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

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Executive Board Meeting
March 13, 14 & 15, 2007
Synopsis

Tuesday March 13, 2007

Thom McDaniel called the Meeting to order at 0842.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez, as the Drug and Alcohol Committee Chair, was excused to attend the **Human Intervention and Motivation Study** (HIMS) Program Meeting being hosted by Southwest Airlines Pilots Association (SWAPA). HIMS is an occupational substance abuse treatment program specific to commercial pilots.

Gwen Dunivent led the Board in reciting the **Pledge of Allegiance**.

Lucy White-Lehman read the **TWU International Membership Pledge**.

Thom McDaniel reminded the Executive Board of the dinner that the Board would attend that evening, hosted by the **Southwest Airlines Executive Planning Committee**.

Thom McDaniel reported to the Executive Board that there are new kitchen procedures in place for the Staff of the Local Union Office.

Thom McDaniel noted that there were several temporary Office Staff Members present in the Office helping to answer calls from Members during the absence of several regular Grievance Staff Members.

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

> *Thom McDaniel reported that he had attended the Line Building training session and had gotten a great deal of insight about the tremendous challenges that the Scheduling Committee faces. The training session was well presented and attended. Thom reported that the Local Office was running well. Staff meetings have been productive and open communication among the staff has led to positive results. Several new Flight Attendants have filled in temporarily and we are developing an excellent list of Members to fill in when needed. Lyn Montgomery has been a welcome addition to the Team and is a strong advocate for our Members. Thom notified the*

Executive Board that it may be necessary to hire an additional Staff Member due to high call volume. Thom reported that starting in April he will begin to provide quarterly reports to the Executive Board on office staffing and performance. Thom continues to support the Grievance and BOA/Arbitration Teams. He has attended several meetings between the Union and the Company and some grievances have been resolved in this manner. The majority of issues continue to be resolved by the Staff prior to a grievance being filed. Work continues on the Open Time Arbitration that will take place on April 19 and 20. Thom notified the Executive Board that Greg Hofer has agreed to work on the updated Q and A for the Contract. The other Flight Attendant recommended for the project has declined due to a busy schedule, and he is currently actively searching for another Member to help him with the project. Greg is on medical leave for a few weeks, but will start work on the project as soon as he returns from leave. Thom reported that he has continued to work with Jamie Horwitz on public awareness of Flight Attendant and Labor issues. He is currently working with Jamie on Flight Attendant Fatigue, the Employee Free Choice Act, and the Passenger Bill of Rights from the position of a crewmember. Thom has met with the new Vice President of Inflight, Mike Hafner. The discussion was productive and Thom looks forward to positive and productive working relationship. Mike will be meeting with the Executive Board as part of the regularly scheduled meeting with Inflight Management. Thom reported that he will be participating in a Strategic Planning Session to develop a plan for the future at the National Labor College for TWU International March 19-22. Thom feels that it is important for Local 556 to be an active participant in the planning of our future and will report to the Executive Board next month. The COPE Contest for Shop Stewards will be announced in UNITY Update and Thom will be sending out details to Shop Stewards by the end of the month. The contest will extend from April 1-May 31 and the Shop Steward with the highest dollar amount of new COPE Member or increased dollar amounts will win the opportunity to attend the TWU COPE Conference in July. Thom has coordinated with Executive Board Members on several projects and continues to maintain an open door policy for all Members.

Allyson Parker-Lauck reported that she had printed and filed all of the comments regarding the upcoming Contract Negotiations that had been submitted through the **"What's Next?" link** on the TWU Local 556 Website.

Lucy White-Lehman submitted the **Baltimore Domicile Report**:

Lucy reported that BWI has had a lot of activity in the past few weeks in regard to meetings. There have been five Fact Finding meetings scheduled, four of the five meetings involved Probationary Flight Attendants. Lucy has noticed an increase in calls from Probationary Flight Attendants in BWI asking for representation when meeting with Management. Carmen Allen is the acting Assistant Base Manager in BWI for the month of March. Lucy attended the New Hire Base Orientation for Class 230 on February 28th. New Hire Welcome Cards and union pins were distributed to Class 230. The training of Shop Stewards is ongoing in BWI, six out of twelve have been scheduled to represent Flight Attendants in a Fact Finding meeting. Hopefully, in the next couple of months all current Shop Stewards will have participated in a Fact Finding meeting. All Shop Stewards have been contacted by the grievance staff to do a Fact Finding whether they were available or not. During the month of February, several Shop Stewards were utilized to get Membership feedback regarding the new Pass Fly Reserve System. Flight Attendants in BWI are extremely excited about the possibility of Satellite Bases and are eager to take the survey. Lucy is still working on the FLL parking issue with Jim Melnick. At this point, the Facilities Coordinator at Southwest Airlines has been updated on the situation and we are awaiting a response.

