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

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Executive Board Meetings
September 13, 14, 15, 2004
Synopsis

Monday, September 13, 2004
Thom McDaniel called the meeting to order at 1400.

Officers present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Lucy White, Stacy Martin, Thomas Mitchell, Mike McCarthy and Mike Sims.

Kathy Anderson was excused due to illness. Allyson Parker-Lauck was excused for vacation. Jimmy West was excused due to Hurricane Ivan and AFL-CIO business. Karen Amos and Mark Torrez were excused to take a conference call involving a Member. Bill Bernal was excused due to work with AFL-CIO.

Mike Sims acted as Recording Secretary.

Domicile and Officer Reports
Karen Amos presented the **Dallas Domicile** report. Karen updated the Board on discipline issues in the Dallas Base. Karen reported that in order to access the lower level of the DAL airport to get to the lounge without a SIDA badge one must use the doors at gates 3 and 6. The doors originally had motion detectors, which now have been removed because they never operated correctly. There still is a problem with the doors for when someone goes through the door in front of you, you cannot "piggy back" (go through with them). You must let the door close firmly and wait at least 30 seconds for the door to recycle. Failure to do so will engage the alarm and then the person tripping the alarm must stay at the tripped door until security arrives. Karen reported that the Retro Day event was a huge success. She dressed up in 70's style 'hippy attire', brought cookies, played disco music, and decorated the walls with flowers, peace symbols, and Flight Attendant power signs. There seemed to be a problem with instructions for passing out the checks. Many Flight Attendants wanted to have other Southwest employees pick up their checks and at first the Supervisors would not allow that. As the day went on, the Dallas Base personnel decided that if the Flight Attendant would call in or fax a release letter, the check could be released another person. Karen informed the Board that the Union Red rack is tidied, hotel surveys have been forwarded and all Union publications have been distributed.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that all Union material was distributed in a timely manner. The Union Glass Case was updated, and Red Rack was updated as well. Stacy informed the Board that, judging from the feedback he has received, the Flight Attendants in Houston are truly happy that the contract process has been finalized. Support for the Local seems to be at an all time high. All were eagerly awaiting their retro checks. They are also anxious to get a copy of the new contract. Of course, Houston has been affected as much as the other bases with all the re-routes and unscheduled overnights. Morale is low, as Flight Attendants are not happy with the Company and all the trouble with Scheduling. There were no real disciplinary cases, with just a couple of meetings with Management. One was for points, but the Flight Attendant accrued Record Improvement before the Company issued discipline. Stacy attended self-defense training at the end of the month. Training was held in Tarrant County at Tarrant County Community College. Stacy reported that the training was strictly voluntary and was extremely beneficial.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the Chicago base was rather quiet last month. There were a few meetings with Management regarding point situations. Mike informed the Board that there is not currently an MDW Assistant Base Manager and interviews will continue in September. Mike also reported that there are two Supervisor positions open. At the end of the month, Mike, along with Safety Team Chairperson, Michael Massoni, and CISM Chairperson, Sheri Hightower attended Advanced Security Training at Wright College on Chicago's North side. The classes were conducted over four days and proved to be very informative with the TSA being actively involved. Mike reported that all Union materials have been distributed and updated.

Mark Torrez presented the **Oakland Domicile** report. Mark opened his report wishing to express his gratitude to Kelly Daniels-Speth, Kim Curry, Kelly Hopper, Bianca Corona, Gil Wheeler, and the many others who continue to support Local 556 by volunteering their time while in the Lounge to pass out materials. He continued by saying that the Oakland Base operations have been running without incident. Since the Board last met, he had only had one Fact Finding meeting due to a delay of flight and possible sick leave abuse. The case was resolved to the satisfaction of all parties involved. He also mentioned that he would be taking a conference call at 2:30 with Karen Amos, Dallas Domicile Executive Board Member, regarding one Oakland Flight Attendant and three Dallas Flight Attendants. Mark reported that it was his understanding that "Retro Day" in the Oakland base was a success. He stated that he was unable to attend because he had a trip. He did mention that Management had refreshments available. In an unrelated incident, Mark stated that the TSA in ABQ has changed procedure for crew members proceeding to the front of the security line. He stated that as he was traveling back to OAK from ABQ he witnessed a TSA agent severely reprimand a Flight Attendant who was in full uniform, for "cutting" the line. The employee line was closed and the Flight Attendant went to the front of another line, standard procedure across the country. A member of the TSA began to loudly scold the Flight Attendant stating that she could not cut and asked for her name and employee number. She did not object and cooperated with them fully. She was thoroughly embarrassed and even Customers commented to her on the matter. In a separate conversation with Jamie Willard, Mark learned that the Oakland base will not be getting a second liquor drop as originally planned for this year. It was Mark's understanding that because of unforeseen costs at the base, the purchase of another safe was canceled. Mark stated that this is very unfortunate because many Flight Attendants were looking forward to this significant improvement to the base. Currently 8 out of 12 SWA gates are in Terminal 2 and because of security concerns Flight Attendants generally have to walk the length of the airport up to 4 times just to drop their liquor money at the end of their pairing. This generally wouldn't be so much of an issue but as Mark stated, "Oakland Flight Attendants don't understand why it appears that Management only makes the Oakland Base 'consistent with other bases' when it is in the benefit of Management and not when it will benefit the Flight Attendants". Jamie did state that she will resubmit for a second safe in her budget for next year. So at the earliest a second liquor drop will be added in the first quarter of next year. He closed his report by updating the Board on the progress of the construction on the new OAK terminal and parking structure.

