



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

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4th Membership Meeting October 2007 Minutes

Las Vegas October 10, 2007

TWU Local 556 President Thom McDaniel, the Chair, called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel, Cuyler Thompson and Kevin Onstead.

The Chair introduced himself, Cuyler Thompson and Kevin Onstead, the new Las Vegas Domicile Executive Board Member.

The Chair noted that Thom McDaniel would be voting at the Houston Session of the Meeting and Cuyler Thompson would be voting in Baltimore.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Tracy Brach made a motion to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Kevin Onstead seconded the motion. The motion carried.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Kevin Onstead made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Addie Crisp **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes.

Thom McDaniel presented the **July 2007 TWU Local 556 Financial Report**.

The Chair noted that the proposed amendments to the TWU Local 556 Bylaws that had been voted on and passed at the 3rd Membership Meeting of 2007 were awaiting approval by TWU International.

The Chair updated those Members present regarding the result of the recent **Negotiating Team Elections**. Thom McDaniel, as lead Contract Negotiator, reported that a meeting of the entire TWU Local 556 Negotiating Team had been scheduled for the following Monday but that the meeting had been cancelled. Thom noted that

four protests to the election had been submitted to the TWU Local 556 Board of Election. Thom reported that the election protests would be discussed during the upcoming Executive Board Meeting. A meeting of the Negotiating Team would be rescheduled after the election protests had been resolved.

Thom McDaniel reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious **Open Time Arbitration**. Thom explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Thom read aloud the letter from the Union to the Membership which explained that the Arbitration had two more steps to go. First, the Arbitrator ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants who claimed injury in our case. Thom explained that if the Union and Management cannot reach agreement on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. Thom noted that there was another Open Time Arbitration going forward in December.

Thom explained the recent **Reserve Overlap Settlement** and its history to those Members present. Thom stated that for overlap purposes, Crew Scheduling would not make any changes to the end times of any unassigned Reserve day(s) in the current month. On the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

There was discussion regarding the upcoming Contract Negotiations.

There was discussion regarding Management's recent decision to discontinue the controversial "D Flight Attendant" program.

The Chair reported that John DiPippa had been appointed by the Executive Board to be the Phoenix Domicile Executive Board Member after Michael Broadhead had resigned.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 4 Nay – 0

In response to a question from a Member there was discussion regarding the requirement that Crew Members wear uniforms to use employee lines at airport security. Employees at LAS were currently required to use the same line as disabled persons and not allowed to move to the front of the line. Kevin Onstead agreed to address the issue.

There was discussion regarding the B-Gate Shuttle at the LAS Airport.

In response to a question from a Member, Thom McDaniel agreed to talk to Mike Hafner about why the recent assaults on Crew Members in Tulsa and Corpus had not been reported in the Flight Attendant Briefing Book but were reported in the Pilot Briefing Book.

Addie Crisp made a **motion** to adjourn the Las Vegas Session of the Meeting. Kevin Onstead **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Session at 1125.

Houston
October 11, 2007

Thom McDaniel called the Meeting to order at 0905.

TWU Local 556 Executive Board Members present were Thom McDaniel, Cuyler Thompson and Jill van der Werff.

Shop Stewards Stephanie Tillman and Michael McNeil were present at the Meeting.

The Chair noted that Thom McDaniel would be voting at the Houston Session of the Meeting and Cuyler Thompson would be voting in Baltimore.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Jill van der Werff made a motion to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Stephanie Tillman seconded the motion. The motion carried.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Jill van der Werff made a motion to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Stephanie Tillman seconded the motion. The motion carried.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Thom McDaniel presented the **July 2007 TWU Local 556 Financial Report**.

The Chair noted that the proposed amendments to the **TWU Local 556 Bylaws** that had been voted on and passed at the 3rd Membership Meeting of 2007 were awaiting approval by TWU International.

