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

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## Executive Board Meeting
## October 16th, 17th & 18th, 2007
## Synopsis

### *Tuesday October 16, 2007*

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kyle Whiteley, Susan Kern, Jill van der Werff, Kevin Onstead and John DiPippa.

Lucy White-Lehman was excused for personal reasons.

Allyson Parker-Lauck was in transit.

Michael Massoni was excused to attend to Union security issues.

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

John DiPippa and Kevin Onstead were sworn in as new Members of the TWU Local 556 Executive Board by Garry Drummond.

New Phoenix Domicile Executive Board Member John DiPippa led the Board in reciting the **Pledge of Allegiance**.

Susan Kern read aloud the **TWU International Membership Pledge**.

Thom McDaniel submitted to the Board copies of four election protests which had been submitted to the TWU Local 556 Board of Election regarding the recent Negotiating Team Election and the corresponding findings of the Board of Election. The complaints were filed by Members Karen Amos, Cindy Ritner, Greg Hofer and Victor Conejo. There was discussion. Thom McDaniel, as Lead Contract Negotiator, informed the Board that the first meeting of the Negotiating Team had been scheduled to take place on the previous Monday but was cancelled due to the protests.

Mark Torrez made a **motion** to send the four Negotiating Team Election protests to TWU International for review. Susan Kern **seconded** the motion. The motion **carried**.

Cuyler Thompson **agreed** to forward the election protests and the findings of the Board of Election to TWU International and seek an expedited ruling on the matter.

Allyson Parker-Lauck entered the Meeting at 0855.

It was noted that Mike Hafner, Southwest Airlines Vice President of Inflight, would be a guest at the Meeting later in the day. The Board discussed potential topics of conversation.

Stacy Martin left the Meeting at 0914.

Stacy Martin returned to the Meeting at 0922.

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

Brett Nevarez presented the **Drug and Alcohol Committee Report**. There was no written report submitted. The Board commended Brett for his work his on the Committee and to establish the **Flight Attendant Assistance Program (FAAP)**.

Gwen Dunivent presented the **Dallas Domicile Report**. There was no written report submitted.

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

> *Jill reported that the biggest thing going on in HOU right now is the organizing campaign for the Continental Rampers. Michael McNeil and Kelley Martin have worked for the past 2 weeks helping the TWU International organizers by visiting homes and making phone calls. The 3 of them, Michael, Kelley and Jill were trained on the 2nd of Oct. and immediately went to work at IAH afterward. Kelley and Jill attended the picnic hosted by International for the Continental employees and their families. TWU International anticipated filing for an election on Oct. 15th, and will be holding the election w/in 60 days. They have asked our Local for any and all help we can give. They will need assistance verifying the employment information and being at the airports just before and during the election process. They have asked for the assistance of the Domicile Executive Board Members to identify local folks who can help in as many cities that we can get covered. All costs incurred will be reimbursed by TWU International. The west coast and Dallas help is especially needed and the Continental folks really like and appreciate seeing SWA Flight Attendants involved. Michael and Kelley had very positive reports of their time helping with the organizing campaign and are ready to see this through to the end! Jill then reported that several Flight Attendants have been fired recently over points and the increased check and 'ghost' rides seem to have generated more Fact Finding Meetings and discipline. There is a belief among Flight Attendants that SWA wants to get rid of 'senior' people. The Union glass case and red rack are up to date and all Union publications have been distributed in HOU.*

Susan Kern presented the **Orlando Domicile Report**. There was no written report submitted.

The Board took a break at 0943 and reconvened at 1000.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kyle Whiteley, Susan Kern, Jill van der Werff, Kevin Onstead, Allyson Parker-Lauck and John DiPippa.

Lucy White-Lehman was excused for personal reasons.

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

Kyle Whiteley presented the **Chicago Domicile Report**. There was no written report submitted.

Southwest Airlines Management Representatives Vice-President of Inflight Mike Hafner, Director of Crew Scheduling/Audit Planning/Automation Brendan Conlon and Naomi Hudson entered the Meeting as guests at 1004.

Mike Hafner reported that Oakland Base Manager, Doreen Warner, would soon be reassigned to a Recurrent Training position in Oakland. Mike Sims would be the acting Base Manager in Oakland. Mike stated that the Las Vegas Base "officially" opened on November 5th and reported that there would be a media event surrounding the occasion. Mike discussed new Family Boarding Procedures and new Unaccompanied Minor (UM) Procedures. Mike explained that on originating flights, pilots would no longer be allowed to stand in for Flight Attendants during boarding and that Flight Attendants could not begin tidying the aircraft until all Customers had deplaned. There was discussion regarding the fact that this would affect the Flight Attendants' ability to get off and get food, deliver UMs or tidy the aircraft. Mike stated that he would like to have a meeting with Paula Gaudet, Thom McDaniel, Michael Massoni or other Union Leaders about these new changes. Michael Massoni expressed his disappointment and displeasure that the Union's Safety Representatives had not been invited to the meeting at which the new cockpit door procedures were changed. There was discussion regarding a memo from Colleen Barrett in which she stated that Southwest Airlines would not be publishing guidelines for a passenger dress code. In response to a question from Thom, Mike stated that there had been an increase in Inflight Audits and that his department would soon be training Supervisors. There was discussion regarding Supervisors and the reports that they were being told when they are hired that they would not be allowed to go on line as Flight Attendants. Mike stated that it is statistically easier to be hired as an Inflight Supervisor than as a Flight Attendant because so many more applications are received by Southwest Airlines for the position of Flight Attendant. Naomi stated that Inflight Supervisors who were never Flight Attendants who went on line as Flight Attendant would have to complete probation in the role of a Flight Attendant. Naomi noted that Inflight Supervisors may complete Inflight Audits immediately after completing Inflight Training. Kevin Onstead discussed with Mike Hafner the TSA security line issues in Las Vegas. Kevin went on to say that the shuttle from the employee parking lot to the terminal in Las Vegas was on a very inconsistent time schedule. Mike Hafner stated that he would work on that. He reported that Las Vegas was a "difficult airport". Responding to a question asked by Susan Kern, Mike stated that he recognized that the transistion to the new Boarding Procedures would be difficult for the Flight Attendants but noted that he was getting good reports regarding, "Flight Attendants working their magic". Mike stated that Flight Attendants should direct their concerns regarding the new procedures to Dave Kissman and David Curry, Regional Directors of Inflight. There was discussion regarding Inflight Delays. Naomi Hudson stated that "we should never suspend a Flight Attendant for a delay while doing their job under normal circumstances".

