



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

Executive Board Meetings September 19 & 20, 2006 Synopsis

Tuesday September 19, 2006

Thom McDaniel called the Meeting to order at 0833.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Lucy White-Lehman was excused for illness.

Officer Reports

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

Thom McDaniel reported that since the last Executive Board Meeting he completed the third Membership Meetings and that they were reasonably well attended. The secret vote was taken on the Special Assessment Fee and the votes will be counted in the Executive Board Meeting. Nominations were taken for Board of Election and the election will be held in the fourth Membership Meetings that have been scheduled for October. Thom also reported that Shop Steward nominations will be taken and voted on in the fourth Executive Board Meetings as required by the Local Bylaws. Thom participated in a panel discussion as part of the Association of Professional Flight Attendants (APFA) Executive Board annual training on Saturday, August 26. Also participating were representatives for AFA, IAM, IBT, and TWU International Vice President Dennis Burchette representing American Airlines Ground operations. The panel was moderated by Mark Richard and resulted in an in-depth four hour discussion of the state of the airline industry as well as the state of and future of the Flight Attendant profession. Thom has continued to support the Grievance Team and Executive Board on a number of issues including Scheduling and Crew Planning problems. He has represented the Flight Attendants in all matters with Southwest Management, testified in an arbitration, served on the Local 556 Editorial Staff, written newsletter articles, and maintained an open door to deal with Membership issues. Thom represented TWU Local 556 Flight Attendants at the TWU Executive Council Meeting in Las Vegas where Local 556 was recognized as having the highest number of new COPE

Members. Thom also reported that Local 555 President Charles Cerf had been appointed to the TWU Executive Council and will be representing Local 555 at all future meetings. Thom did the New Hire Presentation with Gayle Ross. Thom reported that the New Hire class was very appreciative of the advances the Union has made for them. Unfortunately there were very few new COPE Members. This can be attributed to the fact that Thom was unable to donate a perfect attendance pass to raffle off for new COPE Members. Thom asked EB Members to consider donating one perfect attendance pass per year to COPE to help promote new COPE Members. Thom attended the TWU Civil and Human Rights Committee Meeting following the Council Meeting in Las Vegas along with other Local 556 Members, Portia Reddick, Gwen Dunivent, and Michael McNeil. As a member of the Civil and Human Rights Steering Committee, Thom gave an informational talk about Pride at Work (PAW), an AFL-CIO constituency group fighting for equal rights for gay, lesbian, and transgendered workers. Talks were also given to provide information for Latin, Asian, African American, and Women's constituency groups. Thom reported that he is in compliance with TWU Local 556 Bylaws by flying Pairing HD15 on August 28 and 29.

Mark Torrez read the Membership Pledge of the Transport Workers Union of America.

Cuyler Thompson led the Executive Board in reciting the Pledge of Allegiance.

Brett Nevarez presented his **Officer Report** as Board Member at Large. There was no written report submitted.

Gwen Dunivent submitted the **Dallas Domicile Report**:

BIG NEWS, DALLAS!! We actually got fifty-five new Flight Attendants in DAL for October. In November, we will be going up to fourteen originators out of Dallas, so there will be even more Flight Attendants coming to our base. After such a long period of stagnation, this growth is exciting, and hopefully, indicative of what the future holds for us. Speaking of the future, very soon there will be a check-in phone installed in the terminal at Love Field outside of the security checkpoint. While this has long been a dream, base Management assures me that it will soon be a reality, in fact, the target for the installation is the first of October. Your Union will be teaming up with the base Management to inform you as soon as possible when it is up and running, and the exact location of the phone. Hopefully, this will ease some of the tension that those incredibly long lines at security have created. The Dallas Base office has new hours of operation. Sunday through Friday, the office is open from 5:00am until 10:00pm. On Saturday, the hours of operation are 5:30am until 8:00pm. Our DAL Assistant Base Manager, Jan McNutt, has resigned from Southwest Airlines, and Henry Townsend will begin interviewing to fill that position in late September. The next Membership Meeting will be Thursday, October 19th, at 10:00 am at the Holiday Inn Select, 3300 W. Mockingbird Lane, Dallas, Texas.

Jill van der Werff submitted the **Houston Domicile Report**:

Jill reported that the Scheduling Survey flyer was put in Flight Attendant mailboxes on Sept. 18th with the help of Michael McNeil. The E-mail reminder for Oct.'s Quarterly Membership Meeting was sent out the week of Sept. 3rd. The red rack and glass case are up to date, thanks to Stacy Martin for posting the 4th quarter Membership Meeting schedule.