Thom McDaniel read aloud a letter from David Rosen, TWU International General Counsel, which he had received the previous day regarding a motion to amend the TWU Local 556 Bylaws that had been called out of order at the 3rd Membership Meeting of 2007. The amendment sought to impose term limits on Officers of the TWU Local 556 Executive Board. Thom stated that per General Counsel, the question regarding whether the proposed amendment was out of order would be remanded to TWU International President Jim Little. Thom explained that if TWU Local 556 disagreed with his ruling, it could appeal the ruling to the top five Officers of TWU International. If TWU Local 556 disagreed with these International Officers, the Local could appeal to the International Constitutional Convention in 2009.

Thom McDaniel reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious Open Time Arbitration. Thom explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Thom read aloud the letter from the Union to the Membership which explained that the Arbitration had two more steps to go. First, the Arbitrator ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants who claimed injury in our case. Thom explained that if the Union and

Management cannot reach agreement on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. Thom noted that there was another Open Time Arbitration going forward in December.

The Chair updated those Members present regarding the result of the recent **Negotiating Team Elections**. Thom McDaniel, as lead Contract Negotiator, reported that a meeting of the entire TWU Local 556 Negotiating Team had been scheduled for the following Monday but that the meeting had been cancelled. Thom noted that four protests to the election had been submitted to the TWU Local 556 Board of Election. Thom reported that the election protests would be discussed during the upcoming Executive Board Meeting. A meeting of the Negotiating Team would be rescheduled after the election protests had been resolved.

Thom explained the recent Reserve **Overlap Settlement** and its history to those Members present. Thom stated that for overlap purposes, Crew Scheduling would not make any changes to the end times of any unassigned Reserve day(s) in the current month. On the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

The Chair reported that John DiPippa had been appointed by the Executive Board to be the Phoenix Domicile Executive Board Member after Michael Broadhead had resigned.

Thom McDaniel reported that Kevin Onstead had recently been appointed by the TWU Local 556 Executive Board to the new Las Vegas Domicile Executive Board Member position.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 4 Nay – 0

Michael McNeil reported on the efforts of Local 556 at Houston Intercontinental Airport aiding TWU International to organize the ground employees of Continental Airlines.

Thom McDaniel reported that the newest issue of UNITY Magazine was available on the TWU Local 556 Website.

Shop Steward Stephanie Tillman thanked the Membership of TWU Local 556 for her award of the Paul Gaynor Scholarship.

It was noted that Shop Stewards Stephanie Tillman and Michael Michael McNeil would be attending the TWU International Civil and Human Rights Conference and Women's Committee Meeting with Thom McDaniel and Gwen Dunivent in Atlantic City, New Jersey.

Jill van der Werff made a **motion** to adjourn the Houston Session of the Meeting. Stephanie Tillman **seconded** the motion. The motion **carried**.

The Chair adjourned the Session at 1013.

Orlando
October 11, 2007

Thom McDaniel called the Meeting to order at 1800.

TWU Local 556 Executive Board Members present were Thom McDaniel, Cuyler Thompson and Susan Kern.

Shop Steward Robert Skye was present at the Meeting.

The Chair noted that Thom McDaniel would be voting at the Houston Session of the Meeting and Cuyler Thompson would be voting in Baltimore.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Robert Skye made a **motion** to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Susan Kern **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Susan Kern made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Robert Skye **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Thom McDaniel presented the **July 2007 TWU Local 556 Financial Report**.

Thom McDaniel noted that the recently imposed dues increase would start October 20, 2007.

The Chair noted that the proposed amendments to the **TWU Local 556 Bylaws** that had been voted on and passed at the 3rd Membership Meeting of 2007 were awaiting approval by TWU International.

Thom McDaniel read aloud a letter from David Rosen, TWU International General Counsel, which he had received the previous day regarding a motion to amend the TWU Local 556 Bylaws that had been called out of order at the 3rd Membership Meeting of 2007. The amendment sought to impose term limits on Officers of the TWU Local 556 Executive Board. Thom stated that per General Counsel, the question regarding whether the proposed amendment was out of order would be remanded to TWU International President Jim Little. Thom explained that if TWU Local 556 disagreed with his ruling, it could appeal the ruling to the top five Officers of TWU International. If TWU Local 556 disagreed with these International Officers, the Local could appeal to the International Constitutional Convention in 2009.

