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

One Brookriver Place 7929 Brookriver Drive, Suite 750 Dallas, TX 75247 (214) 640-4700 (800) 969-7932
Fax (214) 357-9870 www.twu556.org Hotline (800) 806-7992

September 2007
Executive Board Meeting
Synopsis

Tuesday September 11, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Brett Nevarez led the Board in reciting the **Pledge of Allegiance**.

Brett Nevarez read aloud the **TWU International Membership Pledge**.

The Board discussed topics of conversation for Southwest Airlines Management Representative, Mike Hafner, who would be a guest at the day's Meeting.

Thom McDaniel submitted the **President's Report**:

> *Thom thanked everyone who had attended the New Hire Dinner Graduation dinner the previous evening. It was a huge success and Class 236 will be a great addition to our Local. Thom extended an additional thank you to Stacy Martin and Jerry Lindemann for conducting the new class presentation on September 6. Thom presided over the remaining Membership Meetings. Thom has also consulted with Local 556 Attorney Ed Cloutman and TWU International General Counsel David Rosen over Member questions concerning Bylaws. He is awaiting information from Mr. Rosen to complete the inquiry and resolve any outstanding issues. Thom attended the three day brief writing class with other Grievance Staff Members from Local 555 and 556 on August 28-30. The class was coordinated by Denny Sebesta and instructed by David Alexander from the National Labor College. The class was excellent offering practical hand's on experience and useful classroom discussion. Thom extended thanks to Denny and TWU International for providing such a rewarding opportunity for our Team. On September 6, TWU International announced their endorsement John Edwards for the Democratic Nomination for President. TWU International President Jim Little made the announcement stating that Senator Edwards had never wavered on supporting labor issues and*

had remained vigilant in fighting for the rights of working men and women and the poor. Thom and BWI Shop Steward and TWU Organizer, Karla Kozak, represented Local 556 at the endorsement. Todd Towns was also in attendance representing our Brothers and Sisters at Local 555. Thom notified the Board that since accepting Michael Broadhead's resignation as PHX Domicile Executive Board Member, he had been accepting recommendations to fill the position. Currently there are a few people under consideration and Thom hopes that the Board will be able to fill the position as soon as possible. Michael will continue to serve on the Arizona AFL-CIO Executive Council. Thom expressed his sincere appreciation to Michael for his great work in the PHX Base and especially for his efforts to develop new leaders for the future. Thom notified the Executive Board that he and Jerry Lindemann had provided Dan Akins, Local 556 Contract Economist with the relevant information to determine whether or not Local 556 was in compliance with the TWU Constitution regarding Membership dues. Based on our current pay scale and seniority population, we are not, so dues will be raised to $38.00 per month beginning in October 2007. Thom is awaiting a letter from the International to confirm this. (See attached correspondence). The information about the dues increase will be communicated to the Membership via the September Unity Update and letters in Flight Attendant mailboxes. Thom commended Stacy Martin in his new role of Office Manager for the constant communication regarding staffing and office issues. Thom continues working with the Executive Board, Grievance Team, and Management to resolve issues, process grievances and uphold our Contract as well as maintaining communication with our Members through publications, email, telephone and face-to-face communications.

Brett Nevarez presented his report as **Board Member at Large** and the **Drug and Alcohol Committee Report**. There was no written report submitted.

Kyle Whiteley presented the **Chicago Domicile Report**. There was no written report submitted.

Susan Kern presented the **Orlando Domicile Report**. There was no written report submitted.

Mark Torrez presented the **Oakland Domicile Report**. There was no written report submitted.

Lucy White-Lehman submitted the **Baltimore Domicile Report**:

Lucy White-Lehman presented the BWI Base Report. The BWI Base has not been quiet. There were seven Fact Finding Meetings scheduled since our last Executive Board Meeting. The meetings were regarding: reading on the jump seat, customer complaint letter, theft, positive alcohol test and Probationary job performance. BWI Assistant Base Manager, Patricia Montemayor transferred to LAS as the Assistant Base Manager. New BWI Supervisor Aquilla Young #84805 who graduated from Inflight Training on June 23, 2007. Jim Melnick has shaken up the base with two Supervisor's departure from Inflight effective immediately: Melvin Gunderson and Monique Vazques. There have been tons of rumors swirling around the supervisor's departure.