Jill reported that she will be in the HOU lounge Mon. the 25th of September- Wed. the 27th of September to help Flight Attendants complete the Scheduling Survey. She also reported that no apparent construction has been started on the HOU lounge as of yet. The last she heard, they were still waiting on a permit in order to get started. Lastly, she reported that she is in compliance with the By-Laws by flying pairing HA11 on Aug. 27, 2006.

Susan Kern submitted the **Orlando Domicile Report**:

I've spent a great deal of time in the lounge encouraging participation in the Scheduling Survey. Most find the response choices adequate; a few have expressed ideas for alternative options that I've suggested they send to the Scheduling Committee for inclusion in subsequent surveys. The Members have repeatedly expressed their desire to eliminate 4 day pairings, and the recently released Reserve Lines with 4-day blocks are generating a great deal of upset. There has been no conversation regarding minimums in the lounge. FTR's continue to be a problem; one occurred while I was sitting next to a Member at the computer. We had a conversation about an earlier FTR she received and both discussed her checking in before we continued with our conversation, and I saw the cursor approach the check-in option but did not watch for the "successfully checked in" box. Unfortunately, the transaction/keystroke log is showing that she did not check in. Another Member informed me that he checks in on the computer at the ticket counter before going through security checkpoint, eliminating the need to check-in in the lounge. The Shop Stewards have received 2 emailed updates regarding base business; the Union Rack and Glass Case have been updated. All Union publications have been distributed.

Kyle Whiteley submitted the **Chicago Domicile Report**:

*The **Chicago Domicile Report** was presented by Kyle Whiteley. Kyle states that the first phase of construction will be completed around the middle of the month. The Flight Attendants are excited that it is almost over. The lounge is much smaller currently due to the Supervisor's Customer Support center going in. We will live in these tight quarters until July 07. The Supervisors will have new hours (until 10pm) beginning the first week of October. We have been very quiet in Chicago with regards to discipline. I sat in on two meetings and Bunkie McCarthy did one. I am still looking for more people to add as Shop Stewards and have made a few calls to get people to come to the next Chicago Membership meeting. Teri Allen will be returning to line Mid October, Simon has not named any replacements for his missing Supervisors. Red Rack and bulletin board are up to date. Kyle is in compliance with his required quarterly flying multi day pairing MH06 on Aug 20th.*

Mark Torrez submitted the **Oakland Domicile Report**:

Mark reported that since his last report he has come to consensus with his Base Manager, Doreen Warner, that file purging and file obliterating can be accomplished at the same time. She stated that both must be requested in order to remove documentation from Flight Attendants Employee files including discussion logs. He also informed Doreen that he will be instructing Flight Attendants to check in via the check in phone to try to decrease spike in the number of FTR's that have occurred since the implementation of CWA. He and Doreen will be doing a walk through of the new space to determine the best placement of the existing check in phone for convenience of commuters as well as were to put the new one

outside of security. He also reported that Supervisor Karla Carolynd is no longer with SWA. Mark continued his report by recognizing Val Lorien, Doreen Argyropolous, and Rachel Tabb for doing lounge mobilizations to promote the Scheduling Survey and added that he too had done a lounge mobilization. On a lighter note, Mark reported that new restaurants opening in the new terminal include Starbucks, California Pizza Kitchen, Gordon Birsch, Fenton's Ice Cream, Andeles Mexican Food, and a BBQ place. Mark closed his report by stating the red rack and glass case have been updated and all publications have been distributed.

Michael Broadhead submitted the **Phoenix Domicile Report**:

For August meetings in the PHX Base, representation was accomplished by:

- Shop Stewards Mark Savage and Nancy Osborne conducted one meeting each
- DEBM conducted four meetings
 - All notes were submitted to grievance staff
 - Pay has been verified for both Shop Stewards
- Wrote and submitted article for UNITY or UNITY Update
- Worked ten days in Union Office for relocation projects/tasks
- Updated Union bulletin board and red rack in PHX base

I began working on and compiling the New Hire F/A Resource book.

I had two meetings with new Base Manager in PHX with along with Asst. Base Manager for the sole purpose of getting know each other and to review general business protocols. Our new Base Manager Dave Kissman is showing signs of being a good leader in what has been a Base without a leader for many years. In my meetings with him thus far, he has been extremely fair in all matters.

Attended the regular Union meeting in PHX

- Met with one Shop Steward and one new "Designated Rep" after the regular meeting to discuss with them being used for meetings with Management. Richard Locher and Mike Foley were very receptive.

I wrote thank you notes to each Flight Attendant that attended the regular Union Meeting on August 23rd.

Put out three PHX E-Connection emails to the PHX Base.

I wrote a letter to each Shop Steward and "Designated Rep" and placed it in their mailbox and emailed it to each of them inviting them to attend a group training session and dinner to be held on October 5th. The event is designed to be a two-three hour training session/review then a working dinner to get them together as a group and get everyone up to speed on conducting meetings at the base level. I have made arrangements to conduct this meeting at a small restaurant in PHX. The event is scheduled to start at 4:00pm and conclude at 7:00pm.