Lucy White-Lehman verbally presented the Baltimore Domicile report.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike informed the Board that the Staff continues to remain busy and continues to settle grievances with merit at a very rapid pace. Mike reported on Board of Adjustment and Arbitration cases. Mike reported that the primary reason for Flight Attendant terminations is attendance. Mike closed his report by informing the Board that the old Negotiating Team offices are being painted and cleaned up. He believes the area will be fully functional by next Boards. The area will be used primarily for BOA/Arbitration preparation; however, he encouraged Officers to utilize the space when in town. There will be at least three workstations back there. In addition, Mike plans on hosting Board of Adjustment hearings and Arbitration's at this office.

Jean Chandler submitted the **Professional Standards Committee** report for the Eastern Region. Jean reported the following:

- Referrals received-12
- Resolved favorably-12
- Referrals involving Pilot group-3

Jean reported that they are in the process of refining and marketing this committee with the valuable assistance of Michael Broadhead. They are planning a training session for new recruits for November 11, 2004. As always, the members of the committee are striving to meet the needs and growth of the Flight Attendant work force.

The **Publications Committee** report was presented for Allyson Parker-Lauck. Allyson reported that the September issue of UNITY Update should be distributed in the next few days. The issue was shorter than usual due to a lack of content. The October issue of UNITY Magazine is underway. As decided at Boards last month, the theme for the issue is keeping up our level of unity. The issue should be ready for proofreading by next week, with an early October distribution date. As discussed at last month's Boards, the issues of UNITY and UNITY Update will no longer be dated with an exact date (i.e. September 15, 2004 UNITY Update), and will now just be dated with the month (i.e. September 2004 UNITY Update).

This will help in months where the issue needs to come out later in the month in the event that a last minute important item needs to be included.
The following are the upcoming publications deadlines:

- The deadline for the November Unity Update is October 25th.
- The deadline for the December Unity Update is November 25th.
- The deadline for the January UNITY Magazine is December 10th.

Michael Massoni presented the **Safety Team** report. Michael updated the Board on the following open and/or resolved items:

- ASHDI incident reports
- ENS- (Southwest Airline Events Notification System)
- Rewrite of Common Strategy
- Advanced Crewmember Self Defense Training
- Go Team Recurrent Training

Michael reminded the Board of his standing meetings which are:

- Monday September 20, 2004 at 1300 CDT – Conference call w/ Labor Soft
- Tuesday September 14, 2004 at 0830 CDT - Inflight Training
- Thursday September 14, 2004 at 0830 CDT - Inflight Services Directors (ASHDI Reconciliation)

Karen Amos presented the **Uniform Committee** report. Karen discussed the shipping of uniforms to the bases. If a Flight Attendant orders from the uniform account, they will receive the uniforms at their home. Per negotiations, all sizes and lengths of all uniform pieces will be available to try on in all domiciles prior to ordering.

Thomas Mitchell presented the **New Hire** report. Thomas reported that there currently is a class with 133 students, all Internals going through training. Thomas, along with Thom McDaniel attended the New Hire Class Orientation. The presentation went well and many asked questions. The taco party given by the Local for the New Hires is scheduled for September 14, 2004 at the hotel.

The Board discussed publications and meeting deadlines for the newsletters. The Board also discussed Letters to the Editor.

In the October Board meetings, the Board will discuss alternates to assist Allyson Parker-Lauck with publications and monthly assignments.

Thom McDaniel informed the Board that the new Contract is currently at the printers.