Daryl Krause, Senior Vice President of Inflight and Provisioning, and the new Vice-President of Inflight, Mike Hafner, were invited into the Meeting as guests at 0915 after mistakenly arriving a day early. The Executive Board introduced themselves, and Mike explained his history with Southwest Airlines. Gwen Dunivent explained to Mike the importance of Management going through Inflight Training and the resulting credibility with our Membership. Michael Massoni expressed his hope that Mike would raise the culture and awareness of safety within our department. Michael Broadhead questioned Daryl about progress on the upcoming Las Vegas Base and what its potential impact on Phoenix would be. Daryl answered that there would be some communication released during the next week regarding the new domicile. Daryl stated that the Las Vegas Base is expected to open with approximately 400 Flight Attendants. Stacy Martin requested that Provisioning use two separate mop buckets when mopping the Galleys and Lavatories on the aircraft. There was discussion regarding the reconfiguration of the 'Ford' aircraft. Gayle Ross and Gwen Dunivent discussed "growing Inflight leaders within the Inflight ranks". There was discussion regarding a 'Cashless Cabin' in which only credit cards would be accepted on Southwest Airlines flights. Mark Torrez discussed with the Management representatives the airport facilities in Oakland. Kyle Whiteley asked Daryl if it was permissible to leave a message about the ongoing Satellite Base Survey in Crew Web Access (CWA). Daryl stated that he would talk to Brendan Conlon about it.

Daryl and Mike were excused from the Meeting at 1005.

The Board took a break at 1005 and reconvened at 1025.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez was excused to attend the HIMS Program Meeting being hosted by SWAPA.

Lucy continued presenting the **Baltimore Domicile Report**.

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

> *We have some new faces and positions in our Dallas Base Leadership. First of all, Tisha Hirsch, previously an Inflight Superivsor in Dallas, has been named the newest Dallas Base Assistant Manager. Tisha joins Randall Miller in the Assistant position and Henry is thrilled to have both of them. A second Assistant Manager's position has been added in anticipation of more long-needed growth in our Base, so that is very good news. We also have three new Supervisors in Dallas, who are replacing Janice, Jo Ann, and Danny, who have gone back on line. Dawna Edinbyrd has been a SWA Flight Attendant based in both MCO and OAK. She has a rich background in leadership in the telecom industry, and is a Texas Longhorn! Hector Barrera comes to Inflight from the Source of Support department at SWA, but also has years and years of Inflight experience, including the start-up of Frontier Airlines and Braniff Two and Three. He is thrilled to be in the Inflight department, "where his heart is". Thomas Kaminski comes from our Inflight Training Department, and has a fascinating history in our industry, including having been one of the original Flight Attendants at AirTran, and also having flown for Delta. All three of these new leaders have interesting stories to tell, and they all look forward to meeting more of our fantastic Base. And it's important to note that all three of them have been Union members in their past!!!*

I had the opportunity to participate in a line-writing class last month. It was a fascinating experience and I hope every Board Member will try it sometime. I have so much respect for the people who do this job every month!! I certainly never realized how challenging and complicated that process is. The glass case and red rack are up-to-date and all publications distributed.

Thom McDaniel, as the Local's Office Manager, reported that Jill van der Werff had been in the Union Office during the previous week helping to answer telephones. Thom reported that the Grievance Staff had expressed their thanks to Jill and had reported that she had done an excellent job.

Kyle Whiteley submitted the **Chicago Domicile Report**:

Chicago has been very busy over the past month with various discipline issues. We have been able to utilize our new Shop Stewards, and they have done an excellent job for our Flight Attendants. With the addition of the new Supervisor's to Chicago, Check Rides are underway out of our Base. I have put a notice in my glass case to remind Flight Attendants that Check Rides are occurring and have urged them to spread the word. An email has been sent out to the Chicago Shop Stewards asking them to help out with Lounge Mobs. I will send another email asking for them to be present in the lounge for the "World Tour" visit. I have received good feed back from our Flight Attendant's about the Base Information pages on our website. The Red Rack and Glass Case are up to date and decorated for St. Patrick's Day.