Conducted my first Base Orientation on August 29th

Prepared remarks (15 minutes) to give to new hires for base orientation as well as preparing a letter with quick facts printed on card stock with their name, Employee number and Union Pin tacked to it. The new hires responded extremely well to the information presented. Handout attached.

Committee Reports

Thom McDaniel and Gwen Dunivent discussed the **Committee on Political Education** (COPE). There was no written report submitted.

Kyle Whiteley submitted the **Scheduling Committee Report**:

Kyle Whiteley is presenting the **Scheduling Committee Report** on behalf of Lisa Trafton and Brett Nevarez. We are very pleased with the additional line writers for the October Lines. The extra line writers enabled each base to be checked, and, in some cases, written twice to allow the best set of lines to be utilized. Are the lines outstanding for the month? Simple answer is no. We can write lines all day for seven days a week; however, with the higher levels of productivity being required from the Company, the lines as we have known for the past several years are over. In order to keep from hiring additional Flight Attendants, we will be running a continued average of 14.25 days worked per month. We will be running the maximum three-on, three-of lines, and there will continue to be larger numbers of four-day trips until March 2007 when we will have over 33% of our overnighting aircraft back in domicile. For the month of December, Kyle and Lisa decided that we could give up line purity in order to reduce the number of four-day trips. This means that some lines, up to 15% system-wide, could have different trips and different start days. This will lower the number of four-day trips system-wide for December, hopefully allowing more days off for Flight Attendants to have extra time with family and friends over the holiday month. This same lowering of four-days will reduce the number of four-day reserve blocks that are produced as well. Kyle looked at preliminary results from the Survey that showed Flight Attendants prefer less four-day trips (all bases, except PHX) over the same start days each week. Brendan and Tim have asked for an early copy of the Survey results so that they can prepare for line-building for next month. Lisa Trafton will get that information to them if the Board agrees to release the data early. They also have asked that we jointly put out an email from TWU and Planning to all Flight Attendants each month via Company email. This will be much like what Lisa Trafton sent the Board Members and Office Staff. While we are OK with doing this, we will not be making excuses for the pairings or lines being unfavorable. We will just be stating what happened during the line building. Thom expressed concerns that we would be making excuses for poor work on Crew Planning's part. The conversation regarding a new base is still ongoing. We attended a meeting with Brendan Conlon, Tim Chaffin and Clair Taitte, and there is no clear-cut winner with cost-savings for the Company. The average monthly cost to open a new base (TPA, BNA, MCI or LAS) for Flight Attendant schedules alone is substantial. These four test cities also did not dramatically reduce the number of four-day trips. We spoke in our meeting about the possibility of satellite bases, and I have contacted a Union Representative at American to talk to them about how their system works. That meeting is scheduled for Thursday, September 28. There is much work that would be required on our contract before a satellite base system could become reality. Satellite base cities that were tested, ABQ, AUS, SAT, STL and PHL, and results from base the base testing of TPA, BNA, MCI and LAS were being held over as possibilities for satellites. With regards to our training efforts for new Scheduling Committee Members, Gina Plebanski and Karen Amos will be observing the line building on September 28th. As a side note, the January Unity article will be focusing on what it was like pre and post 9-11 with regards to our schedules compared to now.

Kyle Whiteley submitted the **Survey Committee Report**:

*The **Survey Committee Report** is being submitted by Kyle Whiteley. As of writing this report only 22% of the Flight Attendants have taken the Survey. If you have not conducted a multi-day lounge mob, please do so quickly. I am requesting that Brendan Conlon send another CWA message to all Flight Attendants to remind them the Survey is almost over. Copies of*

the results to date are being passed around for the Board Members to view. If the Board approves, Brendan has asked that we send over the data we have collected so they can use it to work on lines for November. Please give the Survey one more big push and if you need more hours, we can work with Gayle to see if your budget was depleted for the year or if we can get some hours from the Scheduling budget.

Thom McDaniel presented the **Scholarship Committee Report** for Allyson Parker-Lauck. There was no written report submitted.

Garry Drummond, **TWU International Representative**, entered the Meeting at 1000.

The Board took a break at and reconvened at 1000 and reconvened at 1020.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Lucy White-Lehman was excused for illness.

Pat Gilmore, Co-Chair of the Critical Incident Stress Management (CISM) Team, entered the Meeting at 1020. Pat presented proposed new members to the CISM Team for Executive Board approval. Pat submitted the **CISM Committee Report**:

August was another busy month for our CISM Team. Following are the incidents that we were notified of and assisted our F/As. Calls were received from Scheduling, Supervisors and proactive Crew Members.