Thom McDaniel updated the Board on the Executive Board Strategic Planning Meeting with Strategic Advisor Mark Richard. The facility is available in October or November. The purpose of the Strategic Planning Meeting is to make a plan for the future of the Local. The Board agreed to hold the Strategic Planning Meeting in the month of November.

Michael Massoni made a motion to adjourn. Karen Amos seconded the motion. **All voting Members voted in favor.**

Adjourn

<u>Tuesday, September 14, 2004</u>
Thom McDaniel called the meeting to order at 0841.

Board Members present were Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Mike Sims, Stacy Martin, Mike McCarthy, Mark Torrez and Lucy White-Lehman.

Michael Massoni was excused to attend a meeting at Inflight Training. Kathy Anderson was excused due to illness. Allyson Parker-Lauck was excused for scheduled vacation. Karen Amos was excused for a doctors appointment. Bill Bernal and Jimmy West were excused to do work for the AFL-CIO.

Mike Sims acted as Recording Secretary.

The Board discussed starting time for Board meetings and how it was important for everyone to be on time.

The Board discussed Scheduling issues and how the reroutes and such have been affecting the Flight Attendant group, especially the Flight Attendants sitting Reserve.

The Board discussed the numerous violations of the Contract being made by the Company. Thom McDaniel will address the matter.

Thomas Mitchell informed the Board that additional assessment fee that the Company continued to deduct from Flight Attendants' paychecks will be refunded.

Gayle Ross entered the meeting at 0900 to present a grievance.

Karen Amos entered the meeting at 0900.

The grievant entered the meeting at 0915 to address the Board.

The Board reviewed the grievance.

Thom McDaniel was excused at 1020 to attend the SWA Labor Summit.

Marcy Vinyard chaired the meeting.

Gayle Ross remained to present a grievance.

The grievant entered the meeting at 1020 to discuss his case.

The grievant exited the meeting at 1040

The Board reviewed the grievance.

Gayle Ross remained in the meeting to present a grievance.

The grievant entered the meeting at 1049 to address the Board.

Gayle Ross and the grievant were excused at 1100.

Michael Massoni entered the meeting at 1107 and chaired the meeting.

The Board reviewed the grievance.

The Board reviewed a past grievance.

The Board adjourned for lunch and reconvened at 1310.

Thom McDaniel was excused to attend the SWA Labor Summit.

Michelle Zenici entered the meeting at 1312 to discuss a grievance.

The grievant addressed the Board via conference call.

The Board discussed the grievance.

Michelle Zenici was excused and Gayle Ross entered the meeting at 1404 to discuss a grievance.

The grievant entered the meeting at 1412 to address the Board on her grievance.

Mike Sims was excused to take a call with Legal Counsel.

The grievant was excused at 1419.

The Board reviewed the grievance.

Thom McDaniel entered the meeting at 1426.

Gayle Ross was excused at 1427.

Mike Sims entered the meeting.

Becky Parker entered the meeting at 1428 to present a grievance.

The Board reviewed the grievance.

Becky Parker was excused at 1445 for the Board could take a conference call from Legal Counsel, Ed Cloutman.

The conference call ended at 1454.

Becky Parker returned to the meeting at 1455 to present a grievance.

The Board reviewed the grievance.

Becky Parker was excused at 1526.

CISM Chairperson, Sheri Hightower entered the meeting with Tanya Glenn-McIntosh, PsyD, LCSW, CTS, and CISM Co-Chair CAPT David Sanders.

The CISM Members were excused at 1611.

Thom McDaniel updated the Board on his attendance of the Labor Summit and the issues the Flight Attendant group shares with other Unions on the property.

Michael Massoni updated the Board on Flight 605 and the attempted Level 4 security breech. It was later determined that there was not a Level 4 security breech. Michael will keep the Board informed of the ensuing investigation.

Mike Sims made a motion to adjourn for the day. Lucy White-Lehman seconded the motion. The motion **carried**.

Wednesday, September 15, 2004
Thom McDaniel called the meeting to order at 0837.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Mike Sims, Karen Amos, Stacy Martin, Mike McCarthy, and Mark Torrez.

Thomas Mitchell was excused due to illness. Kathy Anderson was excused due to illness.
Allyson Parker-Lauck was excused due to scheduled vacation. Lucy White-Lehman, excused to take a conference call. Bill Bernal and Jimmy West were excused to do work with the AFL-CIO.

The August 2004 Executive Board Minutes were presented for approval.

Marcy Vinyard made a motion to approve minutes as amended. Karen Amos seconded the motion. The motion **carried.**

Lucy White-Lehman entered the meeting at 0924.

