



TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

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TWU Local 556 Executive Board Meeting October 13th-17th, 2008 Synopsis

Monday October 13, 2008

Michael Massoni called the Meeting to order at 1022.

TWU Local 556 Executive Board Members present were Michael Massoni, Kevin Onstead, John DiPippa, Stacy Martin, Jerry Lindemann, Audrey Stone, Allyson Parker-Lauck, and Kyle Whiteley.

Cuyler Thompson was excused to attend the Houston Session of the 3rd Membership Meeting of 2008.

Audrey Stone recorded the Minutes of the Meeting.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Mark Torrez was excused to assist in writing the November 2008 Flight Attendant Bid Lines.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 Get Out The Vote (GOTV) effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was absent.

The Board recited the **Pledge of Allegiance**.

Stacy Martin read aloud the **TWU International Membership Pledge**.

Stacy Martin presented the **Office Manager's Report**. There was no written report submitted.

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

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

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

Audrey Stone submitted the **Baltimore Domicile Report**:

The Shop Steward training held in August was a big success, and many Shop Stewards attended. Baltimore added four new Shop Stewards and all have been trained. Audrey continues to look for "shadowing" opportunities so that Shop Stewards may sit in on a Fact Finding Meeting before conducting their own. Baltimore has seen a recent spike of meetings caused by write ups, most of which have not resulted in discipline. There have been three terminations since the last report was presented. Base Manager Jamie Willard has now moved to Baltimore with her family and is no longer commuting. She and Audrey are communicating about the base regularly. All publications have been distributed.

Audrey Stone submitted the **CISM Committee Report** for Chair Ellen Rodriguez.

Below are the CISM stats for the month of September:

Total calls that came into the pager were 21

Total calls directly to me 2

Total number of calls 23

(we talked to 60+ F/A'S during the month)

A/C Mechanical- 7

Assault on Employee-1

Injury-1

Medical Emergency- 4

Natural Disaster- 4

Other-4

Kyle Whiteley presented the **Scheduling Committee Report**. There was no written report submitted.

Kyle Whiteley presented the **Survey Committee Report**. There was no written report submitted. There was discussion about the upcoming Uniform Survey that will be put on the Union website.

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

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

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

Allyson Parker-Lauck discussed the testimonial section of **UNITY** Magazine.

Michael Massoni discussed the TWU Local 556 Health Chair position.

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

Kevin Onstead made a **motion** to excuse Gwen Dunivent from her 3rd quarter 2008 flying obligation in accordance with the Bylaws. Kyle Whiteley **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 2008:

Thom McDaniel	flew HA54 on September 3
Michael Massoni	flew PS 46 on September 27
Stacy Martin	flew DS22 on September 26
Cuyler Thompson	flew BH40 on August 31
Jerry Lindemann	flew DS13 on September 20
Allyson Parker-Lauck	flew DS25 on August 5
Brett Nevarez	flew LC06 on August 7
Gwen Dunivent	was excused.
Audrey Stone	flew BB41 on August 3
Michael McNeil	flew HC51 on August 15
Kevin Onstead	flew LB38 on September 12
Susan Kern	flew FC86 on July 25
Kyle Whiteley	flew MG56 on August 23
Mark Torrez	flew OG18 on August 30
John DiPippa	flew PD36 on September 25

Cuyler Thompson returned to the Meeting at 1215.

Allyson Parker-Lauck made a **motion** to excuse Michael McNeil from Executive Boards on Monday, October 13, 2008. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Board went to lunch at 1228 and reconvened at 1350.

Board Members present were Michael Massoni, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Mark Torrez was excused to assist in writing the November 2008 Flight Attendant Bid Lines.

Stacy Martin was absent.