There was discussion.

Southwest Airlines Management Representatives, Vice President of Inflight Mike Hafner and Executive Vice President of Aircraft Operations Daryl Krause, entered the Meeting at 0912. There was discussion regarding the opening of the Las Vegas Domicile. Daryl reported that the Las Vegas airport was pressing the Management of Southwest Airlines to issue Security Identification Display Area

(SIDA) Badges to all Flight Attendants based there. Daryl requested input regarding what could be done to “bridge” the relationship between Inflight Management and the Leadership of TWU Local 556. Thom McDaniel explained to Daryl that upholding the Contract would be the first step. Allyson Parker-Lauck reported to Daryl that the Executive Board and the Membership were unhappy with the disrespect shown to Flight Attendants when Southwest Airlines Management refuses to abide by the Contract. There was discussion regarding Inflight Management at the Base Level. The conversation focused on the Baltimore Base. There was discussion regarding Management’s recent decision to renege on the Settlement to the Reserve Overlap Grievance, signed in December of 2006.

Daryl Krause and Mike Hafner were excused at 1005.

The Board took a break at 1010 and reconvened at 1030.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Cuyler Thompson submitted the **Houston Domicile Report** for Houston Domicile Executive Board Member, Jill van der Werff:

> *I would first like to apologize for not being at Boards this month. Sept. 7th was the first date I could have my surgery. I absolutely hate not being able to be there, but I now understand why my doctor thought I was crazy for even asking! There has been a lot of movement in the HOU Management Offices in the last month. Scott Wells has left as Assistant Base Manager to be the LAS Base Manager. Brian Ridgeway, former Supervisor 2 has replaced Scott as HOU Asst. Base Manager. We have one Supervisor who took the early out, one who is returning to the line, one who is transferring to DAL as a Supervisor, and one going to LAS as a Supervisor I cancelled the Shop Steward/Base Management luncheon and will attempt to have a meeting with my Shop Stewards before November. Both the "A" and "C" concourses have been leveled and will not be rebuilt to accommodate the other airlines servicing Hobby Airport and we don't expect any significant growth for our Flight Attendant numbers. We will be holding steady at around 1100 for the foreseeable future. The glass case and red rack are up to date and all Union publications have been distributed.*

Allyson Parker-Lauck presented the **Publication Committee Report**. There was no written report submitted. There was discussion.

The Board **agreed** that a ‘Memoriam’ section would be added to future issues of UNITY Magazine and the TWU Local 556 Website to honor recently deceased Members of TWU Local 556.

Thom McDaniel presented the **COPE Committee Report**. There was no written report submitted.

Kyle Whiteley presented the **Scheduling Committee Report**. There was no written report submitted. There was discussion.

Michael Massoni submitted the **Health and Safety Committee Report**:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 10:

Report	*Acceptance Deadline*
ASHDI 1509 (TURBULENCE)	*Thu 09/20/2007*
ASHDI 1523 (SAFETY/CRM)	*Thu 09/20/2007*
ASHDI 1526 (SAFETY)	*Thu 09/20/2007*
ASHDI 1532 (BLOOD BORN PATHOGEN)	*Fri 09/28/2007*
ASHDI 1533 (SAFETY/UM)	*Mon 10/15/2007*
ASHDI 1539 (AIR QUALITY INCLUDING TEMPERATURE)	*Mon 11/5/2007*
ASHDI 1540 (AIR QUALITY/INCLUDING TEMPERATURE)	*Mon 11/12/2007*
ASHDI 1541 (SECURITY/PAX/EMP MISCONDUCT)	*Mon 11/12/2007*
ASHDI 1542 (SECURITY/PAX/EMP MISCONDUCT)	*Mon 11/12/2007*
ASHDI 1543 (GENERAL SAFETY/SECURITY)	*Mon 11/12/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 2021+ / 172
Accepted Reports to date (TWU) = 127
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
08/14/07 through 09/8/07 = 47
Emergencies Declared = 14
ALL OF 2007 to Date = 668
ALL OF 2006 = 858

