to be a part of the quarterly 401k meetings and to encourage Mr. Kimmich to invite WMA Securities and Manning and Napier to present their proposals to the Board to help our Membership with education and new investment opportunities.

Thomas Mitchell presented a letter written by Sherri Dobbins the Chairperson of the Election Committee. She was requesting pay for the lost time. A motion was made to write Sherri Dobbins to explain the decision to keep pay as is, for the day worked for the Election Committee pull. The motion was seconded. The motion carried.

Melissa Smith presented a letter written by Mike Sims to the Executive Board. This letter was in reference to support Local 555 through their time of need. The Board agrees with this letter.

Melissa Smith will write a letter to the President of Local 555 in support of their negotiations.

Melissa Smith presented a letter from Jim Parker on an update of the TWU 555 Contract Negotiations.

A motion was made to adjourn. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Melissa Smith adjourned the meeting at 1840.

August 15, 2000
Executive Board Meeting
Continued

Melissa Smith called the meeting to order at 850

All Board Members were present except Deborah Danish who was excused for personal reasons.

Committee Updates

Marcy Vinyard presented a report from the **Coalition Meeting** that she and Deborah Danish attended in July 00'.

Melissa Smith presented the minutes from the **Health Committee** meeting that she attended in May 00'. OSHA and the FAA signed an agreement on August 7th, 2000 to work collaboratively on a study and announce their findings December 6th.

Bill Bernal presented an update from the **Computer Committee** about the TWU website. The Board discussed different topics that will be available through the TWU website.

Melissa Smith presented an update to the **Education Committee**. Melissa Smith had presented the Board with a proposal on training in Conflict Resolution. She talked with Dr. Picchioni about the cost of the training, which was originally $5,000 for the actual training of 30 people. Dr. Picchioni offered a new proposal that the cost of the training would be $3,000 if our Local provides the facility. The motion on the floor is still to have this training paid for by International or another source other than our Local. International will let our Local know in September whether they approve this education expense or not.

Tommy Stefan presented an update to the **Publications Committee**. The newsletter that has been titled UNITY is due out the first part of September.

The Board Conference Called with Mary Pesce who is a previous Union Officer at 1110 in reference to Flight Attendant concerns and our transitional period.

Conference Call ended at 1205

Cindy Ritner presented an update to the **Scheduling Committee**. She will call Crew Planning to set up a meeting for the September Executive Board so the entire Board will be educated on how the Flight Attendant pairings are developed and the bid lines are written. Cindy Ritner gave a proposal to the Executive Board to be pulled for 4 days from the Union office without pay and to be compensated by Crew Planning for days earned and owed prior to taking office. The board agreed with the proposal.

Tommy Stefan presented an update on the **Safety Committee**. It was suggested that Michael Massoni conference call to the Executive Board each month with any Safety update. It was discussed that Stacy Martin, Tommy Stefan, and Marcy Vinyard will get GO Team training when available.

Portia Reddick-Kyle presented an update on the **Professional Standards Committee**.

The Board agrees that Melissa Smith will write a letter to all Committee Chairpersons who are not Executive Board members to contact your Executive Board liaison for any questions or concerns regarding your committee.

Discussion

Donna Conover and Robin Franklin entered the meeting at 1510.

The Board discussed with Donna and Robin many of the issues our Flight Attendants are facing.

Donna Conover and Robin Franklin were excused at 1750.

A motion was made to adjourn. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Melissa Smith adjourned the meeting 1807.

August 16, 2000
Executive Board
Continued

Melissa Smith called the meeting to order at 820

All Board Members were present.

A motion was made to rescind approval of the July Executive Board Meeting minutes. The motion was seconded. The motion carried.

A motion was made to modify Marcy Vinyard's motion regarding Melissa Smith's training to include that Melissa Smith will not be paid by the Membership for attending. The motion was seconded. All voting members voted to approve the motion. The motion carried. Melissa Smith was approved by the Board to attend Advanced Mediation and Negotiations training, August 20 – 25 in Taos, New Mexico. Nina Meierding, Counselor at Law, taught this class. Ms. Meierding has a successful Mediation practice in Ventura, California and is a renowned instructor for Advanced Mediation and Negotiations in graduate studies.