A/C Mechanical -1

Medical Emergency - 5

Pax Misconduct - 3

Other - 3

Turbulence -1

Death on Board - 3

RON - 1

Non-Work Related - 2

Illness of Crew Member - 2

Death of Crew Member (Not duty related) - 1

Security - 2

Garry Drummond entered the Meeting at 1045.

The Board discussed the **Southwest Airlines Care Team**.

Stacy Martin left the Meeting at 1055.

Pat Gilmore was excused from the Meeting at 1100.

Thom McDaniel was excused to participate in a conference call at 1100.

Michael Massoni left the Meeting at 1100.

Gayle Ross chaired the Meeting.

Stacy Martin returned to the Meeting at 1104.

Stacy Martin chaired the Meeting.

Michael Broadhead submitted the **Civil and Human Rights Committee Report** for Chairperson Portia Reddick-White:

On September 14, and 15, 2006 the TWU International Civil and Human Rights Department under the leadership of Chair, Sandra Burleson, held it's annual meeting. The topics discussed included: What is Civil and Human Rights, Why We Need a Civil and Human Rights Department, Constituency Group Presentations, Sexual Harassment, The Civil and Human Rights Mission Statement. On the 15th, the TWU Women's Committee was informed from various Members regarding the history, highlights, vision and various perspectives of women and their involvement with TWU. Several important and informational handouts were included in the packet: Preventing Sexual Harassment, Title VII of the Civil Rights Act of 1964, The Equal Pay Act of 1963, The Age Discrimination in Employment Act of 1967, and The Americans with Disabilities Act of 1990 (Titles I and V). This information will be instrumental in helping our Civil and Human Rights Committee in the future. In addition to the meeting, I am pleased to report that the Civil and Human Rights Committee will begin to participate within "Unity" on a regular basis. I look forward to working with all of you on the Executive Board regarding issues within your bases that can be used in creative ways to educate our Membership on various issues.

Michael Massoni returned to the Meeting at 1107.

Michael Massoni chaired the Meeting.

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

***Professional Standards** Monthly Summation for August 2006 submitted by Jean Chandler Brooks Co-chair Eastern Region (BWI,MCO,MDW,HOU)
Calls 18
Calls involving Pilots 3
Calls resolved favorably 17*

Cuyler Thompson submitted the **Professional Standards Committee Western Region Report** for Co-Chair Lorie Powell:

*Total Calls 11
Worked 10*

Cuyler Thompson submitted the **Uniform Committee Report** for Chair Karen Amos:

The Uniform Committee meeting was held in Chicago so that the Members of the Committee could tour the Cintas factory and have an understanding of the entire process that it takes to produce our uniforms. While at the factory, the Committee discussed non Customer contact issues such as the removal of the "SWA" lettering off the safety vest that Ground Ops wears so that the vest would ventilate better and not be so hot. We also discussed preliminary wear test results of tee shirts and a Tech fiber polo shirt versus a bird's eye polo for Ground Ops. The difference in the two shirts is merely fabric content. The third non Customer contact issue that was discussed was the current female pant, and the need to update the current pant. Cintas is in the process of making a pant that is similar to the cut and fabric of the new Flight Attendant pant. We addressed the Customer contact Employee uniform items which is the category that the Flight Attendants fall under. The Flight Attendants are grouped with Customer Service and Operations. We looked at the wear test time line and agreed that the initial evaluation will be the end of September. Once the data from the evaluation is gathered the Committee will review any possible changes that might be necessary and pass them on to Cintas. The new uniform pieces are very comfortable and flattering on most body types. They wrinkle considerably less than the old pieces and seem to breath well, even though the new fabric content is 65% poly and 35 % cotton (30% less cotton than the old pieces). The initial reaction to the new uniform pieces has been extremely favorable and the Flight Attendants are excited about having uniform pieces that fit better and look nicer. The Committee has agreed to work on a skirt and retire the skirt, as well as coming up with a new cardigan sweater. Logo placement was discussed and we were informed that Marketing will be responsible for the Company logo and placement of the logo on the uniform. Another topic of discussion was uniform items that are considered low usage items. The last two new hire classes were allowed to utilize their accounts to order any items they chose, where previously they were limited as to what they could order. This new procedure affected what was previously considered so called low usage items so we will monitor the new data and discuss this at the next meeting. Lauren Peck asked all current Committee Members to commit to one more year so that we are able to complete our project of rolling out new uniform meetings. Thank you for letting me stay on and finish what I started and have worked so hard on. It is greatly appreciated. I am sending a picture of some of the new pieces. I did not have a photo of the new white shirt; however, you might see it out on line as there are quite a few uniform wear testers out there in all bases. I worked on a uniform issue the other day for a Phx Flight Attendant and was surprised at the answer, so I wanted to share the issue with the Board. The issue was regarding the funding of one's uniform account. Your Cintas uniform account is updated on the first day of the month that your anniversary date falls. An example is if your anniversary date is Sept 17th, your account is funded any monies due to you on Sept. 1st. This creates a problem for those that wish to deplete their account to keep it from topping out and not receiving additional funds on one's anniversary date. The Contract language states inflight hire date anniversary; however, Denny found the Q and A that states on the first of the month. The Board might want to put this info in an FYI so that Flight Attendants don't just look at the Contract and think their account is funded on their anniversary date.

