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

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Executive Board Meetings
March 14, 15, 2006
Synopsis

Tuesday, March 14, 2006
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mike McCarthy and Mark Torrez.

Michael Massoni was excused to attend a Turbulence System Analysis Team meeting at Headquarters (TSAT).

Bill Bernal was excused for vacation.

Lucy White-Lehman was excused due to a family illness.

Jimmy West was excused due to personal illness.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that in February, three new Supervisors were added to the Dallas base. Karen reported that the Supervisors are Randall Miller who transferred from Baltimore and Tisha Hirsch and Brent Turnbough, both who came form the Training Department. Karen added that on Thursday, March 16, 2006, the Dallas Base will add three more Supervisors. Current Supervisors Dana Pugh, Michelle Moore and Nayo Muldrow either have gone back on line or will be going back on line. Karen went on to report that the Dallas Base will have new operating office hours effective April 2, 2006. There will be Supervisors on duty from 0500 until 2200. The 3 Base Coordinators will be bidding for new positions. There will be Coordinator 1 and Coordinator 2, along with a Specialist. Each position will have new exclusive duties and new designated hours. In other business, Karen reported that applications for the new interview team, which is now called the Starquest Interview team, are currently being accepted and the last day to apply is March 17, 2006. Also, the new Recurrent Training Late Riser classes will be available in April and Saturday classes were implemented in January. All Recurrent bidding is done via the VRU. Bidding starts on the 15th of the month and closes on the 22nd. In other base business, Karen reported that the Dallas Members are upset with the lines of time. Flight Attendants want pairings with SIPS. They have indicated that they are tired of Scheduling clogging Open Time with pairings so that Flight Attendants cannot place their trips in Open Time. The Flight Attendants have also expressed dissatisfaction with Scheduling's practice ofbriefly placing pairings in to Open Time, only to have the pairing assigned to a Reserve Flight Attendant. Many of

these trips are pairings that the Flight Attendants would like to pick up. Karen went on to state that Dallas Reserves are flying pairings from other bases and would like an explanation as to why Scheduling has to cover other bases with Dallas Reserves. Karen has also heard concerns over the cost of deadheading Flight Attendants to position them to fly the pairings. Karen reported that there are many concerns over the new Crew Web Access. There have been a few No Shows that have been downgraded to FTRs due to the CWA not recording the Flight Attendant check-ins. The Flight Attendants have expressed a need for the ability to refresh their screens as well as a shortcut to reach the screen where one checks in for a trip.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that all Union publications have been distributed and that the Union Red Rack and Glass Case have been updated.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that there were six meetings with Management in February. One resulted in issuance of a Letter of Instruction and in the other meetings, no discipline was issued. Mike went on to say that the Membership expressed disappointment in the new CWA system. Among the many problems were trading and the check-in process being so complicated. Mike also reported that there has been significant progress with Standard Parking. If all goes as agreed the parking garage will be available to employee parking in mid April. The rates will stay the same.

Kathy Anderson presented the **Oakland Domicile** report for Mark Torrez. Mark began his report by stating that the Oakland Membership have communicated that they will be extremely happy when the general elections are over and that they hope the new Executive Board would continue the tradition of excellence of the current Board. They have also communicated that they don't care for the current system of campaigning and felt that the "playing field" wasn't level. Many individual Members did not appreciate having individuals campaign literature sent to their homes. They felt that Company mailboxes have always been sufficient in the past and should continue to be utilized in the future. One suggestion was made that the Board of Election put out a booklet, similar to the one previously distributed by the Local with all candidates materials. The purpose of the campaign booklet would be a means to avoid unsightly messes in the Crew Lounges as well as subsidizing the cost to candidates. Mark went on to say that another suggestion was the use of SWA email for campaigning. Mark explained to that particular Member that although our Contract says that the Union will have access to Flight Attendant mailboxes, SWA does not seem to think this pertains to electronic mailboxes. That Member responded that the language should be clarified in the next Contract. Mark responded that he would bring that suggestion to the Board. In other Domicile business Mark stated that there was at least one termination this month due to attendance points exceeding 12. Mark closed his report by reporting that the Union Red Rack and Glass Case have been organized and updated.

