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

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Executive Board Meeting
June 10th, 11th & 12th, 2008
Synopsis

Tuesday
June 10th, 2008

Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone & Gwen Dunivent.

Kyle Whiteley and Mark Torrez were in transit.

Kevin Onstead was excused for vacation.

Garry Drummond was a guest at the Meeting.

The Board recited the Pledge of Allegiance.

Audrey Stone was sworn in as the Baltimore Domicile Executive Board Member of the TWU Local 556 Executive Board by Garry Drummond.

Michael McNeil read aloud the TWU International Membership Pledge

Garry Drummond was excused at 0840.

The Board discussed the recent RBF issued by Southwest Airlines Management which detailed the new **Minimum Crew Requirements** aboard our aircraft and Boarding Procedures.

The Board discussed potential topics of conversation for the Southwest Airlines Management representatives scheduled to be guests at the Meeting later in the day.

The Board took a break at 0940 reconvened at 0955.

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

Mark Torrez was in transit.

Kevin Onstead was excused for vacation.

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

> *Thom McDaniel reported that since the last Executive Board Meeting his primary focus had been on preparing for the opening of Negotiations. After numerous meetings with the Negotiating Team, the NT held their opening Meeting with Management on May 16. The Union and Company agreed on 19 dates to meet through the summer and are cautiously optimistic that they can complete Negotiations in that time period. The NT met with SWA for their opening bargaining session on May 30. The Company and the Union both presented opening statements that were published to the Membership. The Union presented four articles dealing with Uniforms, Medical Examination, General Union Information, and Health and Safety. Management is expected to respond to the proposals at the next bargaining session on June 12 – 13. Thom reported that he flew HS 19 on May 12 and 13 and is in compliance with all TWU Local 556 Bylaws. Thom attended a rally in support of Delta Flight Attendants adopting CWA-AFA in Atlanta on May 15 with fellow negotiators Don Shipman and Val Lorien. Also attending were EB Members Mark Torrez and Susan Kern. After a vigorous anti-Union campaign by Delta, there were not enough ballots cast to affiliate with AFA. They are expected to become unionized when the Delta/Northwest merger is completed. Thom assisted the Coordinating Council with the training of new TWU Local 556 activists and the development of the Contract Action Team (CAT) on May 20. The meeting was a huge success and culminated with a reception with TWU 555 that evening at the Union headquarters. The following day the Contract Action Team along with Local 555 Activists attended the SWA Shareholders Meeting to pay tribute to outgoing Chairman of the Board and Founder Herb Kelleher. Wearing shirts stating "You cooked up a great airline, Herb" and handing out cards with the recipe for a great airline, it was a wonderful demonstration of appreciation for our fearless leader's 37 years of supporting Employees. Thom participated in a panel discussion for the National Academy of Arbitrators (NAA) in Ottawa, Canada with SWAPA President Carl Kuwitsky, SWA Vice President of Labor Relations Joe Harris, and Labor Relations Attorney Eric Carr on the Arbitration process at Southwest Airlines. The panel was very positively reviewed as one of the most popular at the conference. Thom and Jerry Lindemann presented to the New Hire Class 241 on May 28. The Class was very appreciative and seems anxious to be SWA Flight Attendants and TWU Local 556 Members. The class was entered in the "Wear It to Win It" contest and will receive their Union Pins at the New Hire Dinner on June 12. Class 241 graduates on June 13. Thom along with John Parrot and Garry Drummond met with Inflight Leaders Mike Hafner, Naomi Hudson, and David Curry regarding rumored minimum crew changes required by the FAA on May 29. The Members of Inflight Management had chosen not to communicate potential changes regarding boarding procedures for fear of alienating the FAA and confusing the workgroup, choosing instead to hope that a partial exemption would be granted. Due to the lack of response from Inflight Leadership, Thom requested and was granted a meeting with Gary Kelly including Colleen Barrett, Mike Van de Ven, Ron Ricks, Daryl Krause, Chuck Magill, and Greg Crum. Union Members from Local*

