



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

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**Executive Board Meetings
October 8, 9 & 10, 2006
SYNOPSIS**

Monday October 8, 2006

Thom McDaniel called the Meeting to order at 0830.

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, Allyson Parker-Lauck, and Brett Nevarez.

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

Thom McDaniel led the Board in reciting the Pledge of Allegiance.

Allyson Parker-Lauck read the TWU International Membership Pledge.

The Board discussed the **TWU Local 556 Operating Budget for the 2006-2007 Fiscal Year.**

Denny Sebesta entered the Meeting at 0945 to discuss the proposed Grievance Committee Budget.

Denny Sebesta was excused from the Meeting at 1000.

The Board took a break 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, Allyson Parker-Lauck, and Brett Nevarez.

Lucy White-Lehman was excused to attend a meeting with a Member.

Garry Drummond, the Local's International Representative and International Vice-President, was a guest at the Meeting.

The Board continued to discuss the TWU Local 556 Operating Budget for the 2006-2007 Fiscal Year.

The Board took a break at 1200 and reconvened at 1330.

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, Allyson Parker-Lauck, and Brett Nevarez.

Lucy White-Lehman was excused to attend a meeting with a Member.

Garry Drummond was a guest at the Meeting.

The Board continued to discuss the TWU Local 556 Operating Budget for the 2006-2007 Fiscal Year.

The Board took a break at 1440 and reconvened at 1500.

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, Allyson Parker-Lauck, and Brett Nevarez.

Lucy White-Lehman was excused to attend a meeting with a Member.

Garry Drummond was a guest at the Meeting.

The Board continued to discuss the TWU Local 556 Operating Budget for the 2006-2007 Fiscal Year.

The Board took a break while waiting for information necessary to continue the discussion and reconvened at 1555.

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, Allyson Parker-Lauck, and Brett Nevarez.

Lucy White-Lehman was excused to attend a meeting with a Member.

The Board continued to discuss the TWU Local 556 Operating Budget for the 2006-2007 Fiscal Year.

Allyson Parker-Lauck made a **motion** to approve the proposed budget as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board discussed potential topics of conversation for the following day's visit from Company representatives Naomi Hudson and Brendan Conlon. The Board agreed to discuss "trip dipping" and Inflight Scheduling hiding uncovered trips, not placing them in Open Time, the TWU Scheduling Survey results, Flight Attendants turning in Doctor's notes to non-supervisory Company office staff, the new position of "Specialist" at the Inflight Base level and Flight Attendant staffing for the holidays.

Cuyler Thompson made a **motion** to adjourn. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1655.

Tuesday October 10, 2006

Thom McDaniel called the Meeting to order at 0845.

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

Garry Drummond was a guest at the Meeting.

Naomi Hudson, Senior Director Employee Resources and Base Operations, and Brendan Conlon, Director Crew Scheduling/Audit, Planning/Automation, were guests at the Meeting.

Brendan submitted to the Board for review the new Flight Attendant Information sheet that Operations (OPS) Agents will be presenting to the "A" Flight Attendant before boarding each flight, much like the paperwork that pilots receive from the agent. Brendan discussed with the Board a new feature that will be implemented with the newest release of CSS to try to curtail the recent increase in FTR's (Failure to Report). Flight Attendants will be given a confirmation number after they check in on the computer for verification purposes if a question arises. Every time a Flight Attendant logs on to the computer within two hours of their scheduled check-in, they will be prompted to check in by a pop-up message. The Company is working to install check-in phones outside of security at all bases except Baltimore. The Board discussed with Naomi the changing roles and histories of the Inflight Supervisors. Naomi stated that contractually, when turning in a doctor's note at the Base, a Supervisor or Base Manager must deem the Doctor's note valid or invalid while in the presence of the Flight Attendant or the note is, by default, valid. Naomi will research the new process of Flight Attendants calling in on the "FMLA Line" to leave a message as to whether a sick call is to be deemed FMLA or not. Naomi stated that beginning December 1st, the Inflight Offices at all bases will be open from the first check-in until 2200, daily. Naomi will copy Lucy White-Lehman, the Local's Care and Concern Committee Chair, on Flight Attendant deaths or deaths in the family so that she may send the appropriate condolences. Brendan reported that implementation of the new Pass/Fly system is on schedule to be working on the night of October 18 for the November schedule.

Naomi Hudson and Brendan Conlon were excused at 0940.

The Board took a break at 0940 and reconvened at 0957.

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

Garry Drummond was a guest at the Meeting.

