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

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Executive Board Meeting
May 6th, 7th & 8th, 2008
Synopsis

Tuesday
May 6, 2008

Thom McDaniel called the Meeting to order at 0833.

TWU Local 556 Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Kevin Onstead, Michael McNeil, Gwen Dunivent, Kyle Whiteley and Mark Torrez.

Michael Massoni and Lucy White-Lehman were excused for vacation.

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

Michael McNeil was sworn in as the newest TWU Local 556 Executive Board Member by Garry Drummond.

Michael McNeil led the Board in reciting the **Pledge of Allegiance**.

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

The Chair noted that the day's Meeting would recess at lunch so that the Executive Board could attend the **1st Annual TWU Local 555/556 Family Picnic** in Friendswood, Texas.

Cuyler Thompson submitted **Baltimore Domicile Report** for Lucy White-Lehman:

> *Lucy reported that BWI Assistant Base Manager Anna Boardman, who was released from Southwest on April 3, 2008, had returned to BWI as Assistant Base Manager. Anna returned to work on April 28, 2008. The Base has never experienced a Manager's return, so there is some confusion on behalf of the Flight Attendants. Hopefully, Management will put out an RBF to clarify any questions especially since Lucy's BWI Base Report in April's Unity Magazine details Anna's sudden and immediate departure. Shop Stewards Audrey Stone and Chris Click did the Negotiating Team Base Tour Lounge Mobilizations on April 10th/April 11th. Lucy attended New Hire Base Orientation on April 29, 2008. April Unity Magazine arrived in the Base on May 3rd and was distributed by Shop Steward Ian Johnson on May 5th. The Red Rack*

and Glass Case are updated. Lucy gave notice to the Executive Board on April 30, 2008 of her resignation, which will be effective May 31, 2008. After talking to several Shop Stewards to see who may be interested in filling the position, Lucy has decided to recommend Shop Steward Audrey Stone for the position. Lucy will ensure the new BWI Domicile Executive Board Member is trained for a smooth transition in BWI.

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

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

First I want to thank the Board for supporting me and allowing me to go to Washington, D.C. for my internship. If all of you didn't support the program, and support me in living my dream, I would not have been able to go. I especially want to thank Thom and Stacy for being willing to cover my absence from the office. The internship was an amazing time. I was able to meet and talk face to face with more than twenty Congressional Representatives. I attended many Congressional hearings, including the FAA Oversight Hearing with Thom and Michael. I learned how a bill becomes law, how the TWU International decides which candidates to give money to, and all about the different Congressional Committees and how they interact together. The process that moves the very slow train of legislation is much more complicated than I previously thought, and while complicated, it is fascinating. I would like to report that the over-riding mood in Washington among Democrats is cautious optimism, although the concern grew daily while I was there about the damage being done to the party by the fight for the nomination. The Base was relatively quiet in my absence, and I want to thank the Grievance Team for handling meetings and Shop Steward Jane Johnson for hosting the Negotiating Team in the Lounge. While I was in D.C., Sarah Schulte accepted the position of Dallas Base Manager. I look forward to working with Sarah in the Base. The Wear It to Win It Union pin raffle was a big hit in the lounge on May 1st, and it has sparked some requests for Union pins (Yeah!). I attended an Arbitration Conference at the end of March which was very educational, and I am now hard at work with the Coordinating Council on our first event, surrounding the Shareholders Meeting. All publications have been distributed in Dallas. It's good to be home.

Michael McNeil submitted the **Civil and Human Rights Committee Report** for Chair Portia Redick-White:

Key Points from the Civil & Human Rights Training:
Brother Larry Martin (Ret) spoke on the history of the Civil & Human Rights Dept. He talked about his training with A. Phillip Randolph. International Secretary Treasurer Joseph Gordon spoke about the vision for TWU Civil & Human Rights Dept. I'm confident under the leadership of President Little TWU will be in the forefront of C&HR.
Willie Baker of CBTU Coalition of Black Trade Unionists spoke on how the AFL-CIO is slow to change and gave point after point on how much time the AFL-CIO needed to get on the right side of the issues: a. The re-election of Richard Nixon (1972) and b. to call for an economic boycott of South Africa (1974). Jeremy Bishop with Pride at Work spoke about training shop stewards, union staff, and union leaders on how to make your contracts inclusive to lesbian, gay, bisexual and transgender Members. In conclusion the meeting was very positive and informative and I do look forward to the opportunity to attend more in the future.