Kathy Anderson presented the **Baltimore Domicile** report for Lucy White-Lehman. Lucy returned from Maternity Leave at the end of February. Lucy reported that a lot had changed in the Inflight office since she had been gone. Assistant Base Manager Beth Ross, went back on line as a BWI Flight Attendant on February 16th. Patricia Montemayor was promoted to Assistant Base Manger on February 16th. BWI has five new supervisors: Dennis Broadwater #35375, Pamela Raymond #42601, Adam Green #76043, CJ Deschaine #52880, Christina Swemley #62870. Dennis Broadwater started February 26th and transferred from the People department. Pamela Raymond was an on line Flight Attendant for approximately 6 years and started in the office on January 3rd. ~~Adam Green #76043 was an on line Flight Attendant for approximately 11 months and started in~~ the office on November 3rd. CJ Deschaine #52880 transferred from Dallas Initial Training and started in the office on December 1st. Christina Swemley was an on line Flight Attendant for approximately 11 months and started in the office on September 1st. Randall Miller transferred to the Dallas base as a Supervisor at the end of February. Kathy Fitzsimmons left the Company all together in February. The Baltimore base is still short 3 supervisors. In other Baltimore base business, Lucy reported that the Baltimore base doesn't have a check-in phone in the 'A' terminal or in the 'B' Terminal. A grievance has been filed regarding this issue. Lucy stated that Jim Melnick informed her that the check-in phone in the 'B' Terminal was removed due to construction and he doesn't know what happened to the 'A' Terminal check-in phone.

Kathy Anderson presented the **Orlando Domicile** report for Jimmy West. Jimmy reported that Orlando has been quiet in terms of meetings with Management. Jimmy informed the Board that the big issue continues to be the line/reserve swapping on which he is still receiving a lot of calls. Jimmy stated that he covered more of this issue in his article in the April ***UNITY*** magazine. Jimmy reported last month that Delta was closing their hub in MCO but now Delta has announced they are not closing the hub, but will be giving up many of their gates. Jimmy acknowledged that he has received several calls regarding the election voting process and many Flight Attendants were under the impression that voting could be done online. Jimmy also reported he has had several complaints regarding the check- in process on CWA which he also covered in his ***UNITY*** article.

Marcy Vinyard presented her Officer report. Marcy reported that several Flight Attendants have received FTRs as a result of the new CWA. Management had agreed to remove FTRs for a grace period of two weeks following the initial release of CWA on February 10; however, Flight Attendants are still receiving FTRs. Marcy reported that she will continue to discuss these issues with Management. Marcy reported that she continues to work with Scheduling on several issues including Domicile Breaks, Reserves Used Out of Order, and Open Time. Marcy reported that an issue recently came up regarding the No Show policy. For clarification purposes, if a Flight Attendant contacts Scheduling prior to a No Show, they will still be required to recover their pairing.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported on the status of the Union's ongoing grievances. Mike recently completed the post-hearing brief for the arbitration on a termination case that had been heard by an arbitrator. The Union and the Company briefs have been submitted to the arbitrator and a final and binding decision is expected by early April. Mike updated the Board on contractual issues that are scheduled to go before an arbitrator in the future. Mike reported that there continues to be several terminations due to alleged sick leave abuse. Mike reported that there would be several cases of this sort for the Board to review this month. He will keep the Board updated on upcoming Board of Adjustments and arbitrations.

Kathy Anderson presented the **Safety Team** report for Michael Massoni. Michael reported on the following items:

- Aviation Safety & Health Data Base (ASHDI) Reports under review and reports received to date

- Southwest Airlines Event Notification System (ENS)- Fielded Event
- ~~SWA 1248 BWI- MDW Accident Update~~
- System Analysis Team (SAT) Safety Audit
- The Federal Air Marshall Service (FAMS) has assumed management of the Crew Member Self Defense Training (CMSDT)
- Reciprocal Cabin Seat Agreement(s)- Progress Report
- Meeting with Daryl Krause and Thom McDaniel regarding the life vest portion of the Safety Demonstration
- Standing and regular meetings