Thom McDaniel reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious Open Time Arbitration. Thom explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Thom read aloud the letter from the Union to the Membership which explained that the Arbitration had two more steps to go. First, the Arbitrator ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants who claimed injury in our case. Thom explained that if the Union and Management cannot reach agreement on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. Thom noted that there was another Open Time Arbitration going forward in December.

The Chair updated those Members present regarding the result of the recent Negotiating Team Elections. Thom McDaniel, as lead Contract Negotiator, reported that a meeting of the entire TWU Local 556 Negotiating Team had been scheduled for the following Monday but that the meeting had been cancelled. Thom noted that four protests to the election had been submitted to the TWU Local 556 Board of Election. Thom reported that the election protests would be discussed during the upcoming Executive Board Meeting. A meeting of the Negotiating Team would be rescheduled after the election protests had been resolved.

Thom explained the recent **Reserve Overlap Settlement** and its history to those Members present. Thom stated that for overlap purposes, Crew Scheduling would not make any changes to the end times of any unassigned Reserve day(s) in the current month. On the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

The Chair reported that John DiPippa had been appointed by the Executive Board to be the Phoenix Domicile Executive Board Member after Michael Broadhead had resigned.

Thom McDaniel reported that Kevin Onstead had recently been appointed by the TWU Local 556 Executive Board to the new Las Vegas Domicile Executive Board Member position.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 2 Nay – 0

Thom McDaniel reported that the newest issue of UNITY Magazine was available on the TWU Local 556 Website.

There was discussion the new Family Boarding Procedures and its impact on the Flight Attendants.

Susan Kern reported that the construction on the new MCO Lounge should be completed during the beginning of 2008.

Susan Kern made a **motion** to adjourn the Orlando Session of the Meeting. Robert Skye **seconded** the motion. The motion **carried**.

The Chair adjourned the Session at 1904.

Dallas

October 17, 2007

Thom McDaniel called the Meeting to order at 1800.

TWU Local 556 Executive Board Members present at the Meeting were Thom McDaniel, Cuyler Thompson, Lucy White-Lehman, Gwen Dunivent, Allyson Parker-Lauck, Michael Massoni, Brett Nevarez, John DiPippa, Kevin Onstead, Kyle Whiteley, Mark Torrez, Susan Kern, Stacy Martin and Jerry Lindemann.

Thom McDaniel noted that the Executive Board had decided to change the start times of the 4th Membership

Meeting in an attempt to encourage more Members to attend.

Thom noted that the Dallas Session of the Meeting was being held in the new office space that had been leased to house the TWU Local 556 during Contract Negotiations.

Thom reported that the date of the Dallas Session of the Meeting coincided with the monthly TWU Local 556 Executive Board Meeting and noted that most of the Executive Board was present at the Dallas Session.

The Executive Board and the Local's Grievance Staff introduced themselves to those Members in attendance at the Dallas Session.

Gwen Dunivent introduced Dallas Shop Stewards Vince Eakes, Jane Johnson, John Parrott, Karen Amos and Ron Regan.

Thom reported that there would be refreshments provided to Members after the evening's Meeting had adjourned.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Jerry Beth Owen made a **motion** to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Dee Dee Beck made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Responding to a question from a Member, Michael Massoni reported that the cost of the Local's Membership to the Global Cabin Air Quality Executive Committee was approximately 200 British pounds, roughly four hundred dollars, per annum.

Jerry Lindemann presented the **July 2007 TWU Local 556 Financial Report**.

Thom McDaniel reported to those Members present that the proposed amendments to the **TWU Local 556 Bylaws** that had passed during the 3rd Membership Meeting of 2007 had been delivered to TWU International for approval. Cuyler Thompson, Recording Secretary, would distribute the amended Bylaws after receiving approval from TWU International.

