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

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Executive Board Meeting
January 10, 2000
(synopsis)

Paul Sweetin called the meeting to order at 14:00.

Officers present were Paul Sweetin, Dean Hervochon, Mary Longobardi, Tim Mullaney, Rebekka Kelly, Tammy Akers, Jeff Quattrochi and Kimberly Curry. Shea Spencer was excused due to vacation. Mark White was excused to attend a funeral. Sonia Hall was excused due to previous commitment.

Albee Richardson, CPA entered the meeting at 14:00

Mr. Richardson presented the annual Audit Report for fiscal year October 1998 through September 1999.

Albee Richardson was excused at 14:30.

Rebekka Kelly presented the Minutes from the December 1999 Executive Board Meeting. 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.

Tim Mullaney presented the Financial Report and checks for approval. A motion was made to approve the Financial Report as presented. The motion was seconded. All voting Members voted to approve the motion. The motion carried.

Tim Mullaney presented an update on the fiscal years Budget. Our savings goals are currently being met and the perimeters of the Budget adhered to by Local administration and all Committees.

Paul Sweetin presented a proposal from Sheri Hightower, CISM Chairperson for a new fax machine for use by the Committee ($275.00.) A motion was made to approve the purchase of the fax machine. The motion was seconded. All voting Members voted in favor of the motion. The motion carried.

All Members present observed a minute of silence in honor of 3 F/A's who passed away in the 4th quarter of 1999. They are HOU F/A Mark Press, OAK F/A Michelle Royle and MDW F/A Sharon Ott.

Correspondence

Dean Hervochon updated the Board regarding an escalating safety problem involving lack of effective crew coordination as a result of discriminatory remarks/perceptions/actions between the Pilots and F/A's at SWA which have recently been endorsed by SWAPA. Paul Sweetin and Dean will continue to monitor the situation, to respond appropriately and to keep the Board and the Membership appraised of all new developments.

Mary Longobardi updated the Board regarding problems that have arisen as a result of the Grievance Form which was introduced in 1999. At the Grievance Committee's request, Donna Conover has further refined procedures associated with the Form. Dean Hervochon made a motion to approve the updated Forms as presented. Tammy Akers seconded the motion. All voting Members voted to approve the motion. The motion carried.

Discussion

Paul Sweetin updated the Board regarding the Company's intention to test a new boarding/deplaning method. Beginning Feb.8, 2000 the test jetways will be operational. The test market is AUS-DAL. There will be a 6 month testing period. The test jetways allow for deplaning through the aft entry door. Due to the Board's concerns regarding the possibility of added duties for F/A's and related safety issues, meetings will be arranged and there will be discussions with Management throughout the testing.

Paul Sweetin updated the Board regarding the newly established Liquor Drop Committee. The Committee has begun visiting all RON cities to research the viability of current procedures and possible adjustment of those procedures. Tammye Walker-Jones is heading up this Committee and has stated that any city, which requires that F/A's must access the liquor drop through the tarmac, will be adjusted. Paul Sweetin has asked Dean Hervochon to work with the Committee and function as the liaison between the Board and the Committee. Future updates will be noted in the Committee Reports section of the Minutes.

Paul Sweetin updated the Board regarding Electronic Bidding. Paul directed Mark White to draft a letter to Management outlining the Board's concerns regarding SWA's intention to go "paperless" which could negatively affect F/A line and vacation bidding procedures etc.

Mary Longobardi updated the Board regarding recent changes to Charter information location sites. Beginning December 6,1999 the procedure for picking up Charters changed (reference Base Briefing books for the memo dated December 27, 1999.) The creation of this separate site does not alter Contract language in any way. The Board determined that the new procedure does not conflict with recent Charter grievance settlements. The Board will continue to monitor Charter issues and discussion will remain open regarding any new developments in Charter procedures.

Mary Longobardi updated the Board regarding the Grievance #1846 settlement letter. The settlement letter further defines procedures for appreciably delayed flights. The Board has some concerns about the language in the settlement letter. Mark White and Mary Longobardi will have an additional meeting with Management to discuss the issue and report back to the Board.

Paul Sweetin updated the Board regarding Dr.'s notes. Recently it came to the Board's attention (through a grievance filed by a Member) that Management had made a unilateral change in the policy concerning the diagnosis requirement listed on Dr.'s notes turned in by F/A's. Officers remain in discussion with Management and expect a final settlement in the next few months for presentation to the Board and its approval.