Kathy presented the **Health Committee** report for Gayle Ross. Gayle reported that she and Michael Massoni met on February 20, 2006 for the monthly Health and Safety Committee meeting. Gayle informed the Board that Brent Harper will ensure that large size gloves are available in all bases. Brent and Paula Gaudet were planning to address this issue on their Manager's Conference Call. Gayle informed the Board that she and Lori Blanton were continuing discussions regarding the Fatigue Policy in cases where the designated hotel for rest is the actual fatigue problem. Gayle stated that Lori has been approaching Scheduling to see if a policy can be established to move the fatigued Flight Attendant(s) to a new hotel for their fatigue rest. In other Health Committee business, Gayle informed the Board that she is waiting to hear from International on the letter sent by TWU International Representative Garry Drummond to TWU International Vice President James Little requesting monetary support for a research proposal. Gayle notified Chris Witkowski that discussions were continuing regarding the funding. Gayle and Thom McDaniel met with Kim Grant from the Doctor's guild regarding Ms. Grant's OJI presentation. Ms. Grant is continuing to fine tune the program and Gayle agreed to visit her Dallas clinic. Gayle stated that she believes that a program of this type could expedite a Flight Attendant's recovery and their return time to work. It could also prevent them from wasted time waiting for Doctor's visits, tests and procedures. With regard to FMLA, Gayle reported that she has been working with Ron Freer to correct FMLA calculation errors. They had found that several Flight Attendants had incorrectly calculated hours determining whether they were eligible for FMLA. It was found that these miscalculations were due to corrupt computer data and each error required manual correction. Gayle also informed the Board of her ideas for articles for upcoming UNITY publications.

Thom McDaniel presented the **COPE Committee** report. Thom reported that he, along with Michael Massoni, and Gwen Dunivent, attended the TWU International COPE Legislative Conference at the Washington Court Hotel in Washington D.C. on March 5-9, 2006. The theme of this year's conference was "Grassroots Power – Building Political Muscle One Day at a Time." The Conference Delegates were treated to a number of different speakers ranging from TWU Officers and Staff including Local 556 Member Portia Reddick White, Labor Leaders including AFL-CIO President John Sweeney, and Senators and Congressmen from both the Republican and Democratic parties. There were two workshops offered relating to the Grassroots theme. The workshops were titled "How to Talk to Members about Taxes" and "Leafleting Campaigns – How to Make Them Work for Your Local". Gwen Dunivent was also chosen to participate in a Grassroots Focus Group because of her extensive volunteerism in supporting Labor friendly candidates and causes. Thom McDaniel and Gwen Dunivent were presented with special COPE Trendsetter awards for their hard work and dedication in advancing the political goals of TWU and increasing Local 556's COPE contributions. While in the nation's Capitol, Local 556 Members took the opportunity to visit Capitol Hill to discuss issues that affect Local 556 Members specifically. ~~Thom, Michael, and Gwen were able to meet with three Senators or their staff~~ including- Senators Barbara Boxer (D-CA), Diane Feinstein (D-CA), and John McCain (R-AZ) and five House Members or their staff including Representatives Bob Filner (D-CA), Mike Honda (D-CA), Daniel Lundgren (R-CA), Ellen Tauscher (D-CA), and James Oberstar (D-MN). Thom, Michael, and Gwen would like to extend a special thanks to Tom and Peggy Carlin for their tireless efforts in setting appointments with elected officials so that they could use their time productively. The Local 556 delegation sought support for Membership issues including OSHA protection, "Leave All Blades Behind Act", mandatory Flight Attendant security training, and repeal of the Wright Amendment. Members of the Aviation, Transportation and Homeland Security committees were chosen because of their expertise on Flight Attendant, security, and aviation issues. In addition, Thom was able to meet with editors and reporters from Aviation Week Magazine and the Washington Times who have reported on and expressed interest in Local 556 and other Flight Attendant issues and legislation during negotiations and since then. The meetings were arranged by TWU Public Relations PR Consultant Jamie Horwitz and were very productive.

Kathy Anderson presented the **Professional Standards Eastern Region** report for Jean Chandler-Brooks. Jean reported that until further notice, Sandra Peterson #55421 will be acting as Professional Standards Eastern Region Chairperson. Sandra will be standing in for Jean who will be on a sabbatical for personal reasons.