556 included Thom, Michael Massoni, and Garry Drummond as well as SWAPA President Carl Kuwitsky. Management was once again unwilling to communicate with our work group citing hopes for the exemption. The exemption was denied and our Members were required to change procedures literally overnight. SWA will continue working toward the exemption and Local 556 will continue to seek solutions to allow Flight Attendants the need to attend to personal needs including procuring food during the work day. Thom reiterated his disappointment at the refusal of Southwest Airlines to seek a solution to this problem as opposed to depending on the FAA to grant relief especially in light of the recent negative media reports regarding the FAA and SWA. Thom attended the Texas Labor Management Conference in San Antonio on June 3-5. Two of the highlights of the conference were a speech by TWU International Secretary-Treasurer Joe Gordon and Colleen Barrett's induction in the Texas Labor-Management Hall of Fame. Thom was honored to be allowed to introduce both Joe and Colleen. Thom participated in the AFL-CIO Labor Caucus at the Texas Democratic State Convention as a delegate on June 6 and 7. SWA DAL Flight Attendant June Zapata was also a delegate and SWA Flight Attendant Amy Lane was a volunteer while her mother was a delegate. Thom looks forward to working with the AFL-CIO to try to elect Labor Friendly candidates in the upcoming elections. Thom reported that he would be representing the TWU Executive Council Meeting in Atlantic City on June 23-26. Following the EC Meeting, an Air Transport Division's President's Council Meeting will convene on June 27. Thom continues to work with all Executive Board Members, Grievance Team, and SWA Management on a variety of issues. He continues an open-door policy for any Union Officers and Members at all times. Thom extended a warm welcome to Audrey Stone as she joins the Executive Board and praised Grievance Chair John Parrott for his commitment to his new role as he completes his first month in office.

Southwest Airlines Management Representatives David Curry, Senior Director Inflight Standards and Training, and Naomi Hudson, Senior Director of Employee Resources and Base Operations, entered the Meeting at 1000.

The Executive Board discussed with Naomi the problem that Flight Attendant's payroll reports were not currently reflecting overrides and PAX counts. Naomi reported that the Company would pay for the exchange of uniform pieces for female Flight Attendants who wanted to exchange their Uniform pieces for tall sizes. She went on to say that the Company was currently in talks with CINTAS regarding the extra cost of women's tall-sized uniform pieces. Susan Kern discussed with David Curry the expected completion date of the MCO Lounge. David explained the obstacles hindering immediate completion of the Lounge. Thom McDaniel discussed the unsecure doors to the BWI Flight Attendant Lounge. Thom reported that he had been working with Jamie Willard, Base Manager, to correct the problem. There was discussion about the progress of Mike Hafner's promise to attempt to resolve the disagreement between the Executive Board and Mike Mankin regarding Flight Attendants who report themselves as having a substance abuse problem. Brett Nevarez reported to Naomi that he had talked to Mike Mankin, who had reported that he would talk to Juan Suarez, Southwest Airlines Legal Counsel, about having the offending sentence removed from the agreement. Naomi stated that Southwest Airlines did want the Agreement "to happen" and that she would have an email sent to Brett that day regarding the matter. Naomi reported that she had asked Brendan Conlon to have the Labor Relations Committee meet more than one a week and reiterated that basic information requests from the Union should not take longer than 72 hours. She noted that, "Our responsibility is to provide information 'timely'". She went on to explain that

Southwest Airlines Management was short on manpower, but stated, "I have informed my Employee Resources Team that the Union can come over and help with the research anytime." Thom McDaniel asked, "Who at the Company is responsible for interpreting FARs?" David Curry replied that, "there are many people and it depends on the FAR." Thom noted that the answer was not acceptable. He then explained that he was inquiring about FARs that applied to Flight Attendants and the Inflight Department. David replied that it was, "not one person alone." Thom asked, "Who would I go to in the Inflight Department to ask a direct question so that I don't get a 'it depends' answer?" David Curry stated that he "absolutely believed that our Flight Attendant were put in the crosshairs over this," referring to the new Minimum Crew Requirements. David reported that Southwest Airlines believed that there was no such thing as an 'Intermediate stop', "we interpret any stop at the gate to be an intermediate stop, not just thru flight." David went on to say that Management had asked the FAA for "another exemption which would allow the Flight Attendant to step outside of the aircraft as far as the Jetway phone. We are appealing the current strict interpretation." He noted that Southwest Airlines had to implement the current interpretation immediately. Audrey Stone noted that the Flight Attendant Manual had always required that the 'A' Flight Attendant to be at the front of the aircraft during deplaning. David Curry noted that a new Flight Attendant Manual Revision was currently being printed. David also explained that there were requirements in the exemption granted to Southwest Airlines in July 2007 regarding Minimum Crew Requirements. He explained that the exemption required that Southwest Airlines Management to better train its Pilots on evacuation procedures. He went on to say that the FAA did not believe that Southwest Airlines had complied with the stipulations of the exemption. David reported that Southwest Airlines Management had again asked for and was awaiting a decision on exemptions from the Minimum Crew Requirement. He stated that Management had asked for 1) the 'A' Flight Attendant to able to move as far as the jetbridge phone, 2) reduce the number of Minimum Crew required to board to two and 3) to allow a Pilot to stand in for the 'A' Flight Attendant. Michael Massoni noted that he and the Executive Board were disappointed in our Inflight Leadership and how they had handled the situation. He noted that the Union and the Membership would have liked to have been kept apprised "of where we were in the process and what was going on" as we had requested numerous times regarding the matter. He noted that Inflight Management had "made a bad situation even worse (for the Flight Attendants) because of their lack of direction." Mike McNeil stated that "the communication to the workgroup was not there and it was a slap in the face of the Flight Attendants". Thom McDaniel reported to David and Naomi that the Executive Board had sent a letter to Gary Kelly, requesting that commuting and/or non-revving Flight Attendants be allowed to pre-board so that they may relieve the working Crewmembers who may have not been able to get off of the aircraft during their day. Thom asked that the Southwest Airlines Inflight Leadership support the Local's request on behalf of the Flight Attendants. Naomi Hudson stated she "understands your position". Thom asked Naomi if the Flight Attendants had Inflight Management's support. Naomi again stated that she "understood". Thom replied, "Well, I guess that means that we don't have your support." Naomi stated, "I understand your position".