Thom McDaniel presented the **COPE Committee Report**. There was no written report submitted.

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

Kyle Whiteley presented the Scheduling Committee report on behalf of Lisa Trafton and Brett Nevarez. The Committee Members attended a meeting last month with Brendan, Tim and Brent with regards to the December schedules. At the conclusion of the meeting an agreement was reached to run two sets of schedules for the month of December. One schedule would be at our

current level of 18% 4-day trips the other schedule at a 5% level. Both sets of schedules were planned to be ran and built as if being prepared for the Membership to bid. The plan was for us to pick the set of schedules our Membership would prefer, knowing that the reduced 4-day pairings would create 10-15% more impure lines during a major holiday month. When Congress passed the legislation to end the Wright Amendment, all computer resources were redirected to generate different sets of schedules, one with the Wright Amendment remaining in place, and the other with the changes allowed under the new bill. These two Wright Amendment schedules are being run with a goal of low 4-day trips. Lisa expressed to Kyle that we should see between 6 and 7% 4-days, 10% 2-days, 5% turns and the remainder of the pairings will be 3-days. There are 6 schedule changes that affect the lines for December and until the lines are built, there is no way to see how many trips will have the holiday off. Kyle went on to explain that the Company sees a savings in cost when they generate a schedule with 4-days remaining below 7%. The savings comes from the reserve guarantee being 102 TFP with 4-days compared to a reserve line that pays 78 TFP using 3-day trips. The November Line writing was delayed for a week due to the computer system not covering approximately 650 flights over the Thanksgiving holiday week schedule. We were able to get all of our Line Writers notified and rescheduled for the building of our primary lines. A problem arose after the building of lines due to an ongoing grievance, as we had some bases lines built with more than one 48 hour block off. When the lines were rewritten the changes created yet another problem by us going under 35% of weekends off. Tim and Brendan allowed us to leave some pairings in Open Time to return to the 35% weekends off. The Scheduling Committee will be reevaluating the Scheduling Policy that limits the number of 48 hour blocks off. Due to the fact the line writing was moved, none of the line building observers were able to attend. We have 1 person scheduled to attend VR line writing on Friday and 3 are scheduled for primary line writing on the 26th.

*Schedule changes for the month of December: New Aircraft and Holiday Schedules
Transition from November until the 4th*

December 4 – December 11

December 11 – December 16

December 16 – December 20

December 20- December 26

December 26 – January 2

Stacy Martin presented the **Health Committee Report**. There was no written report submitted.

The Board discussed FMLA and the recent changes to the approval process for Intermittent FMLA implemented by the Company.

Gayle Ross and Thom McDaniel were excused to address the New Hire Training Class #127 at Company Headquarters.

Michael Massoni chaired the Meeting.

The Board took a break at 1032 and reconvened at 1040.

Board Members present were Michael Massoni, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Lucy White-Lehman, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Gayle Ross and Thom McDaniel were excused to address the New Hire Training Class #127 at Company Headquarters.

Garry Drummond was a guest at the Meeting.

Michael Massoni chaired the Meeting.

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

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

Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 7:

<i>Report</i>	<i>Acceptance Deadline</i>
<i>ASHDI 1297 (SECURITY)</i>	<i>Thu 10/13/2006</i>
<i>ASHDI 1312 (POOR CRM / TURBULENCE)</i>	<i>Thu 10/13/2006</i>
<i>ASHDI 1378 (CARRY-ON LUGGAGE-FAR)</i>	<i>Fri 10/13/2006</i>
<i>ASHDI 1409 (SAFETY RELATED)</i>	<i>Tue 10/31/2006</i>
<i>ASHDI 1424 (BLOOD BORNE PATHOGEN)</i>	<i>Fri 12/08/2006</i>
<i>ASHDI 1423 (PROVO)</i>	<i>Fri 12/08/2006</i>
<i>ASHDI 1422 (SANITATION OF FIRST AID EQUIP)</i>	<i>Sat 12/09/2006</i>

ASHDI Incident Reports received to date:

All Sponsor Unions / TWU = 1670+ / 160

Accepted Reports to date (TWU) = 117

See Attached Detail

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

*09/19/06 through 10/07/06 = 44 ***ALL OF 2006 to Date = 635****

Emergencies Declared = 10

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

Members who attend will also be participating in a follow-on training from 1230 to 1700 that will focus on investigative roles in a response. 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.