On Monday August 20th, 2007 @ 11:00 CDT a meeting of the Inflight Injury Prevention Team (IIPT) Core Group (steering committee) took place at SWA HDQ. Representing Southwest Airlines Inflight Services were: Mike Hafner, Paula Gaudet, Brent Harper, Alyssa Trollinger, Leah Gates and Melissa Overby. Representing Southwest Airlines Corporate Safety and Environmental were: Georg Taht and Susana Kaneshige. Representing Southwest Airlines Benefits was Gary Abeyta. Representing the TWU Local 556 Safety Team was: Michael Massoni, Stacy Martin and Gwen Dunivent. During the meeting the following discussion and action items were established:

Discussion
The scope, focus and goals of the IIPT
Data collection methods
Claims process flow and ways to improve it
Action Items for September 10th IIPT kick-off Meeting
Refine OJI process flowchart
Refine OJI graphs to make sure the following are included:
Include graphs for September 10th showing the total number of injuries occurring in Inflight and all of SW
Provide a normalized graph showing number of injuries per 100 Employee
Cost of injuries in Inflight and all of SWA
Report number of Flight Attendans out per base due to OJIs.
Add turbulence graphs and monthly Inflight graphs (Alyssa's monthly OJI memo) to presentation/handout
Print a detailed report of all the Inflight injuries year-to-date (YTD) w/o names and sort by injury type - will be used for core group meeting in October.
Determine which line Flight Attendant from each Base will participate on IIPT.
Add all other IIPT members to the invitation for September 10th.

Review I3R form online - discussed the potential for more explanation or background on the drop down choices. This will help with better data collection.
Review OJI Data collection process and determine training needs for Supervisors.
Goals of IIPT charter and our role at the first and subsequent meetings: we are the IIPT and our common goal is identify injuries, trends, determine causes and develop actions to prevent future recurrences of OJIs.
Next meeting of the Inflight Injury Prevention Team (IIPT) Core Group (steering committee) is to take place on October 23rd, 2007 (Time & Location TBD)
Joint (Southwest Airlines / Union) Blood Borne Pathogen Recurrent Training was confirmed to take place on October 9th, 2007 1300 to 1700 CDT at SWA HDQ. All Go-Team members are required to attend this class as the OSHA/NTSB standards of currency for site investigators has changed.
Earlier this year at the second Global Cabin Air Quality Executive (GCAQE) meeting we identified that two key pieces of research were necessary, we are pleased to give you the following update on them:
Gene expression research study to better understand the impacts of exposure to tricresyl phosphate. You will recall this was a $300,000 project and we can inform, you that we have managed to get this research totally funded by some 'interested parties.' The work has started and it IS showing data of concern.
Tricresyl phosphate biomarker blood test. This research has been funded by GCAQE and other interested parties and is progressing well.
What this means is that the GCAQE has managed to get over $500,000 worth of research done without any governmental support. This is something we should all be very proud of.
In view of the fact all is going well, and Judith Murawski (our Co-chair) is about to have a baby it has been decided to postpone the October 2007 GCAQE meeting until early next year. However we will continue to provide updates on all actionable items as required.
There is one thing left for us to do in the interim, our Executive Board needs to review the attached Position Statement of the GCAQE and proffer a resolution of support for it. After all involved Unions and associations have showed such support the statement may be officially adopted and used by the GCAQE.
The GCAQE have achieved a significant amount of research and have only been able to realize this because of all your and TWU International's support. Again we should all be very proud of this accomplishment.
Standing / Scheduled Meetings:
Monday September 10th, 2007 @ 0830-1130 CDT –
Inflight Injury Prevention Team (IIPT) Kick-off at SWA HDQ U4P
Monday September 10th, 2007 @ 1130-1630 CDT –
Inflight Safety Representatives Meeting at SWA HDQ U4P
Tuesday September 18th, 2007 @ 0900-1500 CDT –
Coalition of Flight Attendants at APFA HDQ, Euless, TX
Tuesday September 18th, 2007 @ 15:00-1700 CDT – Health and Safety/Security Coordination (HASC) with Inflight Services, Regulatory Compliance and Corporate Safety
Open Discussion Items:
Attachment:June 2007 Injury Statistics / OSHA 300 Logs through 08/17/2007
ASAP Program Update – Planned Meeting sometime in September, MOU Template available for Executive Board Review

Jerry Lindemann was excused to attend to computer issues at 1120 and returned at 1130.

There was discussion.

