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

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Executive Board Meetings
October 11, 12, 13, 2004
Synopsis

Monday, October 11, 2004
Thom McDaniel called the meeting to order at 1447.

Officers present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Mike Sims, Mike McCarthy and Mark Torrez.

Kathy Anderson was excused due to Medical Leave. Allyson Parker-Lauck was in transit.
Karen Amos was excused to conduct a Fact Finding meeting in the Dallas Base. Stacy Martin was excused due to vacation. Bill Bernal and Jimmy West were excused to do work for the AFL-CIO. Lucy White- Lehman was in transit.

Mike Sims acted as Recording Secretary.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that there was only one incident in the Dallas Base in the last month. The incident generated two meetings; however, no discipline was issued but the matter may continue to People Services. Karen informed the Board that Flight Attendants are extremely agitated that Scheduling is rescheduling them and placing them on unscheduled overnights. Karen stated the importance of the Membership feeling confident that their Union is behind them. Karen reported that the Union Red Rack and Glass Case are updated and that all Union related publications have been distributed in a timely manner.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that a big push for Voter registration went on all month long in Chicago. Along with helping Members get registered to vote in their various states and counties, a huge number of potential voters were educated in the absentee voting process. Many Members asked questions on which candidates the Union was supporting. Mike fielded these questions by expressing that the concern was more with getting Members to vote, not who they voted for. He also explained to them how their registering and voting was a huge voice for us getting in to see Senators and Congress Members during the Contract fight. Mike explained that the numbers of Local 556 Members that were active in the voting process help get the backing that needed to get in the doors of the key power players on Capital Hill. Along with the voter registration, Mike ensured that all Flight Attendants were aware of the up coming Flight Attendant certification that would be taking place on-line at SWALIFE.com. The privacy questions came up again and again; Mike assured Members the privacy questions would not be too invasive. Mike informed the Board that there have been over 12 meetings with Management, most resulting in no discipline or in a reduction of previously issued discipline. High point totals remain the primary reason for meetings. Mike informed the Board that crime has been on the rise around the airport and unfortunately a few Flight Attendants have been victims. A group Flight Attendants is organizing a walk together program to and from the crash pads. They are also getting together a group for a self defense course in the next coming months. Mike spoke with Base Manager Simon Reid and Simon has had the lock box behind the ticket counter reinstalled for storage of pepper spray before the security check point. Mike has also taken time to visit with Lieutenant Sullivan of the Chicago Police Department. He assured Mike that patrols would be increased and also urged the concerned members to come to the next CAPS (Citizens Assisting Police) meeting in mid October. The Chicago Base is currently without an Assistant Base Manager and Jean Worker has returned to flying the line. Mike reported that the parking problems have settled down and the buses have been running very close to schedule. Mike added that the ATA rumors are just that, nothing that can be considered credible at this time.

Mark Torrez presented the **Oakland Domicile** report. Mark began his report by thanking the Board for sending him to the TWU Civil and Human Right/Women's Committee meeting in Los Angeles. He stated that he learned a great deal at this

event and was glad to represent Local 556 alongside Gwen Dunivent and Thom McDaniel. He continued by stating that although he has not done Lounge Mobilizations to encourage new voter registration, there are informational materials available in the Union Red Rack in the Oakland lounge. The next topic Mark mentioned was the 4th Quarter Membership Meeting held on October 7th. He stated that there were only two Flight Attendants present but the meeting went smoothly. Mark did say that he went to the Flight Attendant lounge to gather more people, but no one in the lounge seemed to respond.
However, Mark would like to thank several members of the Oakland Membership for their continued support of Local 556. He would like to specifically thank Mark Riley, Theresa Price, and Shannon Whitmore for helping to pass out Union materials. Regarding discipline, Mark stated that although there has been a significant rise in incidents in Oakland, the amount is still manageable. Of his last three meetings, one has resulted in no discipline, one in a 30 day suspension, and one in a termination. Mark stated that Oakland continues to be a great base to work.