Shop Steward Karen Amos submitted a letter to Cuyler Thompson, Recording Secretary, to present to the Executive Board from Beverly Walker, Chief of the Division of Interpretations and Standards of the U.S. Department of Labor (DOL). The letter was a response to an unknown individual who had emailed the Office of Labor-Management Standards (OLMS) within the DOL to seek clarification of the issue whether Executive Board Officer term limits constitute a reasonable qualification under the LMRDA. In her response, Ms. Walker quoted the LMRDA and stated that it would not violate the LMRDA for a Union to prohibit successive terms in office or to limit the number or years an officer may serve.

Thom reported to those Members present that he had asked TWU International General Counsel David Rosen for his opinion regarding the motion to amend the Bylaws regarding Executive Board Officer Term limits that had been ruled out of order by the Chair at the 3rd Membership Meeting. Thom read aloud a letter from Mr. Rosen in which Mr. Rosen recommended that the question of whether the TWU Constitution allowed a Local to impose term limits on its Officers in its Bylaws be remanded to TWU International President Jim Little. Thom stated that Cuyler Thompson had asked the question and was awaiting the response of President Little.

Thom McDaniel noted that Denny Sebesta, Don Shipman and Cindy Ritner, Members of the TWU Local 556 Negotiating Team, were present at the Meeting. Thom reported that Cindy Ritner and Val Lorien were recently elected by the Membership as Negotiators. As Lead Negotiator, Thom McDaniel explained that the first meeting of the Negotiating Team had been cancelled due to the fact that four Members had protested the Negotiating Team Election. Thom explained that the protests had been sent to TWU International so that the International Committee of Appeals may rule on the merits of the protests. Thom explained that after the Committee had ruled on the protests he would reschedule the first meeting of the Negotiating Team. There was discussion regarding why Thom had made the decision to postpone the first Meeting of the Negotiating Team. Thom McDaniel reported that the offices for the Negotiating Team had been completed and that their office furniture and office equipment had been installed.

Thom McDaniel reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious Open Time Arbitration. Thom explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Thom noted that the Arbitrator had ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants in the case. Thom reported that the Union and Management had met three times in hopes of coming to an agreement on remedy. Thom explained that if an agreement cannot be reached on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. Thom noted that there was another Open Time Arbitration going forward in December regarding the functionality of Open Time. There was discussion.

Thom explained the recent **Reserve Overlap Settlement** and its history to those Members present. Thom stated that for overlap purposes, Crew Scheduling would not make any changes to the release times of any unassigned Reserve day(s) in the current month. On the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

There was discussion regarding the position of Grievance Chair and a vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 17 Nay – 2

There was discussion regarding a motion to appeal a decision of the Chair that was made at the Dallas Session of the 3rd Membership Meeting of 2007.

Responding to a question from a Member, there was discussion regarding the possibility of TWU Local 556 conducting online Membership Meetings.

There was discussion regarding the possibility of having a Union Representative monitor Crew Scheduling's potential manipulation of Open Time.

There was discussion regarding the unreasonable requirement that Flight Attendants fly 233 TFP per quarter in order to qualify for Buddy Passes for passes. Gwen Dunivent reported that the Leadership of Local 556 had spoken to Mike Van de Ven regarding the issue. Gwen reported that Mike said he would look into it.

There was discussion regarding guidelines and procedures for the various elections of the Local. Cuyler Thompson agreed to put the issue on the Agenda of the next regular Executive Board Meeting for discussion. Cindy Ritner agreed to submit her ideas and other pertinent information to Cuyler Thompson before the next regular Executive Board Meeting.

There was discussion regarding Membership participation in Union Elections.

Thom McDaniel agreed to research whether our Members would be able to use their same passwords the next time that the Union utilized Ballot Point's services during an election or vote.

John Parrott made a **motion** to adjourn the Dallas Session of the Meeting. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Oakland

October 22, 2007

The Chair of the Meeting, TWU Local 556 First Vice-President Michael Massoni, called the Meeting to order at 1400.

Board Members present were Michael Massoni, Cuyler Thompson and Mark Torrez.

Shop Stewards Doreen Argyropolous, Donald Silva, Cynthia Belle, Greg Hofer and Val Lorian were present at the Meeting.