Management was excused at 1104.

Michael Massoni was excused to attend to computer issues at 1106.

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

Thom McDaniel was excused for personal reasons at 1110.

Stacy Martin chaired the Meeting.

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

Michael Massoni returned to the Meeting at 1130.

Stacy Martin was excused to attend to Union Office business at 1130.

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

Gwen Dunivent presented the **Working Women's Committee in the TWU International Air Transport Division Committee Report**. There was no written report submitted.

Stacy Martin returned to the Meeting at 1138.

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.

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

Audrey Stone presented the **Baltimore Domicile Report**. There was no written report submitted.

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

> *The month of May was VERY busy.*
> *The total number of calls to the hotline were – 41*
> *A/C Mechanical- 11*
> *Bomb Threat-1*
> *Depressurization-2*
> *Medical Emergency-18*
> *Other-2*
> *Suicide attempt intervention-1*
> *Turbulence-5*
> *Confidential-1*

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

Mark Torrez entered the Meeting at 1215.

The Board went to lunch at 1220 and reconvened at 1332.

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

Michael Massoni was excused to attend to computer issues

Kevin Onstead was excused for vacation.

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

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

Calls	*23*
Calls involving pilots	*3*
Calls resolved favorably	*23*

Cuyler Thompson presented the **Professional Standards Committee Report** for Western Co-Chair, Lorie Powell:

April	
Total Calls	*8*
Worked	*8*
May	
Total Calls	*11*
Worked	*9*

The volume of calls regarding non-payment of trips has decreased, especially since the article was written by Jean. Nothing major to report.

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

Cuyler Thompson presented the **Civil and Human Rights Committee Report** for Chair Portia Reddick-White:

The Civil and Human Rights Committee has a renewed interest among the Membership. With the issue of discrimination that has occurred regarding a SWA contracted hotel a couple of Flight Attendants are interested in joining in on committee activities. With this said, the committee's goal is to continue to protect the rights and interest of Members (not in any specific order of importance) of different religious beliefs, races, ethnic backgrounds, gender and sexual orientation. With the renewed interest the plan is to once again focus on what Members can do in their specific communities and bases regarding community actions. Again, as presented May of 2007, the Local gains in bargaining when the local community sees our Members involved in activities that are civically driven. Finally, I would like to ask the Board to consider making the chair of the committee a shared position with the new HOU DEBM and myself. In the past, we've worked at making the committee an active part of our Local and *together we'd like the opportunity to transition it into becoming a stronger component. Please post on the calendar that the next International Civil and Human Rights Committee meeting will take place in San Francisco, CA in October. The Local should plan now to seek Members to attend the meeting.*

Cuyler Thompson presented the **Legislative Report** for Portia Reddick-White:

Legislatively things are changing daily in the 2nd Session of the 110th Congress. H.R. 2744 (FMLA Technical Corrections Bill sponsored by Rep. Tim Bishop, D-NY) passed overwhelmingly in the House 402-9. Now the sister bill in the Senate, S. 2059 sponsored by Senator Clinton (D-NY) is beginning to add cosponsors. Focus on S. 2059: the problem we are facing right now seems to be that the Republicans have a philosophical problem in that they review reserves as part timers. And, as such, they are uncomfortable affording reserves with the ability to use FMLA coverage. The House bill spells out the minimum threshold of 504 hours as the floor to qualify for coverage. Every Flight Attendant knows that a reserve Flight Attendant is at the beck and call of the carrier and must be available to the company at a moment's notice yet they may not have a "traditional" full schedule since they are purely dependent on the carrier's needs. Hence, we have the part time/ full time dilemma. And, of course the answer to their argument is the following question: If reserves are not full time why they are paid a full time "guaranteed" schedule? The plan is to get as many Republican sponsors on the bill. This will help bring about getting the bill to the floor as well as counteracting any negative issues of the bill. A coalition of interested unions and a group representing the interest of women and families are together seeking to add cosponsors to S. 2059. Using any bill that may pass the Senate, the hope is to add the provision as an amendment. The FAA Reauthorization Bill S. 1300 may once again be up for a vote on the Senate floor before the 4th of July District Work Break if Leader Reid can get enough votes to close cloture and get a floor vote. It was early May when the bill last was considered. And, of course, President Bush at that time threatened to veto the bill if passed. The plan is to extend present FAA authorizations until September if the bill doesn't get floor time.