Mark Torrez submitted the **Oakland Domicile Report**:

Mark began his report by stating that it has been relatively quiet in OAK. He has participated in two Fact Finding Meetings neither of which has resulted in discipline. Mark recently spent some time in the lounge and the hot topics include satellite bases and what's next. He continues to direct OAK Flight Attendants to the website to give their feedback. As part of his base visit he met with his Base Manager Doreen Warner and talked more about relocating the remote liquor drop safe. He also learned in this meeting that there are more new Supervisors currently in background. Mark was glad to attend the recent Scheduling Committee training held in DAL. He stated that it was very beneficial for him to learn what goes on during the line building process and that now he is more equipped to explain the process to his members. He offered his assistance if the Committee ever needs help building lines. Two OAK Shop Stewards (Michael Quattlebaum and Greg Hofer) have also expressed interest in learning the process. Mark went on to recount his experience being interviewed by one of Jamie Horwitz's colleagues on Flight Attendant fatigue. Mark went on to mention that his Glass Case and Red Rack were up to date though he hopes to revamp them soon. Finally, Mark presented the Board with a strange piece of mail that was recently found in his Flight Attendant Mailbox in OAK for the Executive Boards Review.

Michael Broadhead presented the **Phoenix Domicile Report**. There was no written report submitted.

Kyle Whiteley submitted the **Scheduling Committee Report** and copies of his upcoming Scheduling Committee article submission for *UNITY* Magazine to the Members of the Executive Board:

The reduced 4-day test is coming to its conclusion at the end of May. With the conclusion of the test, we will run a survey to see if the Flight Attendants prefer the reduction in 4-day pairings over the 22% 4-day pairings we had prior to December. The article I have submitted for our April UNITY *publication will fully explain the options available to Flight Attendants when casting their votes. The survey will begin May 22 and continue through June 8. Members of the Scheduling*

Committee will be in the Flight Attendant Lounges from first check-in until 3:00 p.m. local time to hear our Flight Attendant's concerns and answer questions regarding the lines. The schedule is as follows:

Dallas	*May 7*	*Houston*	*May 11*
Chicago	*May 14*	*Baltimore*	*May 15*
Oakland	*May 19*	*Phoenix*	*May 20*
Orlando	*May 21*		

Line Writing will be video taped on March 29. We will edit and place the video on the Union's website. This taping is an effort to show the Flight Attendant's what the process is like and how we construct the Primary lines. Last month, the TWU Scheduling Committee hosted a Line Building training day. There were over 20 people at the training class, and were able to identify some new talent to utilize as alternates for our current Line Writers. The Scheduling Committee Chair would like to thank the Executive Board for participating in and allowing us to host the training day. The release of the new Line Building Program will happen in May for Primary lines. This upgraded release will fix some software issues we have been experiencing, and we are looking forward to the improvements. Line writing for April Vacation Relief (VR) Lines went better than it had in the previous month. We have continued to leave some pairings in Open Time to reduce the number of 48-hour breaks. While the reduction in 4-day trips has been difficult on our Line Writers, we are up to the challenge and will continue our work to build the best lines possible.

Gayle Ross submitted the **Health Committee Report**:

I was thrilled to attend the 24th annual International Aircraft Cabin Safety Symposium in Torrance, California. I learned a great deal which I plan to share with the Membership through a series of articles dealing with: fatigue, circadian rhythms, and air quality. It was great to se how the air quality study is progressing from a year ago when Michael and I first met with the other flight attendants to begin the study. I was especially pleased to see the progression of the biomedical blood marker study. I am looking forward to continuing communication with the contacts which were made at the symposium. Thursday the Executive Board will hear from the final two insurance companies regarding the insurance opportunities the Union will be offering the 556 F/A's. After the Executive Board selects the carrier, I will provide Joe Harris a copy for final approval from SWA Headquarters for the line item payroll deduction. I communicated with Portia regarding the FMLA bill to reduce Flight Attendant FMLA hours. She will let me know when we are needed for lobbying efforts in Washington, D.C.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 2:

Report	*Acceptance Deadline*
ASHDI 1422 (SANITATION OF FIRST AID EQUIP)	*Thurs 03/15/2007*
ASHDI 1481 (300/500 JUMPSEAT)	*Thurs 03/15/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 1791+ / 161
Accepted Reports to date (TWU) = 122
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

02/19/07 through 03/12/07 = 56	*Emergencies Declared = 18*
ALL OF 2007 to Date = 207	

ALL OF 2006 = 858
Standing / Scheduled Meetings:
Thursday March 15th, 2007 @ 14:00 CDT – SWA Corporate Safety Performance Meeting w/ SWA Corporate Safety Department
Thursday March 15th, 2007 @ 15:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety

Allyson Parker-Lauck presented the **Education and Scholarship Committee Reports**. There was no written report submitted. Allyson Parker-Lauck asked that Domicile Executive Board Members put **TWU Local 556 Scholarship Application forms** into the Flight Attendant mailboxes as soon as possible.