Cuyler Thompson submitted the **President's Report** for Thom McDaniel:

Thom McDaniel reported that since the last Executive Board Meeting he had presided over 2008 3rd Quarter Membership Meetings in DAL, HOU, MDW, BWI, and MCO. He commended Cuyler Thompson and Susan Kern for their excellent Shop Steward Training Class as well as thanked Michael Massoni for chairing Membership Meetings in LAS, PHX, and OAK so that he could attend Contract Negotiations. Thom will be conducting 4th Membership Meetings in HOU, DAL, PHX, OAK, and LAS, however Michael will preside over BWI, MDW, and MCO so that Thom can attend Contract Negotiations. Thom thanked the Executive Board for their hard work and collaborative efforts during Hurricane Ike. This was a difficult time for many of our

Members. By working with Southwest Airlines, our Union was able to make sure our Members were well taken care of. While there are still some pending pay issues, we hope to have them worked out soon. The Company has agreed to look at cases on an individual basis if there is disagreement on the way Flight Attendants we are paid due to cancellations or hurricane related issues. Thom and Jerry Lindemann presented the New Hire Presentation to Class 244 on September 5. The class was very enthusiastic about being TWU Members. Unfortunately, due to Hurricane Ike, Class 244's graduation had to be moved up a day earlier and the New Hire Dinner had to be cancelled. Thom sent a welcome letter to all Class 244 Graduates with a Union Pin and Lanyard to congratulate them. Thom and Jerry presented to Class 245 on October 1. Thom reminded the Board of the New Hire Dinner on October 16 and encouraged all to attend. Thom and Gwen Dunivent held a COPE Meeting on September 9. Flight Attendants from each base attended to discuss and brainstorm about how to communicate with our Members about worker and Flight Attendant issues in the upcoming elections. Portia Reddick-White, Alex Garcia, and Karla Kozak also attended and gave great presentation to our Members. Several TWU Members will be on Union Leave to TWU International and the AFL-CIO to work on grassroots campaign efforts with our Members and other Union Members for the 2008 Election. They are:

*Chester Zermenco and Debi Lammers – Colorado
Steven Romero and Brett Nevarez – New Mexico
Maria Hank and Bryan Orozco – Nevada
Gwen Dunivent and LaTonia Benoit-Paul – Texas
Susan Kern – Florida*

All lost time for these Members will be reimbursed by TWU International or the AFL-CIO and they will be communicating with Union Members about workers issues during the election. Thom reminded the Executive Board that the Tarrant County AFL-CIO had requested that our Members assist with calls to Union Members in swing states and asked them to volunteer one evening to do so. Thom notified the Executive Board that Negotiations continue, however the pace has slowed down considerably as we have entered into economics. Economic proposals have been exchanged; however both teams remain far apart. Dates have now been scheduled for October 29 and 30 as well as November 11 and 12. The Coordinating Council is currently working on educating our Membership on economic changes since our last Contract. Members of the Negotiating Team will be travelling to Bases in the next few weeks, to meet with Members, update them on progress, and answer questions. The NT remains cautiously optimistic. The Local 556 Negotiating Team is also working with the SWA Negotiating Team to put together Q and A's and FAQ's to distribute with the Contract when it is ratified. The NT asked the Executive Board to submit and frequently asked questions to the NT by October 31. The NT also has met with SWAPA and communicated with TWU Local 555 on pending Negotiations progress. Don Shipman and Val Lorien will be attending the TWU Labor Summit and SWA Labor briefing on October 16. Thom thanked the Domicile Executive Board Members for their help in distributing the update on the possible third quarter results from SWA. Thom reported that he had received numerous complaints about Open Time problems during the OT release on the 23rd. Thom notified the Company of these problems in August and September. Thom and John Parrot attended a meeting on October 8 with Brendan Conlon, Ron Freer, and three representatives from technology. The Company acknowledged some problems and presented a plan to address them during October and November 23rd Open Time Release. Technology also discussed the fact that as we grow, the problems could increase and