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

Brett Nevarez made a **motion** to appoint Michael McNeil to be the Co-Chair of the TWU Local 556 Civil and Human Rights Committee. Susan Kern **seconded** the motion. The motion **carried**.

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

The Board discussed the recently completed **New Hire Booklet**. The Board **agreed** that Allyson Parker-Lauck would print 450 new hire booklets.

Michael Massoni returned to the Meeting at 1428.

Austin Weichbrodt and another representative of Allianz Global Investors entered the Meeting at 1430. The Executive Board called Dave Frederick, Portfolio Specialist, and spoke with him about potential investment opportunities available through Allianz in which the Local might invest the **TWU Local 556 Assessment Fund** in order to maximize the Local's return. The Board also noted the restrictions of the Fund, such as liquidity and low risk.

Representatives of Allianz Global Investors were excused at 1515.

Cuyler Thompson submitted the **Shop Steward Committee Report**:

> *Cuyler reported that a four-hour Shop Steward Training session would be conducted following the 2nd Membership Meetings of 2008 in each Domicile. He reported that lunch would be provided for the Shop Stewards during the training. He noted that he and Susan Kern were in the final stages of writing the syllabus for the session.*

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

There was discussion regarding the upcoming **Publication Survey**.

Cuyler Thompson further expounded on the idea of the '**Contract Pop Quiz'** to be hosted on the TWU Local 556 Website. The quiz pertained to the Collective Bargaining Agreement (CBA) and would be a method of educating the Membership on its content. The Board **agreed** to table further discussion on the idea until Kyle Whiteley could present the cost of the testing software that would be required.

The Board again discussed the proposed establishment of a committee to review the structure and practices of the Local and its Bylaws. The Board **tabled** further discussion until later in the Meeting so that Board Members could give the idea more thought.

Thom McDaniel was excused for personal reasons at 1540.

Michael Massoni chaired the Meeting.

Gwen Dunivent was excused at 1550 to attend to a Membership issue.

Erick G.R. Kuebler, Managing Director of Bear Stearns, a J.P Morgan Company, entered the Meeting at 1553 to discuss with the Board potential investment opportunities for the Local 556 Assessment Fund.

Gwen Dunivent returned to the Meeting at 1600.

Erick Kuebler was excused at 1640.

The Board conducted a drawing from the names of those Members who had participated in the Local's '***Wear it to Win it'*** contest. The winners were:

MDW	Christie Bredal	#67074
LAS	Star Blehm	#86045
MCO	Regina Sofia Blake	#74926
OAK	Christine Johanningsmeier	#81092
BWI	Sterling Anderson	#63948
DAL	Cory Wells	#69667
HOU	Angela Dancy	#78467
PHX	Tristan Mendelsberg	#78871

The Board **agreed** that the raffle winners would be notified via the email addresses which they had provided.

Gwen Dunivent made a **motion** to recess. Stacy Martin **seconded** the motion.

Allyson Parker-Lauck made a **Point of Order**.

The Chair **ruled** the motion out of order noting that the Orders of the Day were incomplete.

Michael Massoni reported that templates which could be used for the Local's official letterhead would be available as part of the new Local 556 Website's functionalities. The Board **agreed** to table discussion until the July Executive Board Meeting.

Cuyler Thompson presented the **Uniform Committee Report** for Val Lorien, the Chair of the Committee:

> *The uniform complaints are dying down, but we are still having pressing issues such as the "balling" of fabric, the lint accumulation on the garments, and the inability of the shirts to hold starch very well. These issues are thought to be defects, but given the constant feedback with the same issue over and over, Val has contacted Purchasing and reported the problem as a "regular occurrence." Val is still awaiting a satisfactory reply. Cintas is finalizing its first survey which will be introduced to all customer contact employees sometime in the next couple of months. Val would like to thank the Board for providing feedback on the survey. The feedback Val sent to Cintas was the following: "The layout of the survey looks good. The sweaters, dresses, and skirts are hard to visualize because the sketches contain no color. The bright polka dot ties and scarves shouldn't be an option unless we're going to do a special promotion for Circus Circus. The sweater and dress options need improvement and unless we want our female Flight Attendants to look like "Alice" at "Mel's Diner," we have to either hide the buttons or offer a "wrap around" dress, which is not only more fashionable, but is more fitting for all shapes and sizes." The response from Cintas was: Since the sweaters and dress is something new that we are introducing, we would like to gain feedback from the employees to see what they would like. We provided some conceptual drawings to help generate ideas and give us some direction on what the next steps are going to be from a design perspective. Also the concepts are something that ties into the current program today and overall brand direction, as a Classic, Casual, and Fun image apparel program. We have chosen to go with a non-color sketch so more of the detailing on the items can be seen. Just as an FYI the reason that the jacket concepts are in color is to show the contrast of tying in the canyon blue against the navy. There is also an open forum Question on both male and female surveys where we encourage their feedback. Iit will allow them to input whatever thoughts they have on the items they just surveyed. In regards to the ties/scarves I would like to leave the polka dots on the survey to gain feedback from the rest of the employee base that you may have not had the chance to speak to. If others are completely opposed, the survey will reflect their opinion. These dress and sweater concepts again are not written in stone just something that we can came up with to tie into the program. The next Uniform Committee meeting is on July 3rd and Val will have a more substantial update after that meeting.*

