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

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Executive Board Meeting
March 11, 12 & 13, 2008
Synopsis

Tuesday March 11, 2008

Michael Massoni called the Meeting to order at 0838.

Board Members present were Michael Massoni, Jerry Lindemann, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Thom McDaniel and Stacy Martin were excused to take care of Union Office business.

Allyson Parker-Lauck was en route, but delayed due to weather in Dallas.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Susan Kern led the Board in reciting of the **Pledge of Allegiance**.

Susan Kern read aloud the **TWU International Membership Pledge**.

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

Jill van der Werff presented the **Houston Domicile Report.** There was no written report submitted.

Kevin Onstead presented the **Las Vegas 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**:

> *Kyle stated that he was very disappointed in the recent news reports regarding the safety of Southwest Airlines. Kyle has received phone calls and emails from his Flight Attendants and mother regarding the safety of our aircraft. Chicago Flight Attendants pride themselves on the reputation of our airline and news such as this shakes the very foundation on which they base their trust. Kyle thanked Michael Massoni for issuing the Union's statement regarding the*

situation in such a timely manner. Kyle informed the Board that the Chicago Base Manager had been reportedly talking about a concessionary contract at Recurrent Training. Kyle had spoken with one Flight Attendant and had received a note from another. Kyle was unsure if both Flight Attendants were in the same Recurrent Training class. Kyle followed up with Thom McDaniel. Kyle has been in the lounge pushing the Negotiating Team's Survey. The response from the Flight Attendants Kyle has spoken to regarding the survey has been great. He stated that he continues working with the Website and the new layout is still on track for the end of March. Scheduling Committee work, lounge time, working with Allyson and the Negotiating Team on publications has kept Kyle very busy. Kyle reported that his red rack and glass case are both up to date and all publications have been distributed.

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

Thom McDaniel entered the Meeting at 0902.

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

Stacy Martin entered the Meeting at 0912.

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

Kyle Whiteley presented the **Scheduling Committee Report**.

Kyle reported that Lisa Trafton still does a wonderful job as Chair to the Committee. Kyle went on to explain that the Committee continues working with Management on the development of a Satellite Base program. Three cities had been selected based on the number of flights and commuters in the cities. The test cities were disclosed to the Executive Board under strict confidence. Crew Planning has agreed to build schedules including the test cities. Further evaluation of the cost of adding the Satellite Base and any affect the Base may have on the current schedule will be reevaluated. When a schedule is complete, the Committee will come in and build the lines as if they were being published to the Membership for further evaluation. Both parties are very close on the working system of a Satellite Base. Kyle went on to explain that the Company is planning on having Las Vegas fully staffed by July. With the current plan in place to only hire 325 Flight Attendants for the year, there will be lots of shuffling between Crew Bases. Orlando seems to be the first base to really feel this shift. We have transitioned into our summer schedule which will continue through July 4, 2008.

Michael Massoni presented the **Safety Committee Report**, and submitted the following written report:

The Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 4:

Report	*Acceptance Deadline*
ASHDI 1532 (BLOOD BORN PATHOGEN)	*Thurs 03/27/2008*
ASHDI 1558 (POOR JUMPSEAT DESIGN)	*Wed 04/30/2008*
ASHDI 1588 (MCI SECURITY CHECK POINT)	*Mon 04/14/2008*
ASHDI 1590 (SEVERE TURBULENCE)	*Mon 06/09/2008*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3015+ / 179