Michael McNeil presented the **Houston Domicile Report**. There was no written report submitted.

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

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

Mark Torrez presented the **Oakland 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.

Gwen Dunivent presented the **COPE Committee Report**. There was no written report submitted.

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

Calls	*17*
Calls involving pilots	*0*
Calls resolved favorably	*17*

Cuyler Thompson submitted the **Uniform Committee Report** for Chair, Val Lorien.

> *After weeks of emails and phone calls from Flight Attendants, Suzanne Ferrari finally got Cintas to make alterations to the female uniform. All female blouses will have added length to the side seam, front and back, hopefully solving the problem of the shirts coming out of the flight attendants' pants. The sample has arrived at Cintas Headquarters last Friday and they are starting production now. Tall blouses are still considered a special order, but will soon be made available on the website instead of having to go through the base manager, like you do with any other special order. They will still cost 1.5x the normal amount and have a 12 week lead time. For girls who need shorts and pants smaller than a zero, a new size will be offered (X0), as in "extra zero." The size should already be available on the website.*

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

Thom McDaniel presented the **New Hire Committee Report**. There was no written report committed.

There was discussion regarding how Flight Attendants who were training New Hires on the new multiple-day Operating Experiences were being compensated.

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

Gwen Dunivent submitted the **Working Women's Committee in the TWU International Air Transport Division Committee Report**:

> *When ATD Director Jim Little asked Local 556 President Thom McDaniel to send a woman to help get a Women's Committee in the ATD started, Thom asked me if I would be interested. I*

was excited and honored and went to the ATD office in Hurst for the first meeting with great expectations. What has transpired in the years since has far exceeded any expectations that I had on that day. I remember Jim explaining that several women in the ATD had expressed concern to him about workplace issues for them. Most of the Locals in the ATD are predominantly male, and some of the women in these Locals were feeling excluded and sometimes even ignored. Jim asked us at that first meeting if we thought there could be benefit to sharing experiences and offering support to one another from across the airline industry and we agreed to work on a plan for how to do that. The women in the room that first day didn't know each other, and we shyly went about introductions. Then Jim handed the meeting over to us and asked us to get started. We slowly began to share ideas, and it became apparent that some of the women at the table were clearly uncomfortable speaking, even to this small group. Some of their voices were quiet, and they seemed to struggle to articulate their thoughts. But we agreed to meet again, and the ATDWWC was born. In the years since then, we have grown leaders and activists from this Committee. During Committee meetings, we have had classes on public speaking, newsletter writing, self-defense, and time management just to name a few. We always try to have a successful woman in Union work, or in the airline industry, come to each meeting and tell the story of how she faced and surmounted obstacles along her career path. We have heard from successful political women and prominent professional women, and have been mentored by some of the strongest women leaders in the TWU, including Peggy Olstein, Portia Reddick-White, Sandra Burleson, Marsha Spenowitz, and Susan Resch. And somewhere along the way, our own women have found their voices and their passions, and expanded their own lives. The Committee members each bring their own perspectives to the table, and their own challenges. When a member is facing something difficult, whether it is in their own Local, their workplace, or their personal lives, they now feel safe enough to share that problem, and listen to the different perspectives around the table about how to help one another. We each bring information to the meetings, whether it's about labor-friendly candidates, women's health issues, or the labor movement in general. The goal of the ATDWWC, in a nutshell, is to grow leaders in the TWU. We agreed to single term limits for our officers so that everyone will have a chance to serve in those leadership roles someday. We have women in this group who are now elected Shop Stewards and Officers in their own Locals, when they had never considered running before coming to the ATDWWC because they didn't have the confidence or the tools they needed to run. We have had two members awarded the Internship at the Department of Legislative and Political Affairs of TWU International. Our members now look at running for office in their communities, as well as within their Locals. Make no mistake, we <u>are</u> growing leaders. Personally, I have run for and been elected to Office in my Local as a direct result of the relationships I have built and skills training I have received in this Committee. I have pursued dreams and persisted in goals as a direct result of my involvement in this Committee. The knowledge I have gained from my sisters on this Committee has made my life so much richer in more ways than I can count. I now have friends all across the country, who I can count on for support and advice. The ATDWWC is a vital, growing Committee which enriches and empowers its members, who in turn, are stronger members of the TWU International. I look forward to many more years with this extraordinary group of TWU sisters.