Stacy Martin was excused for personal reasons.

Susan Kern reported on contact she had made with a computer programmer at the request of the Executive Board. Susan had been directed to find someone who could write computer language needed to generate Open Time reports from CWA, enabling the Local to monitor Inflight Scheduling's compliance with the ruling of the Open Time Arbitration. The programmer with whom Susan had spoken was unable to work on the project himself but recommended that the Board utilize *Watir*, a simple, open-source library for automating web browsers. The Board **agreed** that Jerry Lindemann would contact a computer programmer capable of completing the project utilizing *Watir* and report back to the Executive Board. The Board **agreed** to postpone further discussion of the proposal until the July Executive Board Meeting.

Cuyler Thompson presented the **May 2008 Executive Board Meeting Working Minutes** for review.

Michael Massoni left the Meeting at 1720, passing the gavel to Cuyler Thompson.

Cuyler Thompson, as Chair of the Meeting, passed gavel to Jerry Lindemann.

Jerry Lindemann chaired the Meeting.

The Board reviewed and made corrections to the Minutes.

Michael Massoni returned to the Meeting at 1730.

Mark Torrez made a **motion** to recess until 0830 the following morning. Kyle Whiteley **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Meeting at 1800.

Wednesday
June 11th, 2008

Thom McDaniel called the Meeting to order at 0830.

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

Kevin Onstead was excused for vacation.

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

Jerry Lindemann presented the **April 2008 Financial Report**.

There was discussion.

Brett Nevarez made a **motion** to approve the April 2008 Financial Report as submitted. Susan Kern **seconded** the motion. The motion **carried**.

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

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

Kevin Onstead was excused for vacation.

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

John Parrott submitted the **Grievance Committee Report**:

> ***Open Time Arbitration Meeting-*** *On May 23rd, John, Denny, and Kathy met with Senior Director of Employee Resources Naomi Hudson, Director of Employee Resources Mike Mankin and Brianna Grant, Manager of Employee Resources. The discussion centered on pairings that the Union believed were in violation of the Massey decision. Naomi agreed that one of the pairings was a violation and that someone was due compensation. Naomi also stated that a process was going to have to be developed immediately to make sure these violations do not occur in the future. Brianna stated that each scheduler had been trained on the decision and that she would be discussing the issue with this 89000 number scheduler who was in violation. The Flight Attendant that reported these issues did not want to file a grievance but wanted the issue researched for documentation purposes only.*
> ***Monthly Grievance Meeting –*** *The June monthly grievance meeting is slated for Thursday, June 12th. Stacy Martin and John Parrott will attend. 10 grievances are currently slated for review that involves both discipline and contractual issues. There are 2 cases that the Company asked to research and get back with the Union.*
> ***Feb 23 OT Grievance –*** *On May 23rd John, Denny and Kathy discussed the Open Time Group Grievance. Kathy brought up 2 Flight Attendants that were in the group that believed the computer put trips on their boards while they were in the process of trading those pairings. I spoke with Naomi on June 10th and she stated that both Flight Attendants would be settled on a non-precedent, non-referral basis. Naomi did not see a group remedy for this grievance. She stated that an RBF could be drafted at our direction in regards to settling this issue.*
> ***Group Grievances:***
> *The following group grievances were filed:*
> ***19-0034****-The CWA Program is showing pairings in Open Time that reflect one TFP amount but, when the trip is opened, it pays higher. This is harming Flight Attendants and their ability to trade within the 6.5 TFP difference.*
> ***19-0035****-This grievance was filed in regards in Scheduling violating the entire charter process. Whether it be paying a charter incorrectly to not posting it on the charter line or VRU, Flight Attendants are being harmed by not following the proper procedures.*
> ***19-0036****-This grievance was filed because women are being charged more for a tall piece than their Male counterpart. Naomi wants to look at this issue and get a resolution.*
> *Two more group grievances will be filed on June 20th if they are not resolved beforehand. These issues are the \$5.00 Co Heart compensation & not paying the entire crew the \$2.00 per flight for training purposes.*

GRIEVANCES

As of Friday, June 6th, the Union has a total of ***120*** *active grievances. The Grievance breakdown is as follows:*

Termination Cases:	*15*	*-*	*12.5%*
Contract:	*58*	*-*	*48.3%*
Non Termination:	*20*	*-*	*16.7%*
Groups:	*27*	*-*	*22.5%*

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

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

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

Kyle Whiteley left the Meeting at 1057.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Michael McNeil **seconded** the motion.

