



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

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Executive Board Meetings March 15, 16, 17, 2005 Synopsis

Tuesday March 15, 2005

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Mike McCarthy, Mark Torrez, Lucy White-Lehman and Jimmy West.

Marcy Vinyard was excused for scheduled vacation. Thomas Mitchell was excused for medical leave. Stacy Martin was excused for personal reasons. Bill Bernal was excused for scheduled vacation.

Domicile Reports

Karen Amos presented the **Dallas Domicile** report. There was not a written report submitted.

Kathy Anderson presented the **Phoenix Domicile** report for Bill Bernal. Bill reported that the month of February was busy with meetings and the Local's 30th anniversary party. Bill stated that there was a great turn out for this event as well as gifts, prizes, cake and even a raffle. The winner of the green pass was a SWA friend, Colleen Poiani. She was in the lounge with one of the Flight Attendants and wanted to help out the Tsunami victims. Bill reported that there were some pretty tough meetings regarding issues that will most likely be going to the grievance process. Bill continues to advise Flight Attendants to know what is in their files and to obtain copies if they wish. Bill informed the Board that Inflight has moved to the new location under the 'D' gates. Phoenix also has some new Supervisors. Bill reported that the Shop Stewards are excited about the upcoming training session and they are looking forward to working for the Union on the local level.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that there were 17 meetings with Management in February. Four of the meetings resulted in terminations due to attendance issues. The rest of the meetings were for other matters. Mike also reported that SWA and the city are still trying to work out a location for the check-in phone on the 'A' concourse. The city is looking at constructing an aesthetically appealing box in which to hide the phone from the general public. On Saturday February 5th, Mike held the Local 556 30th anniversary celebration in the lounge. Mike expressed thanks to Portia Reddick White for helping to supply the give away goodies. Mike served chocolate and vanilla cakes with butter cream icing. He also brought Giordano's pizzas in for lunch for the Crews going out on their trips. The Flight Attendants all enjoyed the base party and thanked the Union for doing such a great job of trying to acquire full enforcement of the Contract by the Company. Unscheduled overnights and re-routes continue to occur and Mike has advised Flight Attendants to send in written reports to the Union, as well as a copy of the trip. Mike added that he tells Flight Attendants that a write up alone does not initiate a grievance. If a Flight Attendant wishes to file a grievance he/she must call the office and speak with a member of the Grievance Staff.

Mark Torrez presented the **Oakland Domicile** report. Mark expressed thanks to Flight Attendants Brad King, Amber Slade, Michele Ploch, Ida Calhoun, and Maggie Van Westenberg for helping distribute the February Issue of Unity Update. He also thanked Flight Attendant Sondra Farrington for encouraging Flight Attendants to contribute to the COPE drive in Oakland. Finally, Mark thanked Oakland Inflight Administrative Assistant Elvia for her help with the Tsunami Relief Raffle. Along those lines he announced that Flight Attendant Rachel Tabb was the winner of the raffle drawing. Her ticket was drawn by Flight Attendant Christine Johnson in a random drawing in the lounge on Monday morning the 14th of February. Mark, along with Board Member At Large Allyson Parker-Lauck have handled several fact-finding meetings in Oakland this month. Two meetings resulted in no discipline and the other resulted in a three day suspension that was later overturned due to time limits. There has also been an increase in requests for a form to