TWU Local 556 National Safety Coordinator, Michael Massoni attended the inaugural meeting of the Global Cabin Air Quality Executive (GCAQE) in London on October 5th and 6th. Michael represented both Local 556 and our International (who funded the trip in its entirety). Through this inaugural meeting of the GCAQE the group was able to define itself and its objective as: A global coalition of health and safety advocates committed to raising awareness of the effects of contaminated cabin air with crewmembers, the public and regulators. Educate all as to the physical signs, physiological effects, and long term health ramifications to exposure. And finally, to promote change within our industry to ensure the safest cabin air possible for crew and the traveling public. Objective goals met were:

Defined the GCAQE and its purpose

Identified and allocated human resources amongst participants

Identified potential financial resources to fund objectives and goals

Concurred and appointed Co-Chairs of the executive

Appointed and directed appropriate task groups within the executive

Exchanged information and coordinated its use for the collective

Set date for the second meeting of the executive (March 7th & 8th, 2007)

Created a website for the executive

Updated all participants on progress and status of the UW TCP Exposure Program (TCP/VOC Blood Test)

Charter Members of the GCAQE include:

Australian and International Pilots Association (AIPA)

Air France Cabin Crew (CFDT/ETF)

Association of Flight Attendants (AFA)

Australian Federation of Air Pilots (AFAP)

Airline Pilots Association (ALPA)

Aviation Organophosphate Information Site (AOPIS)

Allied Pilots Association (APA)

British Airline Pilots Association (BALPA)

Canadian Union of Public Employees (CUPE)

International Brotherhood of Teamsters (IBT)

Norwegian Pilots Union (NSF)

SAS Cabin Crew

Smiths Detection Systems

Swedish Airline Pilots Association (SWEALPA)

Norwegian Union of Energy Workers (SAFE)

British Airways Cabin Crew (TGWU)

Transport Workers Union of America (TWU)

University of Washington

With the approval of the leadership for these organizations, the GCAQE would like to coordinate and/or harmonize under GCAQE, efforts of other cabin air quality related groups E.G.:

ASHRAE/BSR, ITCAQ, etc... GCAQE would also like permission from these parent organizations to use their logos on the executive's website and other promotional materials (discussion item).

Standing / Scheduled Meetings:

Friday October 13, 2006 at 14:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety

Monday & Tuesday October 16th & 17th, 2006 - Technical Review Meeting RE: WN1248, Washington, DC.

Allyson Parker-Lauck submitted the **Scholarship Committee Report**:

This year we had no applicants for the Paul Gaynor Scholarship, but due to Stacy Martin's generosity in offering to match the \$1,500 Shanna M. Martin Scholarship, we awarded two winners for the Shanna M. Martin Scholarship. They were Trevor Metzger, son of BWI Flight Attendant Jackie Metzger and Alyson Dunivent, daughter of Dallas Flight Attendant Gwen Dunivent. Letters have been sent to all applicants, and the winners were announced in the October issue of UNITY.

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

<i>Total Calls</i>	<i>11</i>
<i>Worked</i>	<i>9</i>
<i>Involving Pilot</i>	<i>1</i>

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

PROFESSIONAL STANDARDS Monthly Summary for September 2006. Submitted by Jean Chandler Brooks, Co-chair Eastern Division (BWI, MDW, HOU, MCO)

Calls 12

Calls involving pilots 2

Calls resolved favorably 11

We continue to receive calls regarding money collection on trips that the Flight Attendants don't pay within a reasonable time. This is an area the committee does not get involved, so a reminder in UNITY would be helpful.

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

The Uniform Committee met in September and discussed the wear test items that were received in August. Feedback and comments regarding the new uniform items were recorded and will continue to be addressed. The Committee is working with the Marketing Department on the logo placement and Cintas will be bringing new logo designs and logo placement samples to the next meeting. A wear test evaluation was completed by all committee members and submitted to Wendy Darnell and Suzanne Ferrari on October 1, 2006. The results of the evaluation will be reviewed at the December Meeting. Also being monitored at this time are low usage items so that it may be determined if there are any items that need to be retired. The next Uniform Committee meeting is December 6, 2006.

Allyson Parker-Lauck submitted the **Publications Committee Report**:

Allyson Parker-Lauck reported that the October issue of UNITY is currently at the printer and should be delivered in 10 days. Allyson will be sending the new stationery and business card design to the printer this week. The Board discussed themes and articles for upcoming issues of UNITY Magazine.

Garry Drummond reported to the Board that TWU International would be participating in the Houston Martin Luther King celebration January 11-13, 2007 and would like participation from our Local.