Stacy Martin was excused at 1148 to attend to computer issues and returned at 1153.

The Board discussed upcoming changes to Southwest Airlines Boarding Procedures.

The Board went to lunch at 1210 and reconvened at 1330.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

The Board discussed how to fill the vacant **Phoenix Domicile Executive Board Member** position.

The Board **agreed** that Thom McDaniel would call the eligible Phoenix Shop Stewards and request that if interested in filling the position of Phoenix Domicile Executive Board Member, that they submit a letter of interest and a resume to the Executive Board no later that September 21st. The Board **agreed** to appoint a Member to the position after a conference call during the following week so that the position would be filled as soon as possible and comply with the 45-day Bylaw requirement.

Cuyler Thompson presented the **Working Minutes of the August 2007 Executive Board** Meeting for the Executive Board to review.

Thom McDaniel was excused at 1405 to contact these Shop Stewards.

Michael Massoni chaired the Meeting.

The Board reviewed the Minutes and made corrections.

The Board discussed and updated the **2007 TWU Local 556 Strategic Plan**.

Thom McDaniel returned to the Meeting at 1434.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Co-Chair of the Eastern Region, Jean Chandler-Brooks:

> *Calls received 18*
> *Calls involving pilots 1*
> *Calls resolved favorably 18*

Lucy White-Lehman submitted the Care and Concern Committee Report.

> *Lucy sent four Care and Concern cards in August/September.*
> *The following names were added to the Flight Attendant Memorial Plaque: Ken Cummings, Andrew Kabel, Carlos Verver and James Ekola. James Malone asked for James Ekola's name to be added to the plaque.*

Michael Massoni presented the **Information Technology Committee Report**. There was no written report submitted.

The Board discussed furnishing the new office space for the Negotiating Team. The Board **agreed** to purchase four desks and desk chairs for the Negotiating Team Member's offices and a table with eight chairs at which to meet.

The Board **agreed** to purchase forty stackable chairs (and dollies on which to stack them) for use at the Dallas Membership Meetings which would soon be conducted regularly at the Local Union Office.

The Board discussed the **Executive Board Strategic Planning Retreat**, scheduled to take place November 12th-15th, 2007.

The Board **agreed** to notify the Membership of TWU International's imposed dues increase via an article in UNITY Update, a letter placed in the Flight Attendants' Mailboxes, a notice on the TWU Local 556 Website and a letter sent to the homes of those Members currently on leaves of absence.

Jerry Lindemann **agreed** to provide Committee Chairs and Board Members with copies of the previous year's Budgets respective to them and an account of the monies spent from those budgets.

Jerry Lindemann made a **motion** to agree to table Budget discussions until the Negotiating Team had been seated. Brett Nevarez **seconded** the motion. The motion **carried**.

It was noted that Michael Massoni would be excused from the October 2007 Executive Board Meeting for vacation.

It was noted that Lucy White-Lehman would be excused from the first day of the October 2007 Executive Board Meeting for personal reasons.

In response to the ideas and email of Shop Steward Ryan Regal, there was discussion regarding the education of the approximately 2000 Flight Attendants hired since the last contract negotiations concluded. There was discussion.

Stacy Martin made a **motion** to recess until 0830 the following day. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1734.

Wednesday September 12, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Thom McDaniel left the Meeting at 0835.

Michael Massoni chaired the Meeting.

The Board **agreed** to publish monthly a Shop Steward Publication via email to all of the Local's Shop Stewards. The publication would be overseen by Shop Steward Committee Chairs Susan Kern and Cuyler Thompson but would be written by one of the Shop Stewards. The Board **agreed** that the Local's Editorial Staff would review the publication before it was emailed. The author would be paid 6.5 TFP per publication. The publication would include educational information and tools to enable our Shop Stewards to better serve our Members.

Thom McDaniel returned to the Meeting at 0900.

Las Vegas Domicile Executive Board Member Candidate Victor Conejo entered the Meeting at 0903.

The Executive Board questioned Victor to better ascertain his qualifications for appointment as a Member of the Executive Board.

Victor Conejo was excused at 0930.

The Board took a break at 0930 and returned at 0940.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Las Vegas Domicile Executive Board Member Candidate Bryan Orozco entered the Meeting at 0940.