designate a personal doctor in the event of an OJI. Though there is a generic form available that has been utilized in the past, Mark has learned that there is some misinformation on the form. Currently the form states that a Flight Attendant can designate a chiropractor or medical facility for treatment but apparently that is not the case. The doctor designated must be an MD or DO. With the help of a form from Local 502 and EAP Director Skip Horakova from Local 505, Mark drafted a new form. He asked that the Board to look it over and advise.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy stated that the check in phone in the 'B' concourse was installed at the end of February. Lucy also reported that, the Baltimore Deli in the 'B' concourse went under new management in February. The new management decided to only give airline discounts to red badge employees. Lucy contacted Inflight Management as well as the Director of Commercial Management for the airport and informed him of the issue. The next day it was taken care of and he apologized for any inconvenience to the Flight Attendants. As of March 5, the discount for Flight Attendants was back in effect. Lucy informed the Board that the next Base Orientation for Baltimore is scheduled for Tuesday March 29.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the Orlando base has been quiet with the exception of a termination grievance that the Board will be hearing later in these proceedings. Jimmy informed the Board that he hosted the Local's 30th anniversary celebration in the Orlando lounge with a cake and party favors. Jimmy stated that the celebration was a success. Jimmy also reported on the raffle for the green pass for the Tsunami Relief Fund, as well as the winners of the TWU jackets. On another topic, Jimmy reported that lost ID badges continue to be a problem for Orlando Flight Attendants, due to the fact that Orlando does not have a People Department. If a Flight Attendant loses their ID, their trip is pulled, and they are deadheaded to Baltimore to obtain a replacement ID.

Thom McDaniel updated the Board on Staffing issues at the Local.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported on the following:

- Legal Issues
- Grievances
- Upcoming Board of Adjustments and Arbitrations
- Agenda for this Board meeting

Michael Massoni presented the **Safety Team** report. Michael Massoni reported on the following open and/or resolved action items:

- Aviation Safety & Health Data Base (ASHDI) reports under review
- Southwest Airlines Event Notification System (ENS) fielded events for the period
- Cabin Security Mirrors
- Crew Member Self-Defense Training
- The NTSB Technical Review of the Amarillo Accident.

Michael reported that he has a standing meeting with Inflight Training and Inflight Services Directors on March 17, 2005 at 1500.

Michael Massoni presented the **Professional Standards Eastern Division** report for Jean Chandler. Jean reported that:

- 19 referrals were received
- 18 were resolved favorably
- 2 referrals involved the Pilot group

Jean reported that the committee continues to operate effectively and asked that their services be recommended as needed.

Karen Amos presented the **Uniform Committee** report. There was not a written report submitted.

Thom McDaniel presented the **Cope and New Hire Committee** report. Thom McDaniel and Marcy Vinyard presented the Union New Hire Presentation to the Flight Attendant candidates for Class 213 on March 8, 2005. At the time of the presentation, there were 146 candidates consisting of internal SWA Employees as well as new Employees from outside SWA. New candidates appeared to be excited about their new careers especially under the new and industry leading

Contract. Issues discussed were Union history, advances made under the new Contract, and questions from the Candidates. There was a COPE presentation explaining the importance of political action in the workplace focusing on the Flight Attendant Certification, Fatigue, and repealing the Wright Amendment. Thom donated one of his Perfect Attendance Passes for a raffle for all Candidates who signed up for COPE. As a result, 104 new COPE Members signed up. Thom and Marcy invited Class 213 to meet their Executive Board at the New Hire Welcome Taco Party to be held at their hotel on March 17 for further questions and discussions in an informal setting.

Tanya McGrath entered the meeting at 0935 to brief the Board on a grievance.

The grievant addressed via conference call at 0940 the Board on her grievance.

Thom McDaniel was excused at 0945 to attend the SWA Labor Summit.

Tanya McGrath was excused at 1000.

Becky Parker entered the meeting at 1030 brief the Board on a grievance.

The grievant entered the meeting at 1035 to address the Board on her grievance.

The grievant and Becky Parker were excused at 1045.