Jimmy West contacted the Board for a conference call to give more information regarding a grievance.

The Board agreed to call Jimmy West back.

The Board placed a conference call to Jimmy West at 10:00.

The call ended at 1015.

There was Board discussion on confidentiality.

The Board took a break at 1020.

The Board reconvened at 1035.

There was Board discussion on the Mechanics ratifying a three year extension to their Contract.

There was Board discussion on the CISM proposal/Consulting agreement.

Mike McCarthy made motion to enter into an agreement with SWA, SWAPA, and Tania Glenn, LMSW-ACP, CTS to reimburse Ms. Glenn (in the event of a tragedy involving aircraft) in the event that SWA insurance does not cover her expenses. Michael Massoni seconded the motion. The motion **carried.**

Gayle Ross entered the meeting at 1044 to present a grievance.

The Board reviewed the grievance.

Gayle Ross was excused.

Mike McCarthy and Lucy White-Lehman presented a proposal for Shop Steward training. Thom McDaniel will contact TWU International to explore additional training resources

TWU International Representative, Garry Drummond will be consulted on the training

Discussion regarding Union issued Positive Space pass policies.

The Board placed a conference call to Cindy Ritner at 1117 to discuss her concern on the Board of Election use of Union issued Positive Space Passes.

The conference call ended.

The Board has agreed to further discuss this Board of Election issue with Allyson Parker-Lauck at the October Executive Board Meetings.

The Board agreed that Mike McCarthy will assume duties of Board of Election liaison.

The Board discussed confidentiality issues.

The Board went to lunch at 1155.

The Board reconvened at 1315

New Business continued.

The Board had a conference call with Jannah Dalak regarding Board of Election use of Union issued Positive Space Passes.

The conference call ended 1335.

The Board continued to discuss the Board of Election issues.

Correspondence
The Board reviewed the following correspondence:

- Letter to SWA Chairman of the Board Herb Kelleher, SWA President Colleen Barrett, and SWA CEO Gary Kelly from Thom McDaniel RE: On behalf of the Local 556 Executive Board, Negotiating Team and over 7400 Members in thanks for the reception following the contract signing ceremony
- Letter to TWU International ATD Director/Administrative Vice President James Little and TWU International Representative Garry Drummond from Thom McDaniel RE: On behalf of the Local 556 Executive Board, Negotiating Team and over 7400 Members for hosting the dinner following the contract signing ceremony
- Letter to TWU International President Sonny Hall from Thom McDaniel RE: On behalf of the Local 556 Executive Board, Negotiating Team and over 7400 Members for his invaluable support during the recent campaign that resulted in an industry leading contract
- Letter to President Association of Professional Flight Attendants from Thom McDaniel, Tommie L. Hutto-Blake RE: Congratulations on his new position as APFA President
- Letter to all Labor Sisters and Brothers from Executive Director AFSCME Local 1550 Houston, Kimbal Urrutia and Project Coordinator, JosHua M. Darr RE: The Million Worker March

- Letter to Dallas County Labor Unions from Harryette Ehrhardt with Citizens for Equality RE: The last 2 month's Activities and request to be Part of Election Protection 2004
- Letter to Fellow Flight Attendants from William C. Burks II RE: Financial Services

Mark Torrez made a motion to rescind the Board's decision to keep the Board room temperature be kept at 72 degrees during the meeting. Stacy Martin seconded the motion.
The motion carries by 2/3s margin.

Michael Massoni updated the Board on Flight Attendant certification. 'A Read Before Fly' will be issued to the Flight Attendant group regarding the biographical information required from them by the Company and the TSA. The deadline is December 12, 2004.

Michael Massoni updated the Board on the new turbulence rating system. This will be included in manual revisions. The scale range for Flight Attendants will include levels 2, 4,6 and 8. The rating system should be implemented on or around October 17, 2004.

The Board discussed the Company pre-boarding policy.

Mark Torrez and Michael Massoni visited Maintenance and evaluated the new galley security mirrors. They reported that they are effective and the entire fleet should have the mirrors in a few weeks.

Michael Massoni informed the Board of the "Flex-Cuff" spoilage. The "Flex Cuffs" do have a shelf life and the Company is currently evaluating this matter.

Michael Massoni made a motion that Karen Amos and Mike Sims attend the Labor Arbitration Institute in San Francisco at a cost not to exceed $1600 each. Mike McCarthy seconded the motion. The motion c**arried**.

The Board further discussed the continued violations of the Contract by Company.

Mike Sims made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

The meeting adjourned at 1420.

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