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 Meetings
May 10, 11, 2005
Synopsis

Tuesday May 10, 2005
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Karen Amos, Bill Bernal, Mike McCarthy, Mark Torrez and Jimmy West.

Michael Massoni was in transit.

Allyson Parker-Lauck and Lucy White-Lehman were on scheduled vacation.

Stacy Martin was excused for Medical Leave.

Garry Drummond entered the meeting at 0830.

Garry Drummond swore Ron Regan in as Financial Secretary Treasurer.

Garry Drummond was excused at 0835.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the Tsunami raffle was held in Dallas and the winner was Rebecca Byford #3810. Rebecca will be sent a letter from the Union and issued her pass on Tuesday, May 10th. The Dallas Base once again was awarded the base with the least liquor money issues and the best handling of liquor money therefore all Flight Attendants in the base will receive a goody bag that contains a collection of Southwest Airlines items from Colleen Barrett. Management is holding a Flight Attendant Appreciation Day on May 19th in the Dallas lounge. Jan McNutt was named Employee of the quarter, which sparked a few comments from Flight Attendants in the base. Karen reported that there were pairings that Crew Planning did not put on VR lines or regular lines of time. These pairings were split trips that were initially placed in Open Time and they were not RIG protected. A group grievance was filed over this issue. Karen informed the Board that there were three meetings held in the Dallas base.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the month of April kept him and the Shop Stewards busy with meetings. They had meetings ranging from file reviews to team building meetings. The base has also seen a shift in morale due to the size of the lounge and how the Supervisors are handling gate-checks and check-rides. The Flight Attendants' concern with the lounge is that Phoenix is the largest base with one of the smallest lounges. There is a very narrow room for the computers and there have been numerous complaints on the "employee lounge" and how the Rampers are making comments about the Flight Attendants using "their" lounge. Bill is looking into these claims and will keep the Board informed. Bill also advised the Board that Flight Attendants are reporting problems with the crew bag storage room upstairs. The Pilots continue to use the room as storage for their 'brain bags' leaving no room for the Flight Attendants' bags. In addition, the Pilots are using it to store their luggage when checking-in. Bill did meet with Kathy Peters to explain how there is not room in the lounge for the crews or their bags during busy periods and that the Pilots are not being required to carry their 'brain bags' down to their larger luggage area in their larger break room. Bill did get approval for the Flight Attendants to use the break room as long as they ask and keep it clean. Phoenix continues to get Probationary Flight Attendants as well as some new Supervisors over the last few months. They have an area with pictures of all the Supervisors as well as the Managers in case anyone want to see who they are.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the new 'A' concourse check-in phone has been installed at the SWA/ATA share an information center behind gate A4. He also reported that a second Assistant Base Manager is to be named soon.

Mark Torrez presented the **Oakland Domicile** report. Mark began his report by stating that there have been two fact-finding meetings and one "Step Two Hearing" in the last month in Oakland. One meeting resulted in discipline and the other did not. The "Step Two Hearing" did not result in the discipline being removed. Mark also reported that the New Hire Base Orientation was very productive. There were two sessions this month due to the size of the class. Mark distributed Union Pins and the California Doctor pre-designation form. Mark stated that he remained available to the New Class throughout the day. Mark updated the Board on the parking security problem in the Oakland base. Base Manager Jamie Willard is making an effort to help improve this situation. Mark stated that he would be holding off on filing a grievance on the parking security situation pending the outcome of his meetings with Jamie and the Port of Oakland. Mark reported that Oakland Inflight Management recently held a Flight Attendant Appreciation Day in the Oakland base. They raffled a green pass to raise money for a big screen TV. Mark also informed the Board that Jim Bohol recently returned to SWA from Aloha Airlines. He will be joining Oakland Management as the Inflight Training Supervisor. Mark stated that other Flight Attendant concerns include Management's role while non-reving and the denial of purchasing insurance upon retirement for spouses using sick bank. On a final note, Mark stated that Oakland Supervisors will probably not be doing gate-checks once the new terminal is finished due to the fact they only do them at gates 10, 12, 14, and 17.

