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

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Executive Board Meeting
July 11-13, 2000
Synopsis

July 11, 2000
Melissa Smith called the meeting to order at 1315

Board Members present were Melissa Smith, Thom McDaniel, Marcy Vinyard, Cindy Ritner, Tommy Stefan, Deborah Danish, Jimmy West, Stacy Martin, Jeff Quattrochi, and Bill Bernal. Portia Reddick-Kyle was enroute. Thomas Mitchell was on an errand.

Bill Bernal updated the board that all Board Members may be emailed by using the first initial of their first name along with their last name then @ TWUATD.ORG

Cindy Ritner updated the board on the Arbitration under the railway labor act training she received at the George Meany School for Labor Studies. This training encompassed the preparation and presentation of a mock grievance before a certified arbitrator.

Thomas Mitchell entered the meeting at 1330

Portia Reddick-Kyle entered the meeting at 1350.

Cindy Ritner presented the minutes for the Executive Board meeting for June. A motion was made to approve the minutes. The motion was seconded. The motion carried.

Thomas Mitchell presented the financial report for approval. A motion was made to approve the financial report. The motion was seconded. The motion carried.

Thomas Mitchell presented check #s 5225 - 5282 for final approval on the last day of Board.

Thomas Mitchell updated the Board on our Telephone service. Thomas Mitchell switched the telephone service to a company that will save the membership at least 20% a month for long distance and local calls.

Thomas Mitchell updated the Board on the monies paid to the AFL-CIO. We have cut the amount of payment to these affiliations without sacrificing service.

Thomas Mitchell presented some new safe secure investments in which to transfer our existing funds.

Bill Bernal suggested we put information about the AFL-CIO in the next survey and also to educate the membership on the AFL-CIO.

The board discussed different options for communicating when on-call. The pagers are costing over 550.00 a month. A motion was made to turn in all pagers except 2 for emergencies. Each board member will get a $50.00 credit per month for fax, long distance telephone, telephone calls from home or cell phone use for union business only in lieu of the union reimbursing for a personal phone line, calling card, pagers, fax line, etc. The motion was seconded. The motion **did not carry**.

A motion was made to turn in all of the pagers except **one** and that all Board members may be provided with Sprint cell phone service up to 500 minutes flat rate or the equivalent compensation for Union business only in lieu of pagers, fax lines, long distance expenses. The motion was seconded. The motion carried.

The Board agreed that all union business receipts should be turned in for approval within 60 days of occurrence starting August 1, 2000.

Marcy Vinyard presented an Office Procedures handout. All Board members acknowledged they had received it.

The Board bid for the rest of their On-Call weeks for emergency after hour's calls.

Old Business –
All Board Members turned in their beepers

Cindy Ritner presented to the Board her research done in regard to the issue of full-time Staff pay. There is no notation in the minutes that dictate how the staff will be paid.

Revisits –

2 grievances were examined.

Correspondence

Thom McDaniel presented to the Board a letter that was written to Robin Franklin in reference to the Liquor Money Timeline. He discussed the reason the Company wants the 14 or 18 time limit because they are short staffed in the auditing department. The previous Board along with Management wrote a letter together in regard to the time line issue, but Management did not understand why the letter was not signed. The letter was not signed because the previous board as well as the current Board agrees that this is creating new language in the contract. Thom McDaniel discussed about the language in our contract with respect to 7 days to issue discipline after the Company has reasonable knowledge.

Thom McDaniel presented a letter he wrote to Donna Conover in reference to Revision 58 dated June 1,2000. This revision was brought to the Union's attention that Self-Notification of Assignments has now been incorporated in the manual. This practice has also been implemented in the August bid packet, but is not approved by the Union and was definitely voted against by the previous board.

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

Melissa Smith adjourned the meeting at 1920.

Executive Board Meeting
July 12, 2000
Continued

Melissa Smith called the meeting to order at 805

All Board Members were present

Revisit –

1 grievance was examined.

New Business –

1 grievance was examined.

Training
The Board went to the presentation from Michael Massoni at the Southwest Airlines Training Center. Michael Massoni presented a PowerPoint presentation on the Go-Team, Accident Response Plan, and safety plan. (See supporting documentation on this presentation)
Committees under the umbrella of Health and Safety

- Accident Response
- CISM
- Professional Standards
- Regulatory and Legislative

American Airlines has several coordinator positions instead of using Elected Board Members
National Health Coordinator, National Safety Coordinator, Communications Coordinator, and Contract Coordinator

Michael Massoni presented the Accident Response Plan that he developed and the Board discussed each Board Members role should an accident happen.