mentioned a few solutions. Thom agreed to ask the Executive Board to put together an ad hoc committee to make recommendations to find a permanent solution to the problem. Thom and Michael Massoni also held a meeting with Gary Kelly and Mike Hafner regarding the lack of communication from the Inflight Department regarding efforts to address Flight Attendant relief regarding Minimum Crew requirements. Follow up meetings were held with Thom, Michael, and Gwen Dunivent representing the Union and Mike Hafner, Naomi Hudson, and David Curry. Michael presented language to provide breaks if necessary for Flight Attendants to leave the aircraft if necessary and to change boarding procedures to allow such. The Minimum Crew partial exemption has now been granted, but Thom hopes that the Union's suggestions will be implemented regardless to prevent this situation from happening again if the FAA changes their mind. Thom has continued to work with the Grievance Team and Company to resolve Contractual issues. Thom will be testifying in the Record Improvement Arbitration Case on October 17. Thom commended John Parrot for the great work he has been doing as Grievance Chair. Thom attended the 9-11 Memorial Service in Hurst, TX on the morning of September 11 with Don Shipman, Val Lorien, Cindy Ritner, and Garry Drummond. There was also a candlelight vigil held the same evening that many of our Members attended. Thom, Allyson Parker-Lauck, and Madeleine Howard attended the funeral service of Paul Gaynor on October 9 in Broken Arrow, OK. Brother Gaynor, who passed away on October 5, was the founding organizer of TWU Local 556 and our Members are the benefactors of his great legacy. Thom recommended that Local 556 publish a memorial to Brother Gaynor in our next publication of Unity Update with tributes from our early Officers who were trained by him. Thom is unable to attend this Executive Board Meeting because he is representing TWU Local 556 at the TWU International Executive Council Meeting in San Francisco. Thom is presenting an update on our Negotiations which the International has been instrumental in assisting with. In addition, Thom has made a special request to the International Executive Council to make Herb Kelleher and Colleen Barrett honorary, non-voting Members of TWU in honor of their contributions and support of our Flight Attendants over their long and honored careers. There will also be a Civil and Human Rights / Women's Committee Meeting that will be held in conjunction with the meeting. Thom will participate in a panel discussion during that meeting. Thom reminded the Executive Board that the November Executive Board Meeting will be the annual retreat held in Burton, TX and facilitated by Mark Richard. The dates are November 17-20 and further details will be sent out in the next two weeks. TWU Local 556 will host the next Coalition of Flight Attendants Meeting in December. International President Jim Little has graciously offered to host the event at TWU International Headquarters in New York and the dinner held the night before. The meeting will be held on December 10 with the dinner the evening before. Finally, Thom welcomed the newest Southwest Airlines Labor Group to join TWU. On Friday, October 10, Southwest Dispatchers, SAEA, voted to affiliate with Transport Workers Union. Our Union has worked for years with SAEA on the SWA Labor Summit and supported the affiliation. SAEA will now be TWU Local 550. We look forward to continuing support for our Brother and Sister Dispatchers and they join the collective strength of TWU.

Cuyler Thompson submitted the **Orlando Base Report** for Susan Kern:

Things have been relatively quiet since Brian Ridgeway became the Base Manager on August 4. Brian opened MCO in 2001 as a Recurrent Trainer; Flight Attendants in MCO were very excited that he was becoming our Base Manager. Brian has been very good to work with. He's been receptive to the concerns I've raised, and does not seem to be quick to rush to judgment. Management still needs to replace Jenny Kaminsky, who was one of the Assistant Base Managers; she left MCO for PHX. Everyone feels the loss of Hank Wasiniak, RT

supervisor. The new People Department is open, and by the end of November should have badging capabilities. There has been no further physical progress with the lounge reconstruction process. The most recent Supervisor hired for MCO is Cheryl Saphija, who actually WAS a Flight Attendant for approximately 10 years here at SWA! The office is now fully staffed, with the exception of a 2nd Assistant Base Manager. We are seeing an additional 60 Flight Attendants coming into MCO in November. Per Brian Ridgeway, this is due to the increased number of originators we will be seeing over the holidays and probably into the beginning of next year. This is the time of year that customers book travel to FL, and this sort of flux may well continue into the future. The August 29 Labor Day joint picnic with 555 was a huge success. Many thanks go to Troy Huber and Gisela Alvarez, who donated many hours of time to ensure the success of the event. The lanyards were well received. I would like to thank the Board and especially Thom McDaniel for affording me the opportunity to participate in the Internship Program with the Department of Legislative and Political Affairs (DLPA) in Washington, DC during the month of September. Words fail me as I try to describe the impact this program has had on my life. I feel much better prepared to advocate for Flight Attendant issues on both a national and state level, and feel I will be able to be much more effective. I'd also like to acknowledge Gwen Dunivent, who, as one of the earlier Interns with the program, helped the DLPA office identify areas of the program that needed improvement. It was an incredibly busy 3 weeks, but I would do it over again in a heartbeat. The Labor 2008 Campaign in FL is going strong. I am working with the Space Coast CLC located in Cocoa to educate Union members on the issues that are important to Labor in the upcoming elections. We face additional challenges to our local economy due to the end of the Space Shuttle program in 2010. This, coupled with the downturn in the housing market, downturn in the economy, and fewer tourists, could potentially devastate the area. This would have a huge impact on many of our Members and other employees of Southwest Airlines.