Management was excused at 1103.

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

> *Mark began his report by stating that all publications as well as other communications have been distributed in OAK. He further stated that although the red rack and glass case locations are in flux, they are as up to date as possible. He continued by updating the Board on the progress of the OAK lounge. Construction crews are working fast and the transformation is moving along quickly. So far there have only been minor inconveniences to OAK Flight Attendants. On a very positive note, Mark reported that after many months of negotiations on locations, his liquor drop safe has finally been moved. Instead of its old placement in the Flight Attendant Lounge, it is now conveniently located in the Baggage Claim office as you exit security in Terminal 2. The second liquor drop location did not change. He has received much positive feedback and many thanks from the OAK membership. Next, Mark reports that the Port of Oakland has agreed to move the old security equipment from the former employee lot on Doolittle Dr. to the Neil Armstrong lot where the majority of Flight Attendants park. This is definitely a step in the right direction and something Mark feels will satisfy the memberships wish for added security. Mark stated that he has not been able to attend his local CLC meeting the past two months due to its conflict with his travel to DAL for Board Meeting. However, he reported that his meeting last month with the CSC was a huge success and thanked the Board for allowing him to host on behalf of our Local. Mark has been involved in several meetings with Management including Fact Finding, People Services, and Base Issues. He would like to ask the Board for time to address an issue with Mike Hafner as he visits this month regarding the lounge. Also, Mark would like to thank the Scheduling Committee for letting him participate in line writing last month. Finally, Mark will be participating in Crew Member Self Defense Training in San Francisco on the 24$^{th}$.*

Kevin Onstead presented the **Las Vegas Domicile Report**. There was no written report submitted.

John DiPippa presented the **Phoenix Domicile Report**. There was no written report submitted.

Thom McDaniel read aloud an email from Michael Broadhead regarding John DiPippa in which Michael extended "a special thanks to John DiPippa for stepping forward and accepting the position of PHX Domicile Executive Board Member".

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

Cuyler Thompson submitted the **Professional Standards Report** for Lorie Powell, Western Regional Chair:

| | |
|---|---|
| *Total Calls* | *11* |
| *Calls Worked* | *11* |
| *Unresolved* | *10* |

> *Seems as though no calls about non payment of Trip Trades since I changed the outgoing message. Highlights: Not assisting in cleaning the aircraft, rumors and gossip about an ex-spouse that is also a Flight Attendant. Craig Lackey one of our Committee members was picked to do the new boarding procedure testing. He started in San Antonio then was asked to travel to all the bases and do Lounge visits.*

Cuyler Thompson submitted the **Professional Standards Report** for Jean Chandler-Brooks, Eastern Regional Chair:

| | |
|---|---|
| *Calls received* | *14* |
| *Calls involving pilots* | *2* |
| *Calls resolved favorably* | *14* |

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

*The Uniform Committee met on September 26th and discussed the uniform rollout of the new pieces. The new fabric is on order for 180,000 uniform pieces. By April of 2008 the new blouse should be 100 % in stock, however the uniform pants will be stocked to a 65% level by April and by May the additional 35% will be available. In other words it will be May before all shirt and pant items will be available. There will be no break in the uniform supply. The current items are being kept to a j level status, which means the old uniform pieces are being kept to a minimum as far as stocking goes and the transition into the new items should be relatively smooth. There was discussion as to putting the new logo on the old garments. There would then be two logos on one item. There will be further discussion of this topic at the next meeting. We have yet to nail down a time frame by which to retire the old pieces. I expect that the double logo decision will have a bearing on when the old items are retired. The logo placement on the small blazer sizes is a bit of a problem for when the blazer size is small the area in which to place the logo is decreased and the lapel falls over part of the logo. The discussion was to delete the grommets for the wings and try to place the wings a bit lower so that the logo is in an area that will allow it to be displayed in its entirety. Cintas did not have any samples to display the problem with the logo nor did they have a solution to the problem, so we asked that they go back to the factory and produce samples following our suggestions and email photos of the products to us all so that we may make a decision via email, thus allowing us to not delay the rollout time on the new blazer. Cintas should have the website updated by November first so that an individual may view their Cintas allotment accounts and have a clear understanding of what they have spent and what their remaining balance is. Remember we requested this due to complaints from our Members. The Membership wanted the account to be viewable in a form that resembled ones bank account so that you can actually keep tabs on the uniform allotment balance and expenditures. An online size chart as well as care instruction for the new uniform pieces will be available on the Cintas website in March. I did remind the committee that there is to be one item of every size and style kept at all bases for the purpose of loaner items. This would enable Flight Attendants to try on items for sizing at all bases. (The new items run a bit larger due to the waist being larger, so some people will drop down a size)*

Allyson Parker-Lauck presented the **Publications Committee Report**. There was no written report submitted.