Discussion

The Board continued discussion on the seniority issue.

Ed Cloutman entered the meeting at 1415 to discuss the seniority issue.

The board also asked advice on Sexual Harassment and Drug and Alcohol issues.

Ed Cloutman was excused at 1520.

1 grievance was examined.

The Board discussed Article XXI Section 1 of The TWU Constitution. Any officer of a local Union, or of a branch, section, or division thereof, who fails or refuses to adhere to, or carry out, the instructions, directions, or decisions of the Local Executive Board or of the Local Union or of the International Executive Council, or who acts in violation of the Constitution, may be suspended forthwith by the Local Executive Board, or by the International Executive Council.

New Business

14 grievances were examined.

Discussion

Portia Reddick-Kyle presented to the Board that after interviewing the candidates for chairperson of the Professional Standards committee she recommends Heather Caldwell for the position.

A motion was made to accept Portia Reddick-Kyle's recommendation of Heather Caldwell as Professional Standards Committee Chairperson. The motion was seconded. The motion carried.

The Board discussed Bill Rodgers computer upgrade proposal for the Local office.

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

Melissa Smith adjourned the meeting at 1915.

Executive Board Meeting
July 13, 2000

Continued

Melissa Smith called the meeting to order at 810

All Board Members were present

A motion was made to accept Bill Rodgers proposal on a dedicated phone line to get our computers and maestro up to speed in the office. The motion was seconded. The motion carried. This proposal encompasses upgrading the office computer connection to an ISDN line. This is a digital phone line installed by SW Bell and will give the office a speed of 128kbps. This proposal also requires a new modem and router that are both specifically designed to work on this digital connection. The router is a security device used to connect the modem to the network preventing outsiders from accessing both our data and data at SWA. The total cost of this proposal is $2025.00 plus tax and the monthly phone line cost of $55.

Melissa Smith presented an Education proposal on Conflict Resolution to be taught by Dr. Picchioni and his staff. The Board had discussed this earlier, but had not seen the proposal. There was a previous motion not to approve this proposal until we find out if International will pay for it. That motion stands.

A motion was made to approve the cost of $843 for the Advanced Negotiation and Mediation Workshop for Melissa Smith to attend in August. This cost will include the class, room, car rental, and board. The motion was seconded. The motion carried. The Local will not pay Melissa Smith for attending.

Portia Reddick-Kyle presented a report from her training on Grass Roots from the George Meany Center. Presently we have several members who work with the Grass roots initiative. Portia Reddick-Kyle would like to help coordinate an effort to educate our members on the Grass Roots initiative. The Grass Roots initiative is working on OSHA at the present time, and also educating on buyouts, one company buying another and how that affects the employee work groups.

Thomas Mitchell discussed that the COPE committee is contributed to by donations, voluntarily, and not from our dues. COPE stands for Committee on Political Education. COPE helps to register Union Members and Members of their families to vote. COPE distributes thousands of voting records of senators and congressmen and women and helps educate union members on the issues so they can be informed voters. COPE endorses candidates on the basis of their voting record on labor issues. COPE does urge every Union Member and voting-age member of his or her family to vote.

Thom McDaniel suggested that all Domicile Executive Board Members bring voter registration cards to distribute in their respective bases.

Portia Reddick-Kyle presented her report on the Civil Rights and Liberties Committee. This committee is relatively new. This committee is to help protect the rights and liberties of all members of Union Locals. The plan is to develop provisions for each local to establish their own Civil Rights and Liberties committee. Portia Reddick-Kyle would like to be involved with this committee because she is aware of present situations that fall within this committee. She believes our continued involvement in this effort will benefit our Local.

Revisit

1 grievance was examined.

New Business

2 grievances were examined.

Discussion

The Board discussed the upcoming Newsletter. All Articles should be sent via Email to Thom McDaniel.

Tammye Walker Jones - Director of Inflight Services Eastern Division, Sherri Moore - Manager of Budgets and Auditing, and Robin Franklin - Director of Employee Resources entered the meeting at 1100 to discuss the Liquor Money timeline they are proposing as a settlement for our many grievances on this issue.