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

Paul Sweetin adjourned the meeting at 17:00

Executive Board Meeting
1-11-00
(continued),

Paul Sweetin called the meeting to order at 09:00

Officers present were Paul S eetin, Dean Hervochon, Mary Longobardi, Tim Mullaney, Rebekka Kelly, Mark White, Tammy Akers, Jeff Quattrochi and Kimberly Curry. Shea Spencer was excused due to vacation. Sonia Hall was excused due to previous commitment.

Dean Hervochon updated the Board regarding the recent issues surrounding inappropriate and discriminatory actions by a SWA Pilot and the role SWAPA is playing in the perpetuation of these actions which could be creating unsafe working conditions for the SWA F/A's. Officers Paul Sweetin, Dean Hervochon, Mary Longobardi, Kimberly Curry and National Safety Coordinator, Michael Massoni met with Herb Kelleher, Colleen Barrett and Jim Parker on December 10, 2000 to discuss this critical issue. Union leadership is considering several options by way of protest if an acceptable resolution is not reached in the next week. Discussions are immediate and imperative and Dean will keep the Board apprised on a daily basis of developments.

Karen presented a proposal for the establishment of a new Committee to be called the Care and Concern Committee in order to enhance communication with Members who have experienced hardship and tragedy. A motion was made to approve the Committee as presented. The motion was seconded. All voting Members voted to approve the motion. The motion carried.

Committee Reports

Paul Sweetin updated the Board regarding the **CISM.** Committee Chairperson Sheri Hightower filed a written Committee Report detailing the activities of the CISM. Recently the Committee sent out 35 applications for potential new Members. There remains a high level of interest and support in the Committee from the Membership.

Rebekka Kelly updated the Board regarding the **COPE** Committee. At the request of the Central Arizona AFL-CIO (at the expense of the International,) Board Member Sonia Hall has been assigned to duty with the Phoenix AFL-CIO working to achieve a ballot initiative for a designated Cesar Chavez Day for the state of Az. Sonia will also be working with other TWU Locals to promote voter registration and organization of new Members.

Rebekka Kelly presented an update regarding the **Delta Organizing Committee.** TWU International Vice-Pres. George Roberts (who heads up the Organizing drive) reports that Delta Organizing Committee Members Alisha Smith, Keylie Boettcher and Bill Bernal continue to do an outstanding job working with the Delta Flight Attendants. In particular the efforts of Alisha Smith in Atlanta have been effective in increasing Flight Attendant participation in the drive. The Committee has been present at each of the mandatory meetings imposed by new Delta Management offering insight and expertise to interested Flight Attendants.

Rebekka Kelly updated the Board regarding the **Election Committee.** Election Committee Members will be present at each of the January 2000 Membership Meetings to explain election procedures and take nominations for Officers.

Mary Longobardi updated the Board regarding the **Grievance Committee**. As of January 10, 2000 the Local is administrating a total of 79 grievances. It is a tribute to the expertise of the Officers and Staff that in spite of the precipitous departure of Gary Lopez, the Local has managed to keep unsettled grievance totals at a minimum. The goal of the Committee is to continue to lower grievance totals in anticipation of the changeover on the Executive Board due to the upcoming Officer elections.

Rebekka Kelly updated the Board regarding the **New Hire Committee.** There was no New Hire class for the month of January 2000. The next New Hire class will be class #173 in February 2000.

Rebekka Kelly updated the Board regarding the **Newsletter.** The current Boards last Newsletter will be the 4th quarter 1999/1st quarter 2000 Newsletter currently in production. Following the round of Membership Meetings, final approval will be given to the text and it will go to print. This will be largest Newsletter ever published by Local 556. Expected date of arrival is February 7, 2000.

Rebekka Kelly updated the Board regarding the **Scheduling Committee.** Chairperson Julia Wolfswinkel reports that there are currently 3 vacancies to be filled. Application dates have been arranged with Becky Hoffman in Crew Planning who will give applicants the required flow sheets to break into pairings and explain the process involved. All potential Committee Members must make arrangements to come to DAL for the meeting Feb. 8, 9 or 10, 2000. Following the application process Julia will make a recommendation to the Executive Board and the Board will make the final decision. All the above will be discussed at the January 2000 Membership Meetings, on the Hot Line, in the Union Bulletin Boards and in the next Union Update.

Rebekka Kelly updated the Board regarding the **Scholarship Committee.** Scholarships are now available for the high school graduating seniors of Local 556 Members who live in the Chicago area and in the state of California through the Chicago Federation of Labor and the California Labor Federation. To receive an application Members should contact Rebekka Kelly at the Local office.

Revisit

The Board examined one grievance.

Old Business

The Board examined seven grievances.

New Business

The Board examined five grievances.

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

Paul Sweetin adjourned the meeting at 16:45

Rebekka Kelly

Rebekka Kelly
Recording Secretary