Stacy Martin returned to the Meeting at 1413.

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

<i>Calls</i>	<i>17</i>
<i>Calls involving pilots</i>	<i>2</i>
<i>Calls resolved favorably</i>	<i>16</i>

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

Cuyler Thompson submitted the **August 2008 Executive Board Meeting Minutes** for review.

The Board made corrections to the Minutes.

Jerry Lindemann submitted the **July 2008 TWU Local 556 Financial Report** for review.

Mark Torrez entered the Meeting at 1506.

Kevin Onstead made a **motion** to approve the July 2008 TWU Local 556 Financial Report. Mark Torrez **seconded** the motion. The motion **carried**.

Jerry Lindemann submitted the **August 2008 TWU Local 556 Financial Report** for review.

Kevin Onstead made a **motion** to approve the August 2008 TWU Local 556 Financial Report. Audrey Stone **seconded** the motion. The motion **carried**.

The Board took a break at 1537 and reconvened at 1604.

Stacy Martin chaired the Meeting.

The Board discussed the shirts that had recently been ordered for the new Shop Stewards.

The Board discussed the decreased amount of Open Time that would be available in November.

The Board began **TWU Local 556 2008-2009 Operating Budget** discussions.

Kevin Onstead made a **motion** to recess. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1700.

Tuesday **October 14, 2008**

Michael Massoni called the Meeting to order at 0830.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Kevin Onstead made a **motion** to excuse Michael McNeil for the rest of October Boards. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Michael McNeil was excused for personal reasons.

Grievance Chair John Parrott entered the Meeting at 0835. John submitted the **Grievance Committee Report**:

The Monthly Grievance Meeting was held on Monday, September 29th. John Parrott and Lyn Montgomery attended. 8 grievances were discussed that involved both discipline and contractual issues. 1 Contractual Case was settled. As of Friday, October 13th, the Union has a total of 111 active Grievances. The Grievance breakdown is as follows:

<i>Termination Cases:</i>	<i>23</i>	<i>-</i>	<i>20.7%</i>	<i>From September 1st – October 13th</i>
<i>Contract:</i>	<i>51</i>	<i>-</i>	<i>45.9%</i>	<i>Grievances Filed: 21</i>
<i>Non Termination:</i>	<i>15</i>	<i>-</i>	<i>13.5%</i>	<i>Withdrawn: 6</i>
<i>Groups:</i>	<i>22</i>	<i>-</i>	<i>19.8%</i>	<i>Settled: 4</i>

Kyle Whiteley made a **motion** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Grievance Team Member Catherine Rea entered the Meeting at 0913 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0924 to discuss the merits of the Grievance.

Catherine and the Grievant left the Meeting at 0942.

Kyle Whiteley made a **motion** to proceed on a Grievance. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Board took a break at 0953 and reconvened at 1010.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

John Parrott and Grievance Team Members Lyn Montgomery and Sara King were guests at the Meeting.

A Grievant entered the Meeting at 1054 to discuss the merits of the Grievance.

The Grievant, Lyn and Sara were excused at 1110.

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

Catherine Rea entered the Meeting at 1114.

The Executive Board spoke with a Grievant via conference call.

Michael Massoni left the Meeting at 1123.

Stacy Martin chaired the Meeting.

Catherine Rea was excused at 1132.