Lucy White-Lehman entered the meeting at 1515.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy attended the Base Orientation on September 28 and received a lot of good questions from the internal New Hires. She was glad to see that many were wearing their Union pins. Lucy conducted voter registration in the Lounge on October 9 and 10th. Lucy informed the Board that in Maryland, October 12th is the last day to register for the upcoming elections. Lucy reported that she received an excellent response from Flight Attendants and she supplied the Flight Attendants with absentee ballot instructions. Lucy informed the Board that BWI Inflight Supervisor, Deanna Holland-Benez, resigned effective immediately on October 28th. She decided to pursue other interests. Deanna opened up the Baltimore Inflight base in 1998 and started as a Customer Service Agent in 1996. Lucy informed the Board that there have been several Probationary terminations recently. Management is really coming down on Probationary Flight Attendants in Baltimore. Lucy stated that policy states that under no circumstances whatsoever can a Probationary Flight Attendants have a suspension during their first six months. Lucy cited an example of the Company's exercising this policy.

Jimmy West submitted the **Orlando Domicile** report. Jimmy reported that the Flight Attendants in Orlando seem to be happy with the new Contract with the exception of how certain parts of the Contract are being implemented. Jimmy has had several meetings with Flight Attendants who are being questioned about their sick calls during the hurricanes, but none of these Flight Attendants have received discipline. Jimmy reported that he worked on one termination attributed to sexual harassment and another meeting this past Friday for sexual harassment and he is currently waiting on the outcome. Jimmy suggested that one area of concern is the method the Company is now paying Flight Attendants for mandatory meetings. The Company refused to pay a Flight Attendant 4 TFP for a meeting she flew in for in September (she commutes from BNA). The Flight Attendant had her trip in give away and it was picked up the night before the meeting but she still flew to Orlando for a mandatory file review. The Company's position was it was a meeting scheduled before a trip, and therefore although she gave away the trip, she was only entitled to 1 TFP. After much arguing back and forth, Jim Melnick agreed to pay her the 4 TFP. Please make sure before you leave a meeting, you confirm the pay for the Flight Attendant for their meeting. Jimmy reported that the election work he is doing is going well and are on target after working 6 days a week, 10-12 hours a day

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. The schedule remains aggressive and there will be two cases presented to Board of Adjustments this month, and at least one going next month. Mike reported that the primary reason for Flight Attendant terminations is attendance. Mike reported on upcoming Board of Adjustments and Arbitrations. Mike updated the Board on the ongoing Contract violations being committed by the Company. 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.

Michael Massoni made a motion to purchase 20,000 TWU bag tags. Lucy White-Lehman seconded the motion. The motion **carried**.

The **Professional Standards Committee** report was presented for Jean Chandler- Co Chair Eastern Division. Jean reported that in September:

- Referrals received-9
- Resolved favorably-7
- Referrals involving Pilot group-1

Jean reported that the interview process for new recruits is complete. November 11, 2004 will be the training date for the new recruits. The additional volunteers will ensure this committee's ability to meet the Company's growth.

The **Professional Standards** Quarterly Report: 4/04-6/04 was presented for Lorie Powell. Lorie reported that

- Total Calls: 29
- Referral worked: 20
- Referrals resolved favorably: 27
- Referrals involving Pilots: 5
- Referrals received then gone to mgmt: 1
- Unresolved: 1

Michael Broadhead's recommendations for the Professional Standards Committee **were presented at this time. Michael suggested the following:**

- **The distribution of the new Professional Standards Training Guides to SWA Headquarters, Base Managers and Union Office**
- **Booking the conference room at Headquarters for the training seminar**
- **Ensure that a list of newly selected committee members has been copied to Michael Massoni and Tammye Walker-Jones for review and approval**
- **Increase Professional Standards Committee budget due to Membership growth**
- **Guest speakers and attendees**
- **Development of the agenda**

Thomas Mitchell reported on the **New Hire** class. Currently there are 107 in class and they are all Internals.

Thom McDaniel read the **Civil and Human Rights Committee** report out loud to the Board.

Portia Reddick has resigned as the chairperson of the Civil and Human Rights Committee to accept a position as an International Representative.

The Board agreed to ask Deborah Danish and Karla Kozak to co-chair the Civil and Human Rights Committee.

Thom McDaniel delivered the **COPE** report.

Allyson Parker-Lauck entered the meeting at 1630.

Karen Amos entered the meeting at 1630.

CISM members Sheri Hightower Brenda Brown, Kathy Cornwell, Pat Gilmore, Chris Watson and BR Ricks addressed the Board in person along with Janet Dean software consultant from 'CISMCARE' on conference call.

BR Ricks and Pat Gilmour will now be Chairs for the CISM Committee. Sheri Hightower is stepping down after eleven years of service.

Sheri Hightower provided a proposal for the 2005 CISM budget.

Sheri Hightower and the CISM group were excused at 1709.