Kathy Anderson presented the **Baltimore Domicile** report for Lucy White-Lehman. Lucy reported that Peter Keogler #62937 from Class 214 is the new Baltimore Supervisor. Peter was an Internal who worked in ISP as a Supervisor in Operations. Lucy also reported that the grand opening of the new lounge has been pushed back to May 25th with the first check-in on the 26th. This date is still tentative because of the delay in construction. Lucy attended the New Hire Base Orientation on April 26th and distributed the New Hire welcome cards in the boxes.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that there has been one termination due to refusal of taking a drug test. Jimmy also informed the Board that several Flight Attendants have complained about the non-Union sanctioned 'survey' that was put in the Flight Attendant mailboxes by another Member. Jimmy advised the Board that COMAT has become a problem. The UNITY Magazine was left outside the terminal and nobody knows why or who left it there. Jimmy spoke to the Manager of Ramp and Ops and he assured Jimmy that it would not happen again. Jimmy reported that construction has started on the terminal to add six more gates of which SWA will use four. Jimmy also advised the Board that the Orlando Supervisors have been telling Flight Attendants the yellow 'Livestrong' bracelets are not approved to be worn with the uniform but the pink 'breast cancer' bracelets and green 'military support' bracelets are. Jimmy also reminded the Board that it is time to take a new group picture of the Executive Board for the website.

Mike presented his **Officer Report** at this time. Mike updated the Board on the work he is doing on training materials that will help the Officers and Staff continue to ensure that the Company is adhering to the Contract.

Michael Massoni entered the meeting at 0905.

Marcy Vinyard presented her **Officer Report** at this time. Marcy reported that Michelle Zenici is officially on Maternity Leave. Several Flight Attendants that have previously expressed an interest in working in the office will be interviewed and considered for any potential openings. Marcy also reported on the convention delegates. Per International, the Local will be allowed 24 delegates who will carry a total of 73 votes at the 22nd Constitutional Convention this September. Marcy wrote an article for the May Unity Update about the upcoming International Convention. Marcy also reported that she has been working with Mike Sims on several grievances and has attended monthly grievance meetings with Management as well as monthly Scheduling meetings with the Scheduling Department to address any and all Scheduling issues.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported on the status of the current grievances the Local has filed with Management. Currently, there are a total of 75 grievances pending. Mike stated that plans are to proceed to Board of Adjustment and/or arbitration each month this year to resolve the issues. Mike informed the Board that currently, the majority of the cases are Contract interpretation issues. Most of these disagreements are due to Inflight Scheduling. There has been dialogue between the TWU

Grievance Team and SWA Labor Relations in an effort to resolve differences. Unfortunately, agreements were not reached on many cases because Management will not guarantee that they will cease the practice of violating the CBA when operations are irregular or at the very least, will not agree to "punitive damages" payable to the affected Flight Attendants when there is a violation. For these reasons, it is anticipated that these issues will be heard by an arbitrator. Mike noted that although there is added expense associated with taking the Contract cases to arbitration, it is the position of the Grievance Team that the only way to ensure compliance with the CBA is if an Arbitrator instructs the Company to abide by the language they previously agreed to. Mike went on to report on other grievance business. Mike stated that last month there two termination cases were heard by a Board of Adjustment. The Board hearing the first case did not rule in favor of the Union; therefore, the Member's termination is final and binding. In the second case, the Board deadlocked. The case will now be argued before an Arbitrator in July. Mike went on to say that on May 24, a group grievance will be proceeding to arbitration. Finally, Mike will be scheduling more arbitration hearings after this Board meeting. Mike stated that the Members deserve the best and it is the goal of the Grievance Team to ensure that the Contract agreed to by the Company is upheld.

The Board discussed the election of Delegates to the TWU International Convention. The qualifications are the same as for the election of Officers. The Local will be allowed 24 Delegates including Board Members. The Convention is to be held September 19-24, 2005. The Board agreed to discuss Delegate compensation later in this meeting.