It was noted that Val Lorian had recently been elected by the Membership to serve on the TWU Local 556 Negotiating Team.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Doreen Argyropolous made a **motion** to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Donald Silva **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Cynthia Belle made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Doreen Argyropolous **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Michael Massoni presented the July 2007 TWU Local 556 Financial Report. There was discussion.

Cuyler Thompson reported to those Members present that the proposed amendments to the TWU Local 556 Bylaws that had passed during the 3rd Membership Meeting of 2007 had been delivered to TWU International

for approval. Cuyler would distribute the amended Bylaws after receiving approval from TWU International.

Michael Massoni reported that all five Members of the **TWU Local 556 Negotiating Team** were now in place. Michael explained that as Lead Negotiator, TWU Local 556 President Thom McDaniel had cancelled the first meeting of the Negotiating Team due to the fact that four Members had protested the Negotiating Team Election. Michael explained that the protests had been sent to TWU International so that the International Committee of Appeals may rule on the merits of the protests. Michael went on to say that after the Committee had ruled on the protests Thom would reschedule the first meeting of the Negotiating Team. Michael reported that the offices for the Negotiating Team had been completed and that their office furniture and office equipment had been installed. There was discussion regarding Contract Negotiations.

Michael Massoni reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious **Open Time Arbitration**. Michael explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Michael noted that the Arbitrator had ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants in the case. Michael reported that the Union and Management had met three times in hopes of coming to an agreement on remedy. Michael explained that if an agreement cannot be reached on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. Michael noted that there was another Open Time Arbitration going forward in December regarding the functionality of Open Time. In response to a Member's question regarding what the Open Time Arbitration had cost the Union, Michael reported that the question could be asked of the Local's Treasurer, Jerry Lindemann.

Michael explained the recent **Reserve Overlap Settlement** and its history to those Members present. He stated that for overlap purposes, Crew Scheduling would not make any changes to the release times of any unassigned Reserve day(s) in the current month. Michael reported that in contrast to what Members of Inflight Management had been telling Flight Attendants at the 'Roundtables' held in various Domiciles, on the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

There was discussion regarding the "What's Next?" tab on the TWU Local 556 Website on which Members may submit ideas for our next Contract.

Michael reported that Kevin Onstead had recently been appointed by the Executive Board to serve as the new Las Vegas Domicile Executive Board Member.

Michael reported that after the resignation of Michael Broadhead, the Executive Board had appointed John DiPippa to the position of Phoenix Domicile Executive Board Member.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 7 Nay – 0

Mark Torrez made a **motion** to suspend rules of the Meeting to nominate a Member to be a Shop Steward. Greg Hofer **seconded** the motion. The motion **carried**.

Mark Torrez **nominated** Member Kent Hand to be a TWU Local 556 Shop Steward. Val Lorien **seconded** the nomination. The motion **carried**.

Mark Torrez reported that the Union would be conducting Lounge Mobilizations on the 31st of October to make our Members aware of the recent increase of unannounced check rides or 'Ghost Rides'.

There was discussion about a recent Bulletin regarding cockpit door security. Michael Massoni noted that in violation of our Contract, the Union was not included in the discussion before the change was implemented. Michael reported that a meeting was scheduled between himself, chair of the TWU Local 556 Safety Team, and Inflight Management to discuss a remedy.

Doreen Argyropoulos made a **motion** to adjourn the Oakland Session of the Meeting. Greg Hofer **seconded** the motion. The motion **carried**.

The Chair adjourned the Session at 1515.

Phoenix **October 23, 2007**

The Chair, Michael Massoni, called the Meeting to order at 1300.

Board Members present were Michael Massoni, Cuyler Thompson and John DiPippa.

Michael Massoni introduced John DiPippa as the new Phoenix Domicile Executive Board Member.

Shop Stewards present were Darryl Daoang and Tina Coffee.

Scheduling Committee Member Richard Locher was present at the Meeting.