Kathy Anderson presented the **Professional Standards Western Region** report for Lorie Powell.

Lorie reported on the following:

- Calls Received- 9
- Calls sent to Management- 2
- Unresolved Calls- 2

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson updated the Board on publication themes, schedules, and upcoming deadlines.

Allyson Parker-Lauck asked to work together with Gayle Ross on issue of Flight Attendants who are 'force based' during vacancy bids and the method of returning them to their desired base when openings become available. Allyson will present a paragraph for the Board to review.

Thom McDaniel updated the Board on the **New Hire Committee**. Thom reported that there will be a new class starting on March 28th and there are classes scheduled for the next 8 months.

Karen presented the **Drug and Alcohol Committee** report. Karen reported that there have been Board discussions regarding a HIMS program like the one the Pilots currently have. Karen explained to the Board that it is impossible to duplicate the Pilot program as the Pilots suffer a loss of license and have to disclose all information to the FAA and the Company. There is concern that if the Flight Attendants have to suffer a loss of anonymity that they will not step up and ask for help and assistance from the Drug and Alcohol Committee. It was brought to light that the first and foremost concern of 99 percent of individuals that seek treatment is confidentiality of the Committee and not disclosing to the Company. Karen stated that she had two individuals that had been sent release of information notices from United Behavioral Healthcare that were copied to Management and that she had spoke to Cindy Zuber and Cindy Nagle about the issue and would research it further with Management.

Karen Amos presented the **Uniform Committee** report. Karen informed the Board that the next Uniform Committee will take place on the 22nd of March and that all new information and meeting notes will be presented at the Executive Board Meetings in April.

The Board reviewed 3 grievances.

Catherine Rea entered the meeting at 1040 to present a grievance.

The grievant addressed the Board via conference call at 1040. The conference call ended at 1115.

The Board reviewed 2 grievances.

The Board broke for lunch at 1200 and reconvened at 1330.

Michael Massoni returned to the meeting at 1330.

The Board reviewed 7 grievances.

Russell McCrady and Claire Taitte entered the meeting at 1500. They conducted a power point presentation on Order of Assignment- Reserve Pass/Fly. Russell and Claire were excused at 1545.

The Board reviewed a Q&A on the Reserve Pass/Fly presentation.

Mark Torrez made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1715.

Wednesday, March 15, 2006

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mike McCarthy and Mark Torrez.

Bill Bernal was excused for vacation.

Lucy White-Lehman was excused to fly a trip.

Jimmy West was excused due to illness.

Kathy Anderson presented the February 2006 Executive Board Meeting minutes for approval. Mike Sims made a motion to **table** the approval of the minutes until they are complete pending submission of Bill Bernal's report. Michael Massoni seconded the motion. **All voting Members voted in favor of the motion.**

Ron Regan presented the January 2006 Financial Report for approval.
Marcy Vinyard made a motion to approve the Financial Report. Michael Massoni seconded the motion. **All voting Members voted to approve the Financial Report.**

Lone Star Checks #9678-9619 were presented.

The Board reviewed 3 grievances.

Ron Regan updated the Board on his discussions with the Local's CPA Albee Richardson on the Full Disclosure Laws. Ron was advised that the Financial Secretary/Treasurer may provide financial information requested from a Member in good standing under the following guidelines:

Said Member(s) in good standing must submit to the Secretary/Treasurer a request in written form to ensure complete understanding of what information is being requested. Once the information is gathered it will be shared with the Member at a mutually agreed time and date. (This meeting can occur either at a Membership Meeting or in person at the Dallas Union Headquarters.) The Secretary /Treasurer may, at their discretion, have the Union's Certified Public Accountant and/or Legal Counsel present at such meetings. The Member has the right to review requested information but may not physically retain or remove written information provided at such meetings due to internal control protocols. The Board reviewed this language for the purpose of adding it to the Policies and Procedures Manual.

Marcy Vinyard made a motion to accept the paragraph Ron Regan just read and to incorporate the language into the Policies and Procedures Manual. Michael Massoni seconded the motion. The motion **carried.**

Ron Regan updated the Board on the billing cycle to collect outstanding dues.

