



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

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1st Membership Meeting January 2007 Minutes

Oakland

January 18, 2007

Thom McDaniel called the Meeting to order at 1010 local.

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

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Doreen Argyropoulos made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Greg Hofer **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Greg Hofer made a **motion** to dispense with the reading of the Minutes aloud. Rachel Tabb **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes. There was discussion.

Thom McDaniel presented the **TWU Local 556 November 2006 Financial Report** for review. There was discussion.

The Chair reported the results of the **TWU Local 556 Board of Election** election conducted at the 4th Membership Meeting of 2006. Sonia Hall, Jannah Dalak and Chris Sullivan were elected as members of the Board of Election. Kelley Martin was elected as the alternate.

Thom McDaniel updated those Members present regarding the status of the **Reserve Pass/Fly Program** that was implemented in November 2006 as a Settlement to a Grievance and noted that the Local would request that the Company grant a thirty-day extension to the agreed upon ninety day review period so that the Local may more accurately poll the Membership regarding the Settlement.

Thom McDaniel explained the history of the settlement between the Local and the Company which resulted in the recently released **Position Trading** Read Before Fly (RBF). There was discussion.

Thom McDaniel explained the history behind a recent **settlement between TWU Local 556 and the U.S. Department of Labor (DOL)**. The settlement, which certified the TWU Local 556

Officer Elections of 2006, was the result of a complaint, filed by a Member at the conclusion of the election. Thom noted that as a result of the settlement, the TWU Local 556 Executive Board, would, per the instructions of the DOL, seek to amend the TWU Local 556 Bylaws to abolish the requirement which stipulates that in order for a Member to be eligible for Office, he/she must have attended two Membership Meetings during the previous twelve months. Thom explained that if the Membership fails to vote for the change to the Bylaws, in accordance with the settlement, the Executive Board would not enforce the eligibility requirement. There was discussion regarding the fact that this would put the Local in the awkward position of not enforcing our own Bylaws.

Thom noted that the TWU Local 556 Executive Board had been making an effort to be more visible to the Membership. Thom reported that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department's manipulation, abuse and misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local's Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was discussion.

In response to a Member's question, there was a discussion about 'minimums'.

In response to a Member's question, there was discussion regarding the **Incentive Pass Program** which was recently discontinued by Management.

Thom McDaniel reminded those Members present that there was a new link on the Local's website titled, **"What's Next?"** where Members were invited to leave input and ideas regarding the upcoming Contract Negotiations.

Thom McDaniel reported that the Executive Board had established a new **Flight Attendant Assistance Program** (FAAP) and that a recent training for the Program had been completed at the Local Union Office.

In response to a Member's question, there was discussion regarding why Members do not have access to 'Settlement Letters' between the Company and the Local.

Doreen Argyropoulos made a **motion** to adjourn. Greg Hofer **seconded** the motion. The motion **carried**.

Phoenix

January 19, 2007

Thom McDaniel called the Meeting to order at 1000 local.

Board Members present were Thom McDaniel, Cuyler Thompson, Michael Massoni and Michael Broadhead.

Scheduling Committee Member Richard Locher was present.

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Michael Broadhead made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Mark Savage **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Michael Massoni made a **motion** to dispense with the reading of the Minutes aloud. Michael Broadhead **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes.

Thom McDaniel presented the **TWU Local 556 November 2006 Financial Report** for review. There was discussion.

Thom McDaniel updated those Members present regarding the status of the **Reserve Pass/Fly Program** that was implemented in November 2006 as a Settlement to a Grievance and noted that the Local would request that the Company grant a thirty-day extension to the agreed upon ninety day review period so that the Local may more accurately poll the Membership regarding the Settlement.

Thom McDaniel explained the history of the settlement between the Local and the Company which resulted in the recently released **Position Trading** Read Before Fly (RBF). There was discussion.

Thom McDaniel explained the history behind a recent **settlement between TWU Local 556 and the U.S. Department of Labor (DOL)**. The settlement, which certified the TWU Local 556 Officer Elections of 2006, was the result of a complaint, filed by a Member at the conclusion of the election. Thom noted that as a result of the settlement, the TWU Local 556 Executive Board, would, per the instructions of the DOL, seek to amend the TWU Local 556 Bylaws to abolish the requirement which stipulates that in order for a Member to be eligible for Office, he/she must have attended two Membership Meetings during the previous twelve months. Thom explained that if the Membership fails to vote for the change to the Bylaws, in accordance with the settlement, the Executive Board would not enforce the eligibility requirement. There was discussion regarding the fact that this would put the Local in the awkward position of not enforcing our own Bylaws.