Allyson Parker-Lauck presented the **Publication Committee** report. Allyson reported that the March 2005 issue of the *UNITY* Update would be delivered from the printer the week of March 14. She reported that she has begun formatting on the April 2005 issue of *UNITY* Magazine. Allyson will be training Kathy Anderson and Mark Torrez on the Quark publishing program during the week of March 28th so that they can be prepared to assist as Editors of the June and July issues of the *UNITY* Update and *UNITY* Magazine while Allyson is competing at the World Aerobic Championships in Spain. Allyson presented the Board with a draft of a welcome card for New Hires which will introduce them to their Domicile Executive Board Member as well as provide them with their Union pin. In addition to her duties as Publications Committee Chair, Allyson reported that since the last meeting of the Executive Board she has also assisted Oakland Domicile Executive Board Member Mark Torrez with two fact finding meetings in the Oakland Base. Lastly, Allyson reported that she has offered her assistance to Marcy Vinyard and Bunkie McCarthy as they plan the Shop Steward Training in April with any printing or computer graphics needs they may have.

Karen Amos presented the **Drug and Alcohol Committee** report. Karen reported that even though the Drug and Alcohol Committee has been a 'behind the scenes' program, it has been a great success and has been able to help numerous Flight Attendants over the past few years. Most Flight Attendants choose to remain anonymous, thus documentation is not available in order to ensure the Flight Attendant's anonymity. In the last two months the Union has been able to obtain in house treatment for a Flight Attendants husband and a significant other of a Flight Attendant. This was largely due to the assistance of Russ Mason, Drug and Alcohol Chair for SWAPA and Barbara Woods, who oversees Valley Hope Treatment Center in Grapevine Texas. An additional treatment facility called Father Martin's is now being utilized for Flight Attendants that are located on the east coast. Feedback regarding this facility has been positive. Father Martin's has been previously used by SWAPA for years. February brought forth the first treatment of a Flight Attendant for alcohol abuse in which the Flight Attendant chose to inform Management of the abuse issue. The case was in Baltimore and Beth Ross in the Baltimore Base was very helpful. Due to the fact that the Drug and Alcohol Committee does not have a HIMS Program and does not normally work with Management, Beth worked on the pull and FMLA paperwork for the Flight Attendant and follow up on the case was done by the Drug and Alcohol Committee chairperson. Although drug and alcohol treatment has improved greatly due to the "28 day language" that was implemented into the new Contract, there have been instances where Clear Skies was not aware of the change and the Committee has had to intervene to ensure the Flight Attendant receives treatment per the CBA. Russ Mason and Karen Amos are currently working on this issue and will follow up with additional information. The Committee would like to establish a 'go to' person at Clear Skies for 28 day treatment for the Flight Attendant Group.

Michael Massoni presented the October 2004 Financial Report for revisit.

Jimmy West made a motion to **approve** the October 2004 Financial Report as presented. Allyson Parker-Lauck seconded the motion. **All voting Members voted in favor.**

Michael Massoni presented the November 2004 Financial Report for approval.

Jimmy West made motion to **approve** the November 2004 Financial Report. Mike McCarthy seconded the motion. **All voting Members voted in favor.**

Michael Massoni presented the December 2004 Financial Report for approval.

Allyson Parker-Lauck made a motion to **approve** the December 2004 Financial Report. Jimmy West seconded the motion. **All voting Members voted in favor.**

Michael Massoni presented the January 2005 Financial Report for approval.

Jimmy West made a motion to **approve** the January 2005 Financial Report. Mike McCarthy seconded the motion. **All voting Members voted in favor.**

Michael Massoni presented the February 2005 Financial Report for approval.

Mike McCarthy made a motion to **approve** the February 2005 Financial Report for approval. Karen Amos seconded the motion. **All voting Members voted in favor.**

Lone Star Check #s 8809- 8948 were presented.

The Board revisited the Fiscal Year 2005 Budget.

The Board agreed to terminate the agreement with the existing cleaning service, Coverall and to contract with Night Line.

The Board agreed to purchase a service agreement for the Imagistics copier.

Tanya McGrath entered the meeting at 1325 to brief the Board on a grievance.

The Board placed a conference call to the grievant at 1335 to address the Board on her grievance.

Thom McDaniel entered the meeting at 1340.