The CISM team was excused at 1709.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that the October issue of UNITY has gone to the printer and should be delivered and distributed around October 20. Meeting deadlines continue to be an issue for Union publications. She discussed options for notifications of deadlines to help those who contribute articles remember the deadlines. Allyson addressed the concern that obtaining material for UNITY Update has been difficult. Most authors who regularly submit material for publications want their pieces published in UNITY Magazine, making it difficult to have enough material for the 4-page UNITY Update that is distributed monthly between the quarterly UNITY Magazine issues. She discussed her opinion that it is important to provide the Membership with monthly communication. The upcoming deadlines for the next few months of Union publications are as follows:

- October 25 – Deadline for the November UNITY Update Newsletter.
- November 25 – Deadline for the December UNITY Update Newsletter

- December 10 – Deadline for the January UNITY Magazine

Lucy White-Lehman motioned to adjourn. Mike Sims seconded the motion. The motion **carried.**

The meeting was adjourned.

Tuesday, October 12, 2004
Thom McDaniel called the meeting to order at 0840.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Mike Sims, Allyson Parker-Lauck, Karen Amos, Mike McCarthy Mark Torrez and Lucy White-Lehman.

Kathy Anderson was excused due to Medical Leave. Stacy Martin was excused due to vacation. Bill Bernal and Jimmy West were excused to do work for the AFL-CIO.

Thom McDaniel was excused at 0845 for meeting with Colleen Barrett. Michael Massoni chaired the meeting.

Mike Sims acted as Recording Secretary.

Michael Massoni and Marcy Vinyard were excused for an Emergency Drill at 0941.

The Board took a break.

Thom McDaniel continued to chair the meeting at 1000.

Michael Massoni called in at 1019 to activate the Go Team for Emergency Response Drill.

The Board reviewed a grievance.

Thom McDaniel updated the Board on his meeting with Colleen Barrett.

Thom McDaniel updated the Executive Board on the matter of allowing Flight Attendants to load their trips in to the Give Away box prior to the 22nd of the month when Open Time is released. (Article 12.3 of the Contract.)

Thom McDaniel updated the Board on the details on the upcoming Executive Board Strategic Planning Retreat scheduled November.

The Board reviewed 3 grievances.

Lucy White made a motion to adjourn to take care of business in the office. Karen Amos seconded the motion. The motion **carried**.

The Board adjourned at 1100 to do work in the office.

Wednesday, October 13, 2004
Thom McDaniel called the meeting to order at 0900.

Officers present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Mike Sims, Allyson Parker-Lauck, Mike McCarthy, Mark Torrez, and Lucy White-Lehman.

Thomas Mitchell was excused to complete the treasury report.

Kathy Anderson was excused due to Medical Leave.

Karen Amos was excused to conduct a Fact Finding meeting at the Dallas Base.

Stacy Martin was excused due to vacation.

Bill Bernal and Jimmy West were excused to do work for the AFL-CIO.

Mike Sims acted as Recording Secretary.

Michael Massoni recapped the emergency response drill that took place with the Company and Union yesterday. He will be meeting with the Company to go over the drill and work through the operational and communication issues that took place.

Mike Sims made a motion to train Mark Torrez and Kathy Anderson on software and production techniques for publications. Mike McCarthy seconded the motion. The motion **carried**.

The Board reviewed Jannah Dalak's letter to the Executive Board regarding Union issued Positive Space passes issued for Board of Election business.

Mike Sims will create a policy for issuing passes. The Board agreed to respond to Jannah Dalak in writing.

The Board reviewed ideas for articles for future Union publications.

Allyson Parker-Lauck informed the Board that there has been a major change in the SWA flight schedule which will make it more difficult for the West Coast Officers to arrive by meeting start time the first day of Executive Board meetings. The Board agreed to continue these discussions at the next meeting of the Board.

Cindy Ritner presented the **Scheduling Committee** report via conference call at 1100.

A grievant entered the meeting at 1130 to address the Board.

The grievant was excused at 1130.

The Board reviewed the grievance.

A grievant entered the meeting at 1200 to address the Board.

The grievant was excused at 1200.

The Board reviewed the grievance.

Thomas Mitchell presented the May 2004 Financial Report for approval. Mike McCarthy made a motion to approve. Lucy White-Lehman seconded the motion. The motion **carried**.

Thomas Mitchell will conduct a feasibility study on shredding.

Thomas Mitchell will research companies who will shred confidential documents for the Local now that Southwest Airlines has discontinued their service.

The meeting adjourned at 1530.

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