Responding to a Member's question, Thom McDaniel noted that there was no pending litigation or complaints against TWU Local 556.

Thom reported that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

The Chair reported the results of the **TWU Local 556 Board of Election** election conducted at the 4th Membership Meeting of 2006. Sonia Hall, Jannah Dalak and Chris Sullivan were elected as members of the Board of Election. Kelley Martin was elected as the alternate.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department's manipulation, abuse and

misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local's Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was discussion.

Thom McDaniel reminded those Members present that there was a new link on the Local's website titled, **"What's Next?"** where Members were invited to leave input and ideas regarding the upcoming Contract Negotiations. It was noted that Thom McDaniel would be collecting and answering the comments himself.

There was discussion regarding Charters.

Thom McDaniel left 1155.

Michael Massoni chaired the Meeting.

There was discussion regarding the Revised Vacancy Bids.

There was discussion regarding SMU Survey.

Thom McDaniel returned to the Meeting at 1200.

There was discussion regarding the possibility of extending the Local's office hours. Cuyler Thompson agreed to bring the Member's concerns to the next Executive Board Meeting.

Thom McDaniel reported that the Executive Board had established a new **Flight Attendant Assistance Program** (FAAP) and that a recent training for the Program had been completed at the Local Union Office.

There was discussion regarding the TWU Local 556 **COPE Committee**.

Thom McDaniel was excused at 1225 for personal reasons.

Michael Massoni chaired the Meeting.

There was discussion regarding the recently discontinued **Incentive Pass Program** and the letter from Colleen Barrett. It was noted that TWU Local 556 was not nor could be involved in any way.

There was discussion regarding the **Reciprocal Jumpseat Agreement** with American Airlines. Those Members present thanked Michael Massoni for his help engineering the agreement. It was noted that an agreement with Jetblue was recently put into place. Michael Massoni stated that there would be more agreements in the future.

There was discussion about the upcoming Flight Attendant uniform changes.

There was discussion regarding Cabin Air Quality aboard Southwest Airlines aircraft.

In response to a Member's question, it was noted that the new computer server purchased to handle the expanding needs of the Local cost of server \$14000 plus installation.

There was discussion regarding how the Union could influence Management to make Bid Results available more quickly.

Tina Coffee made a **motion** to adjourn. Kolette Miller **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1300.

Dallas

January 22, 2007

Thom McDaniel called the Meeting to order at 1000 local.

Board Members present were Thom McDaniel, Cuyler Thompson, Gwen Dunivent, and Gayle Ross.

Committee Members present were Shae Grajeda, John Parrott, Becky Parker, Amy Neeper, and Amy Harthausen.

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Shae Grajeda made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Gwen Dunivent made a **motion** to dispense with the reading of the Minutes aloud. John Parrott **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes.

Thom McDaniel presented the Local's **TWU Local 556 November 2006 Financial Report** for review. There was discussion.

Thom McDaniel updated those Members present on the status of the implementation of the **Reserve Pass/Fly Settlement**. Thom noted that the Executive Board was currently seeking feedback from Members regarding the program and would be requesting a 30-day extension from Management in order to review the feedback received. There was discussion.

Thom McDaniel explained the history of the **Position Trading RBF** recently circulated by Management as the result of a Grievance filed by the Local.

Thom McDaniel explained the history behind a recent **settlement between TWU Local 556 and the U.S. Department of Labor (DOL)**. The settlement, which certified the TWU Local 556 Officer Elections of 2006, was the result of a complaint, filed by a Member at the conclusion of the election. Thom noted that as a result of the settlement, the TWU Local 556 Executive Board,

would, per the instructions of the DOL, seek to amend the TWU Local 556 Bylaws to abolish the requirement which stipulates that in order for a Member to be eligible for Office, he/she must have attended two Membership Meetings during the previous twelve months. Thom explained that if the Membership fails to vote for the change to the Bylaws, in accordance with the settlement, the Executive Board would not enforce the eligibility requirement. There was discussion regarding the fact that this would put the Local in the awkward position of not enforcing our own Bylaws.

Thom McDaniel reported that the TWU Executive Board would be scheduling more “face-time” with the Membership. Thom stated that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

Thom McDaniel reported the there was also a **Scheduling Committee Tour** scheduled for May 2007.