Michael Massoni presented the **Safety Team** report. Michael reported that currently the Safety Team has the following open and/or resolved action items:

Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 1:
Report

ASHDI Incident Reports received to date:

- ASHDI Incident Report 1177 (PAX Misconduct)
- ASHDI Incident Reports received to date:
- All Sponsor Unions / TWU = 1200+/ 118
- Accepted Report to date (TWU) = 93

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

- 03/14/05 through 05/08/05 -119
- Emergencies Declared -28
- Total for 2005-209

Michael also reported on the following topics:

- FCC NPRM Concerning Proposed PED Usage Regulations
- Crew Member Self-Defense Training (CMSDT) program dates through September, 2005.
- 2005 Revision to the Flight Attendant Accident Response Guide (ARG)

Open Discussion Items include the following:

- Combining TWU Local 556 Go-Team Command Center (GTCC) with SWAPA's
- Ongoing discussions – (NSC will tour Command Center this Week)
- Reciprocal Jumpseat Agreement(s) AA/APFA etc…
- Ongoing – disposition due from EVP Operations this week
- Emergency Accident Response Drills for 2005
- National Health Coordinator Appointment

Michael informed the Board of his standing meetings:

- Monday May 23, 2005 at 1500 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety
- Thursday May 12, 2005 at 1400 CDT – Payroll/Inflight Automation/Technical Services, RE: Teserack and Dues Automation

The Board discussed the need for a Health Committee Chair and agreed to appoint Gayle Ross as Health Committee Chairperson.

Thom McDaniel presented the **COPE and New Hire Committee** report. Thom reported that he, along with Marcy Vinyard and Ron Regan did the Union presentation to New Hire Class #215 earlier this month. Current legislative issues were discussed with the class including the effort to repeal the Wright Amendment. Thom reported that he raffled off a Red Pass for COPE donations and the class committed $110.00 per month to COPE. The Board will also be hosting a dinner for the New Hire class which will be held tonight.

Kathy Anderson presented the **Professional Standards Committee** report for Jean Chandler-Brooks, Co-Chair Eastern Division (BWI, MCO, MDW, HOU). Jean reported that she and Lorie Powell attended CISM recurrent training in April. Many important contacts were made including Marci Todd, head of the CARE team for SWA. Good communications were also opened with Joan Ferris, instructor for the University of People. She expressed a desire to spearhead a curriculum in conflict resolution for the Professional Standard Committee members. There were 12 mental health professionals in attendance offering their expertise and advice. The meeting was both interesting and beneficial. A stronger relationship between CISM and the Professional Standards Committee was advocated by both parties. Hopefully, this effort will continue beyond this meeting. Jean reported the following case resolutions:

- Referrals received-10
- Resolved favorably-9
- Referrals involving pilot group-2

Karen Amos presented the **Drug and Alcohol Committee** report. Karen updated the Board on the cases she has worked on. Karen reported that she has requested informational pamphlets from all the facilities that SWA employees currently use for drug and alcohol treatment and hopes to be able to have this information placed in all bases for Flight Attendants who might wish to seek assistance.

The Board reviewed nine grievances.

Michael Massoni presented a proposal from Allied Union Services to construct and maintain a Website for the Local.
Mike Sims made a motion to **accept** the proposal as written. Mark Torrez seconded the motion. The motion **carried**.

The Board reviewed the motions to amend the bylaws that were made during the 2nd Membership Meeting 2005. The Board agreed that Kathy Anderson will review the motions with TWU International Vice President Jim Little before taking the motions to the Membership for a vote.

The Board discussed pay for Shop Steward Training.

Mike Sims made a motion that the pay for the Shop Steward Training that took place on April 14 remain consistent with the letter Marcy Vinyard sent to the Shop Stewards which quoted a total of 6.5 TFP for the entire training session. Kathy Anderson seconded the motion. The motion **carried**.

The Board discussed travel pay for out of town Board Members traveling in to Dallas for Executive Board meetings. The Board agreed that on the travel day to Boards the 7 TFP on the travel day reflects a full day of work whether spent traveling or conducting other Union business.