It was noted that the missing January publications of UNITY Magazine had been found at the Orlando Base but not at the Oakland Base.

The Board discussed the **Professional Standards Committee**. Michael Massoni noted that Jean Chandler-Brooks had reassumed her role as the Chair of the Professional Standards Committee, Eastern Region.

Cuyler Thompson submitted the **Uniform Committee Report** for Chair, Karen Amos:

> *The Uniform Committee will be meeting on March 21st. At this meeting we hopefully will receive updated wear-test items that have been adjusted based on the initial data from the first wear-test garments. I will seek answers to the questions that where brought up by the Executive Board in February, and include them in my next report. I will also be requesting that Broadhead be placed in the wear-test garment program and be addressing two issues that have been brought to my attention. Also there have been two cases where Flight Attendants Cintas accounts were incorrect. We would like to see a running balance total so that one can keep track of one's allotment. A uniform article and photos were submitted to Allyson via Lucy (had a problem with sending it to Allyson). This article will hopefully eliminate common questions that the Flight Attendant group has and I will be glad to keep the Membership up to date on the progress of the new updated uniform pieces in the future.*

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

> *For those that have not heard, the AFL-CIO Martin Luther King Birthday Celebration that was well attended by TWU Members from around the country was a success in Houston, TX. Legislators and community activists together joined in celebrating Dr. King's birthday by joining in community activities that brought together members of the Houston community and the giving of supplies, time and efforts to those in need. In looking to the future of the committee, Michael McNeil is investing time and research in how to involve every base in year round activities that reflect the personality of each base. If possible, we ask to be on the agenda for a formal presentation in May 2007.*

There was discussion regarding the **CISM Committee**.

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

The Board went to lunch at 1210 and reconvened at 1325.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez was excused to attend the HIMS Program Meeting being hosted by SWAPA.

Gayle Ross presented the **January 2007 TWU Local 556 Financial Report** for review.

Gayle Ross presented **Amegy Checking Account checks** numbered 10489 thru 10562 for approval.

Michael Massoni made a **motion** to accept the January 2007 Financial Report. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **February 2007 Executive Board Meeting Minutes** for Review.

Mark Torrez made a **motion** to accept the February 2007 Executive Board Meeting Minutes as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board discussed the **Pass/Fly Reserve System**.

The Board discussed the **Executive Board World Tour**.

The Board took a break at 1500 and reconvened at 1530.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez was excused to attend the HIMS Program Meeting being hosted by SWAPA.

Denny Sebesta, Grievance Committee Chair, was a Guest at the Meeting and submitted the **Grievance Committee Report**:

> ***GRIEVANCE MEETINGS***
> *March 12 – Meeting with Joe Harris and Naomi Hudson to discuss Letters of Discipline outside of the progressive discipline in our Manual. Joe said that conceptually, we have a progressive discipline policy but something beyond it would be egregious or intentional. Progressive is for behaviors or issues that can be corrected. We discussed the Letters of Warning that 4 Flight Attendant's received. Naomi will consider revising the letters but will not remove them. Joe would like a joint RBF with the Union on the importance of UM procedures. We discussed how these letters would affect progressive discipline. Naomi said the Letter of Warning for UM's or any other issue which does not fall under the Class Violations, would not increase a Class Violation, but would be considered in overall job performance. Joe pointed out that an Arbitrator is less inclined to stack unrelated conduct. They like to consider apples to apples.*

March 22 – Next Scheduled meeting with Brendan Conlon, Claire Taitte and Mike Mankin
<u>GRIEVANCES</u> *- As of Friday, March 9, the Union has a total of* ***91*** *active grievances.*

Denny submitted to the Board copies of a **History on Board of Adjustment Votes by Union Panel Members**. There was discussion.

The Board discussed the **Board of Adjustment** process.

Denny Sebesta was excused at 1640.

Cuyler Thompson presented the updated **TWU Local 556 Strategic Plan** for review. The Board updated the Plan.