Accepted Reports to date (TWU) = 138
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period: 01/11/08 through 03/10/08 = 377
Emergencies Declared = 83
ALL OF 2008 to Date = 449
ALL OF 2007 = 940
ALL OF 2006 = 858
A security audit of the Mainsail Suites Hotel took place in TPA on January 24th and 25th, 2008. The audit was conducted by TWU 556 1st VP and National Safety/Security Coordinator, Michael Massoni, SWA Senior Director of Employee Relations (Inflight), Naomi Hudson and Hotel Committee Chairperson, Ted Byron. It was concluded that the Mainsail property through both current observed and soon to be implemented improved security standards either met or surpassed reasonable standards of safety and security in serving our Crewmembers. The hotel will be reviewed once again in late March as part of the standard contract renewal process. Elements of both the security audit and proposed security improvements with associated implementation schedules are available for EB review through Michael Massoni.
Members of the TWU Local 556 Safety Team attended the 25th Annual International Aircraft Cabin Safety Symposium on February 11-14, 2008. Safety Team Members that attended were: Michael Massoni, Stacy Martin and Gwen Dunivent. This year's symposium offered a variety of useful workshops that our Safety Team took full advantage of. Among them were: advanced passenger profiling, advanced cabin security tactics and threat neutralization, inadvertent slide deployment mitigation procedures and devices, advanced evacuation tactics for large transport aircraft and an in-depth look and cabin air quality problems in our industry. We also took the opportunity to re-qualify our entire team in advanced blood born pathogen training as to remain current under NTSB regulations. A full transcript of the proceedings and associated papers and presentation is available for EB review.
Standing / Scheduled Meetings:
Thursday March 13th, – FAMS Aviation Industry Meeting, TSA HDQ, Washington, DC
Tuesday March 18th, – Coalition of Flight Attendants Meeting, IAM HDQ, Washington, DC
Thursday March 27th, – Health and Safety/Security Coordination (HASC) with Inflight Services, Safety & Regulatory Compliance and Corporate Safety
Thursday April 3rd, - Transportation and Infrastructure Appropriations Committee Inquiry & Hearings concerning Southwest Airlines & The FAA
April 7th through 10th, – TWU International COPE Convention, Washington, DC
Open Discussion Items:
Crew Debrief - 676SW Operating as WN438 Uncontained Engine Failure
TPA Hotel Security Incident Review
Attachment: Monthly Injury Statistics Scorecard (January 2008)
Southwest Airlines Reported Regulatory Violations / FAA Civil Penalty / Transportation and Infrastructure Appropriations Committee Inquiry & Hearings
Global Cabin Air Quality Executive (GCAQE) - Update

Thom McDaniel was excused at 0943 to attend a meeting with Management.

Michael Massoni chaired the Meeting.

Gwen Dunivent made a **motion** to excuse Michael Massoni from May Executive Board Meetings in order to attend the Global Cabin Air Quality Conference. Kyle Whiteley **seconded** the motion. The motion **carried**.

Stacy Martin left the Meeting at 1000.

Stacy Martin returned to the Meeting at 1014.

The Board took a break at 1037 and reconvened at 1055.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Allyson Parker-Lauck was en route, but delayed due to weather in Dallas.

Thom McDaniel was excused for a meeting with Management.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

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

Thom McDaniel returned to the Meeting at 1115.

The Board recessed for lunch at 1203 and reconvened at 1338.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Jill van der Werff presented the **Uniform Committee Report** for Chairman, Val Lorien. The following written report was submitted:

> *Val Lorien attended the first Uniform Steering Committee Meeting on March 5th. The two Uniform Committees overseeing both customer contact and non-customer contact employees have been combined into one "super committee" with a greater scope. The committee is made up of representatives of each of the following departments: Ground Ops (2 reps), EVP Office, Inflight, Provisioning, Maintenance, Ground Support, Safety, Purchasing (4 reps), Marketing, TWU 555, TWU 556, and IAM. Four (4) Cintas representatives were also present, but will not be attending future meetings. At the meeting, committee members agreed to be the contacts for their workgroups and be the Ambassadors for rollouts, changes and implementations. The composition of the new committee was discussed as it will no longer consist of additional employees from each workgroup. While this sounds like a setback, it is actually a move forward in that no small group of employees will be the final decision makers when designing new uniform pieces, accessories, and logos.*

Previous Committee accomplishments were briefly discussed and this included the updated fabric, updated look, retired pieces, and the decision to move forward with a uniform design that was "Timeless and Classic." Val thanked the previous Committee members for their efforts in accomplishing new advancements but voiced the Flight Attendants' opinion of "Timeless and Classic" is more of "Drib and Drab." Val stated that he hopes to accomplish great strides in modifying the Uniform and that the current meeting schedule of once a quarter was not sufficient for a Committee with greater duty and responsibilities than previously had. Future revisions to pieces were discussed. They included: updated sweaters, outerwear, scarves, ties, aprons, and purses/bags (for the Flight Attendants). Ground Ops voiced concern over the fact that purses and bags would only be available for Flight Attendants and the issue will be discussed at the next meeting. A survey will be going online on Cintas.com very soon displaying prospective updates to the pieces described above. Val voiced that we also include in the survey which pieces people wish to see retired as we have too many available pieces to choose from and adding new pieces, but not taking away old ones will make us look less uniform. A second meeting has not been scheduled as we're waiting to hear from Cintas when they can have the survey up and running on their website.

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

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

The Board commended Board Member Kyle Whiteley and Michael Massoni for their work on the new website. The Board discussed the issues behind our website outage and what Allied is doing to prevent another outage in the future.

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

Susan Kern presented the **Shop Steward Committee Report**. There was no written report submitted.