The Board discussed Officers who are pulled for Executive Board meetings while sitting Reserve. The block of Reserve that is affected due to the Union pull does not count as broken block of Reserve and does not prohibit the breaking of another block during the month.

The Board discussed a request from the Southwest Airlines Pilots Instructors Association (SWAPIA).

The Board discussed the implementation of a voluntary Flight Attendant Catastrophic Fund. Mike McCarthy will contact the Member who initiated the proposal for further details.

The Board discussed COPE funds and how disbursements are decided. The money from COPE goes to support labor-friendly candidates, regardless of political party.

The Board continued the discussion on the compensation for the delegates who will be attending the TWU International Convention. Mike Sims made a motion that the delegates be compensated 6.5 TFP per day for the 5 days of the Convention. Karen Amos seconded the motion. The motion **carried**.

The Board agreed that 6.5 x 5 will be the maximum compensation for delegates attending the convention and that all delegates must attend the entire convention.

The Board agreed to ask the delegates to try to give away their trips to reduce the number of trips to be pulled.

Thom McDaniel adjourned the meeting at 1700.

From 1800 to 1930, the Board hosted a dinner for the New Hire Class.

Wednesday, May 11, 2005
Thom McDaniel called the meeting to order at 0900.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Karen Amos, Bill Bernal, Mike McCarthy and Mark Torrez.

Stacy Martin was excused for Medical Leave.

Allyson Parker-Lauck and Lucy White-Lehman were excused for vacation.

Jimmy West was excused due to a subpoena to appear as a witness in court.

Garry Drummond entered the meeting at 0830.

Kathy Anderson presented the April 2005 Executive Board Minutes for approval.

Marcy Vinyard made a motion to **approve** the minutes as amended. Michael Massoni seconded the motion. **All voting Members voted to approve the minutes as amended**.

Ron Regan presented the March 2005 Financial Report. Marcy Vinyard made a motion to approve the Financial Report. Bill Bernal seconded the motion. **All voting Members voted to approve the Financial Report.**

Lone Star Check #s 8949- 8998 were presented.

Tanya McGrath entered the meeting at 0940 to present a grievance.

Tanya McGrath was excused at 0950.

Correspondence
The Board reviewed the following correspondence:

- Letter to All TWU Local Presidents from TWU International President Michael O'Brien Re: TWU "IDOL" Contest

- Letter to Thom McDaniel from the TWU International Administrative Committee Re: TWU International Policy on Vendors Providing Things of Value to Staff or Officers of TWU International
- Letter to Mike Sims from Jerry Lindemann Re: Obituary for former Flight Attendant Greg Sullivan

The Board agreed to donate $100 ($50.00 each) to Greg Sullivan's charities the Cornerstone Church Prison Ministry in San Antonio and the Christian Homes of Abilene.

- Letter to TWU International President Michael O'Brien from Thom McDaniel Re: The Take Back America Conference
- Letter to TWU International President Michael O'Brien from Thom McDaniel Re: The resignation of Local 556 Financial Secretary-Treasurer Thomas Mitchell and the appointment of Ron Regan as Financial Secretary-Treasurer
- Letter to Vice President Inflight Daryl Krause from Thom McDaniel Re: The resignation of Local 556 Financial Secretary-Treasurer Thomas Mitchell and the appointment of Ron Regan as Financial Secretary-Treasurer
- Letter to Local 556 from director of Memorial Gift Giving Dolores Messick of Vitas Hospice Re: In thanks for the charitable donation
- Letter to Thom McDaniel from Flight Attendant Cheryl Brown Re: In thanks for being the winner of the green pass in the Tsunami relief raffle

The Board agreed that instead of a $100 donation, to purchase a table at a cost of $200 to benefit the "Runway on the Runway" event benefiting the Ronald McDonald House in Baltimore.

Justin Small the landlord of the building the Local is currently leasing entered the meeting at 1100.

Justin Small was excused at 1110.

The Board reviewed one grievance.

Michael Massoni made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1135.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McDaniel

Thom McDaniel
President