Karen Amos was excused at 1350 to attend the Drug and Alcohol Committee presentation being given by Russ Mason of SWAPA, at the Flight Attendant New Hire class.

The Board placed a conference call to Staff Member Michelle Zenici at 1400 to discuss a grievance.

The grievant entered the meeting at 1405 to address the Board on her grievance.

The grievant was excused at 1420.

The conference call with Michelle Zenici ended at 1425.

Mike Sims updated the Board on 2 grievances.

Becky Parker entered the meeting at 1435 to brief the Board on a grievance.

Becky Parker was excused at 1440.

The Board reviewed the grievance.

Becky Parker entered the meeting at 1500 to brief the Board on a grievance.

The grievant entered the meeting at 1510 to address the Board on her grievance.

Karen Amos entered the meeting at 1525.

The grievant and Becky Parker were excused at 1530.

Tanya McGrath entered the meeting at 1540 to provide additional information on a grievance. .

Tanya McGrath presented a grievance.

Tanya McGrath was excused at 1655.

Becky Parker entered the meeting to present 2 grievances.

Becky Parker was excused at 1630.

The Board reviewed topics to be discussed with Donna Conover in the morning.

Thom McDaniel briefed the Board on the Labor Summit he attended today.

Jimmy West made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1720.

The Officers of the Board hosted a dinner for the New Hire Class at 1800.

Wednesday, March 16, 2005

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Mike McCarthy, Mark Torrez, Lucy White-Lehman and Jimmy West.

Marcy Vinyard was excused for scheduled vacation.

Thomas Mitchell was excused for medical leave.

Stacy Martin was excused for personal reasons.

Bill Bernal was excused for scheduled vacation.

Correspondence

The Board reviewed the following correspondence:

- Letter to TWU from a Member Re: The holiday reschedules
- Letter to the Member from Thom McDaniel in response to her letter
- Letter to Thom McDaniel from Donna Conover Re: Portia Reddick White's election as Shop Steward
- Letter to Erick G. Kuebler of Bear Stearns & Co. from Thom McDaniel Re: Michael Massoni temporarily filling in for Thomas Mitchell as TWU Local 556 Financial Secretary
- Letter to TWU International from a Member Re: Appeal of actions of the Local 556 Executive Board
- Letter to the Member from John Kerrigan TWU International Secretary-Treasurer Re: Appeal
- Letter to Kathy Anderson Recording Secretary TWU Local 556 from Michael Bakalo TWU International Administrative Vice President Re: Appeal
- Letter to a Member from Michael Bakalo TWU International Administrative Vice President Re: Appeal
- Letter to State Representative Rafael Anchia from Thom McDaniel in thanks for honoring the 30th anniversary of Southwest Airlines Flight Attendants affiliation with the Transport Workers Union
- Letter to David J. Schroeder Ph.D, Manager of Aerospace Human Factors Research Division Civil Aerospace Medical Institute from Tommie L. Hutto-Blake President of the Association of Professional Flight Attendants and Thom McDaniel President of TWU Local 556 Re: Flight Attendant Fatigue Summit
- Letter to John Kerrigan TWU International Secretary- Treasurer from Marcy Vinyard 2nd Vice President TWU Local 556 Re: Convention delegates
- Letter to Daryl Krause Vice President of Inflight Services from Thom McDaniel Re: Congratulations on his new position as Vice President

- Letter to Fatigue Summit Participants from Tommie L. Hutto-Blake President, Association of Professional Flight Attendants and Thom McDaniel President, TWU Local 556 Re: Agenda for Upcoming Fatigue Summit
- Letter to TWU Presidents from Mike O'Brien TWU International President, James Little TWU International Vice President, and John Kerrigan TWU International Secretary/Treasurer Re: COPE Director, Peggy Olstein-Wiedman being honored at the Nassau County Democratic Committee's Annual Spring Dinner
- Letter to TWU Presidents from Mike O'Brien TWU International President, James Little TWU International Vice President, and John Kerrigan TWU International Secretary/Treasurer Re: Purchase of ad or tickets to event honoring Peggy Olstein- Wiedman
- Letter from TWU International to Thom McDaniel Re: Department of Labor LM-30 form

The Board reviewed the following 1 grievance.