The Board took a break at 0951 and reconvened at 1005.

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

Michael Massoni and Lucy White-Lehman were excused for vacation.

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

Cuyler Thompson presented the **March and April 2008 Executive Board Meeting Minutes** and the **1st Membership Meeting of 2008 Minutes** for review. The Board made corrections to the Minutes.

Stacy Martin left the Meeting at 1101.

The Board commended Lucy White-Lehman and recognized her fantastic work and advocacy on behalf of the Baltimore Membership.

Kyle Whiteley made a **motion** to appoint Audrey Stone as the new Baltimore Domicile Executive Board Member effective June 1st, 2008. Brett Nevarez **seconded** the motion. The motion **carried**.

Jerry Lindemann left the Meeting at 1110.

Thom McDaniel reported to the Executive Board regarding the most recent round of Membership Meetings. There was discussion regarding Management's latest 'Round Tables'. It was noted that Management had been discussing topics that should better be discussed at the Negotiating Table.

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

Garry Drummond was excused at 1133.

There was discussion regarding speculation that Southwest Airlines may soon enter into a codeshare agreement with another airline.

The Executive Board discussed the recent settlement with Management which clarified that Flight Attendants would be compensated the 4.0 TFP even if their meeting with Management had been cancelled. The Board discussed how the settlement may impact Shop Stewards.

Cuyler Thompson discussed with the Board the idea of hosting a **'Contract Pop Quiz'** on the TWU Local 556 Website pertaining to the Collective Bargaining Agreement (CBA) as a method of educating the Membership on its content. Cuyler **agreed** to present more information at the next Executive Board Meeting.

Brett Nevarez made a **motion** to recess. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1152.

Wednesday
May 7, 2008

Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Kevin Onstead, Michael McNeil, Gwen Dunivent, Kyle Whiteley and Mark Torrez.

Michael Massoni and Lucy White-Lehman were excused for vacation.

Cuyler Thompson submitted the **CISM Committee Report** for Chair Eileen Rodriguez:

> *CISM held its annual recurrent training April 15-17. We had a joint training with Flight Ops. We had 47 out of 49 Inflight Team members attend. 2 were out for Medical reasons. I have had a few Team members step down or "go inactive" due to different reasons. The Team has a total of 49 active members. All CISM Team members will be Care Team trained by the end of September 2008. As Chairperson I think the training this year was remarkable. We did a mini activation drill and practiced what we would really do in a Emergency situation. The training this year was very much "hands on". I have asked each Team member to complete a critique and mail back to me. I think the Team left this year more prepared for an Emergency than we ever have been. We had several Guests attend: FAAP members, Scheduling Supervisor's, Inflight Supervisor's, SWAPA and Dave Kissman.*
> *The total calls we received in April was 28*
> *8- Aircraft Mechanical*
> *2- Assault on Employee*
> *2- Confidential issue*
> *1- Depressurization*
> *1- Injury*
> *8- Medical Emergency*
> *3- Non work related*
> *2- Other*
> *1- Passenger misconduct*
> *As always thank you all for your support. I would love to attend one of the Board Meetings in the future if I am welcome.*

John Parrott, Grievance Chair, entered the Meeting at 0838 to discuss Grievances with the Board.

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

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

Kyle Whiteley made a **motion** to proceed on a Grievance. Allyson Parker-Lauck **seconded** the motion.

Brett Nevarez **called for the question**. Stacy Martin **seconded** the motion. The motion **carried**.

The motion on the floor **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** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

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

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

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

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

Kevin Onstead made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

The Board took a break at 1100 and reconvened at 1105.

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

> *Thom McDaniel reported that he had attended the SWA Labor Summit with other SWA Labor Union as well as the Southwest Airlines Labor briefing on January 23 as well as the CISM Training on January 24. Thom has continued to lead the Negotiating Team preparing for Negotiations. The Negotiating Team has held a weekly meeting each Monday. The Negotiating Team met with Mark Richard on February 21 for training and planning sessions and with the Coordinating Council on February 22. New Members of the Coordinating Council are Kyle Whiteley working on Communication and Gwen Dunivent and Susan Kern working on Membership Mobilization as well as Jamie Horwitz coordinating Public Relations.*