Michael Massoni returned to the Meeting at 1132.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

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

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

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

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

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

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

The Board went to lunch at 1307 and reconvened at 1420.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

John Parrott, Sara King and Lyn Montgomery were guests at the Meeting.

A Grievant entered the Meeting at 1445 to discuss the merits of a Grievance.

The Grievant, Sara and Lyn were excused at 1500.

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

Grievance Team Member Jamie Littleford entered the Meeting at 1505 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1530.

Jamie was excused at 1550.

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

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

John Parrott was excused at 1605.

The Board discussed potential topics of conversation for Southwest Airlines Management Representatives scheduled as guests later in the Meeting.

The Board discussed the issue of the Minimum Crew Exemption.

The Board took a break at 1640 and reconvened at 1700.

Board Members present were Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Michael Massoni was excused to call Inflight Management.

Michael Massoni entered the meeting at 1704.

The Board discussed Inflight Scheduling and the fact that they often place Pairings on Reserve's CWA Screens several hours in advance.

The Board discussed Union Pulls.

Kyle Whiteley made a **motion** to donate \$100 to MDW Flight Attendant Ryan Regal due to a house fire. Audrey Stone **seconded** the motion. The motion **carried**.

Stacy Martin was excused for personal reasons at 1735.

The Board discussed Credit Card Applications being promoted by some Flight Attendants during Southwest Airlines flights.

Kyle Whiteley made a **motion** to recess. Cuyler Thompson **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Meeting at 1800.

Wednesday **October 15, 2008**

Stacy Martin called the Meeting to order at 0832.

Board Members present were Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Michael Massoni was excused to attend Go Team Training at Southwest Airlines Headquarters.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Mark Torrez and Audrey Stone discussed with the Board progress made on **Project Redesign 2009**.

John Parrott, Keenan Ryan and Becky Parker entered the Meeting at 0900 to discuss a Grievance.

A Grievant entered the Meeting at 0930 to discuss the merits of the Grievance.

The Grievant, Keenan and Becky were excused from the Meeting at 1018.

The Board took a break at 1020 and reconvened at 1030.

The Board discussed the Local's Office Staffing needs for the upcoming holiday season.

Cuyler Thompson made a **motion** to proceed on a Grievance. Jerry Lindemann **seconded** the motion.

The Board discussed the disappointing fact that Southwest Airlines Management was refusing to provide the necessary information for the Union to properly investigate Grievances.

The motion on the floor **carried**.

Stacy Martin and John Parrott left the Meeting at 1055.

Jerry Lindemann chaired the Meeting.

Stacy Martin returned at 1056.

The Board **agreed** that Stacy Martin would investigate the potential violations of Labor law that were being committed by Southwest Airlines in their refusal to provide complete information requested by the Union and the Union's potential response.

The Board **agreed** that Thom McDaniel and John Parrott would write a letter to be sent to Southwest Airlines Management by October 24th regarding Management's continued refusal to provide the Union with information requested to investigate Grievances.

Lyn Montgomery and John Parrott entered the Meeting at 1100 to discuss a Grievance.

A Grievant entered the Meeting at 1125 to discuss the merits of the Grievance.

The Grievant and Lyn Montgomery were excused at 1205.

The Board took a break at 1206 and reconvened at 1216.

Board Members present were Stacy Martin, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Michael Massoni was excused to attend Go Team Training at Southwest Airlines Headquarters.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Jerry Lindemann was excused to attend to Union Business.

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

Sara King entered the Meeting at 1223 to discuss a Grievance.

A Grievant entered the Meeting at 1230 to discuss the merits of the Grievance.

Sara and the Grievant were excused at 1257.

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

The Board went to lunch at 1300 and reconvened at 1410.

Board Members present were Stacy Martin, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Michael Massoni was excused to attend Go Team Training at Southwest Airlines Headquarters.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Jerry Lindemann was excused to attend to Union Business.

John Parrott was a guest at the Meeting.

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

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

Catherine Rea entered the Meeting at 1424 to discuss a Grievance.

A Grievant entered the Meeting at 1448 to discuss the merits of the Grievance.

Catherine and the Grievant were excused at 1458.