Donna Conover and Daryl Krause entered the meeting at 0900.

Donna Conover and Daryl Krause were excused at 0950.

The Board discussed staffing and officer issues.

The Board placed a call to Michelle Zenici at 1100 to discuss a grievance.

The call with Michelle Zenici ended at 1125.

The Board placed a call to the grievant at 1125 to discuss her grievance.

The call to the grievant ended at 1145.

Amy Neeper entered the meeting at 1200 to brief the Board on a grievance.

The grievant entered the meeting at 1205 to address the Board on her grievance.

The grievant and Amy Neeper were excused at 1225.

The Board agreed to extend this session of Executive Board Meetings through Thursday, March 17, 2005.

Maria Dixon Ph.D from SMU entered the meeting at 1330 to address the Board on a project her class is working on studying the SWA Flight Attendants and the most recent Contract Negotiations.

Maria Dixon left the meeting at 1405.

The Board placed a conference call to Michelle Zenici at 1410 to discuss a grievance.

The call ended at 1425.

The Board placed a conference call to the grievant at 1425 to discuss her grievance.

The call ended at 1440.

Becky Parker entered the meeting at 1445 to present a grievance.

The grievant entered the meeting at 1505 to address the Board on her grievance.

Becky Parker and the grievant were excused at 1525.

The Board placed a conference call to Michelle Zenici at 1530 to discuss a grievance.

The conference call with Michelle Zenici ended at 1540.

The Board reviewed the grievance.

Gayle Ross entered the meeting at 1550 to present a grievance.

Gayle Ross was excused at 1555.

Becky Parker entered the meeting at 1555 to present 2 grievances.

Becky Parker was excused at 1625.

Tanya McGrath entered the meeting at 1625 to present a grievance.

Tanya McGrath was excused at 1635.

Kathy Anderson presented the February 2005 Executive Board Meeting Minutes for approval.

Jimmy West made a motion to approve the minutes as amended. Allyson Parker-Lauck seconded the motion. **All voting Members voted to approve the minutes as amended.**

The Board revisited the Fiscal Year 2005 Budget.

Kathy Anderson made a motion to adjourn. Mark Torrez seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1730.

Thursday March 17, 2005

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Mike McCarthy, Mark Torrez and Jimmy West.

Marcy Vinyard was excused for scheduled vacation.

Thomas Mitchell was excused for medical leave.

Stacy Martin was excused for personal reasons.

Bill Bernal was excused for scheduled vacation.

Lucy White-Lehman was excused to attend the Scheduling Auditing Committee Meeting.

Michael Massoni presented the amended Fiscal Year 2005 budget for approval.

Allyson Parker-Lauck made a motion to **approve** the budget as amended. Jimmy West seconded the motion. **All voting Members voted to approve the budget as amended.**

The Board reviewed the goals from their Strategic Planning session the last November.

The Board discussed staffing issues.

The Board discussed the winners raffle for the Green Passes for the benefit for the Tsunami relief fund.

The Board discussed Shop Steward Training.

The Board discussed topics for the upcoming Hotline.

The Board discussed issues with Base Managers and Assistant Base Managers and flexibility in setting up fact-finding meetings and discipline meetings.

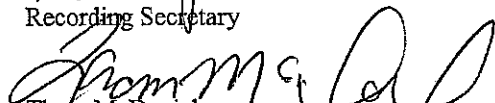
The Board discussed billing for back dues.

Michael Massoni made a motion to adjourn. Jimmy West seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1155.

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


Kathy Anderson
Recording Secretary


Thom McDaniel
President