The Negotiating Team will begin their Base Tour on February 19 in MDW ending in PHX on April 25. The Negotiating Team has continued working with the Executive Board to promote the Negotiating Survey including automated voice calls, text message and email campaigns, and lounge mobilizations. Thom noted that he had asked Inflight Vice President Mike Hafner to send out a CWA Message to all Flight Attendants, however Hafner refused sending an email "I've decided that we shouldn't communicate Union business on Maestro." Thom was surprised since the Inflight Department has sent out several messages promoting Union charity events and even Union Scheduling Surveys, however will not send out a reminder for a Negotiating Survey. Thom arranged and participated in a Contract Language Writing Class on February 28 and 29. The class was sponsored by TWU International and presented by Instructor Walter Pearson. Thom represented Local 556 at the International Executive Board and Council Meeting on February 4-7 in Hollywood, Florida. Thom reported that Mike Hafner had mentioned to him that the Company was planning a Survey on such items as duty day and scheduling. Thom notified Hafner that a survey on these items would be considered direct bargaining and a violation of labor law. Thom informed the Board that he had met with SWA CFO Laura Wright and Greg Thorsen, Manager of Employee Benefits on February 12 to discuss Buddy Pass and Committed Partner qualifications. The Company representatives provided information illustrating that the new buddy pass program had awarded many more passes since the program had changed so they believe that the Buddy Pass Program is not expected to change again. Thom pointed out that the Union's position remains that while the Union is in favor of a program that allows our Members to earn more passes, it is not in favor of a program that excludes Flight Attendants who fly their lines and take their scheduled and EARNED vacations. Thom also reported that the Company will be making improvements to the Committed Partner Pass Program due to our Union's inquiries and efforts. Thom worked with Gwen Dunivent on the expanded COPE Committee Meeting on March 6. Thom extended his appreciation to Gwen Dunivent for her hard work as well as guests Tom Carlin and Peggy Wiedman and all Members who attended. He looks forward to working with this newly expanded committee to empower our Members on political issues important to our jobs. Thom has continued to work with the Grievance Team on Contract, Board of Adjustment, and Membership issues including meetings with Management. Thom presented to the New Hire Class on February 22 with Treasurer Jerry Lindemann and guests Negotiators Don Shipman and Val Lorien. The class was unique as it was made up of 8 "candidates" who are Inflight Supervisors who have never been Flight Attendants and one "candidate" who has been the Director of Inflight Training for one year. Thom will be attending the meeting of the Coalition of Flight Attendants with Michael Massoni on March 17 and 18 in Washington D.C. The Coalition meeting will be hosted by the International Association of Machinists (IAM) and will address issues that affect the over 100,000 unionized Flight Attendants in the United States. Finally, Thom has worked with Michael Massoni on the recent problems with FAA inspections on SWA aircraft. Our Union has been assured by Gary Kelly that the aircraft are safe. TWU Local 556 has pledged that we will be involved in any investigations regarding this event and will keep our Membership informed on these issues.

The Executive Board discussed potential topics of conversation for the Southwest Airlines Management Representatives scheduled to be guests at the Meeting after lunch.

The Board discussed the issues that Las Vegas Members had reported having with the **Employee Line at Airport Security** at their domicile. Kevin Onstead stated that no Members had reported to him that they had difficulty at Airport Security.

The Board took a ‘working lunch’ at 1145 to participate in the **Quarterly Executive Board/ Grievance Team/ Office Staff Meeting** and reconvened at 1300.

TWU Local 556 Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Kevin Onstead, Michael McNeil, Gwen Dunivent, Kyle Whiteley and Mark Torrez.

Michael Massoni and Lucy White-Lehman were excused for vacation.

John Parrott, Grievance Chair, was a guest at the Meeting.

Southwest Airlines Management Representatives Naomi Hudson, Senior Director of Employee Resources and Base Operations, David Curry, Senior Director Inflight Standards and Training, Dave Kissman, Eastern Regional Director of Inflight and Vice President of Inflight Mike Hafner were guests at the Meeting.