The Executive Board questioned Bryan to better ascertain his qualifications for appointment as a Member of the Executive Board.

Bryan Orozco was excused at 1020.

The Board took a break at 1020 and returned at 1031.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Las Vegas Domicile Executive Board Member Candidate Kevin Onstead entered the Meeting at 0940.

The Executive Board questioned Kevin to better ascertain his qualifications for appointment as a Member of the Executive Board.

Kevin Onstead was excused at 1100.

The Board **voted** to appoint Kevin Onstead to the position of Las Vegas Domicile Executive Board Member.

The Board went to lunch at 1200 and reconvened at 1330.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Justin Molito, Director of Strategic Campaigns for **TWU International**, was a guest at the Meeting. Justin reported to the Board the progress of our International Union in organizing other work groups to join the Transport Workers Union. Justin requested that the Executive Board encourage Members to participate in a scheduled organizing event in Houston on October 2nd and 3rd.

Justin Molito was excused at 1410.

Denny Sebesta, Grievance Chair, entered the Meeting at 1414.

Denny presented the **Grievance Committee Report**. There was no written report submitted.

Grievance Staff Member Catherine Rea entered the Meeting at 1423 to discuss a Grievance.

Thom McDaniel left the Meeting at 1425.

Michael Massoni chaired the Meeting.

Thom McDaniel returned to the Meeting at 1432.

The Grievant entered the Meeting at 1437 to discuss the Grievance.

The Board discussed with the Grievant the merits of the Grievance.

Catherine Rea and the Grievant were excused at 1454.

Brett Nevarez made a **motion** not to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Board took a break at 1530 and reconvened at 1545.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Denny Sebesta was a guest at the Meeting.

Michael Massoni made a **motion** not to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to proceed on a Grievance. Susan Kern **seconded** the motion. The motion **carried**.

The Board discussed a tabled Grievance.

Kyle Whiteley made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Michael Massoni made a **motion** to table a Grievance. Stacy Martin **seconded** the motion.

Mark Torrez was excused at 1717 to host the California State Conference (CSC) Meeting being hosted by TWU Local 556.

Stacy Martin was excused for personal reasons at 1721.

The motion on the floor **carried**.

Brett Nevarez made a motion to recess the Meeting until 0830 the following morning. Jerry Lindemann seconded the motion. The motion carried.

The Chair recessed the Meeting at 1724.

<u>Thursday September 13, 2007</u>

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Kyle Whiteley, Susan Kern and Lucy White-Lehman.

Mark Torrez was excused to host the California State Conference (CSC) Meeting being hosted by TWU Local 556.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

TWU International Vice President Garry Drummond was a guest at the Meeting.

The Board discussed potential topics of conversation for Southwest Airlines CEO Gary Kelly who would be a guest at the Meeting later that day.

Cuyler Thompson submitted the **CISM Committee Report** for Chair Eileen Rodriguez:

> *41 Active CISM peers (Team members)*
> *August was a very busy month for CISM. We have a total of 19 calls that we responded to during the month of August.*
> *2 Turbulence related calls (Flight Attendants were taken to hospital)*
> *4 major A/C mechanical issues*
> *5 medical Emergency issues*
> *2 Death onboard/ Inflight*
> *1 Assault on crew member*
> *1 Inflight OJI*
> *1 confidential issue*
> *3 Diversions (Threat level 2 and above)*
> *As you can tell this was very busy month. Out of the 19 reported incidents most of them required several phone calls to complete our follow up. Some of the calls the pager wearer contacted the entire crew! We will be looking for new CISM Team members to fill our LAS base shortly after it opens. We have scheduled our annual CISM training for April 2008. We would love to have any or all of you join us and learn more about the CISM program. I sent out a survey to the entire Team in late August. I am asking that each team member give feedback and suggestions to make the CISM team better. I have already gotten some great info!*

Cuyler Thompson submitted the August and September 2007 **Professional Standards Committee Report** for the Chair, Lorie Powell:

> *July 2007*
> *Total Calls 15*
> *Gone to Mgmt 2*
> *Calls worked 13*
>
> *August 2007*
> *Total Calls 17*
> *Gone to Mgmt 1*
> *Calls worked 16*
> *I changed my outgoing message to add LAS (West Coast Bases). I also added that our committee does not get involved in personal money matters.*

The Board discussed an alleged assault incident between two of our Members and the manner in which it was handled by Southwest Airlines Management.