The Chair reported the outcome of the **TWU Local 556 Board of Election** election conducted during the 4th Membership Meeting of 2007.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department’s manipulation, abuse and misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local’s Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was discussion.

Thom McDaniel reported that the new issue of UNITY Magazine was currently being distributed. It was noted that a new **“What’s Next?”** link had been added to the TWU Local 556 Website soliciting ideas and comments regarding the upcoming Contract Negotiations. There was discussion.

There was discussion about the Company’s Flight Attendant hiring plans for the next year.

Thom McDaniel reported the status of the new FAAP.

In response to Members’ questions, there was discussion on how to the Executive Board may better educate the Membership so that Members may better understand the Collective Bargaining Agreement (CBA) or Contract between the Local and the Company. Thom McDaniel explained the historical and future plans to update, in conjunction with Management, the current Question and Answer (Q&A) attachment to the current CBA. Thom noted that the Company is willing to print it. Cuyler Thompson agreed to make sure that the Q&A is on the Agenda for the next Executive Board Meeting.

A Member’s asked a question regarding the rumor that Dallas Flight Attendants have been issued discipline for forging other Flight Attendant’s signatures when dropping Liquor Money. There were several Grievance Committee Members present at the Meeting who informed the Member that there have been no Grievances filed with the Local to substantiate the rumor.

There was discussion in response to a Member's question regarding the training procedures for the recently elected **Board of Election**. Thom McDaniel answered that the Members of the Board of Election are instructed that anything deemed to be out of the ordinary must be addressed with the DOL.

Thom McDaniel responded to Members' questions regarding the **Negotiating Team** and when they would be elected. Thom McDaniel reported that the Executive Board would be deciding on when to elect the next NT at the Feb Board Meeting.

In response to a Member's questions regarding the distribution date of **UNITY** Magazine and the accountability of the Editor, Allyson Parker-Lauck, Thom McDaniel stated that Allyson is pulled and paid on an as-needed basis and is currently bidding a line of time in Oakland. She has moved up the timeline for submissions and has trained Mark Torrez on Quark, the software used to edit **UNITY**. Gayle Ross noted that Reilly Echols, the Local's contracted Union printer, would be provided with the shipping labels to take out the step of being delivered to the Union Office. **UNITY** Magazine is on the website as soon as it is published. It was noted by the Grievance Staff present at the Meeting that Allyson Parker-Lauck also serves as a Union Representative at disciplinary meetings for the Membership in Oakland.

In response to a Member's question regarding the scheduling of **Boards of Adjustment**, Thom McDaniel reported that Gwen Dunivent had recently presented a case to a Board of Adjustment. It was noted that there is another Board of Adjustment scheduled for later in January.

Gwen Dunivent made a **motion** to adjourn. John Parrott **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1145.

Houston

January 23, 2007

Thom McDaniel called the Meeting to order at 1000 local.

Board Members present were Thom McDaniel, Cuyler Thompson and Jill van der Werff.

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Jill van der Werff made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Michael McNeil **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Jessica Parker made a **motion** to dispense with the reading of the Minutes aloud. Jill van der Werff **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes.

Thom McDaniel presented the **November 2006 Financial Report** for review. There was discussion.

The Chair reported the results of the **TWU Local 556 Board of Election** election conducted at the 4th Membership Meeting of 2006. Sonia Hall, Jannah Dalak and Chris Sullivan were elected as members of the Board of Election. Kelley Martin was elected as the alternate.

Thom McDaniel explained the history of the Grievance and the series of events surrounding the arbitration which ultimately led to the **Reserve Pass/Fly Settlement**. Thom updated those Members present on the status of the implementation of the program. Thom noted that the Executive Board was currently seeking feedback from Members regarding the program and had requested a 60-day extension from Management to the 90-day review period in order to review the feedback. There was discussion.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department's manipulation, abuse and misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local's Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was discussion.

Thom McDaniel explained the history of the **Position Trading RBF** recently circulated by Management as the result of a Grievance filed by the Local.

The Chair reported that the TWU Local 556 2006 Officer Election was recently certified by the U.S. Department of Labor after the Executive Board agreed to settle a Member's complaint regarding the Local's eligibility requirements for running for Office within the Local. There was discussion.