> Mike Hafner reported on Southwest Airlines recent announcement of expansion to our service to and from Denver. He stated that CEO Gary Kelly was rethinking our aircraft retirement plans. He went on to say that we may grow more this year than previously thought. He reported that oil was currently trading at $122 per barrel. David Curry discussed with the Board the new CoHearts 2.0 program and the new multiday Operating Experience (OE) required of New Hire Flight Attendants. He reported that the program had come from directly as a result of the Management Roundtables. He reported that Carmen Allen is in charge of the program. The program has 77 CoHearts. David explained that the position assigned to the CoHeart on a pairing was the only position with which the new Flight Attendant would be involved. The other Flight Attendants on the aircraft were not responsible for anything having to do with the New Hire. David reported that working CoHearts would receive an extra $5 for every TFP credited while the New Hire was assigned to their pairing. He further explained that the New Hire would be listed as the “D” Flight Attendant on the manifest. David reported that any Flight Attendant that had an OE assigned to their flight would be paid an extra $5 per leg. David reported that Management had agreed with Cintas to add 2 inches to the tail of all new uniform shirts to alleviate the problem of them constantly coming untucked. David agreed to look into why women’s tall shirt sizes cost an extra 1.5 times the price of the shirt and men’s shirts cost only a few cents extra. He recognized the unfairness. Thom McDaniel told Mike Hafner that the Local had received reports from attendees of the Management Roundtables that Management was discussing Negotiations issues. Mike explained that those invited to attend the Roundtables represented a cross section of tenure from the Flight Attendants and that they were invited by Management to discuss their concerns. Mike reported that New Hires and CoHearts were big topics of conversation in 2007. Thom inquired as to how the participants were chosen. Mike reported that sometimes Management was contacted by a Flight Attendant who wanted to participate but that usually they are chosen by the Base leadership. Mike explained that the Base leaders look for people who are involved at the base level and are not shy. He reported that the participants are paid; “And we do lunch.” He reported that the Dallas Management Roundtable had lasted 7 hours. Mike reported that at the Dallas Roundtable, there had been no discussion regarding the safety violations that Southwest Airlines had recently been found guilty of. Thom McDaniel introduced the Local’s new Grievance Chair, John Parrott, and explained that the reason that he had been invited as a guest at the Meeting was

that the Executive Board was having some very real issues with Management's recent changes to the Grievance process. Thom reported that the number of Grievances were up 50 percent in the last 2 months. Thom reported that information requests had been delayed significantly because they had begun being routed through Southwest Airlines Labor Relations for approval and that whatever Labor Relations Management Team charged with approving them only met on Fridays. Naomi Hudson stated that she would have the Team get together more than once a week and that the Local's information requests would receive an answer "certainly" within 72 hours. Naomi and Thom agreed that Step 2 Hearings are appeals and are not to be used for more fact finding. Thom explained to Naomi that the Local perceived that Management no longer viewed the Step 2 Hearing as an appeal to the discipline that had been issued to one of our Members. Orlando Base Manager Helen Hancock was discussed because of her refusal to read IRs and inform Flight Attendants what they were being accused of during Fact Finding Meetings. Naomi stated that that the practice, "would stop TODAY." Susan Kern reported to Naomi that due to this behavior, an Orlando Shop Steward was forced to stop a meeting with Helen. The Shop Steward had reported that Helen had stated to the Flight Attendant that the Union Rep was hurting him in his case. Susan Kern read aloud notes from the meeting as an example of Helen's behavior. The Executive Board reported to Mike Hafner that OPS Agents in Nashville had been told to write off operational delays to the Flight Attendants. Mike stated that he had not seen a spike in delays blamed on Flight Attendants at the Nashville Station but that he would look into it. Gwen Dunivent stated that she wanted Mike not to allow OPS to code undeserved delays to Flight Attendants. Mike Hafner reported to Brett Nevarez that he was willing to work with Brett to resolve the disagreement between the Executive Board and Mike Mankin regarding Flight Attendants who report themselves as having a substance abuse problem. Hafner stated that he "wanted to sit back down and salvage the program."

The Management representatives were excused at 1424.

John Parrott was excused at 1425.

Susan Kern and Gwen Dunivent were excused at 1425 to work on computer issues.

The Board took a break at 1430 and reconvened at1448.

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

Michael Massoni and Lucy White-Lehman were excused for vacation.

Jerry Lindemann was absent.

Becky Parker and John Parrott entered the Meeting at 1450 discuss with the Board the merits of a Grievance.

Jerry Lindemann returned to the Meeting at 1502.

The Grievant entered the Meeting at 1504.

The Board discussed the merits of the Grievance.

Becky Parker and the Grievant were excused at 1512.