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

Lucy White-Lehman sent three care and concern cards for the month of September. The union plaque honoring deceased SWA F/A's has been updated. The plaque was taken to The Sign Shop on 9/20 to be engraved. There were eleven F/A's names that were added. The F/A's names added to the plaque were: Janet Gordon, Dino Vaccaro, Lynn Rodgers, Sean Rodgers, Sean Robertson, Gale LeFleur, Robert Woodard, Cindy Rhode, John Mullen, Sherrie Dobbins, Camille Jenkins and Wendy Lingman.

Michael Massoni left the Meeting at 1124.

Stacy Martin chaired the Meeting.

Brett Nevarez presented the **Drug and Alcohol Committee Report**. There was no written report submitted.

Kyle Whiteley presented the **Survey Committee Report**. Kyle reported on the results from the recently concluded Scheduling Survey. The Board **agreed** to post the results of the survey on the TWU Local 556 website.

Michael Massoni returned to the Meeting as Chair at 1145.

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

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

Michael Massoni reported to the Board that there would be no typical Executive Board Business done at the November Executive Board Strategic Planning Retreat.

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

The Board agreed that Stacy Martin, Susan Kern and Cuyler Thompson would research potential meeting and lodging facilities in which to host the Shop Steward Training scheduled for November 15 & 16, 2006.

There was discussion about the upcoming Shop Steward Elections and Training.

The Board went to lunch at 1209 and reconvened at 1340.

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

Garry Drummond was a guest at the Meeting.

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

Thom McDaniel reported that he has continued to support the Grievance Team, Executive Board, and Membership in many areas. On September 23, Thom did an interview on The Jerry Wade Show discussing the various aspects of travel and the overall airport experience for customers. The show was rebroadcast on September 30. Thom has participated in numerous meetings with Denny Sebesta to try to resolve outstanding grievances and also met separately to discuss Maestro, CWA, and Scheduling grievances. There has been some success in these areas, however there is still strong disagreement over the intent and practice of the Contract and those cases are being prepped for arbitration. Thom and Denny also met with Members of the SWAPA Negotiating and Contract Administration Teams to discuss issues that TWU Local 556 and SWAPA can collaborate on in grievance handling. Thom will be facilitating a team building training class called "The Five Dysfunctions of a Team" for the Grievance Team over the next few weeks as approved by the Executive Board. Mark Richard will be facilitating the same team building class at the EB Strategic Planning Session. Thom passed out the books to the EB. Thom reported that he and Gayle received an excellent response from the New Hire Class and they were very grateful for the dinner thrown by the EB. There was a very high participation in COPE thanks to a pink pass that was donated by Stacy Martin and raffled off for all new COPE Members in the class. Thom reported that International President Jim Little and ATD Director Gary Yingst stopped by to see the new office on September 8. They were warmly greeted by our Grievance

Team and were impressed with the new office space. Thom attended a Step 2 hearing for a grievant on October 2 and a Fact Finding meeting for a FA in Houston on October 6. Thom McDaniel and Denny Sebesta represented TWU Local 556 at the SWA Labor Summit on October 3 at the SWAPA Headquarters. Also in attendance were SWAPA, TWU Local 555, IBT, IAM, and SAEA. There was discussion over SWAPA's Section 6 Negotiations as well as FMLA and staffing problems in Local 555 and the IAM. The Labor Summit agreed to request a meeting with Gary Kelly to address these issues as they have a negative impact on the SWA Culture. The next meeting of the SWA Labor Summit will be January 16 at the SWAPA Headquarters and will be hosted by SAEA. Thom will be attending Membership Meetings for the next two weeks. Thom will also be attending the SWA Quarterly Labor Briefing on October 19. Thom is in the process of finalizing plans with Mark Richard and Camp for All on the EB Strategic Session to be held November 6-9. Thom will update the Executive Board as soon as plans are final.

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

The Board discussed a potential article for **UNITY** highlighting recent scheduling issues.

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

Lucy White-Lehman presented the Baltimore Base Report. BWI has been unusually quiet again this month. There have only been 2 fact finding meetings scheduled this month. Interviews started last week for the BWI Asst. Manager position. The position is expected to be filled by the end of the year. Lucy attended New Hire Base Orientation on 9/26 and distributed New Hire welcome cards and union pins. September UNITY Update still has not arrived in BWI as of 10/9. BWI cargo was contacted on 10/9 and they have no shipments in at this time in the warehouse. Lucy also 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 3 day lines. These complaints were passed on to the TWU scheduling committee.