It was noted that Allyson Parker-Lauck would be excused from the December Executive Board Meeting to attend arbitration training.

The Board agreed to bid for **2008 Officer-on-Call** during the TWU Local 556 Executive Board Strategic Planning Retreat scheduled to take place in November.

Thom McDaniel left the Meeting at 1142.

Michael Massoni chaired the Meeting.

The Board discussed Officer-on-Call Procedures.

Thom McDaniel returned to the Meeting at 1146.

Gwen Dunivent submitted the **Air Transport Division Working Women's Committee** (ATDWWC) Report.

> *TWU Local 514 hosted the recent meeting at their fabulous new facility in Tulsa, Oklahoma. There were 10 Locals represented. Local 514 has totally remodeled their existing Union hall, and built a brand new, state-of-the-art Administration Building. ATD Director Joe Gordon kicked off the meeting with a welcome speech. We were also welcomed by several top officers of 514. Sandra Burleson, Chair of the TWU International Women's Committee gave an inspirational speech, and then we had exercises on effective persuasion and listening skills. The next day we heard from TWU International COPE Director Peggy Wiedman about the importance of contributing to COPE and heard all about the Southern School for Union Women that several women from 514 attended. The next day a special guest spoke from American Airlines representing the ridiculous "Working Together" program that American has put in place to attempt to engage their Unions in the management process. She explained the Joint Leadership Teams (JLT) which are made up of Company and Union people that are trying to work together to go forward in a constructive way. She readily admitted that it has its challenges, but some Locals are still participating. This program sounds good in theory, but the failure of AA management to live up to promises has made these relationships extremely difficult. We gave committee reports from each Local and discussed the all new Organizing program at TWU International. We watched a video on organizing as well, and made plans for the October meeting.*

Cuyler Thompson submitted the **Civil and Human Rights Committee (CHRC) Report** for Chair Portia Reddick-White:

> *Next week the International will have its annual Civil and Human Rights meeting in Atlantic City, New Jersey. Local #556 will be in attendance with a couple of representatives. This meeting is an opportunity for us to bring back useful information to the local. The AFL-CIO Martin Luther King Conference will be held next year January 17-21, 2008 in Memphis, TN. Last year TWU was able to participate to a large degree in Houston, TX. We hope that we will be able to equally participate in the venture in Memphis. Why Memphis? This year marks the 40th anniversary of the Memphis Sanitation Strike which was Dr. King's final campaign in which he was assassinated in 1968 while supporting the striking workers there. Though Memphis is not a place that we as SWA employees may easily reach on the SWA system, it will be a historic celebration in which I hope we will be able to send representatives to participate. (The registration form for the MLK Conference is attached.) Finally, when Michael McNeil and I visited in May 2007 we were under the impression that the board would give us an outcome as to the acceptance of our proposal. And, in the August 2007 CHRC report a request was made concerning the outcome of the proposal. It is understandable that we are gearing up for a negotiation battle that will need the support of much of our resources and time; however, I believe that the community service piece adds a special dimension to our Local that is much needed. I ask the board to 1) please consider allowing Michael McNeil or another*

*representative to visit each base (with or without the DEBM) to present in short form that was presented in the boardroom and 2) please respond with some type of answer that will indicate the outcome or decision of the board concerning the report to me, so that we may plan accordingly.*

Cuyler Thompson submitted the **Legislative Report** for TWU Legislative Representative Portia Reddick-White:

*Presently TWU's Department of Legislative and Political Affairs (DLPA) is keeping an eye on several issues of interest for TWU ATD members such as foreign ownership of U.S. carriers, FAA reauthorization, transportation worker identification cards (TWIC), foreign maintenance of U.S. aircraft, and addressing vulnerabilities in aviation security. Specifically, the House and Senate recently approved the Conference Report to the Implementing Recommendations of the 9/11 Commission Act of 2007 (H.R. 1). The President signed the bill into law August 3, 2007. The legislation includes provisions that will impact aviation security. Ensured in H.R. 1: A requirement that TSA, 180 days after enactment, submits a report to Congress on the status of efforts to institute a sterile area access system that will properly identify authorized airline flight deck and cabin crew members at screening checkpoints and grant them expedited access. In drafting this report, TSA is required to consult with flight crew representatives. TSA is required to begin implementation of the access control system one year after the report is submitted to Congress. For years we have been lobbying to ensure that aircraft repair stations, especially those located overseas but working on U.S. aircraft, meet the same security and safety standards as in-house operations. In the last FAA bill, TSA was directed to issue security regulations for all repair stations by August, 2004 and to complete audits of foreign stations 18 months after the rules were issued. To date, the regulations have not even been proposed by the Bush Administration and the audits have not begun. To help address this problem, H.R.1 dictates that if the regulations are still not finalized within one year, the FAA may not certify any new foreign station unless the station was in the process of becoming certified. The audits now have to be completed 6 months (instead of 18) after the rules are issued or new foreign stations likewise cannot be certified by the FAA. Though this provision could be stronger it does get the ball rolling. Also, it is important to mention that the aircraft repair station issue is being addressed in other pending legislation as well. H.R. 1412 "A bill to direct the assistant secretary of Homeland Security (Transportation Security Administration) to address vulnerabilities in aviation security by carrying out a pilot program to screen airport workers with access to secure and sterile areas of airports." passed out of full committee August 1, 2007. The bill would (1) require the DHS to conduct an assessment of program airports' badge and uniform controls and screening technology, (2) carry out a pilot program in seven service airports requiring that a least one be a lower traffic airport, (3) require the use of alternative methods of screening of individuals with unescorted access and prioritize the inspection of those individuals and (4) require that at least one airport use a private screening company. Please note that at this time a Senate version of the bill has not been introduced. FAA Reauthorization Bills have been introduced and passed in the Senate Commerce, Science and Transportation Committee (S. 1300) as well as the House Transportation and Infrastructure Committee (HR 2881). Both bills seek to "authorize funding for the Federal Aviation Administration for fiscal year 2008 through 2011 to improve aviation safety and capacity, to modernize the air traffic control system and for other purposes". The House bill has passed the House floor. However, the Senate bill has yet to be passed on the chamber floor. The process is expected to be delayed by the proposed $25 modernization fee in S. 1300. General aviation is opposed to the fee and has vowed to fight the bills progress on the Senate* *floor. However, as noted below, the measures within the legislation are very important to our Members and we will be working to get the bills passed by both chambers. Issues of interest for TWU included in S. 1300: (1) addressing the findings of the flight attendant fatigue study, (2) requiring FAA to establish a plan regarding appropriate OSAH requirements in aircraft cabins (3) providing a human intervention management study for flight crews (4) requiring minimum English language skills for flight attendants on flights operated between points inside the U.S. and (5) providing a process for airline labor integration issues. In contrast HR 2881 has the following issues of interest included: (1) ensuring inspection of foreign repair stations (2) defining ownership of U.S. air carriers (2) implementing the flight attendant fatigue study recommendations (2) completing work begun under the August 2000 memorandum of understanding between the FAA and OSHA regarding cabin crew coverage (3) developing a human intervention and motivation study program for flight crewmembers.*

*We have lobbied and won on the House version a stronger provision regarding foreign repair stations that requires certification and inspection of the stations as well as implementing safety requirements like drug and alcohol testing. We are still working to get more cosigners on Congressman Tim Bishop's (NY-D) bill "Airline Flight Crew Medical Leave Act" – HR 2744. This bill clarifies that an airline crewmember that has been paid for or completed 60 percent of their company's monthly hour or trip guarantee also qualifies for FMLA coverage. Presently, a link on the TWU website legislative page is available to those who would like to join in the grassroots campaign to get more cosigners on the bill. A Senate version of the bill, S 2059 has been introduced by Sen. Hillary Clinton (NY-D). We are around 90 cosigners in the House. Below is a short version of what we are seeking with the bills: HR2744 and S2059 seek to clarify the 1993 law that allows employees of private employers of 50 or more employees and public employees to take job protected 12 weeks leave to employees who meet certain hours of work eligibility requirements to take care of themselves or a family member. The present FMLA law does not take into consideration many of the work hours that flight attendants are away from home on job related duty. Especially for reserves that may be paid to sit and wait for an assignment that may or may not occur yet they are guaranteed a certain amount of pay whether they are actually called to work on an aircraft or not. This law would enable the work eligibility requirements to cover the hours that they are "on duty waiting for an assignment". Since other private and public employees meet the eligibility requirements of FMLA by working 60 percent of a full time schedule over the course of the year, or the equivalent of 1250 hours, this law would clarify that an airline crew member who has been paid for or completed 60 percent of their company's monthly hour or trip guarantee also qualify for FMLA coverage. Presently, flight attendants have to meet the 1250 hour threshold. This threshold does not take into account a flight attendant's time away from home. Therefore, the 1250 threshold makes it much more difficult for a flight crew member to qualify for FMLA. The proposed bill helps to clarify the threshold standard. The DLPA has begun the application process for the 2008 DLPA Internship Program. The first stage, receiving applications has been closed. We look forward to choosing next years interns. This year's program was exceptional and we look forward to more members becoming involved. And, as stated in my August 2007 report, as a result of ongoing issues with TSA not including TWU's Local 556 in deliberations pertaining to flight crew security, etc. I would like to reiterate: the TWU Department of Legislation and Political Affairs (DLPA) suggests the following to Local 556's Board and will assist Local #556 with the following when requested to do so: (1) write a letter and visit the Chair of the Homeland Security Subcommittee on Transportation Security and Infrastructure Protection ( this committee has oversight of the TSA) <u>and</u> (2) write a letter and visit the local congressional representative (Cong .Eddie Bernice Johnson who happens to be on the Transportation and Infrastructure Committee who has oversight of the FAA) asking for assistance with the issue. I* *have spoken specifically to Michael Massoni regarding these issues and will be working with him on proposals. If anyone would like to discuss the issue please call me at your discretions.*

The Board went to lunch at 1205 and reconvened at 1315.

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

Lucy White-Lehman was excused for personal reasons.

Michael Massoni was excused to make preparations for the Dallas Session of the 4th Membership Meeting being hosted at the Local Union Office the following day.

John DiPippa was absent.