The Board **agreed** that a "classified ad" styled request for letters of interest from those Members who would like to be part of the **TWU Local 556 Negotiating Team** would appear in the April 2007 UNITY publication.

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

The Executive Board recessed at 1710.

<u>Wednesday March 14, 2007</u>

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez was excused to attend the HIMS Program Meeting being hosted by SWAPA.

There was discussion regarding the United Way charitable organization and its relationship with Southwest Airlines.

The Board discussed the proposed **Project Coordinator** position.

The Board took a break at 0950 and reconvened at 1000.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez was excused to attend the HIMS Program Meeting being hosted by SWAPA.

Denny Sebesta entered the Meeting at 1005 to discuss Grievances.

Kyle Whiteley made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to withdraw a Grievance without prejudice. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Board took a break at 1045 and reconvened at 1100.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Michael Broadhead and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Brett Nevarez was excused to attend the HIMS Program Meeting being hosted by SWAPA.

Kyle Whiteley was excused to address a Chicago Member's crisis.

Charles Whitaker, of the Dallas AFL-CIO, and Jennifer Bartkowski and Jessica Sheperd, all representatives of **United Way**, were guests at the Meeting. The representatives explained to the Board how Organized Labor and United Way have partnered together to recruit volunteers and raise money for those in need.

The United Way representatives were excused at 1130.

Kyle Whiteley returned to the Meeting at 1130.

The Board **agreed** to table the discussion regarding United Way until the April Executive Board Meeting so that the Domicile Executive Board Members may contact their local United Way representatives for more information.

The Board went to lunch at 1145 and reconvened at 1315.

Board Members present were Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead, Brett Nevarez and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Thom McDaniel and Michael Massoni were excused to attend to Information Technology (IT) issues in the Union Office.

Stacy Martin chaired the Meeting.

The Board discussed Flight Attendants who are currently deployed and serving in the US Armed Forces.

Thom McDaniel returned to the Meeting at 1320.

Thom McDaniel **agreed** to contact other labor leaders at Southwest Airlines to ascertain how their members who are deployed and serving in the US Armed Forces are being treated by Management. Thom would also contact Naomi Hudson and request a list of Flight Attendants currently on Military Leave.

Thom McDaniel presented eight pieces of **correspondence** for Board Members to review.

Mark Torrez made a **motion** to donate $100 to Jamie Deaver, child of Southwest Airlines Flight Attendant Victoria Deaver, in support of his Student Ambassador program. Michael Broadhead **seconded** the motion. The motion **carried**.

Michael Massoni returned to the Meeting at 1338.

The Board **agreed** that Lucy would handle expressions of thanks, etc. to our Members currently on Military Leave through the Care and Concern Committee.

The Board discussed recent changes to **Family and Medical Leave Act** (FMLA) procedures. According to a new federal Law, Flight Attendants are no longer required to expend vacation time when using FMLA for family members. Southwest Airlines Management contacted Thom McDaniel to make the Executive Board aware that Management would ***not*** be notifying employees of the change. The Board **agreed** to notify the Flight Attendants of this change.

Michael Massoni left the Meeting at 1355 to attend to IT issues.

Denny Sebesta and Becky Parker entered the Meeting at 1357 to discuss a Grievance.

Michael Massoni returned to the Meeting at 1450.

A Grievant entered the Meeting at 1510 to discuss with the Executive Board the merits of the Grievance.

Becky Parker and the Grievant were excused from the Meeting at 1538.

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

The Board took a break at 1550 and reconvened at 1615.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead, Brett Nevarez and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Denny Sebesta and Catherine Rea were guests at the Meeting.

Denny and Catherine discussed with the Board the merits of a Grievance. The Grievant was originally scheduled to address the Board as a guest earlier in the day.

Catherine Rea was excused at 1630.

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

Denny Sebesta presented to the Board copies of research she had compiled as **History on Board of Adjustment Votes by Company Panel Members 1993 thru 2007**.

Denny Sebesta was excused at 1645.

The Board discussed **emergency Officer On-Call procedures** for irregular operations. The Board **agreed** that Allyson Parker-Lauck would coordinate with Michael Massoni, Denny Sebesta and whoever is currently in charge at the Union Office to make the decision as to the determination of when an emergency is declared.

The Board discussed Thrifty Car Rental and a vendor to the Local. Gayle Ross **agreed** to research alternatives to Thrifty and present them to the Executive Board at the next Executive Board Meeting.