Gary Kelly and Mike Hafner entered the Meeting at 0858.

Gary Kelly reported to the Executive Board that he had requested the day's Meeting in order to make sure that the Unions of Southwest Airlines were clear on what the June 2007 announcement of an expanded code share agreement with American Trans Air (ATA) meant for our Company. Gary explained that this has been a very tough decade for Southwest Airlines and presented five challenges that our Company had been and would be facing.

1. Gary stated that as CEO, his first priority was to look out for the people of this company and to continue make it a great place to work so that we could continue to attract great people. Gary stated that he wanted our employees to feel like working at Southwest Airlines was one of the highlights of their lives. Gary stated that he felt that was being accomplished with the help of the Unions.

2. Gary stated that Southwest Airlines needed to continue to be world-renowned for its ontime operations, few cancellations and aircraft efficiency.

3. Gary reported that his third aspiration was customer service. He explained that Southwest Airlines was always at the top of customer service and noted that Flight Attendants had a lot to do with that fact. Gary went on to say that Customer Service was an area in which our airline was being challenged. He stated that baggage handling had become very complicated after September 11th, 2001 and that it was now our number one customer service problem.

4. Gary stated that Southwest Airlines had become the largest airline in the world in terms of the number of seats available and the number of customers boarded. He stated that customers choose an airline firstly based on destination so we must continue to fly and expand to the most popular destinations. He said that continuing to grow our route map and number of aircraft is important. He expounded that companies must continue to grow and expand in order to be successful. He noted that Southwest Airlines was doing very well at expanding our new markets. He reported that within the second week of opening our new operations at SFO, we had already achieved a 90% load factor.

5. Gary reported that fuel costs are a tremendous challenge for Southwest Airlines remaining profitable and that our fuel hedging program had been extremely important. Gary reported that the airline was hedged at $50 per barrel of fuel for 2007 as opposed to $36 per barrel last year. Our fuel costs have increased 30% during the last 30 months.

Gary Kelly reported what Southwest Airlines was planning to do to overcome these obstacles. Gary stated that he made the decision in May 2007 to slow the airline's growth even though he would have liked to continue our pattern of growth. He reported that Southwest Airlines would be taking deliveries of twelve less aircraft in 2008 than was originally anticipated. He stated that he expected Southwest Airlines to grow 6% instead of 8% in 2008. He stated that he had asked the Schedule Planning Department to be more aggressive in "pruning" the aircraft schedules and that the result had been the elimination of some routes, particularly in the long haul markets. He reported that Southwest Airlines expected to implement new boarding procedures in the 4th quarter of 2007. He explained that the airline was looking for ways to improve a customer's entire experience at Southwest Airlines, and he planned to focus on improving the expediency and satisfaction of the boarding process. Gary reported that the feed back from crews and business travelers had been very good regarding the 'Family Boarding Procedure Tests being conducted in San Antonio. Gary believed that the new procedures would attract more business customers. Gary stated that the airline needed “better fare presentations”. He explained that our website, Southwest.com, was the third most popular travel site in the world, behind Expedia.com and Orbitz.com. He hoped to expand our website’s capabilities to generate revenue from selling rental cars and hotels. He also reported that Southwest Airlines would change its fare structure on Southwest.com and would incorporate a more sophisticated revenue management model. Southwest Airlines would be introducing enhancements to our Rapid Rewards Program in order to add value to Member’s credits. Gary reported that these changes would be “wrapped in a new advertising campaign”. Gary stated that during the last decade, price has driven the advertising campaigns of Southwest Airlines. He explained that leisure travelers are relatively easy to get but went on to say that Southwest Airlines needed to get more business travelers. Gary explained that Southwest Airlines does not want to be known as the no frills airline because we can’t compete with JetBlue and other airlines that offer more “frills” for a competitive price. Southwest Airlines will be offering some new features for the business traveler. By 2009 Southwest Airlines hopes to have more international and domestic code share partners. This would give our airline more opportunities to carry passengers without increasing our schedule. Southwest Airlines wants to generate a billion dollars more in revenue by 2009.