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

BIG NEWS, DALLAS!! We actually got fifty-five new flight attendants in DAL for October. And 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. We will hopefully have some results from the Scheduling Survey to share with you at that time, so please make an effort to attend. I know in my heart that by the time you read this, every single one of you will have

participated in the survey, so that your voice will be heard. The move of the Union office is finally complete, and I want to thank everyone for their patience and support during the transition. We are still very close to Love Field, just a block off of Mockingbird at 7929 Brookriver Drive, Suite 750. Please feel free to come by and see the new space. We hope to have an Open House before the end of the year, so I will keep you posted. I now have a direct line that rings at my desk which is 214-640-4309. Please call me or e-mail me at gdunivent@twuatd.org anytime with comments, concerns, or just to say hello.

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

Jill reported that the HOU Base will be getting New Hire Flight Attendants for the first time in many years! The base orientation is scheduled for Oct. 24th, and the Sup. Of Operations, Brian Ridgeway, will be holding the meeting. She has contacted Brian to let him know that she expects to be included in the New Hire Orientation. She has typed up Welcome Letters for both the New Hires and for the Flight Attendants who transfer to HOU from other bases and will place those in Flight Attendant mailboxes at the appropriate time. She has sent out an Email to the group of Flight Attendants wishing to receive a Quarterly Meeting reminder. Jill also reported that she hadn't done any meetings and hadn't been notified that anyone else was doing any meetings in HOU, so it feels as though it is quiet in the base. Management still hasn't notified Jill of any Safety Meetings held in the domicile. Construction has begun on the HOU in-flight Offices and is projected to be completed sometime in Nov. The Glass Case and Red Rack are up to date and she is in compliance with the by-laws by flying pairing HA11 on Aug. 22nd.

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

Susan Kern reported that MCO has been fairly quiet of late, with the exception of the FTR's that keep occurring. During a recent Step 2 hearing regarding an FTR, as the transaction log was being read, she noted a reference to the flight attendant "checking messages". Given messages are automatically displayed upon signing into CWA, she questioned why someone would check their messages. The grievant stated she had not checked messages, as there were none, and it was discussed that perhaps this is a glitch in the software that randomly impacts check-in. Susan reported this information to Catherine in the Union Office and she will be researching other transaction logs to determine if there is a pattern. Helen Hancock stated her commitment to uncovering the cause of the unprecedented number of FTR's, asked the grievant which computer she had been using, and explained the efforts she's been taking to track the problem from a hardware perspective. MCO is still being encouraged to check-in using the check-in phone. MCO had a 49% response rate to the recently closed survey, which is partly the result of Bobbie Celmer's concerted effort to encourage participation whenever she checked in for a trip. Susan also reported that she has recently received Bobbie's letter of resignation from the Shop Steward program. Construction on the lounge has been delayed for an undetermined period due to electrical issues. Inspections are being conducted to ensure that the installation of additional computers will not overtax the air conditioners, as there have been problems in the past with the lounge air conditioning. The blueprints are displayed on the glass window in the office, and essentially there is no additional space being allotted to the lounge, just a repurposing of the existing area. The Glass Case and Union Rack are up to date, and all Union Publications have been distributed.

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

Kyle Whiteley presented the Chicago Base Report to the Board. Kyle once again updated the board on the status of construction and the new extended office hours of the supervisors. He also informed the board that Simon Reid had notified him that he would not be providing notices of flight attendant or their family member's deaths. Simon felt that doing so would violate the privacy of the flight attendant. Kyle informed Simon that he was simply asking to be copied on the notices that were put in the back of the briefing book so the Union could send a card or flowers. He went on to add that there had been a death inflight and had not been notified that this had occurred. Kyle would like to be contacted when these serious situations occur on the aircraft so he may reach out and offer his assistance to the flight attendants involved. Kyle further expressed to the board that Simon had refused to sign off for a small male flight attendant to be able to purchase optional uniform items in women's sizes from his Cintas account. Kyle believes this to be discrimination as women flight attendants are allowed to order men's sized items. Kyle further went on to add that after speaking with Simon, he had been told that employee resources had made this decision. Kyle spent several days in the lounge the past month. Flight Attendants had expressed they were not happy with the schedules, but happy to hear relief from 4-days was on the way. There had only been a couple of discipline cases in Chicago this past month,

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

Mark began his report by stating that there are four people currently in background for the supervisor position in Oakland. He learned of this in a recent meeting with base manager Doreen Warner. He continued by reporting that his newly elected Shop Stewards are very excited to get involved and participate in upcoming training in DAL. The staff has been using current Shop Stewards effectively and Mark hopes that that will continue to happen with the new Shop Stewards. Mark reported that he recently participated in testing the new reserve pass/fly program with DAL Flight Attendant Kimberly James. He also sat in on the training that was provided to flight attendants from all bases. He would like to thank OAK Flight Attendant Holly Blankenship for passing out UNITY Update. He concluded by stating that the red rack and glass case are up to date and that all publications have been distributed.