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

Kathy Anderson entered the Meeting at 1500 to discuss a Grievance.

Allyson Parker-Lauck made a **motion** to revisit a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Mark Torrez presented the **Oakland Domicile Report**. There was no written report submitted.

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

The Flight Attendant Memorial Plaque was updated on October 10, 2008 with the following names: Wesley Smith, Hank Wasiniak and Donna Kelly.

Nine Care and Concern cards were sent in August/September/October.

Kyle Whiteley has updated the In Remembrance Page on the TWU Website. This will be my last Care and Concern Report while on maternity leave. Let me know who you would like to

continue the Care and Concern Committee during my leave, so I can update them. Jannah Dalak is interested and has offered to help out during my leave.

The Board took a break at 1520 and reconvened at 1548.

Board Members present were Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Michael Massoni was excused to attend Go Team Training at Southwest Airlines Headquarters.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

The Board **agreed** that Jerry Lindemann would add the “Positive Pay” feature to the Local’s primary checking account in order to further protect the money in the account against fraud.

Jerry Lindemann was excused at 1600 to attend to Union Business.

The Board reviewed and approved the new **Uniform Committee Survey** to be administered on the TWU Local 556 Website.

Jerry Lindemann entered the Meeting at 1646.

The Board discussed a letter from a Member regarding the recent ‘Wear It to Win It’ Contest. The Board **agreed** that Cuyler Thompson would call the Member directly to address their concerns.

Stacy Martin left the Meeting at 1705.

Allyson Parker-Lauck chaired the Meeting.

Stacy Martin returned to the Meeting at 1707.

The Board spoke with Thom McDaniel via conference call.

Michael Massoni returned to the Meeting at 1722.

The Board **agreed** that TWU International would recognize Herb Kelleher and Colleen Barrett, upon their retirement, for their contributions to the Flight Attendants of Local 556 by making Herb and Colleen honorary, non-voting, non-dues-paying Members of TWU Local 556.

Jerry Lindemann made a **motion** to recess. Mark Torrez **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Meeting at 1730.

Thursday
October 16, 2008

Michael Massoni called the Meeting to order at 0830.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Kyle Whiteley updated the Board on the progress and plans of the TWU Local 556 Coordinating Council and Contract Action Team.

Cuyler Thompson reported on his call to a Member regarding the 'Wear It to Win It' Contest.

Jerry Lindemann reported that a check he had recently written on behalf of the Local had been stolen and he updated the Board regarding its recovery. It was noted that the check was not cashed and that the Local did not lose any money.

The Board **agreed** that every attempt would be made to have an Executive Board Member working in the Local Office at all times during regular office hours.

The Board discussed the Office Staffing for the upcoming holidays. Stacy Martin **agreed** that he, Thom McDaniel, Jerry Lindemann and Gwen Dunivent would have a Meeting to coordinate which of the four full-time Officers would be in the Local Office during the holidays. Stacy requested that Officers of the Executive Board who were available during the holiday season volunteer to help out in the Office.

The Board took a break at 0945 and reconvened at 1005.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

The Board continued to discuss the **2008-2009 TWU Local 556 Operating Budget**.

The Board discussed the **Board of Election** and the 2009 Executive Board and Convention Delegate Elections. The Executive Board **agreed** that TWU Local 556 should have written policies and procedures in place that specifically detail how our elections are conducted. Cuyler Thompson **agreed** to contact BOE Chair Sonia Hall and request that she submit Board of Election language to be included in the TWU Local 556 Policies and Procedures Manual.

The Board continued to discuss the 2008-2009 TWU Local 556 Operating Budget.

Audrey Stone made a **motion** to pay 2 TFPs for Fact Finding/Step 2 Meetings if the Meeting is conducted by the Union Representative before or after a pairing, effective November 1, 2008. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Board went to lunch at 1150 and reconvened at 1335.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

The Board continued to discuss the 2008-2009 TWU Local 556 Operating Budget.

The Board took a break at 1510 and reconvened at 1537.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

The Board discussed the new SecureScreen Concept Test biometric security screening feature which would soon be tested by Southwest Airlines Flight Attendants based at BWI. Cuyler Thompson and Audrey Stone **agreed** to be the first Flight Attendants testing the new program.