Michael Massoni noted that Thom McDaniel, the Local's President, was not chairing the Phoenix Session of the Meeting because he was attending the TWU International Civil and Human Rights Convention and the Working Women's Committee.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Richard Locher made a **motion** to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Darryl Daoang **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Richard Locher made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Darryl Daoang **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Michael Massoni presented the **July 2007 TWU Local 556 Financial Report**. There was discussion.

Cuyler Thompson reported to those Members present that the proposed amendments to the **TWU Local 556 Bylaws** that had passed during the 3rd Membership Meeting of 2007 had been delivered to TWU International for approval. Cuyler would distribute the amended Bylaws after receiving approval from TWU International.

Cuyler Thompson reported to those Members present that Thom McDaniel had asked TWU International General Counsel David Rosen for his opinion regarding the motion to amend the Bylaws regarding Executive Board Officer Term limits that had been ruled out of order by the Chair at the 3rd Membership Meeting. Cuyler Thompson read aloud a letter from Mr. Rosen in which Mr. Rosen recommended that the question of whether the TWU Constitution allowed a Local to impose term limits on its Officers in its Bylaws be remanded to TWU International President Jim Little. Cuyler reported that he had asked the question and was awaiting the response of President Little.

Michael Massoni reported that all five Members of the **TWU Local 556 Negotiating Team** were now in place. Michael explained that as Lead Negotiator, TWU Local 556 President Thom McDaniel had cancelled the first meeting of the Negotiating Team due to the fact that four Members had protested the Negotiating Team Election. Michael explained that the protests had been sent to TWU International so that the International Committee of Appeals may rule on the merits of the protests. Michael went on to say that after the Committee had ruled on the protests Thom would reschedule the first meeting of the Negotiating Team. Michael reported that the offices for the Negotiating Team had been completed and that their office furniture and office equipment had been installed. There was discussion regarding Contract Negotiations.

Michael Massoni reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious **Open Time Arbitration**. Michael explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Michael noted that the Arbitrator had ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants in the case. Michael reported that the Union and Management had met three times in hopes of coming to an agreement on remedy. Michael explained that if an agreement cannot be reached on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. Michael noted that there was another Open Time Arbitration going forward in December regarding the functionality of Open Time. There was discussion.

Michael explained the recent **Reserve Overlap Settlement** and its history to those Members present. He stated that for overlap purposes, Crew Scheduling would not make any changes to the release times of any unassigned Reserve day(s) in the current month. Michael reported that in contrast to what Members of Inflight Management had been telling Flight Attendants at the 'Roundtables' held in various Domiciles, on the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

There was discussion regarding the "What's Next?" tab on the TWU Local 556 Website on which Members may submit ideas for our next Contract.

Michael reported that Kevin Onstead had recently been appointed by the Executive Board to serve as the new Las Vegas Domicile Executive Board Member.

It was noted that Michael Massoni, Cuyler Thompson and John DiPippa had or would be voting at other Sessions of the Meeting.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007.

“Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer”.

Yea – 3 Nay – 0

There was discussion about a recent Bulletin regarding cockpit door security. Michael Massoni noted that in violation of our Contract, the Union was not included in the discussion before the change was implemented. Michael reported that a meeting was scheduled between himself, chair of the TWU Local 556 Safety Team, and Inflight Management to discuss a remedy.

Richard Locher, Scheduling Committee Member reported that one percent of the trips in the December 2007 Bid Packets would be four days. He reported that this would cause an increase in aircraft changes and ‘impure lines’.

In response to a question from a Member, it was noted that all Southwest Airlines Benefits Enrollment changes must be completed by October 26th.

There was discussion regarding issues with Crew Members utilizing the Employee Lines at the Las Vegas Airport.

Darryl Daoang made a **motion** to adjourn the Phoenix Session of the Meeting. Tina Coffee **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Session at 1427.

Baltimore **October 29, 2007**

Thom McDaniel called the Meeting to order at 1304.

TWU Local 556 Executive Board Members present were Thom McDaniel, Cuyler Thompson and Lucy White-Lehman.

Shop Steward Audrey Stone was present.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Audrey Stone made a **motion** to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Audrey Stone made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board Meeting Minutes. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Thom McDaniel presented the **July 2007 TWU Local 556 Financial Report**.