Gwen Dunivent presented the **Working Women's Committee Report**. There was no written report submitted.

Michael Massoni presented the **Professional Standards Report**-Eastern Division. The following report was submitted by Jean Chandler Brooks- Co-Chair:

Calls 15
Calls involving pilots 0
Calls resolved favorably 15

Allyson Parker-Lauck presented the **Board Member At Large Report**. There was no written report submitted.

Thom McDaniel reported on his appearance on the Dr. Phil Show supporting the Flight Attendants of Southwest Airlines.

The Board reviewed the Working Minutes from the January Executive Board Meetings.

Thom McDaniel left the Meeting at 1440 to attend to a Member issue.

Michael Massoni left the Meeting to look for the last Executive Board Meeting motion forms at 1447.

Stacy Martin chaired the Meeting.

Michael Massoni returned to the Meeting at 1450.

Jerry Lindemann left the Meeting at 1453 to prepare the November 2007 Financial Report for Board Approval.

Thom McDaniel returned to the Meeting at 1458.

The Board finished reviewing the Working Minutes from January.

The Board took a break at 1517 and reconvened at 1530.

Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Negotiating Team Members Cindy Ritner, Don Shipman, Val Lorien and Denny Sebesta were also present to address the Executive Board.

Michael Massoni, who had been tending to Member issues, entered the Meeting at 1545.

The Negotiating Team Members were excused at 1606.

Allyson Parker-Lauck was excused to tend to personal issues at 1606.

Kyle Whiteley and Michael Massoni were excused to tend to Negotiating Team issues at 1606.

Kyle Whiteley returned to the Meeting at 1611.

Allyson Parker-Lauck returned to the Meeting at 1612.

The Board discussed the issue of the inaccurate Reserve Reports that are the only report that our Flight Attendants have access to.

Michael Massoni returned to the Meeting at 1614.

Thom McDaniel discussed his meeting with Gary Kelly which had taken place earlier in the week.

The Board discussed Southwest Airlines Management's refusal to allow our Local to use CWA in order to communicate with our Members.

Allyson Parker-Lauck left the Meeting to tend to a personal issue at 1629.

Michael Massoni updated the Board on a cashless cabin and the roll out of the handheld device. There was discussion.

Kyle Whiteley left the Meeting to tend to Negotiating Team issues at 1637.

Jerry Lindemann made a **motion** to excuse Gwen Dunivent from the April Executive Board Meetings. Susan Kern **seconded** the motion. The motion **carried**.

Michael Massoni read an article to the Board from the New York Times regarding the FAA Safety violations filed against Southwest Airlines.

Allyson Parker-Lauck and Kyle Whiteley returned to the Meeting at 1645.

Thom McDaniel read aloud a letter from a Member regarding the Kick Tail Program.

The Board discussed Union Members who had been pulled full-time to work for the Union and had chosen to fly pairings on their days off.

At 1713 Stacy Martin made a **motion** to recess until 0830 the following morning. Jerry Lindemann **seconded** the motion. The motion **carried**.

Wednesday March 12, 2008

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Jerry Lindemann presented the **Financial Report** for the month of **December 2007**.

Allyson Parker-Lauck made a **motion** to approve the December Financial Report as presented. Kyle Whiteley **seconded** the motion. The motion **carried**.

Jerry Lindemann presented the **Financial Report** for the month of **January 2008**.

Allyson Parker-Lauck made a **motion** to approve the January Financial Report as presented. Kyle Whiteley **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting to attend to Union business at 0846.

Michael Massoni chaired the Meeting.

There was discussion about the 46 Aircraft that were grounded today and the possible effect it will have on our Members.

Thom McDaniel returned to the Meeting at 0850.

Denny Sebesta and Becky Parker entered the Meeting at 0855 to present a Grievance to the Board.

A Grievant entered the Meeting at 0907.

Becky Parker and the Grievant were excused at 0920.

Kyle Whiteley made a motion **to proceed** on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 0940 and reconvened at 0955.

Denny Sebesta and Catherine Rea entered the Meeting at 0958 to present a Grievance to the Board.

A Grievant entered the Meeting at 1015.

The Grievant and Catherine Rea were excused at 1025.

Denny Sebesta was excused from the Meeting at 1025 to attend to Union business.

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

Lyn Montgomery entered the Meeting at 1044 to present a Grievance to the Board.

Michael Massoni returned to the Meeting at 1044.

Denny Sebesta returned to the Meeting at 1048.

A Grievant entered the Meeting at 1105.

Lyn Montgomery and the Grievant left the Meeting at 1115.