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

John Parrott submitted the **Grievance Committee Report** for outgoing Grievance Chair, Denny Sebesta:

> *Denny and John have been working together for approximately 2 weeks on grievances and Arbitrations, including the process with the Grievance Team and scheduling cases for Arbitration, as well as all responsibilities pertaining to the Grievance Chair position. Denny and John will be reviewing all current active cases within the next week (Group grievances have already been reviewed). The transition of responsibilities has been completed. Denny will be available to John as needed.*
>
> *GRIEVANCE MEETINGS*
>
> *April 30 – Feb 23 OT Grievance - Kathy, Denny and John attended for the Union. Brianna Grant and Mike Mankin for the Company (Brendan chose not to attend). We discussed the new time line that Brendan gave the Union, 0024 to 0045. Mike Mankin said that Technology originally gave Brendan the incorrect information. The Company provided us graphs and CWA transactions to prove the new time line. The Union brought up the two F/A's that Kathy originally requested Brendan and Henry to research. Mike said that the Company would get back with Kathy about the two F/A's. The Union reminded the Company that they put out incorrect information to Flight Attendants and that because of the incorrect information relayed to the Union, we did as well. We reminded them that there are 235 F/A's in this grievance. The Union made it clear that there is a damage control issue due to the incorrect information originally given by the Company. Mike said that Brendan is very upset by this and understands. Mike stated that they still do not know what caused the data lockup, but are still researching it. He will update the Union just as soon as they have an answer.*
>
> *May 4 – Monthly Grievance Meeting - John and Denny attended for the Union. Mike Mankin, Cindy Nagle, Brianna Grant and Mike Sims for the Company. We discussed 12 grievances that involved discipline and contractual issues.*
>
> *There are 3 cases that the Company asked to research and get back with the Union.*
>
> *John will follow up with Company for additional dates.*
>
> *Denny followed up with Mike Mankin on the following:*
>
> *VJA AM/PM Preference Settlement Letter - Whether Local time could be agreed upon. (The Company was given the Union's latest proposal in February and delayed giving the Union a response). Mike said that at this time the Company believes that there is already a past practice definition. He is basing the decision on the fact that Crew Planning builds AM and PM pairings on Central Time.*
>
> *VJA List (Live vs. Static) – A previous settlement letter will be used until this is changed and or clarified in Negotiations. The current settlement states that if a F/A changes her/his preference prior to being contacted by Scheduling, then the new preference would be accepted. Settlement letter is for an individual grievant.*
>
> *TBD – Open Time Arbitration Meeting- The Union has approximately 3 issues that appear to be a violation of Arbitrator Massey's ruling on the Open Time Arbitration. Kathy is currently*

in the process of scheduling a meeting with the Company. The Union has requested that Naomi be present along with Mike Mankin.
As of Friday, May 4, the Union has a total of 128 active grievances.

The Executive Board **agreed** that Grievance Chair John Parrott would file a Grievance regarding the sexual discrimination experienced by female Flight Attendants who are required to pay more for tall sized uniform pieces than males. There was discussion.

John Parrott was excused at 1533.

Jerry Lindemann submitted to the Board two prospectuses for Charles Schwab Investment and Financial Management Services for review.

The Board **agreed** that Jerry Lindemann would invite the representatives of three financial management services companies to the June Executive Board Meeting. The Board **agreed** that Jerry would inform the representatives what information the Board wanted for them to bring with them for their 30 minute presentations to the Board.

Cuyler Thompson submitted to the Board copies of a report detailing the estimated costs of Membership Meetings to the Local. Cuyler explained to the Board that this was just one example of how the structure of the Local needed to be reviewed. Cuyler proposed the establishment of a committee to review the structure and practices of the Local and its Bylaws. The Board **agreed** that Cuyler would present a draft of the structure of the proposed committee and its potential goals at the June Executive Board Meeting.

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

Stacy Martin made a **motion** to recess. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1715.

Thursday
May 8, 2008

Thom McDaniel called the Meeting to order at 0830.

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

Michael Massoni and Lucy White-Lehman were excused for vacation.

Jerry Lindemann presented the **March 2008 TWU Local 556 Financial Report**. There was discussion.

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

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

Brett Nevarez made a **motion** to approve Chris St. Julian as a full-time Grievance Specialist. Gwen Dunivent **seconded** the motion. The motion **carried**.

Kevin Onstead reported that he and Don Shipman had determined that once the computer code was written, the Local would be able to generate a report from Crew Web Access (CWA) in the hours immediately before and after the daily 2100 and 0300 Open Time and Trip Trading Deadlines so that the Local Office could research Inflight Scheduling's compliance with Contractual Open Time and Trip-Trading Language. Susan Kern **agreed** to contact a computer programmer that could write the computer language needed to generate the desired reports. There was discussion regarding Chris Click Open Time Proposal. The Board **agreed** to postpone further discussion of Chris's proposal until the June Executive Board Meeting.