Thom McDaniel reported that on October 8th, the Union had received the official 44-page decision from Arbitrator Diane Massey in the highly contentious **Open Time Arbitration**. Thom explained that the Arbitrator had sustained part of our grievances, ruling in the Union's favor on a number of important issues. He noted that she had also denied part of our claims. Thom noted that the Arbitrator had ordered the parties to meet and try to resolve the logistical issues. She also ordered the parties to try and resolve what remedies (TFP) are owed to the grievant Flight Attendants in the case. Thom reported that the Union and Management had met three times in hopes of coming to an agreement on remedy. Thom explained that if an agreement cannot be reached on the remaining issues and damages, the Arbitrator will hold another hearing and make a further ruling. We have contacted the Arbitrator to schedule another Arbitration in order for her to settle the remedies. Thom noted that there was another Open Time Arbitration going forward in December regarding the functionality of Open Time. There was discussion.

Thom McDaniel explained the recent **Reserve Overlap Settlement** and its history to those Members present. He stated that for overlap purposes, Crew Scheduling would not make any changes to the release times of any unassigned Reserve day(s) in the current month. Thom reported that in contrast to what Members of Inflight Management had been telling Flight Attendants at the 'Roundtables' held in various Domiciles, on the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

Thom McDaniel reported that Kevin Onstead and John DiPippa had recently appointed to serve as the new Las Vegas and Phoenix Domicile Executive Board Members.

Thom McDaniel reported that he had asked TWU International General Counsel David Rosen for his opinion regarding the motion to amend the Bylaws regarding Executive Board Officer Term limits that had been ruled out of order by the Chair at the 3rd Membership Meeting. Thom read aloud a letter from Mr. Rosen in which Mr. Rosen recommended that the question of whether the TWU Constitution allowed a Local to impose term limits on its Officers in its Bylaws be remanded to TWU International President Jim Little. Thom reported that Cuyler Thompson had asked the question and was awaiting the response of President Little.

Thom McDaniel updated those Members present regarding the result of the recent **Negotiating Team Elections**. Thom McDaniel, as lead Contract Negotiator, reported that the first meeting of the entire TWU Local 556 Negotiating Team had been cancelled. Thom noted that four protests to the election had been submitted to the TWU International Committee on Appeals. A meeting of the Negotiating Team would be rescheduled after the election protests had been resolved. Thom reported that he had spoken with Mike Bakalo of the International Committee on Appeals regarding the matter. Thom stated that Mike would contact those Members who had submitted appeals for more information.

There was discussion regarding the Baltimore Base and the lack of consistency in granting personal leaves for a day or so to take care of an emergency.

It was noted that Thom McDaniel and Lucy White-Lehman had voted at other Sessions of the Meeting. Cuyler Thompson would be voting at the Baltimore Session of the Meeting.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 4 Nay – 0

Lucy White-Lehman made a **motion** to suspend the rules of the Meeting in order nominate a Shop Steward. Michael Arnold **seconded** the motion. The motion **carried**.

Lucy White-Lehman **nominated** Chris Click to be a TWU Local 556 Shop Steward. Cuyler Thompson **seconded** the motion. The motion **carried**.

Thom reported that there would be Nationwide Lounge Mobilizations to bring attention to unannounced Checkrides (Ghostrides) on Halloween with the theme GhostRideBusters.

There was discussion regarding all the new changes to Inflight Management. There was discussion regarding the Inflight Management procedures of coming onboard the aircraft when passing thru a domicile. Members reported that Baltimore Supervisors appeared to be the only ones not cleaning and helping.

There was discussion regarding the false rumor that Flight Attendants were being terminated for taking water or juice off the plane on an overnight.

There was discussion regarding the new Family Boarding procedures.

There was discussion regarding Flight Attendant Deplaning and Boarding Positions.

There was a discussion regarding Customer of Size procedures.

Audrey Stone made a **motion** to adjourn the Baltimore Session of the Membership Meeting. April Tyler **seconded** the motion. The motion **carried**.