A motion was made to approve the amended minutes. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Committee Updates – Continued

Portia Reddick-Kyle presented an update on **The Equal Rights and Liberties Committee.** Portia Reddick-Kyle presented to the Board a proposal so that she may attend and Equal Rights and Liberties committee meeting to be held in San Juan, Puerto Rico September 20-22, 2000.

A motion was made for Portia Reddick-Kyle to attend an Equal Right and Liberties Committee meeting regarding Women and Minority Issues. She will be pulled without pay. The union will pay for a 3-night Hotel stay, Airfare and Transportation not to exceed $1100.00. The motion was seconded. The motion carried.

Bill Bernal presented another update to the **Computer Committee.** The Board had previously approved for an ISDN line to be installed in the office. He presented an addendum to the proposal of an additional $300.00 for the Office server to be reprogrammed so that the new ISDN line would be compatible.

A motion was made to approve the $ 300.00 to reprogram the software we currently have on our server. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Jeff Quattrochi discussed with the Board **Shop Steward** training. The Board agrees Domicile Executive Board Members will make recommendations for Shop Stewards or members that will attend hearings. The grievance staff will develop a system to make sure that the status of scheduled hearings and who is attending the hearing is kept updated at all times.

A motion was made to have blind voting in our Board Meetings for motions and issues excluding grievances and straw votes. The motion was seconded. The motion **did not carry.**

The Board discussed whether or not computers were allowed in the Executive Board Meetings for taking notes. The Board agrees Computers will be allowed in all Board Meetings.

The Board discussed using tape recorders in the Executive Board Meetings. The Board agreed to not use tape recorders in the Boardroom

Revisits

The Board examined 1 grievance.

Old Business

The Board examined 2 grievances.

New Business

The Board examined 3 grievances.

The Board discussed a letter submitted by Member Michael Broadhead regarding showing support for Local 555.

The Board examined 6 grievances.

Kathy Anderson entered the meeting at 1500.

The Board examined 5 grievances

Kathy Anderson was excused at 1605.

The Board examined 2 grievances

Revisit

The Board examined 2 grievances.

A motion was made to adjourn. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Melissa Smith adjourned the meeting at 1750.

August 17, 2000
Executive Board Meeting
Continued

Melissa Smith called the meeting to order at 845.

All Board Members were present.

Melissa Smith presented a letter that was written by Portia Reddick-Kyle to Donna Conover welcoming Heather Caldwell as the new chairperson of the Professional Standards Committee.

Melissa Smith presented a communications form that will be put in the red racks for Flight Attendants to tell their Executive board any questions, concerns, issues, etc.

Melissa Smith presented a handout on the expense of a 4-day Board verses a 3-day Board.

The Board agrees in emergency situations only Executive Board members, Shop Stewards, and Executive Board appointees will be pulled off of their pairing to do discipline hearings and will be paid for their actual tfp and shall give 9 hours of service.

A motion was made to approve Lone Star Bank check #s 5283-5328 as presented. The motion was seconded. All voting members voted to approve the motion. The motion carried.

Old Business

The Board examined 1 grievance.

The Board agrees that Jeff Quattrochi will be the administrator of the Paul Gaynor scholarship.

The Board agrees that Survey Questions will be faxed or emailed to each Board Member for approval prior to surveys going to print.

The Board reviewed a list of Domicile Executive Board Member duties.

The Board agrees that the Executive Board Meeting dates for September will be the13th – 16th.

Stacy Martin presented a Domicile report from Houston.

A motion was made that any motions made at any membership meetings shall be read out loud to all Union Members at all remaining membership meetings. This shall include all motions and any amendments to the motion. Upon request the Local should furnish the name of any Flight Attendants responsible for said motions. The motion was seconded. The motion carried.

Jeff Quattrochi was excused at 1445.

Bill Bernal, Tommy Stefan, and Jimmy West were excused at 1500.

A motion was made that the Union shall be responsible for and will furnish standardized documents that shall be filled out by any Union member making a motion. All motions made by a Union member shall be done in writing and shall be on the form furnished by the Union bearing the Local's letterhead. All forms must provide a space available for a date, a name of the individual making the motion, and the name of the individual whom seconds the motion. It shall also list the status of the motion and space for any amendments shall be included. The motion was seconded. The motion carried.

A motion was made to approve the Financial Report. The motion was seconded. The motion carried.

A motion was made that grievance #2086 shall proceed if the settlement letter offered to Management is not accepted. 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 1520.

Cynthia R Ritner

Cindy Ritner
Recording Secretary