Thom McDaniel reported to the Executive Board that he had been told by Naomi Hudson that Southwest Airlines Management had received a waiver from the FAA that would allow Inflight Supervisors to act as Flight Attendants, occupy the fourth jumpseat and be out of their seatbelts when the seatbelt sign is on. The Board **agreed** that Michael Massoni would write a letter to the FAA and complain.

The Board again discussed the proposed **Project Coordinator** position.

Mark Torrez made a **motion** to create a part-time **Project Coordinator** position to be filled by Michael Massoni which would make him a full-time pull. Lucy White-Lehman **seconded** the motion. There was discussion.

Allyson Parker-Lauck made a **motion** to table previous motion until tomorrow morning. Stacy Martin **seconded** the motion. The motion **did not carry**.

Discussion of the proposed Project Coordinator continued.

Michael Massoni made a **motion** to table the motion on the floor. Brett Nevarez **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to recess until the following morning at 0830. Brett Nevarez **seconded** the motion. The motion **carried**.

Thursday March 15, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Michael Broadhead, Brett Nevarez and Allyson Parker-Lauck.

Jill van der Werff and Susan Kern were excused for vacation.

Gayle Ross was excused for personal reasons.

Thom McDaniel presented to the Board copies of an email that he had received from Portia Reddick-White and answered regarding legislation proposed by the Flight Attendant Coalition which would reduce the number of hours that Flight Attendants are required to work to qualify for FMLA.

Cuyler Thompson presented an issue to the Board, brought to him by Members, regarding the extension of hours that Union Officers and Staff would be available to answer questions and to aid Flight Attendants. The Board discussed the additional costs associated with additional staffing. The Board **agreed** that Cuyler Thompson would write an article for a future UNITY publication and conduct a survey to determine if the Flight Attendant Membership would be willing to increase Membership dues to help pay for extended Officer and Staff availability.

Gayle Ross entered the Meeting at 0920.

The Board took a break at 0920 and reconvened at 0930.

Representatives from an insurance company were guests at the Meeting and discussed their products with the Executive Board. The Executive Board hoped to offer insurance opportunities to TWU Local 556 and their families in the near future.

The Board took a break at 1020 and reconvened at 1040.

The Board discussed the possibility of Inflight Automation reprogramming CWA to allow the for the posting of jetway trades. Thom McDaniel **agreed** to write a letter to Brendan Conlon and request this change.

The Board discussed Ginger Hardage's offer to link the TWU Local 556 Website to the Company's CWA in order to increase communication between the Union and the Company during irregular operations.

The Board discussed Inflight Supervisors jetway trading with Flight Attendants.

The Board discussed potential TWU Local 556 Bylaw changes.

The Board discussed the problems that Allyson Parker-Lauck was having with the computer on which she edits the Local's UNITY publications.

Representatives from another insurance company were guests at the Meeting. At Gayle Ross's request, they submitted options for the insurance opportunities that the Executive Board hoped to be able to offer Members in the near future.

The Board went to lunch at 1213 and reconvened at 1330.

Board members present were Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Lucy White-Lehman, Michael Broadhead, Mark Torrez, Kyle Whiteley, Allyson Parker-Lauck and Brett Nevarez.

Susan Kern and Jill van der Werff were excused for vacation.

Thom McDaniel was excused to take a phone call from TWU Legislative Representative Portia Reddick-White.

The Board continued to discuss the Project Coordinator position.

Michael Massoni withdrew his offer to accept the proposed Project Coordinator position.

Lucy White-Lehman was excused at 1345.

Michael Massoni was excused to attend a meeting at Company Headquarters at 1348.

Stacy Martin chaired the Meeting.

Thom McDaniel returned to the Meeting at 1352.

The Board **agreed** to begin the process of hiring an administrative assistant to perform general office duties.

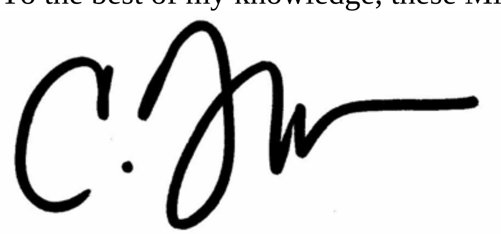
The Board discussed the insurance proposals.

The Board **agreed** that Gayle Ross would begin the process of entering into an agreement with Colonial Insurance to offer insurance opportunities to our Flight Attendants so that the Executive Board could unveil the new program during the April 2007 Executive Board Would Tour.

Michael Broadhead made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1507.

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



Cuyler Thompson
Recording Secretary, TWU Local 556