Thom McDaniel returned to the Meeting at 1118.

Thom McDaniel chaired the Meeting.

The Board discussed the proposed members to the CISM Team made by Pat Gilmore. The Board agreed that Michael Massoni would inform Pat of those Members that were not accepted.

Cuyler Thompson submitted the **Care and Concern Committee Report** for Lucy White-Lehman:

Lucy White-Lehman sent seven care and concern cards for the month of August: Lucy will take the Union plaque honoring SWA F/A's who have passed away to the sign shop during Board week. The names that will be added to the plaque are: Colleen Weathersby, Robert Woodard, Cindy Rohde, John Mullen and Sherrie Dobbins. If anyone has any additional F/A's to add to this list please let Lucy know, so their names can be added.

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

The Board went to lunch at 1155 and reconvened at 1300.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Lucy White-Lehman was excused for illness.

Garry Drummond was a guest at the Meeting.

Thom McDaniel left the Meeting at 1303.

Michael Massoni chaired the Meeting.

Denny Sebesta, **Grievance Chair**, and Grievance Staff Member Becky Parker entered the Meeting at 1307 to discuss a Grievance.

Thom McDaniel returned to the Meeting at 1315.

The Grievant entered the Meeting at 1320.

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

The Grievant and Becky Parker were excused from the Meeting at 1336.

Michael Massoni made a **motion** to table the Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

Michael Massoni left the Meeting at 1344.

Denny Sebesta submitted the **Grievance Committee Report:**

GRIEVANCE MEETINGS

Meeting August 25 – V.P. Local 555, Jerry McCrummen and Amy Thompson (FMLA Specialist) to discuss FMLA problems. Stacy Martin, Denny Sebesta and Becky Parker were present.

- Identified commonality with problems
- Discussed DOL
- Scheduled meeting with SWA FMLA Committee and V.P. Labor Relations, Joe Harris for October 13th. TWU 555, 556 and Ed Cloutman will attend.

Meeting August 30 – Director of Scheduling, Manager of Scheduling and Manager Employee Resources. Thom McDaniel and Denny were present.

- FTR's – Tech Services has added a process to identify if a Flight Attendant actually clicks on the check-in link. It can only be tracked within 7 days from the FTR. ***Management still does not believe it's an issue since they can't recreate the problem and is not willing to remove FTR's prior to Aug.22, when intrack system implemented.**
- Advance Pay on 5th and Negative balances – Only when a F/A is already in the negative will Payroll not issue an advance. This will continue until the F/A returns to the positive. This will take place in November.
- Brendan notified us that he released his "Clarification to Remove Assignments in OT" RBF. We discussed Company and Union interpretation differences on definition of "Uncovered".
- "R" labels – Scheduling Manager said same as "Z" class. She said they've used it since Crew Solver was implemented and it's for reroutes. We informed her it's the first time we've ever seen this code. We requested an updated CWA/Maestro code sheet. ***May be a policy change.**
- Brendan wants to see if we can work out a blanket remedy for Scheduling errors. Our response is every situation is different and may involve different solutions. Also, the Company doesn't believe in punitive awards.
- Continued discussion on outstanding Maestro/CWA Group Grievances. Brendan denied all 8 CWA/Maestro grievances discussed at last meeting. ***Note: We are going to schedule one additional meeting in the near future to complete our review of CWA/Maestro grievances with Brendan Conlon.**

August 31 – Prepped Arbitration Case with Garry Drummond. This was a Termination case Union position - Time limits. We did prepare the Merits of the case as well.

September 7 - Arbitration Time limits presented - Garry Chair, Denny 2nd, Gwen Dunivent 3rd. Arbitrator Allen gave a bench decision and awarded to the Company. His position is that the Company only had suspicion not knowledge when Jim Melnick sent letter to Dr. Merits of Case presented same day – Garry Chair, Gwen 2nd, Denny 3rd. The Court Reporter will have the transcript ready by Sept 22, and then Post Hearing Briefs will be sent to Arbitrator within 2 weeks. Arbitrator decision should be back by early November.

September 11 & 12 – Meeting to discuss Early Release of PHX Open Time Management -Brendan Conlon, Mike Mankin, Tim Chaffin and Cindy Nagle Union – Denny and Kathy Anderson.