Management presented that in the past they would let the Flight Attendants hold onto the Liquor Money until the last day of the pairing to be turned in at the Base. They stated that many Flight Attendants were not comfortable holding onto their liquor money through out their pairing and wanted to be able to turn their money in every overnight. The previous board discussed the proposed timeline, but did not come to an agreement before leaving office. This timeline would state that Management can issue discipline for late money from date of reasonable knowledge which management feels is 7 – 14 days and lost money would be 11 – 18 days. Management presented a handout on the monthly calendar that the auditing department uses. When money is dropped in a station it is counted the next day and matched on the provisioning report. The money is deposited in a local bank. The paper work is then sent to the auditing department. The paper work is reconciled and then entered into the liquor tracking computer system. There are only 11 stations that have provisioning auditor's onsite. The other 43 stations have an administrative coordinator that verifies the liquor drop and then sends the paper work to headquarters. Management stated that it is difficult for the administrative coordinators to have this job duty, as this is only 1% of their job function at their station. After the liquor paper work is received at the headquarters' auditing department it is reconciled to show the money and coupons were accounted. Then the auditing department generates a report that shows if there is missing information on the liquor paperwork. Then a report is generated for Missing money. Then a report is generated through the liquor tracking system to find out those Flight Attendants who actually dropped their liquor money late. Every Friday the Late money report is generated and is faxed to each base. Every Friday the Lost money report is generated and that documentation is Fed Exed to each base to be received by the following Monday. It was discussed that this system was put into place because many Flight Attendants expressed concern over having to hold onto the liquor money for the life of the pairing. Flight Attendants did not want to be held accountable if that money became lost or was stolen. It was discussed that we have 5928 Flight Attendants at this time and after having reconciled that week's monies only 24 Flight Attendants did not drop their money appropriately or the money was lost. The Executive Board presented that we are not like any other Department and that we are not on the clock after we get off the airplane and are required to drop this money in an inconvenient location and then still having to catch a van to the hotel.

Management discussed the achievements of the Liquor Drop Committee. One Flight Attendant from each base was sent to every station and researched the best place for the safe location. The majority of the safes that were in a bad location were repositioned to the Baggage Claim Department.

The Executive Board is questioning Article 19 #1, Notice of the disciplinary action shall be given within seven (7) working days, exclusive of Saturdays, Sundays, and Holidays, from the date the Company could reasonably have knowledge of the incident giving rise to the disciplinary action. The Executive Board and Management disagree on what reasonable knowledge is pertaining to the issue of Liquor Money. Flight Attendants are receiving progressive discipline and not being given the opportunity to correct their behavior. Management discussed that Managers have been informed to evaluate each case on an individual basis. The Executive Board offered many suggestions to help speed up the process. A suggestion was made to have a locked bag in the cockpit where the auditing department would pick up the monies there. Another suggestion was for Flight Attendants to turn in the liquor money to the Ops Agent meeting the Flight and actually signing over the money thereby insuring that there is never lost or late money.

Management stated they are not willing to change their decision on the progressive discipline issued in reference to Liquor money or the timeline that was presented. At this time, the Union and Management will not be able to achieve a collective settlement. We will continue to talk to try to come up with an agreement and then if nothing is settled it will proceed to Board of Adjustment.

Tammye Walker Jones, Robin Franklin, and Sherry Moore were excused at 1300

The Board continued their discussion on the Newsletter in discussing what articles should be incorporated. All articles are due on July 21st

A motion was made to rescind the prior letter sent on June 30, 2000 and reinstate the original committed payments to AFL-CIO and to send a letter to reflect so. The motion was seconded. The motion carried.

A motion was made to move the $ 200,000 of our Savings account to 2 $ 100,000 CDs that are FDIC insured and bring a return rate of 7.4 %. These CDs have a one-year maturity date. The motion was seconded. The motion carried.

A proposal was to be presented on the Domicile Executive Board Members duties however it was not complete to discuss fully at the time of the Executive Board Meeting. A motion was made Table this discussion until a proposal from each Domicile Executive Board Member can be presented to the Board. The motion was seconded. The motion carried.

A motion was made to reinstate a two-day lounge visit in July. A friendly amendment was made to change it to one day. The motion was seconded. The motion carried.

A Proposal on updating computers in the office and a grievance Database will be presented in the August 2000 Executive Board meeting.

A motion was made to approve Check #s 5225 – 5282. 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 1550.

The Board reconvened as a quorum at 1655 to discuss Michael Massoni's position as Safety Coordinator
Melissa Smith, Jimmy West, Marcy Vinyard, Deborah Danish, Thomas Mitchell, Thom McDaniel, Stacy Martin and Cindy Ritner were present.

A motion was made to have Michael Massoni continue as Safety Coordinator for the next 6 months. The motion was seconded. The motion carried.

Meeting adjourned at 1720.

Cynthia R Ritner

Cindy Ritner