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

- *Conducted five fact finding/discipline/step two meetings*
- *Conducted two extensive file review meetings at the base*
- *Met with Base Manager Dave Kissman for a working lunch. during the lunch suggested a new procedure be added to file review meetings-that a chart of terminology and codes be added to the template they currently use so that codes can be better deciphered by F/A both during and after the meeting. Dave made the suggestion to Naomi Hudson and said the change would be implemented soon.*
- *Had a brand new f/a to distribute the UNITY Update. The new f/a was very appreciative of the extra work and money and found a great appreciation for the information provided in the Update.*
- *Distributed four PHX E-Connection email updates*
 - *Getting tremendous response and dialogue on issues*
- *Coordinated and scheduled the first gathering of shop stewards in PHX. We had a working dinner. It allowed for tremendous interaction and cohesion amongst the group.*
 - *We reviewed all general meeting protocols*
 - *We reviewed all note taking protocols and proper communication with the grievance staff*

- *Developed meeting agenda and handouts*
- *Provided information on the Nov. 16th shop steward training*
- *Compiled an updated and accurate contact list for shop stewards in PHX and provided this to Denny and the grievance staff*
- *Attended and participated in the Inflight/Provisioning Committee Meeting in Dallas. I believe I was the only Union rep on the committee.*
- *We toured the coffee roasting facility in Ft. Worth*
- *Learned why F/A make bad coffee and how to correct it-training will put out info in onboard. No more saving from flight to flight and do not open pouches on pm RONs and to re-brew fresh coffee after an hour.*
- *We discussed various ways to remove red wine from being chilled-possibly removing the third beer kit and filling it with red wine.*
- *We discussed the re-approval of the gray trash bags being placed onboard the a/c with new procedural language to prevent f/a from using them for general trash pick up in the cabin. They are to be used only for trash storage in aft wheelchair/trash stowage compartment making stowage and trash removal easier. It is also designed to keep the compartment cleaner. Procedures to wipe out that compartment are being implemented into RON cleaning.*
- *We discussed a/c 270. It entered service on Oct 5th. It will leave fleet in January for complete retro inside for standardization.*
- *We discussed another a/c being acquired*
- *Provisioning is painfully aware of the chronic overstocking and will begin to address after the first of the year.*
- *Honey roasted peanuts are going to return and be cycled on annual basis*
- *Posted September 30th PHX E connection update to the base tab on TWU Local 556 website.*
- *Feedback from PHX F/A's for grievance settlement on early open time has been very positive. That settlement was a very good one and achieved in a very good response time-people were very impressed that it was done so expeditiously and they did not have to wait for so long.*

The Board conducted a **Roll Call** to establish Board Members' compliance with **Bylaw Article VII (g) for third quarter 2006.**

Thom McDaniel	flew multi-day pairing HD15	dated August 28
Michael Massoni	flew multi-day pairing PS39	dated September 25
Stacy Martin	conducted multi-day Lounge Mobilization	dated September 28
Gayle Ross	flew multi-day pairing DS17	dated September 15
Cuyler Thompson	flew multi-day pairing BB22	dated September 3
Allyson Parker-Lauck	flew multi-day pairing OS16	dated September 7
Brett Nevarez	flew multi-day pairing PI06	dated September 24
Michael Broadhead	flew multi-day pairing PS28	dated September 23
Gwen Dunivent	conducted multi-day Lounge Mobilization	dated September 25

Susan Kern	flew multi-day pairing FA24	dated August 20
Lucy White-Lehman	flew multi-day pairing BA91	dated September 3
Jill van der Werff	flew multi-day pairing HA11	dated August 22
Mark Torrez	flew multi-day pairing OE79	dated September 28
Kyle Whiteley	flew multi-day pairing MA83	dated July 2

The Board took a break at 1450 and reconvened at 1510.

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

Garry Drummond was a guest at the Meeting.

Cuyler Thompson submitted the **Minutes of the July 2006 Executive Board Meeting**.

Mark Torrez made a **motion** to revisit the Minutes of the July 2006 Executive Board Meeting. Jill van der Werff **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to approve the Minutes of the July 2006 Executive Board Meeting. Gayle Ross **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting at 1609.