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

The Board took break at 1118 and reconvened at 1135.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, and John DiPippa.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Kyle Whiteley was excused to tend to Negotiating Team business.

Denny Sebesta was present to present Grievances to the Board during a working lunch.

Michael Massoni made a motion to **not proceed** on a Grievance. Kevin Onstead **seconded** the motion. The motion **carried.**

Susan Kern entered the Meeting at 1140.

Mark Torrez entered the Meeting at 1142.

Jill van der Werff made a motion **to proceed** on a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

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

Thom McDaniel left the Meeting at 1208.

Michael Massoni chaired the Meeting.

Thom McDaniel returned to the Meeting at 1213.

Kyle Whiteley returned to the Meeting at 1225.

Kevin Onstead made a motion **to proceed** on a Grievance. Susan Kern **seconded** the motion. The motion **carried**.

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

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

Jerry Lindemann was excused to tend to Union Business at 1302.

The Board moved the Meeting to the TWU Local 556 Meeting Hall for the FMLA/ADA/OJI presentation by Attorney Ed Cloutman and Amye Thompson, TWU 555 Leave Specialist. The Meeting began at 1310.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, and John DiPippa.

Grievance Team Members Kathy Anderson, Catherine Rea, John Parrott, Denny Sebesta, Kim James, Lyn Montgomery, Jamie Littleford and Amy Harthausen also attended the Meeting.

Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Jerry Lindemann entered the Meeting at 1335.

Stacy Martin left the Meeting for personal reasons at 1340.

Jerry Lindemann left the Meeting to attend to Union business at 1400.

The FMLA/ADA/OJI Presentation concluded at 1540, and the Board took a break at that time and reconvened at 1555.

Board Members present were Thom McDaniel, Michael Massoni, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Mark Torrez, and John DiPippa.

Stacy Martin, Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Attorney Ed Cloutman was also in attendance.

Kyle Whiteley entered the Meeting at 1604.

Denny Sebesta presented new information on Grievance # 21-0104.

Attorney Ed Cloutman was excused at 1615.

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

Thom McDaniel made a motion **to proceed** on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

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

Kevin Onstead made a motion to **not proceed** on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion to recess** until 0830. Kevin Onstead **seconded** the motion. The motion **carried**.

Thursday March 13, 2008

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Stacy Martin, Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Michael Massoni was excused to attend the Federal Air Marshals Aviation Industry Meeting in Washington, DC.

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

> *Thom McDaniel reported that he had attended the SWA Labor Summit with other SWA Labor Union as well as the Southwest Airlines Labor briefing on January 23 as well as the CISM Training on January 24. Thom has continued to lead the Negotiating Team preparing for Negotiations. The Negotiating Team has held weekly meeting each Monday. The Negotiating Team met with Mark Richard on February 21 for training and planning sessions and with the Coordinating Council on February 22. New Members of the Coordinating Council are Kyle Whitely working on Communication and Gwen Dunivent and Susan Kern working on Membership Mobilization as well as Jamie Horwitz coordinating Public Relations. The Negotiating Team will begin their Base Tour on February 19 in MDW ending in PHX on April 25. The Negotiating Team has continued working with the Executive Board to promote the Negotiating Survey including automated voice calls, text message and email campaigns, and lounge mobilizations. Thom noted that he had asked Inflight Vice President Mike Hafner to send out a CWA Message to all Flight Attendants, however Hafner refused sending an email "I've decided that we shouldn't communicate Union business on Maestro." Thom was surprised since the Inflight Department has sent out several messages promoting Union charity events and even Union Scheduling Surveys, however will not send out a reminder for a Negotiating Survey. Thom arranged and participated in a Contract Language Writing Class on February 28 and 29. The class was sponsored by TWU International and presented by Instructor Walter Pearson. Thom represented Local 556 at the International Executive Board and Council Meeting on February 4-7 in Hollywood, Florida. Thom reported that Mike Hafner had mentioned to him that the Company was planning a Survey on such items as duty day and scheduling. Thom notified Hafner that a survey on these items would be considered direct bargaining and a violation of labor law. Thom informed the Board that he had met with SWA CFO Laura Wright and Greg Thorsen, Manager of Employee Benefits on February 12 to discuss Buddy Pass and Committed Partner qualifications. The Company representatives provided information illustrating that the new buddy pass program had awarded (stats) so they believe that the Buddy Pass Program is not expected to change. Thom pointed out that the Union's position remains that we do not believe that the Union is in favor of a program that allows our Members to earn more passes, but not a program that excludes Flight Attendants who fly their lines and take their scheduled and EARNED vacations. Thom also reported that the Company will be making improvements to the Committed Partner Pass Program due to our Union's inquiries and efforts. Thom worked with Gwen Dunivent on the expanded COPE Committee Meeting on March 6. Thom extended his appreciation to Gwen Dunivent for her hard work as well as guests Tom Carlin and Peggy Wiedman and all Members who attended. He looks forward to working with this newly expanded committee to empower our Members on*