Thom McDaniel left the Meeting at 1118.

Michael Massoni chaired the Meeting.

Thom McDaniel returned to the Meeting at 1121.

The motion on the floor **did not carry**.

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

Jerry Lindemann was excused from the Meeting at 1130 to meet with Lori Whitaker, Colonial Insurance Company Representative.

Becky Parker, Grievance Specialist, entered the Meeting at 1134 to discuss a Grievance.

A Grievant entered the Meeting at 1140 to discuss with the Board the merits of the Grievance.

Becky Parker and the Grievant were excused from the Meeting at 1157.

Kyle Whiteley returned to the Meeting at 1158.

Stacy Martin made a **motion** to proceed on a Grievance. Michael McNeil **seconded** the motion. The motion **carried**.

Jerry Lindemann returned to the Meeting at 1206.

The Board went to lunch at 1215 and reconvened at 1345 due to Office Grievance Team photos.

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

Thom McDaniel was excused to attend a meeting with the Negotiating Team.

Kevin Onstead was excused for vacation.

Kyle Whiteley was excused due to personal reasons.

Michael Massoni chaired the Meeting.

John Parrott was a guest at the Meeting.

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

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

Michael Massoni left the Meeting at 1423.

Stacy Martin chaired the Meeting.

Michael Massoni returned to the Meeting as Chair at 1426.

Audrey Stone made a **motion** to reconsider a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Michael McNeil **seconded** the motion.

Michael Massoni left the Meeting at 1431.

Stacy Martin Chaired the Meeting.

Thom McDaniel returned to the Meeting at 1433.

Mark Torrez was excused from the Meeting at 1444 to attend to computer issues.

The motion on the floor **did not carry**.

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

Michael Massoni made a **motion** not proceed on a Grievance. Jerry Lindemann **seconded** the motion. The motion **did not carry**.

There was discussion.

Michael Massoni made a **motion** not proceed on a Grievance. Jerry Lindemann **seconded** the motion. The motion **did not carry**.

There was discussion.

Cuyler Thompson made a **motion** to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

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

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

Jerry Lindemann made a **motion** not to proceed on a Grievance. Susan Kern **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**.

The Board took a break at 1545 and reconvened at 1600.

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

Kevin Onstead was excused for vacation.

Kyle Whiteley was excused due to personal reasons.

John Parrott was a guest at the Meeting.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Michael McNeil **seconded** the motion. The motion **carried**.

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

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

John Parrott was excused at 1638.

The Board discussed the **Negotiating Team Van**, which was in need of costly repairs. Jerry Lindemann **agreed** to research potential lease and purchase options for a new vehicle to be used by the Local and report his findings at the July Executive Board Meeting.

The Board discussed potential avenues of notifying Shop Stewards 'en masse'.

The Board **agreed** that the **TWU Local 556 Historian Project** would be postponed until the conclusion of Contract Negotiations.

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

Thom McDaniel recessed the Meeting at 1711.

Thursday

June 12th, 2008

Michael Massoni called the Meeting to order at 0830.

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

Thom McDaniel was excused for the TWU Local 556 Negotiating Team's meeting with Southwest Airlines Management.

Kevin Onstead was excused for vacation.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 5:

Report	*Acceptance Deadline*	
ASHDI 1558 (POOR JUMPSEAT DESIGN)	*Wed*	*04/30/2008*
ASHDI 1588 (MCI SECURITY CHECK POINT)	*Mon*	*04/14/2008*
ASHDI 1592 (SAFETY/SECURITY - CRM)	*Thurs*	*06/26/2008*
ASHDI 1596 (CARRY-ON BAGGAGE)	*Fri*	*09/05/2008*
ASHDI 1609 (JUMPSEAT)	*Fri*	*09/05/2008*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3106+ / 204