Michael Massoni chaired the Meeting.

The Board **agreed** to individually review the August Executive Board Meeting Minutes, Special Executive Board Meeting Minutes and September Executive Board Meeting Minutes after hours and present proposed corrections to Cuyler the following day.

Thom McDaniel returned to the Meeting at 1612.

New Business

The Board discussed purchasing a shirt bearing the logo of TWU Local 556 that may be worn by TWU Local 556 Representatives when performing the more visible work of the Local.

The Board discussed the publication dates of *UNITY* Magazine and *UNITY Update*.

The Board agreed to purchase a dry erase board for the Board Room.

Susan Kern and Cuyler Thompson updated the Board on plans for the scheduled Shop Steward Training.

The Board discussed Union public relations. Thom McDaniel presented to the Board a letter from the Local's Public Relation firm.

Gwen Dunivent made a motion to adjourn. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1710.

October 11, 2006

Thom McDaniel called the Meeting to order at 0830.

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

Garry Drummond was a guest at the Meeting.

Gayle Ross submitted the **August 2006 Financial Report**.

Allyson Parker-Lauck made a **motion** to accept the August 2006 Financial Report. Michael Massoni **seconded** the motion. The motion **carried**.

The Board again discussed how Officer and Committee Reports would appear in the Executive Board Meeting Minutes.

The Board discussed the **August, Special August and September 2006 Executive Board Meeting Minutes**.

Gwen Dunivent was excused to re-write the August Working Women's Committee in the ATD Report at 0918.

Gwen Dunivent returned to the Meeting at 0934.

Thom McDaniel left the Meeting at 0935.

Michael Massoni chaired the Meeting.

Gayle Ross made a **motion** to approve the Minutes of the Special August Executive Board Meeting as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel returned to the Meeting at 0936.

Allyson Parker-Lauck made a **motion** to approve the August 15th and 16th Executive Board Meeting Minutes as amended. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 1004 and reconvened at 1027.

Board Members present were Michael Massoni, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck.

Lucy White-Lehman and Brett Nevarez were excused to work on the new Flight Attendant Assistance Program (FAAP).

Garry Drummond was a guest at the Meeting.

Michael Massoni chaired the Meeting.

Thom McDaniel and Gayle Ross returned to the Meeting at 1035.

The Board continued to discuss the September 2006 Executive Board Meeting Minutes.

Brett Nevarez returned to the Meeting at 1056.

Lucy White-Lehman returned to the Meeting at 1101.

Kyle Whiteley made a **motion** to approve the September Executive Board Meeting Minutes as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board discussed the scheduled **Executive Board Strategic Planning Retreat**.

The Board agreed to again participate in the annual **U.S. Marines Toys for Tots Drive** and discussed that the Domicile Executive Board Members would be the contact and coordinator for each Base.

The Board continued to discuss the scheduled Executive Board Strategic Planning Retreat.

The Board discussed the upcoming Shop Steward Training. The Board **agreed** that Board Member attendance is mandatory. The Board **agreed** that Michael Massoni and Michael Broadhead would be excused due to prior commitments.

The Board discussed the Officer and Staff Directory that would be hosted on the Office Server and maintained by Cuyler Thompson, Recording Secretary. Board Members needing to make changes to the Directory should email changes to Cuyler. It was noted that Board Members could retrieve updated information from the Server while in the Dallas Office.

The Board recessed to answer Office phones while the Office Staff participated in a Staff Meeting at 1200.

The Board reconvened at 1310.

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

Michael Massoni was excused to prepare for the following day's Executive Board training session for the new **Laborforce Grievance Database**.

Garry Drummond and Denny Sebesta, Grievance Chair, were guests at the Meeting.

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

GRIEVANCE MEETINGS

Meeting Sept 20 – Initial prep for an Arbitration with Mark Richard. Denny and Kathy were in attendance.

Meeting Sept 26 - Monthly grievance meeting with Management. Thom and Denny were present.

Meeting October 2 – Follow-up meeting with Brendan Conlon, Naomi Hudson, Mike Mankin & Claire Taitte. Thom and Denny were present. We discussed several grievances regarding Open Time. Management believes the Pilots have an arbitration decision which affects our argument on when trips should be placed into Open Time. We reviewed the Arbitration and our position is that it doesn't apply. We have clear language and the Pilots do not. ***The Union will be discussing these cases with Mark Richard in the very near future to analyze for Arbitration.**

GRIEVANCES

As of Friday, October 6, the Union has a total of **88** active grievances. (September update to EB was **84** grievances).