Thom reported that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

Thom McDaniel reported that the new issue of UNITY Magazine was currently being distributed. It was noted that a new **"What's Next?"** link had been added to the TWU Local 556 Website soliciting ideas and comments regarding the upcoming Contract Negotiations. There was discussion regarding Contract Negotiations.

There was discussion regarding the unveiling of the new **Buddy Pass Program** that Management had unveiled the previous day. It was noted that it appeared to be a weakly veiled attempt at implementing **'Minimums'**.

There was discussion about IROCS and the ridiculous fact that the majority of the Inflight Supervisors have never been Flight Attendants.

Jill van der Werff made a **motion** to suspend the rules of the Meeting to nominate a Shop Steward. Jessica Parker **seconded** the motion. The motion **carried**.

Jill van der Werff nominated Javi Garcia to be a TWU Local 556 Shop Steward. Javi was elected by those voting at the Meeting.

Troy Ford made a **motion** to adjourn. Jill van der Werff **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1130.

Orlando

January 24, 2007

Thom McDaniel called the Meeting to order at 1000 local.

Board Members present were Thom McDaniel, Cuyler Thompson and Susan Kern.

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Jim Pelt made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Shawn Fuchs **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Shawn Fuchs made a **motion** to dispense with the reading of the Minutes aloud. Susan Kern **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes.

Thom McDaniel presented the **November 2006 Financial Report** for review.

The Chair reported the results of the **TWU Local 556 Board of Election** election conducted at the 4th Membership Meeting of 2006. Sonia Hall, Jannah Dalak and Chris Sullivan were elected as members of the Board of Election. Kelley Martin was elected as the alternate.

Thom McDaniel explained the history of the Grievance and the series of events surrounding the arbitration which ultimately led to the **Reserve Pass/Fly Settlement**. Thom updated those Members present on the status of the implementation of the program. Thom noted that the Executive Board was currently seeking feedback from Members regarding the program and had requested a 60-day extension from Management to the 90-day review period in order to review the feedback. There was a lengthy discussion.

Thom McDaniel explained the history of the **Position Trading RBF** recently circulated by Management as the result of a Grievance filed by the Local.

Thom McDaniel explained the history behind a recent **settlement between TWU Local 556 and the U.S. Department of Labor (DOL)**. The settlement, which certified the TWU Local 556 Officer Elections of 2006, was the result of a complaint, filed by a Member at the conclusion of the election. Thom noted that as a result of the settlement, the TWU Local 556 Executive Board, would, per the instructions of the DOL, seek to amend the TWU Local 556 Bylaws to abolish the requirement which stipulates that in order for a Member to be eligible for Office, he/she must have attended two Membership Meetings during the previous twelve months. Thom explained that if the

Membership fails to vote to approve this change in the Bylaws, in accordance with the settlement, the Executive Board would not enforce this eligibility requirement. There was discussion regarding the fact that this would put the Local in the awkward position of not enforcing our own Bylaws.

Thom reported that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department's manipulation, abuse and misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local's Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was a lengthy discussion.

There was discussion regarding the issue that developed after the Scheduling and Planning Department 'parked' Pairings on Inflight Supervisors' and Recurrent Trainers' CWA Screens instead of placing the uncovered trips in Open Time. Thom explained that the trips were held back from Open Time for the December New Hire Class to work over the Christmas Holidays.

In response to a Member's question, there was discussion regarding the recent reduction in the number of 4-day Pairings and what the Company's response had been.

There was a question regarding the **Uniform Account** and how Flight Attendants may find out how much was credited to their accounts on their anniversary date.

Thom McDaniel reported that the new issue of UNITY Magazine was currently being distributed. It was noted that a new "**What's Next?**" link had been added to the TWU Local 556 Website soliciting ideas and comments regarding the upcoming Contract Negotiations. There was discussion regarding Contract Negotiations.

There was discussion regarding picked up Reserve Days.

In Response to a Member's question, there was discussion regarding flying 'Minimums'.

There was discussion regarding the recently discontinued **Incentive Pass Program** and the new **Buddy Pass Program** and the widely held belief that this may be an attempt for Management to implement 'Minimums'.

There was discussion regarding Flight Attendant staffing at the Orlando Base.

There was discussion regarding projected staffing numbers of the Las Vegas Base and the issue of 'force-basing'.

Susan Kern made a **motion** to adjourn. Shawn Fuchs **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1226.

Chicago

January 25, 2007

Thom McDaniel called the Meeting to order at 1000 local.

Board Members present were Thom McDaniel, Cuyler Thompson and Kyle Whiteley.