Accepted Reports to date (TWU) = 140
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
04/14/08 through 06/10/08 = 158
Emergencies Declared = 39
ALL OF 2008 to Date = 694
ALL OF 2007 = 940
ALL OF 2006 = 858
The TWU Local 556 Safety Team attended the FAA Shared Vision of Flight Safety Conference, May 27-29, 2008 in San Diego. Team Members that attended: Michael Massoni, Stacy Martin and Gwen Dunivent. The conference offered insight into best practices in flight safety directly from the people who research and plan, develop, execute and manage some of the most successful programs in the industry. Other topics that were covered are Human Factors, Maintenance, Management, Operations, and Safety Programs in Labor Unions/Associations, this conference provided invaluable real-world program insights and networking opportunities with more than 500 aviation professionals. Perspectives on the current status and future of flight safety programs were presented by respected aviation thought-leaders, as well as 90-minute tutorials and 30-60 minute presentations that span the educational interests of the commercial, military, corporate and government sectors. Additionally, great focus was placed on the cutting edge self reporting and management programs that are the building blocks of a successful Safety Management System (SMS) these programs included:
- Aviation Safety Action Program (ASAP) - Aviation Safety Reporting System (ASRS)
- Advance Qualification Program (AQP) – Voluntary Disclosure Program (VDRP)
- Line Operations Safety Audit (LOSA) - Internal Evaluation Program (IEP)
Standing / Scheduled Meetings:
Friday June 13th, 2008 – Health and Safety/Security Coordination (HASC) with Inflight Services, Safety & Regulatory Compliance and Corporate Safety
Monday June 16th, 2008 – Task Force on Lengthy On-Board Ground Delays hearing with the Department of Transportation (DOT), Washington, DC
Tuesday June 17th through Thursday June 19th, 2008 - FAA Fatigue Management Symposium with the Federal Aviation Administration, Vienna, VA
Wednesday June 25th and June 26th, 2008 – Safety at Southwest Conference, Dallas TX
Open Discussion Items:
1st Quarter TSAT Statistics Review (Attachment)
February and March Injury Statistics (Attachment)
2008 YTD Top Injury Statistics
Minimum Crew for Boarding and Deplaning (Reference Material)
Global Cabin Air Quality Executive (GCAQE) Meeting of May
Safety at Southwest Conference June 25th & 26th (Who is attending)
Health Coordinator

Gwen Dunivent reported on her experiences while attending the FAA Shared Vision of Flight Safety Conference with Michael Massoni and Stacy Martin.

The Board recognized the Local's Grievance Team and Grievance Chair John Parrott for their dedication to the Membership in keeping the office open during the previous weekend to deal with the Minimum Crew Requirement RBF.

The Board established a temporary, special committee to craft the Local's response to the recent change to Minimum Crew Requirements. Mike McNeil, John DiPippa, Kyle Whiteley, Allyson Parker-Lauck, Mark Torrez and Brett Nevarez **agreed** to be on the committee. Brett **agreed** to be the 'Point Person'. The committee agreed to a conference call the following day at 1530 Central.

The Board discussed the **Safety at Southwest Conference** scheduled to occur the following week.

Michael Massoni **agreed** to confer with Kyle Whiteley and Gwen Dunivent regarding their suggestions for the appointment of the Local's Health Chair.

The Board took a break at 0955 and reconvened at 1010.

Board Members present were Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Mark Torrez, Audrey Stone and Gwen Dunivent.

Thom McDaniel was excused for the TWU Local 556 Negotiating Team's meeting with Southwest Airlines Management.

Michael Massoni and Kyle Whiteley were excused to attend to issues with the TWU Local 556 Website.

Kevin Onstead was excused for vacation.

Stacy Martin chaired the Meeting.

Tim Mullaney, Investment Advisor Representative for AIA, was a guest at the Meeting.

The Board discussed investment opportunities for the Assessment Fund.

Tim Mullaney was excused at 1045.

Michael Massoni returned to the Meeting as Chair at 1050.

Kyle Whiteley returned to the Meeting at 1054.

Allyson Parker-Lauck made a **motion** to move the Assessment Fund into Hanlon Investments Management, Inc. Brett Nevarez **seconded** the motion. The motion **carried**.

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

> *I left a message for Naomi Hudson to please remind all bases to copy all care and concern notices to my attention at TWU. Twenty-four Care and Concern cards were sent in April/May/June 2008.*

Jerry Lindemann left the Meeting to attend to copier issues at 1110.

Allyson Parker-Lauck made a **motion** to create and fund a Project Redesign 2009 Committee with Cuyler Thompson as the Committee Chair and Audrey Stone, Michael Massoni and Mark Torrez as Co-Chairs. Mark Torrez **seconded** the motion.

The Board discussed **Project Redesign 2009**. Many of the rules that govern our Local were conceived when TWU Local 556 had only three Flight Attendant Domiciles and only 2,000 Members. The Local should be as dynamic an organization as its Membership. TWU Local 556, its Leadership and Membership, should evaluate the operating systems of the organization to ensure that it is utilizing the most efficient and expedient methods to assist its Members and increase Membership participation in the governance of our Local. The Project Redesign 2009 Committee will evaluate the current methods and philosophies of the Local, explore potential improvements to them and propose Bylaw Amendments through which the changes may be implemented. The estimated cost of the Committee to the Membership is approximately $10,000. Cuyler Thompson **agreed** that he, along with the Committee's Co-Chairs, would submit the names of the chosen Committee Members at the July Executive Board Meeting.

The motion on the floor **carried**.