The Chair adjourned the Baltimore Session at 1451

Chicago

October 30, 2007

Thom McDaniel called the Meeting to order at 1000.

TWU Local 556 Executive Board Members present were Thom McDaniel, Cuyler Thompson and Kyle Whiteley.

Shop Steward Eric Weis was present at the Meeting.

Cuyler Thompson, Recording Secretary, presented the **3rd Membership Meeting Minutes of 2007** for approval.

Kyle Whiteley made a **motion** to dispense with reading aloud of the 3rd Membership Meeting Minutes of 2007 and approve them as presented. Andrew Eichenberg **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July and August 2007 Executive Board Meeting Minutes**.

Eric Weis made a **motion** to dispense with the reading aloud of the July and August 2007 Executive Board

Meeting Minutes. Blain Schiesher **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the July and August 2007 Executive Board Meeting Minutes. There was discussion.

Thom McDaniel presented the **July 2007 TWU Local 556 Financial Report**.

Thom McDaniel reported to those Members present that the proposed amendments to the **TWU Local 556 Bylaws** that had passed during the 3rd Membership Meeting of 2007 had been delivered to TWU International for approval. Cuyler would distribute the amended Bylaws after receiving approval from TWU International.

Thom McDaniel reported that Val Lorian and Cindy Ritner were recently elected by the Membership to serve on the Negotiating Team. He went on to say that all five Members of the **TWU Local 556 Negotiating Team** **were** now in place and the office space and office equipment had been procured and installed. Thom explained that as Lead Negotiator he had cancelled the first meeting of the Negotiating Team due to the fact that four Members had protested the Negotiating Team Election. Thom explained that the protests had been sent to TWU International so that the International Committee of Appeals may rule on the merits of the protests. Thom stated that after the Committee had ruled on the protests he would reschedule the first meeting of the Negotiating Team. There was discussion regarding Contract Negotiations. There was discussion regarding the protests.

Thom McDaniel reported that Kevin Onstead and John DiPippa had recently appointed to serve as the new Las Vegas and Phoenix Domicile Executive Board Members.

It was noted that Thom McDaniel, Kyle Whiteley and Cuyler Thompson had voted at other Sessions of the Meeting.

A vote was conducted on a motion made at the Houston Session of the 3rd Membership Meeting of 2007. "Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an officer".

Yea – 6 Nay – 0

The motion on the floor **carried**.

Thom explained the recent **Reserve Overlap Settlement** and its history to those Members present. Thom stated that for overlap purposes, Crew Scheduling would not make any changes to the end times of any unassigned Reserve day(s) in the current month. On the last day of any Reserve Block, a Reserve Flight Attendant may contact Scheduling and request to have the non-fly bar reflect their actual release time, unassigned, for the purpose of picking up trips from open time or other Flight Attendants.

Thom McDaniel reported that he had asked TWU International General Counsel David Rosen for his opinion regarding the motion to amend the Bylaws regarding Executive Board Officer Term limits that had been ruled out of order by the Chair at the 3rd Membership Meeting. Thom read aloud a letter from Mr. Rosen in which Mr. Rosen recommended that the question of whether the TWU Constitution allowed a Local to impose term limits on its Officers in its Bylaws be remanded to TWU International President Jim Little. Thom reported that Cuyler Thompson had asked the question and was awaiting the response of President Little.

There was discussion regarding a Chicago Member.

There was discussion regarding the Scheduling Committee.

There was discussion regarding the Chicago Inflight Supervisors.

There was more discussion regarding Open Time Arbitration.

There was discussion regarding GhostRides.

There was discussion regarding Unaccompanied Minor Procedures.

There was discussion regarding the fact that Crew Web Access was not functioning the previous evening.

Kyle Whiteley made a **motion** to adjourn the 4th Membership Meeting of 2007. Andrew Eichenberg **seconded** the motion. The motion **carried**.

The Chair adjourned the 4th Membership Meeting of 2007 at 1142.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.

A handwritten signature in black ink, appearing to read 'C. Thompson', with a horizontal line extending from the end of the signature.

Cuyler Thompson
Recording Secretary, TWU Local 556