There was discussion regarding the TWU Local 556 Financial Reports that were presented at the 1st Membership Meetings of 2008.

There was discussion regarding the Human Intervention Motivation Study (HIMS) Program.

The Board took a break at 0945 and reconvened at 1000.

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

Michael Massoni and Lucy White-Lehman were excused for vacation.

Thom McDaniel presented 5 pieces of correspondence for Board review.

Thom McDaniel noted that he would be attending the Local Presidents Council of the ATD Meeting. Thom requested that Board Members submit to him any items that they wanted for him to discuss with the other presidents at the Meeting.

The Board discussed a letter from Mike Hafner regarding the increase in the number of Grievances.

Thom McDaniel **agreed** to contact BWI Shop Steward Steven Romero and request that he become the Local's Health Care Campaign Coordinator for the AFL-CIO Health Care Campaign.

Thom McDaniel, Brett Nevarez, Mark Torrez and Susan Kern **agreed** that they would attempt to attend the AFA-CWA Rally in support of the organizing Delta Flight Attendants on May 15, 2008.

The Board discussed Gary Kelly's response to Thom McDaniel's letter to him in which Thom requested that Uniformed Crew Members be allowed to board during 'Family Boarding' to minimize the impact that checking Crew Bags was having on our operation.

The Board discussed Shop Steward pay and **agreed** that there would be no additional pay offered if a Shop Steward was asked to travel to a different Base to conduct a Fact Finding Meeting.

The Board discussed the varying rates that the Local pays for hotel rooms at the Holiday Inn Select.

The Board discussed ideas for upcoming UNITY Publications.

The Board **agreed** that Allyson Parker-Lauck would research the possibility of scheduling time for the Board to experience the Southwest Airlines aircraft simulators as an Executive Board team building outing.

Val Lorien and Don Shipman entered the Meeting at 1120 to update the Executive Board regarding the progress of the Local's Negotiating Team. The Team reported that on May 16th, the Negotiating Team would meet for the first time with Management's Negotiating Team. Management had not revealed the identity of their Negotiating Team although the meeting was only a week away. The purpose of the meeting was for both teams to meet for the first time, to establish ground rules and to secure future dates for negotiations. The Team reported that a joint event with TWU Local 555 had been planned during the Annual Shareholder's Meeting later in the month.

Val Lorien and Don Shipman were excused at 1140.

The Board discussed Shop Stewards and the way they are compensated for Fact Finding Meetings.

The Board again discussed the CoHeart program

Brett Nevarez made a **motion** to excuse Kevin Onstead from the June 2008 Executive Board Meeting. Gwen Dunivent **seconded** the motion. The motion **carried**.

Susan Kern made a **motion** to excuse Kyle Whiteley from the August 2008 Executive Board Meeting. Kevin Onstead **seconded** the motion. The motion **carried**.

The Board discussed the Officer on Call procedures.

Kyle Whiteley **agreed** to inform Audrey Stone of upcoming Domicile Executive Board Member events.

The Board again discussed that Jerry Lindemann would invite the representatives of three financial management services companies to the June Executive Board Meeting.

Cuyler Thompson presented the **January 2008 Executive Board Meeting Synopsis** for review.

Thom McDaniel left the Meeting at 1240.

Stacy Martin chaired the Meeting.

Brett Nevarez made a **motion** to approve the January 2008 Executive Board Meeting Synopsis as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March 2008 Executive Board Meeting Synopsis** for review.

Brett Nevarez made a **motion** to approve the March 2008 Executive Board Meeting Synopsis as amended. Kevin Onstead **seconded** the motion. The motion **carried**.

Thom McDaniel returned to the Meeting as Chair at 1252.

Cuyler Thompson presented the **April 2008 Executive Board Meeting Synopsis** for review.

Brett Nevarez made a **motion** to approve the April 2008 Executive Board Meeting Synopsis as amended. Kevin Onstead **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April 2008 Executive Board Conference Call Synopsis** for review.

Kyle Whiteley made a **motion** to approve the April 2008 Executive Board Conference Call Synopsis as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1314.

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

Cuyler Thompson
Recording Secretary