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

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

*Thom McDaniel reported that he has been very busy since the last Executive Board Meeting. Thom and Michael Massoni participated in the Coalition of Flight Attendant meeting on September 17 and 18. Issues that were discussed were legislation affecting Flight Attendants, safety issues, and a more formalized structure and bylaws for the Coalition. The meeting was hosted by the Association of Professional Flight Attendants (APFA) and was also attended by representatives from the International Association of Machinists (IAM) and Association of Flight Attendants (AFA). On September 19, Thom represented Local 556 at the Texas Labor Management Conference Board Meeting in San Antonio to plan for the upcoming conference in June. Colleen Barrett may be honored with an induction into the TXLMC Hall of Fame at the Conference and Thom will encourage all SWA Union to attend. Thom flew pairing HD83 on September 20 and 21 and is in compliance with the Bylaws. October 1-4, Thom attended a Strategic Planning Session sponsored by TWU International at the National Labor College in Silver Spring, MD. The purpose of the session was to discuss and explore ways that the International can support Local Unions during Negotiations. Thom and Jerry Lindemann did the New Hire Presentation for Class 237 on October 5 from 1:00 to 2:00 PM. At the time of the presentation there were approximately 120 New Hires and 118 graduated. There was a good response for the COPE Drive and a buddy pass was raffled off for all new COPE Members. The New Hire Dinner was held on October 8 and was very well attended. Thom thanked the Officers and Grievance Staff Members, including Jerry Lindemann, Jill Van Der Werff, Denny Sebesta and Kimberly James. The next New Hire Presentation will be on November 6 at 1:00 with a class of 120 expected. This will be the last class of the year. Thom has continued to work with and support the Grievance Team. He has worked with Denny Sebesta and Mark Richard on the release of the Open Time Arbitration and in the outstanding issues as well as the remedy phase for the named grievants and class remedy requested by the Union. The Union did win many key victories in the decision, but the Arbitrator's decision to "split the baby" on the important issue of irregular operations was disappointing. Unfortunately, this decision and the Management's manipulation of clear language foreshadow very difficult negotiations. Thom has presided over Membership Meetings in LAS, HOU and MCO. The MCO Meeting was held in the evening, however turnout was lower than usual. The*

*DAL Meeting will be held during Executive Board in the Union Office and Thom requested that all Executive Board Members attend the DAL Membership Meeting. A social hour will be held after the DAL Meeting as agreed to by the Executive Board. Michael Massoni will preside at the OAK and PHX Meetings and Thom will preside at BWI and MDW. Thom will be representing Local 556 at the TWU International Executive Council Meeting in Atlantic City October 22-24 and will report on any events at the next Executive Board Meeting. Thom will also be attending the TWU International Working Women's and Civil and Human Rights Meeting on October 25 and 26 in conjunction with the IEC Meeting . Other TWU Members attending these meetings will be Gwen Dunivent, Michael McNeil, and Stephanie Tillman. Thom notified the Executive Board that he would be updating them regarding travel plans and agenda for the Local 556 Executive Board Strategic Planning Retreat to be held November 12-15 at the Camp for All facility in Burton, TX. Mark Richard will facilitate. Thom notified the Executive Board that he had called a meeting to establish ground rules and a time table for the Negotiating Team with Mark Richard for October 15. Unfortunately the meeting was cancelled due to an election protest filed by a member of the Negotiating Team. All election protests will be referred to the International Committee on Appeals and an expedited decision will be requested. Following the decision by the Committee on Appeals, Thom will proceed with the Negotiating Team as is appropriate. Thom notified the Executive Board that he would need to be excused early to attend a panel discussion for the annual APFA Leadership Training in support of American Flight Attendants who will be going into Negotiations around the same time as TWU Local 556. TWU Local 556 and APFA have a long standing relationship and pledge to support each other during Negotiations for the benefit of all Members. Thom will be attending the SWA Labor Summit on Thursday, October 18 from 10:00 – 2:00 with all other SWA Unions. The meeting will be held at the SWAPA headquarters and is hosted by SWAPA. After the Labor Summit, at 3:00 Thom will attend the SWA Labor Briefing held by SWA at SWA Headquarters for an update on SWA's quarterly results and other labor issues on property. Thom has continued working with Members, Executive Board, Grievance Team, other Unions, and Southwest Management on a variety of issues and maintains an open door policy as always.*

Cuyler Thompson presented the **Working Minutes of the September 2007 Executive Board** Meeting for the Executive Board to review.

John DiPippa returned to the Meeting at 1330.

The Board reviewed the September 2007 Executive Board Meeting Minutes and made corrections.

Stacy Martin was excused for personal reasons at 1336.

Michael Massoni returned to the Meeting at 1339.

Thom McDaniel read aloud a letter from TWU International General Counsel David Rosen. Mr. Rosen was responding to a question that Thom had asked him regarding a motion to amend the TWU Local 556 Bylaws that had been ruled out of order by the Chair during the 3rd Membership Meeting of 2007. Mr. Rosen recommended that the question, whether or not the Constitution of TWU International permitted one of its Locals to impose term limits on its Officers, be remanded to the President of TWU International. Cuyler Thompson **agreed** to email the proposed motion to President Jim Little and solicit his opinion.

Kyle Whiteley submitted the **Scheduling Committee Report** in the form of a video that he had created to be posted on the TWU Local 556 Website. The video examined and demonstrated how the Line Writers on the TWU Local 556 Scheduling Committee created Bid Lines for the Flight Attendant Schedules each month. The Board commended Kyle on his work.