*September 14 – Training for John Parrott on Contractual Grievance procedures – Kathy and Denny *He will be trained on Discipline in the near future.*

GRIEVANCES

As of Friday, September 15, the Union has a total of 84 active grievances. (August update to EB was 82 grievances).

RESERVE PASS/FLY TESTING/TRAINING UPDATE

User Acceptance Training

- *Sept 19-22 – Kimberly James and Mark Torrez will be testing the Pass/Fly program to alleviate production problems. They are scheduled for 2-days each.*

Training the Trainers

- *Oct 4 - Since many Flight Attendants recommended are on Reserve, the Union and Management agreed to wait till the Reserve awards are posted before contacting Flight Attendants. We will start calling on September 22. Also, we informed Brendan that some Flight Attendants will need to be pulled due to working on October 4th. He agreed that in order to have at least 4 Flight Attendants per base, Management may need to pull some for Training.*
- ***Tutorial Update-** Company is developing an interactive tutorial. Originally they discussed a CD to be distributed to F/A's, now they may place it on SWA Life if space is available.*

Michael Massoni returned to the Meeting at 1350.

After discussion, the Board **agreed** that Denny Sebesta would ask Karen Amos, Uniform Committee Chair, to request that the Company reissue the Read Before Fly (RBF) regarding Flight Attendant Uniform Account Balance Accrual.

Becky Parker entered the Meeting at 1412 to discuss a Grievance.

The Grievant entered the Meeting at 1440 to discuss with the Board the merits of his Grievance.

The Grievant and Becky Parker were excused at 1507.

Jill van der Werff made a **motion** to proceed on the Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board took a break at 1515 and reconvened at 1530.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Lucy White-Lehman was excused for illness.

Garry Drummond and Denny Sebesta were guests at the Meeting.

Garry Drummond addressed the Board regarding a Grievance. There was discussion.

Gwen Dunivent made a **motion** to proceed on the Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

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

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

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

Jill van der Werff made a **motion** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **did not carry**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Gayle Ross **seconded** the motion. There was discussion.

Brett Nevarez **called for the question**. Gayle Ross **seconded** the motion. The motion **carried**.

The vote on the motion on the floor **did not carry**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

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

Garry Drummond was excused at 1645.

The Board took a break at 1645 and reconvened at 1655.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Lucy White-Lehman was excused for illness.

Cuyler Thompson made a **motion** to proceed on a Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** not to proceed on a Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

Denny Sebesta presented an analysis by Mark Richard, the Local's Strategic Advisor, regarding two Group Grievances. The Board **agreed** to grant the Grievance Committee latitude to reach Settlements with the Company regarding these Grievances. The Grievance Committee will bring any Settlements back to the Executive Board for their review.

Denny Sebesta was excused at 1756.

The Board discussed potential topics of conversation for Senior Vice-President of Inflight and Provisioning Daryl Krause's visit to the Executive Board Meeting the following day.

Michael Broadhead made a **motion** to adjourn. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1805.

Wednesday September 20, 2006

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Garry Drummond, TWU International Representative, was a guest at the Meeting.

Michael Massoni was excused to make copies of the Safety Report.

The Board discussed the ongoing **TWU Local 556 Scheduling Survey**.

Michael Massoni entered the Meeting at 0845.

The Board took a break at 0855 and reconvened at 0910 with Daryl Krause and Brendon Conlon, Director of Crew Scheduling/Audit, Planning and Automation, as guests. The Board discussed with Daryl and Brendon issues affecting the TWU Local 556 Membership and the Southwest Airlines Inflight Department.

Daryl Krause and Brendon Conlon were excused at 1005.

The Board took a break at 1005 and reconvened at 1027.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Mark Torrez, Michael Broadhead and Lucy White-Lehman.

Allyson Parker-Lauck was excused for vacation.

Brett Nevarez and Kyle Whiteley were excused to attend the **Scheduling Committee Meeting**.

Garry Drummond, TWU International Representative, was a guest at the Meeting.