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Don Shipman made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Will Browne **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Will Browne made a **motion** to dispense with the reading of the Minutes aloud. John Long **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes.

Thom McDaniel presented the **November 2006 Financial Report** for review. There was discussion.

The Chair reported the results of the **TWU Local 556 Board of Election** election conducted at the 4th Membership Meeting of 2006. Sonia Hall, Jannah Dalak and Chris Sullivan were elected as members of the Board of Election. Kelley Martin was elected as the alternate.

Thom McDaniel explained the history of the Grievance and the series of events surrounding the arbitration which ultimately led to the **Reserve Pass/Fly Settlement**. Thom updated those Members present on the status of the implementation of the program. Thom noted that the Executive Board was currently seeking feedback from Members regarding the program and had requested a 60-day extension from Management to the 90-day review period in order to review the feedback. There was a lengthy discussion.

Thom McDaniel explained the history of the **Position Trading RBF** recently circulated by Management as the result of a Grievance filed by the Local. Thom clarified some of the common misconceptions about the RBF.

Thom McDaniel explained the history behind a recent **settlement between TWU Local 556 and the U.S. Department of Labor (DOL)**. The settlement, which certified the TWU Local 556 Officer Elections of 2006, was the result of a complaint, filed by a Member at the conclusion of the election. Thom noted that there were originally three complaints filed; two were dismissed as having no merit. Thom reported that as a result of the settlement, the TWU Local 556 Executive Board, would, per the instructions of the DOL, seek to amend the TWU Local 556 Bylaws to abolish the requirement which stipulates that in order for a Member to be eligible for Office, he/she must have attended two Membership Meetings during the previous twelve months. Thom explained that if the Membership fails to vote to approve this change in the Bylaws, in accordance with the settlement, the Executive Board would not enforce this eligibility requirement. There was

discussion regarding the fact that this would put the Local in the awkward position of not enforcing our own Bylaws. There was discussion.

Thom reported that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

Thom McDaniel reported there was also a **Scheduling Committee Tour** scheduled for May 2007.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department's manipulation, abuse and misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local's Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was discussion.

Thom McDaniel reported that the new issue of UNITY Magazine had been distributed to all Bases. It was noted that a new **"What's Next?"** link had been added to the TWU Local 556 Website soliciting ideas and comments regarding the upcoming Contract Negotiations.

Kyle Whiteley, Chicago Domicile Executive Board Member reported that Chicago Inflight Base Management had a new **"No Sleeping in the Flight Attendant Lounge--EVER--Rule"**. There was discussion about how ridiculous it was that Base Manager Simon Reid and Regional Director David Curry had engineered the rule. Kyle Whiteley reported that during a meeting with Simon, Simon clarified that during "peak check-in times" Flight Attendants are allowed to sleep in their lounge if they take up no more space than one Flight Attendant.

Kyle Whiteley noted that there is a new **check-in phone** located at Gate 49 rather than at Gate 43 as had been previously reported. It was also noted that construction on the new Flight Attendant Lounge in Chicago would not begin until after the construction of the Pilot's Lounge was completed.

There was discussion regarding the new Union-negotiated Check-in reminder and Check-in Confirmation Number on CWA.

A Member reported difficulty with the procedures for replacing a lost Crew Badge.

Thom McDaniel reported that with the help of Portia Reddick-White, Baltimore Flight Attendant and Legislative Representative for the Transport Workers Union of America, there was pending legislation in Congress that would reduce the number of hours that a Flight Attendant must work to qualify to take advantage of the **Family Medical Leave Act (FMLA)**. There was discussion regarding the increasing difficulty being approved for FMLA by Company Management.

There was discussion regarding the fact that Management was often touting the results of a Company Sponsored Online Survey to justify many unpopular policy changes recently.

There was discussion regarding the possibility of the Company proposing a **Preferential Bidding System** (PBS) during the next Contract Negotiations.

There was discussion regarding the recently discontinued **Incentive Pass Program** and the new **Buddy Pass Program** and the widely held belief that this may have been an attempt for Management to begin implementing 'Minimums'. Thom McDaniel noted that Management had broached the subject of Minimums during the last Contract Negotiations but only as they could be applied to Record Improvement. There was discussion regarding minimums.

There was discussion regarding the fact the Scheduling had been contacting Airport Standbys to board passengers when the Crew scheduled to work a flight was delayed.