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 = 10:*

| *Report* | *Acceptance Deadline* |
|---|---|
| *ASHDI 1509 (TURBULENCE)* | *Mon 11/05/2007* |
| *ASHDI 1523 (SAFETY/CRM)* | *Mon 11/05/2007* |
| *ASHDI 1526 (SAFETY)* | *Mon 11/05/2007* |
| *ASHDI 1532 (BLOOD BORN PATHOGEN)* | *Mon 11/05/2007* |
| *ASHDI 1533 (SAFETY/UM)* | *Mon 11/05/2007* |
| *ASHDI 1539 (AIR QUALITY INCLUDING TEMPERATURE)* | *Mon 11/5/2007* |
| *ASHDI 1540 (AIR QUALITY/INCLUDING TEMPERATURE)* | *Mon 11/12/2007* |
| *ASHDI 1541 (SECURITY/PAX/EMP MISCONDUCT)* | *Mon 11/12/2007* |
| *ASHDI 1542 (SECURITY/PAX/EMP MISCONDUCT)* | *Mon 11/12/2007* |
| *ASHDI 1543 (GENERAL SAFETY/SECURITY)* | *Mon 11/12/2007* |

*ASHDI Incident Reports received to date:*
*All Sponsor Unions / TWU = 2049+ / 173*
*Accepted Reports to date (TWU) = 128*
*Southwest Airlines Event Notification System (ENS)*
*Fielded Events for Period:*
*09/08/07 through 10/16/07 = 108 Emergencies Declared = 33*
*ALL OF 2007 to Date = 774*
*ALL OF 2006 = 858*
*Standing / Scheduled Meetings:*
*Tuesday October 2nd, 2007 @ 0930-1900 EDT – NTSB Meeting, Washington, DC, NTSB Board Room, RE: WN1248*
*Tuesday October 9th, 2007 @ 15:00-1700 CDT – Health and Safety/Security Coordination (HASC) with Inflight Services, Regulatory Compliance and Corporate Safety*
*Monday October 15th, 2007 @ 1600-1745 CDT – Health and Safety/Security Coordination (HASC) Follow-up Meeting w/ Paula Gaudet at SWA HDQ Inflight*
*Open Discussion Items:*
*Attachment: OSHA 300 Logs through 09/25/2007*
*Attachment: WN1248 NTSB Synopsis*
*FAM Bulletin 2007-4 (Cockpit Access Procedures)*
*Excessive Taxi Speeds (Safety implications and follow-up initiatives)*
*IIPT Core Group Update (Gwen)*
*Go-Team Update*
*SCSI*

Thom McDaniel was excused at 1430 to attend the Association of Professional Flight Attendants Negotiating Training Session.

Michael Massoni chaired the Meeting.

Garry Drummond expressed the thanks and admiration of TWU International to Safety Chair Michael Massoni for his great work on the Safety Committee.

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

Michael Massoni explained new procedures that Board Members should use when submitting trip pull requests.

The Board **agreed** that any issues related to the TWU Local 556 Website would be directed to the TWU Local 556 Webmaster, Kyle Whiteley.

The Board **agreed** that any issues related to Information Technology (IT) would be directed to the IT Committee Chair, Michael Massoni.

The Board took a break at 1500 and reconvened at 1527.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kyle Whiteley, Susan Kern, Jill van der Werff, Kevin Onstead, Allyson Parker-Lauck and John DiPippa.

Thom McDaniel was excused to attend the Association of Professional Flight Attendants Negotiating Training Session.

Lucy White-Lehman was excused for personal reasons.

Kevin Onstead made a **motion** that Jerry move forward with a new web based dues billing system/database at a cost not to exceed $30,000. John DiPippa **seconded** the motion.

There was discussion. The Board **agreed** that the design and implementation of all hardware, software and all data entry, etc. was included in this estimated price. Jerry Lindemann **agreed** to bring any other costs associated with the project before the Executive Board. Jerry Lindemann **agreed** to author an article regarding the new **Dues Recovery Database** for UNITY Magazine.

The motion on the floor **carried**.

Cuyler Thompson reported that the proposed Amendments to the TWU Local 556 Bylaws had been sent to TWU International for approval. Cuyler reported that he had not yet received a response.

Stacy Martin reported to the Executive Board details of his discussion with the TWU Local 556 Grievance Staff regarding Expanded Customer Service.

Cuyler Thompson **agreed** to author a Customer Service Survey to be distributed to the Membership and present it to the Executive Board the following day.

Garry Drummond was excused at 1630.

The Board discussed ordering TWU Local 556 emblazoned shirts for the new Executive Board Members.

The Board discussed allowing Flight Attendants from Domiciles other than Dallas to apply for TWU Local 556 Grievance Staff positions.

Brett Nevarez made a **motion** to recess until 0830 the following meeting. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1700.

## ***Wednesday October 17, 2007***

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern, Gwen Dunivent, John DiPippa and Kevin Onstead.

Jill van der Werff was excused for personal reasons.

Lucy White-Lehman was in transit.

Garry Drummond was a guest at the Meeting.

Denny Sebesta, Grievance Chair, entered the Meeting at 0835.

Denny Sebesta presented the **Grievance Committee Report**. There was no written report submitted.

Denny presented to the Board copies of the **Performance Evaluation for Grievance Staff** and noted that the Office Staff had recently evaluated their own job performances. Denny reported that the Grievance Chair and the Office Manager had discussed with each Staff Member their self-evaluations.