RESERVE PASS/FLY

October 4 - Reserve Pass/Fly Training – Management facilitated the “train the Trainers” for the new system. Both Flight Attendants and Inflight Supervisors from each base were present. Initially Management allotted 4 Flight Attendants from each base, but we ran into problems because Management was not willing to pull trips. We had approximately 22 Flight Attendants, including Denny, Shae and John from the Union office. OAK DEBM Mark Torrez was in attendance as well. The in-lounge training for Flight Attendants will begin October 21 and run through October 31. Once the training is complete, the Union and Management will discuss the progress, and see if additional training dates are needed for November.

September 28 SWAPA MEETING –Met with SWAPA Grievance Committee, Joe Peters, Marsha Kinsley and Brenda Burkham. Thom and Denny were in attendance.

September 29 SCHEDULING MEETING – This was our initial Monthly meeting with Inflight Scheduling Management, Brendan Conlon and Claire Taitte. Denny, Shae and John Parrott were in attendance. The goal of our ongoing standing meeting is to resolve issues before they become a grievance and to identify problems that Flight Attendants are encountering. Our initial meeting was productive. Both the Union and Management had items to discuss. They are outlined below.

Union Issues

1. **Open Time trips scheduled over 12 ½ hours and Charters in Open Time** –
2. **Charters scheduled with over 14 hour duty day** -
3. **Perception of preferential treatment to allow earlier Deadheads for some Flight Attendants**
4. **Reserve Jetway Trades**
5. **Trip BS07 on Sept. 20, out of Open Time for 8 days**
6. **No Hotel available for Flight Attendants on unscheduled RON**
7. **Transaction Codes**
8. **Reserve Used Out of**
9. **Perception of parking trips on Reserve**

Company Issues

1. **Alternate Access to CWA**
2. **Flight Attendant Self Notification**
3. **Productivity Pay Problems**
4. **CWA Site**

Denny presented each Board Member with a copy of a ‘Board of Adjustment Training Manual for TWU Local 556 Members’ for review.

Becky Parker entered the Meeting at 1330 to discuss a tabled Grievance.

Becky Parker was excused at 1353.

Gayle Ross made a motion to proceed on the Grievance. Lucy White-Lehman **seconded** the motion. The motion **carried**.

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

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

Thom McDaniel left the Meeting at 1413.

Stacy Martin chaired the Meeting.

Allyson Parker-Lauck made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

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

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

Allyson Parker-Lauck made a **motion** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board took a break at 1507 and reconvened at 1530.

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

Lucy White-Lehman was excused to attend to a prior commitment.

Michael Massoni was excused to prepare for the following day's Executive Board training session for the new Laborforce Grievance Database.

Allyson Parker-Lauck and Cuyler Thompson submitted to each Board Member 'Elements of Style', Rules for Writing the Executive Board and Publications.

The Board discussed having the Domicile Executive Board Members meet to discuss Base issues.

Correspondence

Thom McDaniel submitted a letter that he wrote recommending Gwen Dunivent to the TWU Legislative and Political Affairs Internship Program.

The Board discussed the procedures for filling out Officer Time Sheets.

Gayle Ross submitted to each Board Member an email from John O'Donnell, Director of Accounting at TWU International, updating her on the status of Local 556's reimbursement request for expenses incurred during the Professional Flight Attendants Association (PFAA) organizing campaign.

The Board agreed to hold the upcoming Shop Steward Training at the Holiday Inn Love Field.

The Board discussed the scheduling of the December Executive Board Meeting. The Board agreed that the Meeting would begin at 1330 on December 6th and conclude when business was completed on December 8th.

Thom McDaniel was excused at 1634 to attend to a prior commitment.

Stacy Martin chaired the Meeting.

Allyson Parker-Lauck made a **motion** to purchase TWU shirts for the Officers and Staff. Jill van der Werff **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to amend the motion on the floor to add "the Shop Stewards". Kyle Whiteley **seconded** the motion. The motion **carried**.

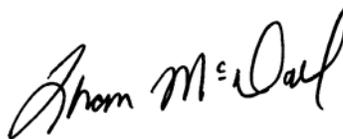
Brett Nevarez made a **motion** to adjourn. Jill van der Werff **seconded** the motion. The motion **carried**.

Stacy Martin adjourned the Meeting at 1645.

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



Cuyler Thompson
Recording Secretary



Thom McDaniel
President