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

2520 West Mockingbird Lane • Dallas, Texas 75235 • (214) 352-9110 • (800) 969-7932 • Fax (214) 357-9870

Executive Board Meeting
April 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,
Mark White, Shea Spencer, and Jeff Quattrochi. Tammy Akers was excused due to vacation. Sonia Hall was en route. Kimberly Curry was excused due to vacation.

Rebekka Kelly presented the Minutes from the March 2000 Executive Board Meeting. Mark White made a motion to approve the Minutes as presented. Paul Sweetin seconded the motion. All voting Members voted to approve the motion. The motion carried.

Tim Mullaney presented the Financial Report and Banc One checks #6503 through #6504, and Lone Star checks #5011 through #5077 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 year Budget. As of February 2000 the Local has succeeded in saving $132,000.

Correspondence
Paul Sweetin presented an update on the recent Officer elections. Election Chairperson Sherrie Dobbins has received a written complaint from a Member regarding the election. The complaint is based on two issues brought forth by the Member: This member feels Management interfered with the elections by taking unsigned literature out of the flight attendant mailboxes and that the American Arbitration Association did not print the ballot envelopes appropriately. The second complaint has been determined to have no merit. The Board agrees that the first complaint is valid and warrants consideration and a ruling from the TWU International Appeals Council.

Paul Sweetin read the ruling regarding the FAA Reauthorization Bill (see attached paperwork.)

Paul Sweetin presented the settlement of the uniform grievance. A motion was made to approve the settlement as presented. The motion was seconded. All voting Members voted to approve the motion. The motion carried.

Mary Longobardi presented the latest edition of the Salary Continuation Worksheet (see attached sheet.) A motion was made to approve the Salary Continuation Worksheet. The motion was seconded. All voting Members voted to approve the motion. The motion carried.

Discussion

Paul Sweetin discussed the resignations of Staff members Doug Patterson, David Kirtley and Denny Sebesta who have all returned to line holding status in their respective bases. The outgoing Executive Board extends their warmest thanks to these three dedicated Staff members who have all served the Membership in an exemplary manner.

Melissa Smith, Thomas Mitchell, Cindy Ritner, and Tommy Steffan entered the meeting at 14:50.

All present discussed issues surrounding the "Open Lines" built into the May 2000, lines of time for Flight Attendants. Management did not notify the Union of their intention/decision to introduce these lines in advance for consideration by the Executive Board. The Board has concerns regarding the Open Lines and the fact that in certain instances, the Open Lines, as published, circumvent the Contract. The Board examined the published guidelines issued by Donna Conover. One concern is that the Contract already provides language that would allow F/A's to be given time off via the language that covers job sharing and educational/personal leaves of absence. The Board discussed the absence of Contract language that restricts Management from building lines that contain no trips. The Board referenced language in Article 15 (Leaves of Absence.) SWA F/A's have historically been given lines built and designed around productivity. Contract Negotiators shared information regarding the intent of the Contract negotiations that revolved around manipulating F/A schedules via the amount of trips on F/A lines of time and the issue of overstaffing. All present discussed whether or not the Open Lines issue is outside the scope of the Collective Bargaining Agreement. It is felt at this time that Open Lines should be more appropriately addressed in negotiations.

Melissa Smith, Thomas Mitchell, Cindy Ritner and Tommy Steffan were excused at 15:40.

A motion was made to file a grievance immediately on the issue. The motion was seconded. All voting Members voted to approve the motion. The motion carried.

Sonia Hall entered the meeting at 15:00.

Committee Reports

Paul Sweetin updated the Board regarding the **401(k) Committee.** Committee Chairperson John Parrott has submitted a letter of resignation. The outgoing Executive Board thanks John for his outstanding contribution to this valuable Committee.

Rebekka Kelly presented an update regarding the **Care and Concern Committee.** DAL Shop Steward Amy Densmore has joined the Committee and will begin organizing its function immediately.

Sheri Hightower will give the new Board a complete briefing regarding **CISM** during the April training month. Some Board Members will attend parts of the annual training of CISM Members.

Tim Mullaney will give the new Board a complete briefing on the **Computer Steering Committee** during the April training month.

Paul Sweetin and Garry Drummond will brief the new Board regarding the **COPE Committee** during the April training month.

Paul Sweetin and Rebekka Kelly will brief the new Board regarding the **Delta Organizing Committee** during the April training month. MDW Shop Steward Alisha Smith continues her efforts toward organizing the Delta F/A's at the request and expense of TWU International. She helps to coordinate the Newletter which keeps Delta F/A's apprised of organizing activities. To receive a copy of the Newsletter call 1-888-JOIN-TWU.

Mark Lendon White updated the Board regarding the **Drug and Alcohol Committee.** Mark spoke with Donna Conover regarding his ideas to structure and launch a volunteer committee. Ms. Conover was in agreement with the ideas presented and will await further information from Mark White.

Paul Sweetin updated the Board regarding the **Election Committee.** Nominations for the Committee will be taken at the 2nd quarter Membership Meeting.

Mary Longobardi updated the Board regarding the **Grievance Committee.** The Committee is currently administrating 66 grievances. Mary Longobardi and Mark Lendon White will work closely with the new Board members in April training them on grievance administration, Board of Adjustment and Arbitration.

Rebekka Kelly updated the Board regarding the **New Hire Committee.** Rebekka has been coordinating the New Hire presentation for the Union for three years, speaking to more than 2000 F/A's in the process. Class # 175 will receive the presentation on April 11, 2000. The new Board members will observe in anticipation of assuming these duties.

Paul Sweetin updated the Board regarding the **Professional Standards Committee.** Paul has received the resignation of Committee Chairperson Michael Broadhead. Michael has recommended Lorie Powell assume the Chairmanship and Paul Sweetin has approved that recommendation. The outgoing Executive Board wishes to extend their gratitude for Michael's commitment and dedication to the success of this outstanding Committee.

The **Scheduling Committee** remains without a Chairperson as a result of the resignation of Julia Wolfswinkel in March 2000.

Rebekka Kelly presented an update regarding the **Scholarship Committee.** MDW Shop Steward Roben Triplett is the year 2000 recipient of the TWU Local 556 – Paul Gaynor Award. Rebekka will brief the new Board regarding the activities and duties of the

Committee during the April training month. A trustee will need to be named by the New Board for administration of the Scholarship.

Rebekka Kelly updated the Board regarding the **Shop Stewards Committee.** The current Stewards term ends at the same time as the outgoing Board (May 1, 2000.) Nominations for the Committee will be taken at the 2nd quarter Membership Meeting.

Dean Hervochon will brief the new Officers during the April training month regarding the **Uniform Committee.**

Revisits

The board examined two grievances

Old Business

The board examined three grievances

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

Paul Sweetin adjourned the meeting at 17:45.

Andy Ritner for Rebekka Kelly

Rebekka Kelly
Recording Secretary