Gary Kelly reported that considering what is going on in the economy and the lending markets, the risk of Leveraged Buy Out “is zero”. He cited this as another reason to slow down growth. Gary does not predict that 2008 will be a bad year for Southwest Airlines. He reported that the airline would sell some aircraft and/or not renew some leases on some aircraft. Gary reported that the 300-series 737 was cheaper to own and operate than the 700-series and used the analogy of purchasing an old car as opposed to a new one. The capital investment for a 300 was half that of a 700. Thom McDaniel reminded Gary that three years ago Gary had said that if there was a significant change to the code share agreement with ATA, that Gary would let Thom know. Thom asked what the Flight Attendants and other workgroups should be concerned about with this expansion of code share agreements. Gary said that he would be happy to discuss that with a smaller group of Executive Board Members. Gary said would like to find code share partners to fly to places that Southwest Airlines doesn’t want to go. Gary said that most cities in Mexico could not support Southwest Airlines’ frequency. Gary stated that the push to expand our code shares was only for generating more revenue on our existing routes. He went on to say that ATA was shrinking but that we need for them to grow. ATA was considering shutting down operations at MDW. They may not be the best or only code share partner in the future.

Kyle Whiteley asked about health insurance and whether or not being self-insured was still the best idea. Gary stated that Southwest Airlines spends $8,000 per employee per year on health care. Gary stated that the cost of health care won’t harm Southwest Airlines but fuel costs will. Gary stated that he doesn’t want ‘minimums’ to become an issue. He stated that he believed in upholding the Contract. He said that there were many Flight Attendants who were hired at Southwest Airlines knowing that they would have the freedom to give away their trips and still receive benefits just like every other employee. He stated that, “those Flight Attendants have the right to do that and we will honor their right”. He stated that health care was something that has to be worked out at the Negotiating Table.

Responding to a question from Brett Nevarez, Gary reported that Southwest Airlines was not interested in purchasing or operating smaller aircraft. Gary said that his commitment to the Flight Attendants was that if we see a destination through our code shares that would be good for us, we will discontinue the code share and fly it ourselves as to not take work away from our own employees.

Responding to Thom McDaniel, Gary stated that buying another airline must continue to be an option but went on to say that “there’s nothing afoot”. He stated that he would let the Union know before that happened.

Responding to a question from Thom McDaniel, Gary said that the Inflight Department was “brainstorming” on what we could sell onboard the aircraft. He reported that the only “real” project at that time was offering in-flight wireless capabilities. Gary reported that we hoped to have a prototype of in-flight wireless capabilities during the first quarter of 2008. He stated that a “buy-on-board” program was nothing that he was enthused about. He stated that he would love to see customers buy things on Southwest.com, such as sandwiches, but he doesn’t believe buy-on-board would work.

Thom McDaniel stated that he knew that Southwest Airlines had a goal of employing fewer people per aircraft but that he had heard from other Unions at Southwest Airlines that the ratio of supervisors per employee had increased. Gary replied that he didn’t know. He reported that he wanted the number of employees at the corporate office that report to him to remain flat at 200. Gary reported that he doesn’t want to cut costs or the number of employees to a point where it would cause decreased customer service. He said that productivity is the objective. He reiterated that the changes to the Boarding Process was a way to improve the customer’s experience as well as increase productivity.

In response to a question from Jerry Lindemann, Gary stated that, “We can’t cost-cut this company to prosperity”.

Gary Kelly and Mike Hafner were excused at 1035.

The Board took a break at 1035 and reconvened at 1100.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Kyle Whiteley and Susan Kern.

Mark Torrez was excused to host the California State Conference (CSC) Meeting being hosted by TWU Local 556.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Lucy White-Lehman was excused for illness.

TWU International Vice President Garry Drummond was a guest at the Meeting.

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

Michael Massoni made a **motion** to approve the July 2007 TWU Local 556 Financial Report. Brett Nevarez **seconded** the motion. The motion **carried**.

Michael Massoni **agreed** to write an article to appear in a UNITY Publication regarding Flight Attendant Safety on Remain Over Nights (RONs).

The Board discussed the possible establishment of a committee to address the concerns of Reserve Lines and Reserve utilization.

The Board **agreed** to offer Chris Sullivan the position of the TWU Local 556 Representative on the Inflight/Provisioning Committee.