The Board reviewed 7 grievances.

For the February 2006 Executive Board Meeting Minutes, Kathy Anderson presented the February **Phoenix Domicile** report for Bill Bernal. Bill reported that the month of February was a slow month. There were only a few meetings with Management. The Red Rack has been updated and all filings done. Bill informed the Board that he has heard that something would be happening with the parking situation again. Bill stated that he would keep the Board advised on this issue.

Mark Torrez made a motion to revisit the February minutes. Stacy Martin seconded the motion. The motion carried by **two-thirds.**

Stacy Martin made a motion to approve the February minutes as amended. Mark Torrez seconded the motion. The motion **carried.**

The Board reviewed 8 grievances.

Ron Regan updated the Board on the current budget.

Michael Massoni was excused at 1020 to attend a meeting of the Operational Group of the Safety Analysis Team (SAT).

Daryl Krause and David Curry entered the meeting at 1020.

Daryl Krause and David Curry were excused at 1055.

Kathy Anderson distributed a current list of Shop Stewards to the Board. The Board discussed Shop Steward issues and usage. Marcy Vinyard mentioned that there are extra Shop Steward Training materials and Letters of Confidentiality available if needed.

Correspondence
The Board reviewed the following correspondence:

- Letter from Acting TWU International President James Little to IEC-IEB Members, Local Presidents, Local Secretary-Treasurers, International Representatives Re: Applications for the Michael J. Quill Scholarship
- Letter from SWA Catastrophic Assistance Board of Directors to TWU Local 556 Re: Catastrophic Assistance Charity Donation
- Letter from Legal Counsel Mark Richard to Thom McDaniel Re: Phillips, Richard and Rind, P.A. hourly rate increase for legal services
- Letter from Colleen Barrett to Thom McDaniel Re: Upcoming Employee Survey
- Letter from TWU International Representative Garry Drummond to TWU International Executive Vice President James Little Re: Research Funding
- Letter from SWA Senior Director of On Time Performance Steve Hozdulick to Station Directors and Chris Wahlenmaier Re: Early Departures
- Letter from Acting TWU International President James C. Little to All TWU Local Presidents Re: Update on TWU President Michael T. Obrien

The Board reviewed the proposal on the creation and implementation of the Shanna M. Martin Memorial Scholarship. The proposal will be reviewed by Legal Counsel Ed Cloutman. The goal is for a June 30, 2006 deadline for applications and for award in July and announcement on August 15.

Allyson Parker-Lauck made a motion to accept the proposal for the Shanna M. Martin Memorial Scholarship. Mark Torrez seconded the motion. The motion **carried.**

The Board reviewed 1 grievance.

Cindy Ritner entered the meeting at 1130 to present the **Scheduling Committee** report. Cindy reported on the following:

- Vacation Allotment Budget- Total maximum budget needed-$3470.00
- Meeting with Tim Chaffin
- Future Air Craft delivery in Domicile

- Maximum 4-day trips and the effect on the operation
- Grievance on the Scheduling Policy/ Contract and future Policy re-write

Michael Massoni returned to the meeting at 1200.

Cindy Ritner was excused at 1210. Cindy asked to be notified of the Board's decision on her budget request.

The Board reviewed Cindy's budget request- $3470.00 for the Vacation Allotment System research. Karen Amos made a motion to approve Cindy's budget request. Michael Massoni seconded the motion. The motion **carried**.

The Board discussed reciting an oath of office at the beginning of each Board meeting. The Board agreed to open the meeting with an invocation of the Member Pledge as written in the TWU Constitution.

The Board reviewed 2 grievances.

Ron Regan presented Kathy Anderson with the pairing he flew this quarter and he is in compliance with Article VII (g) of the bylaws.

The Board reviewed an email from a Member to Marcy Vinyard regarding the Reserve Line Trading issue in the Orlando base. The Board discussed agreed to starting a dialogue with the Company regarding the issue.

Kathy Anderson presented draft of minutes from these proceedings for approval of content.

The Board agreed to the content of the draft of the minutes

Ron Regan made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1520.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McDaniel

Thom McDaniel
President