Michael Massoni submitted the **Safety Team Report**:

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = **6**:

<u>Report</u>	<u>Acceptance Deadline</u>
ASHDI 1297 (SECURITY)	Thu 08/31/2006
ASHDI 1312 (POOR CRM / TURBULENCE)	Thu 08/31/2006
ASHDI 1409 (SAFETY RELATED)	Tue 10/31/2006
ASHDI 1424 (BLOOD BORNE PATHOGEN)	Fri 12/08/2006
ASHDI 1423 (PROVO)	Fri 12/08/2006
ASHDI 1422 (SANITATION OR FIRSTAID EQUIP)	Sat 12/09/2006

ASHDI Incident Reports received to date:

- All Sponsor Unions / TWU = **1602+/- 150**
- Accepted Reports to date (TWU) = **117**
- See Attached Detail

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

- 08/11/06 through 09/19/06 = **86*****ALL OF 2006 to Date = **591*****
- Emergencies Declared = **19**

*The Southwest Airlines Emergency Response Department will be conducting **Go-Team Training** on Thursday, October 19, 2006 from 0800 to 1230. Members of our Go-Team are invited to participate. During the session, items to be covered are:*

- Individual Team Roles
- Logistics
- Resources Available in the Field

*We will also be participating in a follow-on training from 1230 to 1700 that will focus on Go-Teams with investigative roles. TWU Local 556 Go-Team Members will be contacted by the Safety Coordinator to verify if they will be available to attend both of these important training sessions. Southwest Airlines Inflight Training Department in conjunction with our Safety Team polled other carriers and the FAA on **“Best Practices” in the area of Flight Attendant brace positions**. Through this polling it was determined that Southwest’s F/A brace position procedures should be revised and aligned with the best practices within our industry and as recommended by FAA’s Civil Aeronautical & Space Medical Institute (CAMI). The change will more than likely take place with the next F/A manual revision. (See attached evidentiary materials) **Southwest Airlines, through Mike Van de Ven’s Office (EVP Aircraft Operations) has petitioned the US DOT** for limited exemption from 14 CFR §§ 121.391 (a), (b) as interpreted according to Flight Standards Information Bulletin for Air Transportation (“FSAT”) 01-03A and FAA Order 8400.10, vol. 3, ch.16, sec. 4, par. 2295, to the extent such interpretation: (1) requires a full complement of Flight Attendants onboard a passenger-carrying aircraft during the deplanement of passengers at an intermediate stop; and/or (2) prohibits a Pilot qualified in emergency evacuation procedures from substituting for the forward cabin Flight Attendant during the enplanement of new passengers at an intermediate stop. Southwest claims its petition for relief of this regulation “serves the public interest and poses no increased risk to aviation safety.” TWU Local 556 National Safety Coordinator is reviewing the petition to assess its overall impact on operational safety and whether official comment should be filed with the DOT. **(Petition and Federal Register filing is available for viewing)** A TWU Local 556 Safety Team has received an invitation to attend the inaugural meeting of the Global Cabin Air Quality Executive (GCAQE) to be held 5th & 6th October 2006 at the Skylane Hotel, London Gatwick Airport, to discuss and advance the debate on the issue of Cabin Air Quality. This invitation is a product of our support for the development of single means of testing for the purpose of diagnosing acute exposure to turbine oil and/or hydraulic fluids through aircraft HVAC systems. TWU International has agreed to fund air travel and accommodations for this event. **(Invitation and agenda is available for viewing)***

- **Standing / Scheduled Meetings:**

- Friday September 22, 2006 at 14:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety

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

Lucy White-Lehman presented the Baltimore Base report. BWI has been unusually quiet this month. There have not been any fact finding meetings this month. August Unity Update was received on 9/7 and distributed on 9/12. Lucy contacted several F/A’s to distribute the publication over the weekend but no one was available. Lucy was in the Lounge on 9/13 informing F/A’s about the Survey. The Scheduling Survey flyer was distributed on

9/15. Lucy reported that she has received numerous phone calls from F/A's complaining about the October reserve lines. The complaint was there were no clean 3day lines. BWI was the only base system wide to have all four day lines.

Gwen Dunivent presented the **Working Women's Committee in the ATD Report**. There was no written report submitted.

Susan Kern and Cuyler Thompson presented the **Shop Steward Sub-Committee Report**. There was no written report submitted.

Gayle Ross, Treasurer, presented the **TWU Local 556 July 2006 Financial Report**.

Gwen Dunivent made a **motion** to approve the **TWU Local 556 July 2006 Financial Report** as amended. Michael Massoni **seconded** the motion. The motion **carried**.

New Business

The Board **agreed** that Jill van der Werff would research designs for shirts to be worn by Union Officers and present them to the Board at the next scheduled Executive Board Meeting.

Stacy Martin made a **motion to table** the discussion regarding "publications". Michael Massoni **seconded** the motion. The motion **carried**.