The Board **agreed** that Domicile Executive Board Members were encouraged to meet with retiring Flight Attendants who took advantage of Project Early Departure. Thom McDaniel **agreed** to write a letter to the retiring Members and express the congratulations and thanks from the Executive Board.

Kyle Whiteley submitted to the Board for review copies of proposed line-bulding rules to be agreed upon and implemented by the Crew Planning Department.

Denny Sebesta entered the Meeting at 1135 to discuss **Mark Richard's Opinion on Extreme Rest Issue**. Denny presented copies to the Board. The Board continued to discuss a tabled Grievance.

Denny Sebesta was excused at 1157 to retrieve research.

Thom McDaniel **agreed** to write a letter to the Mike Hafner requesting support from the Southwest Airlines Inflight Department regarding the upcoming TWU Local 556 Holiday Toys for Tots Campaign in association with the U.S. Marine Corps. It was noted that the Domicile Executive Board Members would once again be the contact person in their respective domiciles.

The Board **agreed** to extend the offer of Phoenix Domicile Executive Board Member to John DiPippa and then to Robin Hampton if none of the Phoenix Shop Stewards accept the position.

The Board went to lunch at 1200 and reconvened at 1330.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Kyle Whiteley and Susan Kern.

Mark Torrez was excused to host the California State Conference (CSC) Meeting being hosted by TWU Local 556.

Jill van der Werff and Gwen Dunivent were excused for personal reasons.

Lucy White-Lehman was excused for illness.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Thom McDaniel presented seven pieces of **correspondence**.

Denny Sebesta entered the Meeting at 1334.

Allyson Parker-Lauck made a **motion** to table a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Susan Kern made a **motion** to revisit a Grievance. Jerry Lindemann **seconded** the motion. The motion **carried**.

Susan Kern made a **motion** to table a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Denny Sebesta was excused at 1402.

The Board **agreed** that new **Las Vegas Domicile Executive Board Member Kevin Onstead** would write a welcome letter and invite Flight Attendants from his domicile to the Las Vegas Session of the 4^{th} Membership Meeting of 2007, scheduled for October 10^{th}, 2007. Thom McDaniel **agreed** to call Kevin.

Thom McDaniel **agreed** to call Jamie Horwitz, the Local's Public Relations Specialist, to discuss Flight Attendants giving interviews regarding the holiday travel season as well as other opportunities for our Members to participate at the airport during the season.

The Board again discussed the TWU Local 556 Strategic Plan.

Thom McDaniel left the Meeting at 1435

Michael Massoni chaired the Meeting.

Thom McDaniel returned to the Meeting at 1450.

The Board discussed the TWU Local 556 Office Staff.

Thom McDaniel left the Meeting at 1506.

Michael Massoni chaired the Meeting.

Michael Massoni left the Meeting at 1509.

Business was halted because of the absence of a quorum.

Thom McDaniel returned to the Meeting at 1515.

Business was resumed.

Thom McDaniel left the Meeting at 1517.

Stacy Martin chaired the Meeting.

Michael Massoni returned to the Meeting at 1519.

Thom McDaniel returned to the Meeting at 1523.

Cuyler Thompson submitted the **August 2007 Executive Board Meeting Minutes** for Board review.

Allyson Parker-Lauck made a **motion** to approve the August 2007 Executive Board Meeting Minutes as amended. Stacy Martin **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **August 2007 Executive Board Meeting Synopsis** for Board review.

Brett Nevarez made a **motion** to approve the August 2007 Executive Board Meeting Synopsis as amended. Jerry Lindemann **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting at 1530.

Michael Massoni chaired the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2007** for Board review.

The Executive Board reviewed and made corrections to the 3rd Membership Meeting Minutes of 2007.

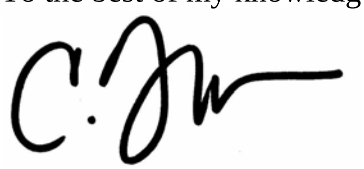
Thom McDaniel returned to the Meeting at 1536.

Thom McDaniel presented to the Board copies of the letter to the Membership which was to serve as notification of TWU International's imposed dues increase. The Board reviewed the letter and made changes.

Brett Nevarez made a **motion** to adjourn. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1544.

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



Cuyler Thompson
Recording Secretary