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

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

Stacy Martin made a **motion** to reconsider a Grievance. Susan Kern **seconded** the motion. The motion **carried**.

Stacy Martin made a **motion** to table a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

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

Michael Massoni made a **motion** to reconsider a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Lucy White-Lehman entered the Meeting at 0957.

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

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern, Gwen Dunivent, John DiPippa and Kevin Onstead.

Jill van der Werff was excused for personal reasons.

Lucy White-Lehman and Jerry Lindemann were absent.

Garry Drummond and Denny Sebesta were guests at the Meeting.

Michael Massoni was excused to attend to Information Technology (IT) issues at 1027.

Kevin Onstead made a motion to **proceed** on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

John DiPippa made a **motion** to table a Grievance. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

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

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

Jerry Lindemann and Lucy White-Lehman entered the Meeting at 1040.

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

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

Thom McDaniel left the Meeting at 1047.

Stacy Martin chaired the Meeting.

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

Thom McDaniel returned to the Meeting at 1053.

Denny Sebesta was excused from the Meeting at 1055.

The Board discussed the new Shop Steward Publication.  Cuyler Thompson and Susan Kern **agreed** to author the publication until another author was found.

There was discussion regarding the role of the Shop Steward at a Fact Finding Meeting.  John DiPippa **agreed** speak on the matter in a 30 second video clip to be posted on the TWU Local 556 Website.

Allyson Parker-Lauck made a **motion** to excuse Gwen Dunivent from compliance with Bylaw Article VII (g).  Brett Nevarez **seconded** the motion.  The motion **carried**.

The Board conducted a **Roll Call** to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the third quarter of 2007**.**

| | | |
|---|---|---|
| Thom McDaniel | flew pairing HD83 | dated September 20th |
| Michael Massoni | flew pairing PS77 | dated September 28th |
| Stacy Martin | flew pairing DS28 | dated September 15th |
| Jerry Lindemann | flew pairing DS32 | dated September 15th |
| Cuyler Thompson | flew pairing BI08 | dated September 23rd |
| Allyson Parker-Lauck | flew pairing HB73 | dated August 19th |
| Brett Nevarez | flew pairing PH00 | dated September 18th |
| Gwen Dunivent | excused | |
| Susan Kern | flew pairing FE21 | dated August 29th |
| Jill van der Werff | flew pairing HB78 | dated August 22nd |
| Mark Torrez | flew pairing MC94 | dated August 5th |
| Kyle Whiteley | flew pairing MC41 | dated September 15th |

Lucy White-Lehman conducted a multi-day Lounge Mobilization dated September 21st & 22nd.

Stacy Martin presented the **TWU Local 556 Office Manager Report**.  There was no written report submitted.

The Board discussed the staffing of the TWU Local 556 Union Office.

Michael Massoni returned to the Meeting at 1123.

Allyson Parker-Lauck made a **motion** to enter into Executive Session at 1146.  Brett Nevarez **seconded** the motion.  The motion **carried**.

Kevin Onstead made a **motion** to exit Executive Session at 1200.  Mark Torrez **seconded** the motion. The motion **carried**.

The Board went to lunch at 1200 and reconvened at 1300.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern, Gwen Dunivent, Lucy White-Lehman, John DiPippa and Kevin Onstead.

Jill van der Werff was excused for personal reasons.

Garry Drummond was a guest at the Meeting.

Denny Sebesta and Grievance Staff Member Lyn Montgomery entered the Meeting at 1301 to discuss the merits of a Grievance.

The Grievant entered the Meeting at 1310 to discuss the merits of a Grievance.

The Grievant and Lyn Montgomery were excused at 1318.

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

Denny Sebesta was excused at 1330.

The Board reviewed and updated the **TWU Local 556 Strategic Plan**.

Michael Massoni requested that Executive Board Members be more diligent about documenting phone conversations with Members in the Local's Laborsoft Grievance Database.

The Board discussed potential themes and topics for upcoming UNITY publications.

Denny Sebesta and Lyn Montgomery entered the Meeting at 1426 to discuss a Grievance.

A Grievant entered the Meeting at 1447 to discuss the merits of a Grievance.

The Grievant and Lyn Montgomery were excused at 1502.

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

The Board took a break at 1503 and reconvened at 1530.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern, Gwen Dunivent, Lucy White-Lehman, John DiPippa and Kevin Onstead.

Jill van der Werff was excused for personal reasons.

Garry Drummond was a guest at the Meeting.

Jerry Lindemann submitted the **August 2007 TWU Local 556 Financial Report**.

Jerry Lindemann **agreed** to request receipts from TWU Local 556 Shanna Martin Memorial Scholarship winner Joel Imel.

It was noted that Jerry Lindemann would be excused from the Executive Board Meeting the following day for personal reasons.

Brett Nevarez made a **motion** to approve the August 2007 TWU Local 556 Financial Report. Michael Massoni **seconded** the motion. The motion **carried**.