The Board continued to discuss the 2008-2009 TWU Local 556 Operating Budget.

Stacy Martin made a **motion** to recess. Cuyler Thompson **seconded** the motion. The motion **carried**.

Michael Massoni recessed at 1711.

Friday

October 17, 2008

Michael Massoni called the Meeting to order at 0849.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Gwen Dunivent, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Michael Massoni made a **motion** to donate \$100 to the Brooklyn-based Boy Scout Troop that meets the TWU Local 556 donation policy. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Board continued to discuss the 2008-2009 TWU Local 556 Operating Budget.

Kyle Whiteley made a **motion** for a Roll Call Vote to approve or not to approve the 2008-2009 TWU Local 556 Budget. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Board took a break at 0955 to attend the **Dallas Session of the 3rd Membership Meeting of 2008** and reconvened at 1140.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Mark Torrez, Kevin Onstead, and John DiPippa.

Thom McDaniel was excused to attend the TWU International Executive Council Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Kyle Whiteley was absent.

The Board continued to discuss the 2008-2009 TWU Local 556 Operating Budget.

Kyle Whiteley returned to the Meeting at 1215.

Thom McDaniel entered the Meeting at 1223 as Chair.

Michael Massoni was excused at 1230 to attend the Aviation Safety Action Program Meeting.

Allyson Parker-Lauck made a **motion** to approve the 2008-2009 TWU Local 556 Operating Budget. Kevin Onstead **seconded** the motion.

Thom McDaniel	Chair
Jerry Lindemann	Abstain
Stacy Martin	No
Cuyler Thompson	Yea
Allyson Parker-Lauck	Yea
Audrey Stone	Yea
Mark Torrez	Yea
John DiPippa	Yea
Kevin Onstead	Yea
Kyle Whiteley	No

The motion **carried**.

The Board went to lunch at 1330 and reconvened at 1430.

Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead, and John DiPippa.

Michael Massoni was excused to attend the Aviation Safety Action Program Meeting.

Gwen Dunivent, Brett Nevarez and Susan Kern were excused to work in the Labor 2008 GOTV effort for the AFL-CIO on behalf of TWU International.

Michael McNeil was excused for personal reasons.

Thom McDaniel presented two pieces of correspondence.

Stacy Martin made a **motion** to adopt the duties of the Financial Secretary-Treasurer to the Policies and Procedures Manual as amended. Kevin Onstead **seconded** the motion. The motion **carried**.

Kyle Whiteley left the Meeting at 1510.

Kevin Onstead made a **motion** to include the job description for the Office Manager, Executive Office Assistant, Office Coordinator and Grievance Chairperson in the Policies and Procedures Manual. Cuyler Thompson **seconded** the motion. The motion **carried**.

Kyle Whiteley returned to the Meeting at 1519.

Cuyler Thompson **agreed** to solicit what information that each Domicile Executive Board Member would like to provide to a Member regarding how the obligations of the 'Wear It to Win It' contest were fulfilled.

Kevin Onstead made a **motion** to begin paying the LAS Central Labor Council the appropriate per capita. Mark Torrez **seconded** the motion. The motion **carried**.

Kyle Whiteley excused for Union business at 1530.

Cuyler Thompson submitted the **August 2008 Executive Board Meeting Minutes** for review.

Kyle Whiteley returned to the Meeting at 1545.

Allyson Parker-Lauck made a **motion** to approve the August 2008 Executive Board Meeting Minutes. Jerry Lindemann **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **August 2008 Executive Board Meeting Synopsis** for review.

Mark Torrez made a **motion** to approve the August 2008 Executive Board Meeting Synopsis. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Stacy Martin made a **motion** to send flowers to the family of Grievance Team Member Keenan Ryan regarding the death of her Uncle. Jerry Lindemann **seconded** the motion. The motion **carried**.

The **October 2008 Safety Team Report** is attached to these Minutes.

Jerry Lindemann made a **motion** to adjourn. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1555.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a horizontal line extending to the right.

Cuyler Thompson
Recording Secretary