James Gordon made a **motion** to adjourn. Will Browne **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1121.

Baltimore

January 26, 2007

Thom McDaniel called the Meeting to order at 1000 local.

Board Members present were Thom McDaniel, Cuyler Thompson and Lucy White-Lehman.

Cuyler Thompson submitted the **4th Membership Meeting 2006 Minutes** for approval. Michael Arnold made a **motion** to dispense with the reading aloud of the Minutes and to approve the Minutes as presented. Carl Scaglione **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October, Special November and December 2006 Executive Board Minutes**. Carl Scaglione made a **motion** to dispense with the reading of the Minutes aloud. Audrey Stone **seconded** the motion. The motion **carried**. Cuyler Thompson read aloud pertinent financial information contained in the Minutes. There was discussion regarding the cap on the amount of money that the Local may donate to any one cause.

Thom McDaniel presented the **November 2006 Financial Report** for review. There was discussion.

The Chair reported the results of the **TWU Local 556 Board of Election** election conducted at the 4th Membership Meeting of 2006. Sonia Hall, Jannah Dalak and Chris Sullivan were elected as members of the Board of Election. Kelley Martin was elected as the alternate.

Thom McDaniel explained the history of the Grievance and the series of events surrounding the arbitration which ultimately led to the **Reserve Pass/Fly Settlement**. Thom updated those Members present on the status of the implementation of the program. Thom noted that the Executive Board was currently seeking feedback from Members regarding the program and had requested a 60-day

extension from Management to the 90-day review period in order to review the feedback. There was a lengthy discussion.

Thom McDaniel explained the history of the **Position Trading RBF** recently circulated by Management as the result of a Grievance filed by the Local. Thom clarified some of the common misconceptions about the RBF.

Thom McDaniel explained the history behind a recent **settlement between TWU Local 556 and the U.S. Department of Labor (DOL)**. The settlement, which certified the TWU Local 556 Officer Elections of 2006, was the result of a complaint, filed by a Member at the conclusion of the election. Thom noted that there were originally three complaints filed; two were dismissed as having no merit. Thom reported that as a result of the settlement, the TWU Local 556 Executive Board, would, per the instructions of the DOL, seek to amend the TWU Local 556 Bylaws to abolish the requirement which stipulates that in order for a Member to be eligible for Office, he/she must have attended two Membership Meetings during the previous twelve months. Thom explained that if the Membership fails to vote to approve this change in the Bylaws, in accordance with the settlement, the Executive Board would not enforce this eligibility requirement. There was discussion regarding the fact that this would put the Local in the awkward position of not enforcing our own Bylaws. There was discussion.

Thom reported that in conjunction with the 2nd Membership Meetings of 2007, Board Members would launch the **TWU Local 556 Executive Board World Tour 2007** in April.

Thom McDaniel updated those Members present regarding the history of the current Grievances on file with Company Management regarding the Scheduling Department's manipulation, abuse and misuse of Open Time. Thom McDaniel reported that the Board of Adjustment (BOA) Team would be meeting with Mark Richard, the Local's Strategic Advisor later in the month to develop strategies for the upcoming arbitration. There was discussion.

There was discussion regarding the fact that Scheduling "hid" trips on Inflight Supervisors' screens over the holidays. There was discussion.

Thom McDaniel reported that the new issue of **UNITY** Magazine had been distributed to all Bases. It was noted that a new "**What's Next?**" link had been added to the TWU Local 556 Website soliciting ideas and comments regarding the upcoming Contract Negotiations. Thom McDaniel will be answering these emails personally.

In response to a Members' questions there was discussion regarding FMLA and the fact that Baltimore Inflight Supervisors had been providing bad information were making it difficult for Flight Attendants to get correct information.

In response to a Member's question, there was discussion regarding **Irregularity Reports (IRs)** and how Flight Attendants may receive a copy of the Company's response. Thom McDaniel agreed to that he would address the issue with Company Vice-President Daryl Krause during a scheduled meeting with him during the next week.

In response to Members' questions, there was discussion regarding upcoming Flight Attendant Contract Negotiations and the ongoing negotiations between the Company and the Southwest Airlines Pilots Association (SWAPA).

Constance Cox made a **motion** to adjourn. Carl Scaglione **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1140.

These Minutes were approved by Members in attendance at the 2nd Membership Meeting of 2007.

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 long horizontal stroke extending to the right.

Cuyler Thompson
TWU Local 556 Recording Secretary