Allyson Parker-Lauck submitted the **TWU Local 556 Policies and Procedures Manual** and the proposed changes for review.

Jerry Lindemann returned to the Meeting at 1118.

Cuyler Thompson left the Meeting to attend to copier issues at 1127 and returned at 1131.

Michael Massoni presented three pieces of correspondence for Board review, including a letter from the President of the **Southwest Airlines Pilots' Association** in which he fully supported the current practice of Pilots substituting for a Flight Attendant in certain situations on board the aircraft. The Board also reviewed a letter from Thom McDaniel in which he again asked Gary Kelly to allow uniformed Flight Attendants to preboard as long as they were willing to assist with passenger boarding to allow the working Crewmembers to be able to leave the aircraft.

Jerry Lindemann left the Meeting at 1154.

The Board reviewed the Policies and Procedures Manual.

Jerry Lindemann returned to the Meeting at 1202.

Jerry Lindemann left the Meeting at 1228 to attend to issues with the copier.

The Board **agreed** to table further discussion of the Policies and Procedures Manual until the July Executive Board Meeting.

Gwen Dunivent made a **motion** to excuse Allyson Parker-Lauck from the remainder of the Meeting. Mark Torrez **seconded** the motion. The motion **carried.**

The Board went to lunch at 1230 and reconvened at 1335.

Board Members present were Michael Massoni, Jerry Lindemann, Cuyler Thompson, Michael McNeil, Audrey Stone, Mark Torrez, Gwen Dunivent, Susan Kern, Kyle Whiteley and John DiPippa.

Thom McDaniel was excused for the TWU Local 556 Negotiating Team's meeting with Southwest Airlines Management.

Allyson Parker-Lauck was excused for personal reasons.

Brett Nevarez and Stacy Martin were excused to attend meetings with Southwest Airlines Management.

Kevin Onstead was excused for vacation.

The Board discussed how the 'Wear it to Win it' contest winners would be pulled and Domicile Executive Board Members would fly their trips.

Thom McDaniel returned to the Meeting at 1351.

Thom updated the Executive Board on the day's Contract Negotiations with Southwest Airlines Management. Thom reported that Management had returned three of the four proposals that the Union's Team had given them two weeks earlier. Thom stated that he was encouraged by the results of the Negotiations thus far. He reported that the Union's Team had presented proposals on an additional four Articles to Management.

Thom McDaniel was excused at 1407.

The Board continued to discuss how the 'Wear it to Win it' contest winners would be pulled and Domicile Executive Board Members would fly their trips.

The Board **agreed** that Board Member's Time Sheets must be submitted by the 25th of the month, otherwise pay would be reflected in the next month.

The Board talked about the privacy of internal office email accounts and folders.

Mark Torrez made a **motion** to enter into Executive Session at 1435. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to exit Executive Session at 1542. Susan Kern **seconded** the motion. The motion **carried**.

Board Members present were Michael Massoni, Cuyler Thompson, Michael McNeil, Audrey Stone, Gwen Dunivent, Susan Kern, Mark Torrez, Kyle Whiteley and John DiPippa.

Thom McDaniel was excused for the TWU Local 556 Negotiating Team's meeting with Southwest Airlines Management.

Kevin Onstead was excused for vacation.

Allyson Parker-Lauck was excused for personal reasons.

Brett Nevarez and Stacy Martin were excused to attend meetings with Southwest Airlines Management.

Jerry Lindemann was excused to attend to copier issues.

The Board discussed Officer-on-Call procedures.

The Board discussed Expanded Customer Service as it pertained to the message that a caller hears when calling the Local Union Office outside of regular office hours. During the previous six weeks, Executive Board Members had tested new, **enhanced weekend Officer-on-Call Procedures** in which the Officer-On-Call checked the General Message line at 1500 Central Time. If deemed necessary by the Officer, calls would be returned within twenty-four hours. The Board Members who had tested the new procedures reported that due to the nature and number of the calls that were left on the General Message Line, the new enhanced weekend Officer-on-Call Procedures should be discontinued. The Board **agreed** to revert back to the original Officer-on-Call Procedures in effect prior to the test. Michael Massoni **agreed** to change the outgoing message to reflect the change.

Jerry Lindemann returned to the Meeting at 1606.

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

Brett Nevarez returned to the Meeting at 1628.

Kyle Whiteley made a **motion** to approve the May 2008 Executive Board Meeting Synopsis as amended. Susan Kern **seconded** the motion. The motion **carried**.

Susan Kern was excused for personal reasons at 1631.

Brett Nevarez **offered** his services to the Office Manager to work in the Local Union Office answering phones during the scheduled training that the Grievance Team was to receive at the National Labor College later in the month.

The Board discussed the Negotiating Team's housing expenses. Jerry Lindemann **agreed** to investigate the issue.

Jerry Lindemann made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Meeting at 1637.

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

Cuyler Thompson
Recording Secretary