The Executive Board counted and reconciled the ballots from **Secret Ballot Vote** conducted at the Third Membership Meeting 2006 on the motion made by Allyson Parker-Lauck and seconded by Kevin Onstead in the Second Membership Meeting 2006, *"In light of learning that the LMRDA requires that no assessment shall be levied upon Members without a majority vote by secret ballot of the Members in good standing voting at a general or Special Membership Meeting, and upon the realization that the previous vote inadvertently was not taken by secret ballot, I hereby move that the TWU Local 556 institute a Special Assessment Fee of \$2.00 per Member per month to be used only for the purpose of Contract Negotiations retroactive to May, 2005 when the fee was first collected. This motion does not create a new assessment fee, but reaffirms the existing fee and only ensures that the voting procedure is done in accordance with LMRDA-TITLE I Bill of Rights of Members of Labor Organizations (29 U.S.C. 411), SEC. 101. (a)(3) DUES, INITIATION FEES, AND ASSESSMENTS."* The Executive Board verified that 63 Members voted for the motion, 4 Members voted against it. Two ballots were returned with no vote cast. The motion **carried**.

Lucy White-Lehman was excused to meet with a Member at 1135.

The Board discussed the new Company Inflight Base position of "Specialist 1 & 2" and how it relates to the Flight Attendants and the Contract. The Board **agreed** that Thom would address the issues surrounding these new Specialists.

The Board discussed the Local's new phone system and how it could better be utilized. To improve efficiency, the Board **agreed** that Michael Massoni would make changes to the phone system to include voice prompts.

The Board **agreed** to purchase additional chairs for those offices at the Local that are lacking them.

The Board discussed the budgeting for data entry into the new **Laborsoft Grievance Database**.

The Board discussed the dynamics of the Local's Office and Grievance Staff and what could be done to improve relations and efficiency. The Board **agreed** that the Local's office personnel would receive team-building training. Thom and Gayle would decide which one.

The Board went to lunch at 1213 and reconvened at 1335.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Garry Drummond, TWU International Representative, was a guest at the Meeting.

Gayle Ross presented **Amegy Account checks** numbered 9992-10050 for Board approval.

The Board discussed Union **confidentiality**.

Thom McDaniel, Cuyler Thompson, and Mark Torrez recused themselves at 1405.

Kyle Whiteley made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion.

Lucy White-Lehman made a **motion** to conduct a Roll Call vote on the Grievance. Kyle Whiteley **seconded** the motion. The motion **did not carry**.

The motion not to proceed on the Grievance **carried**.

The Board took a break at 1535 and reconvened at 1548.

Board Members present were Thom McDaniel, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Michael Broadhead, Brett Nevarez.

Allyson Parker-Lauck was excused for vacation.

Stacy Martin and Michael Massoni were excused to meet regarding the Health Committee.

Cuyler Thompson presented the **Minutes of the August 2006 Executive Board Meeting**.

Stacy Martin and Michael Massoni returned to the Meeting at 1555.

The Board discussed again how the Recording Secretary should write the Executive Board Meeting Minutes.

Thom McDaniel was excused from the Meeting at 1615 to meet with Mark Richard.

Michael Massoni chaired the Meeting.

Thom McDaniel returned to the Meeting as Chair at 1624.

The Board **agreed** that for improved clarity, future Committee and Officer Reports would be included in the body of the Executive Board Meeting Minutes as submitted. The Board **agreed** that Cuyler would revise the July and August Executive Board Meeting Minutes to reflect this change and present them for approval at the October Executive Board Meeting.

Correspondence

Thom McDaniel presented 13 pieces of correspondence.

The Board **agreed** not to pay the Political Assessment Fee as billed to us by the Arizona AFL-CIO.

The Board **agreed** not to contribute to the Dallas AFL-CIO's "Get Out the Vote" Campaign as they had requested.

The Board **agreed** to extend the October Executive Board Meeting to four days to include a full-day discussion on the **2006-2007 TWU Local 556 Budget** and a day of training for the Local's new Laborsoft Grievance Database.

The Board discussed potential remedies about which to approach the Company to reduce the documented increase in Failure to Reports (FTRs). The Board **agreed** that Gwen Dunivent would approach Brendon Conlon with a request to include a pop-up reminder to check-in when a Flight Attendant logs on to a computer in the Flight Attendant Lounge.

Cuyler Thompson made a **motion** to donate \$100 to the Dallas AFL-CIO 1st Annual Golf Tournament. Susan Kern **seconded** the motion. The motion **carried**.

Michael Broadhead reported to the Board that Flight Attendants who were hired between 7/25/04 and 7/25/05 did not receive their annual pay raises for the month of August 2006 and will receive a check from the Company during the next few weeks.

The Board discussed Member complaints submitted to the Department of Labor regarding the last Executive Board Officer elections.

The Board discussed the award of the Shanna Martin Memorial Scholarship. All applicants will be notified in writing.

The Board discussed the **Southwest Airlines Pilots Association** (SWAPA) and the recent opening of their contract for negotiations. The Board agreed that Thom McDaniel would draft a resolution in support of SWAPA and their negotiations.

Brett Nevarez made a **motion** to adjourn. Michael Broadhead **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1752.

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

Cuyler Thompson
Recording Secretary

Thom McDaniel
President