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

> *Lucy White-Lehman presented the BWI Base Report. The BWI Base continues to stay busy. There were several meetings scheduled since our last Executive Board Meeting. The meetings were regarding: sleeping while on duty, Step Two hearing involving a Class V violation, file review, Flight Attendant reaching 12 points and customer complaint letter involving a passenger who was hit by a passenger's bag during deplaning. The discipline issued from these meetings were the following: 3 day suspension, settlement on Class V violation, termination for points, no discipline on customer complaint letter involving injured passenger. Lucy resolved several other issues at the base level before a grievance needed to be filed. Which were the following: removing an FTR from a probationary Flight Attendant and pay for mandatory meeting scheduled by a Supervisor. Two meetings were handled very poorly by Management. The meetings turned into a he said/she said conversation between the Flight Attendants and the Supervisor who requested an IR on the situation. The Supervisor took very specific notes of her conversations with both Flight Attendants prior the Fact Finding meeting and then used that information against the Flight Attendants in the actual Fact Finding meeting. The meeting turned into what the Supervisor heard or thought she heard instead of what actually happened on board the aircraft. Both Flight Attendants stated that the Supervisor's account of their conversation was not accurate. Lucy spoke to David Curry at length regarding what took place and how it appeared that the meeting was stacked against them before they had their opportunity to give their side of the story. BWI is interviewing for the Assistant Manager position, no decision has been made yet on the position. There are two new Supervisors in BWI who were hired out of training: Alyssa Baiyina #86178 and Courtney Kelley #86403.*

The Board again discussed **Expanded Customer Service**. Cuyler Thompson presented a Customer Service Survey which he had authored for the Board to review. The Board **agreed** not to present the Survey to the Membership.

The Board **agreed** to change the recorded message received by a Flight Attendant when calling the Local Union Office outside of normal business hours. The new message would allow a Flight Attendant the option of leaving a non-emergency message or contacting the Officer-on-Call in the event of a qualified emergency. The Board **agreed** that the voice mailbox would be checked by the Officer-on-Call and that the call would be returned if the Officer could help the Flight Attendant.

The Board **agreed** to update their Yahoo Calendar accounts to include their Union email addresses.

The Board **agreed** that by offering legal advice to individual Members, the Local's Legal Counsel, Ed Cloutman, could be placed in a conflict of interest if a Member sought advice regarding possible litigation against the Local. Thom McDaniel **agreed** to contact Mr. Cloutman and instruct him not to offer legal advice to individual Members.

The Board discussed expanding the Executive Boardroom. The Board **agreed** that Stacy Martin and Michael Massoni would research potential solutions and present their findings to the Executive Board.

Brett Nevarez made a **motion** to recess until 0830 the following morning. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1700.

## ***<u>Thursday</u>***

**October 18, 2007**

Thom McDaniel called the Meeting to order at 0830

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, Susan Kern, Lucy White-Lehman, John DiPippa and Kevin Onstead.

Jill van der Werff was excused for personal reasons.

Gwen Dunivent and Jerry Lindemann were excused for personal reasons.

Thom McDaniel presented eleven pieces of **correspondence** for Board review.

Allyson Parker-Lauck made a **motion** for TWU Local 556 to purchase an APFA Anniversary Brick for $45 and designate the donation to the 9/11 Memorial Fund in appreciation for their support and solidarity. Kevin Onstead **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **September 2007 Executive Board Meeting Minutes** for Board review.

Allyson Parker-Lauck made a **motion** to approve the September 2007 Executive Board Meeting Minutes as amended. Kyle Whiteley **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **September 2007 Executive Board Meeting Synopsis** for Board review.

Allyson Parker-Lauck made a **motion** to approve the September 2007 Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom **agreed** to contact Jamie Horwitz, the Local's Public Relations Specialist, regarding the 'branding' of the Local as well as potential activities for our Members during the upcoming holiday season.

The Board discussed the upcoming TWU Local 556 Executive Board Strategic Planning Retreat. The Board **agreed** that there would be no Executive Board Meeting scheduled during the Retreat.

Michael Massoni was excused to attend a Meeting at Southwest Airlines Headquarters at 0930.

The Board discussed the **Line Writing Demonstration Video**. Kyle Whiteley **agreed** to create, print and distribute posters announcing the release of the video. The TWU Local 556 Hotline would also be updated to announce the release of the video.

There was discussion regarding the potentiality of satellite bases.

The Board **agreed** to conduct Lounge Mobilizations on October 31st, Halloween, to further remind Members of the increase in Unannounced Check Rides **(Ghost Rides)** currently being completed by Inflight Management. Thom McDaniel **agreed** to author and distribute talking points regarding the increase in Ghost Rides. Kyle Whiteley **agreed** to update the Local's Website to announce the Lounge Mobilizations.

The Board took a break at 0950 and reconvened at 1000.

Board Members present were Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Mark Torrez, Kyle Whiteley, John DiPippa, Susan Kern, Lucy White-Lehman and Kevin Onstead.

Thom McDaniel was excused to attend the Southwest Airlines Labor Briefing.

Jill van der Werff, Gwen Dunivent and Jerry Lindemann were excused for personal reasons.

Michael Massoni was excused to attend a Meeting at Southwest Airlines Headquarters at 0930.

Stacy Martin chaired the Meeting.

The Board placed a conference call to Baltimore Member Chris Click and discussed with him the **Crew Scheduling Investigation (CSI)** proposal that he had submitted to the Executive Board for consideration.

The conference call with Chris Click concluded at 1037.

The Board continued to discuss the CSI Proposal. The Board **agreed** to discuss the proposal further during the Executive Board Strategic Planning Retreat. Stacy Martin **agreed** to bring further research on the functionality of the Union's version of **Crew Web Access (CWA)** to the Strategic Planning Retreat.

The Board again discussed Officer-on-Call procedures. The Board **agreed** to discuss the issue further during the Strategic Planning Retreat.

Kyle Whiteley made a **motion** to adjourn. Susan Kern **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1053.

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

Cuyler Thompson
Recording Secretary