political issues important to our jobs. Thom has continued to work with the Grievance Team on Contract, Board of Adjustment, and Membership issues including meetings with Management. Thom presented to the New Hire Class on February 22 with Treasurer Jerry Lindemann and guests Negotiators Don Shipman and Val Lorien. The class was unique as it was made up of 8 "candidates" who are Inflight Supervisors who have never been Flight Attendants and one "candidate" who has been the Director of Inflight Training for one year. Thom will be attending the meeting of the Coalition of Flight Attendants with Michael Massoni on March 17 and 18 in Washington D.C. The Coalition meeting will be hosted by the International Association of Machinists (IAM) and will address issues that affect the over 100.000 unionized Flight Attendants in the United States. Finally, Thom has worked with Michael Massoni on the recent problems with FAA inspections on SWA aircraft. Our Union has been assured by Gary Kelly that the aircraft are safe. TWU Local 556 has pledged that we will be involved in any investigations regarding this event and will keep our Membership informed on these issues.

Thom also briefed the Board on the safety meeting with Management regarding the 46 aircraft being grounded on Wednesday and the Board discussed potential topics of discussion with Mike Hafner during his visit.

Thom McDaniel left the Meeting at 0917 to take care of office business.

Jerry Lindemann chaired the Meeting.

Jerry Lindemann presented the approved 2008 TWU Local 556 Budget for further review.

The Board discussed bringing Flight Attendants in from other Bases in order to learn what the Grievance Team does.

Thom McDaniel returned to the Meeting at 0922.

Kevin Onstead made a motion **to approve** the 2008 Budget in its entirety. Susan Kern **seconded** the motion. The motion **carried**.

The Executive Board reviewed the TWU Local 556 2008 Strategic Plan.

The Board **agreed** to order more Union pins.

The Board took a break at 1018 and reconvened at 1033.

Board Members present were Thom McDaniel, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Stacy Martin, Brett Nevarez and Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Michael Massoni was excused to attend the FAMS Aviation Industry Meeting in Washington, DC.

Management Guests, Mike Hafner, Brendan Conlon, Mike Mankin, and David Curry entered the Meeting at 1034.

Mike Hafner stated that all four transitional aircraft were scheduled to be completely renovated by July 2008. He noted that changing tables for all forward lavatories are coming soon. Mike Hafner stated that soft drinks and water were okay to be taken off the aircraft at RON's. He stated that "no six packs, but a few cans are okay". According to Management, the Inflight Department recently received a $15,000 fine for boarding with no "A" Flight Attendant. David Curry reported that the OAK parking situation is improving. OAK-DEBM Mark Torrez couldn't confirm that. New OAK Lounge furniture is coming soon. Management reported that parking is being improved at the Las Vegas Base. An extra building on the lot is being torn down and they are trying to come up with a better solution for entry and exit to the lot. Construction is being wrapped up at the Baltimore Base. Computers are to be moved back to make more space in the Orlando Lounge. David Curry addressed the inappropriateness of the comments made by Management about Flight Attendants expecting concessions during some recent Recurrent Training classes. Management in attendance agreed that it would stop. David Curry addressed the mistakes being made by Management in sending out mass CWA messages containing personal information. Brendan Conlon discussed the current staffing plan for Flight Attendants in 2008. He reported that the plan is to hire 350 Flight Attendants: 60 in May, 100 in July, 80 in November and 85 in December. Mike Hafner addressed multi-day pairings being assigned for Operational Experiences during Inflight Training. Mike Hafner also discussed early aircraft pushes from the gate. He confirmed that five minutes early is the earliest time for an aircraft door to be closed. However, if the plane is full, the aircraft can push earlier. He reminded the Executive Board that 30 minutes prior to push is the guideline recommended by Southwest Airlines for arrival at the gate as a non-revenue passenger and those arriving later than 10 minutes prior to push in should not expect a seat. He stated, "if you are standing in line 30 minutes prior to push and the flight pushes without you and there are empty seats, write it up." Mark Torrez asked about the open time fiasco, but no definitive answer was given. Brendan Conlon was receptive to Mark's idea of publishing a time in which to check back during an outage. Mike Hafner addressed the size of the front row placards. He would have liked a larger sign, but this was the most cost effective. Mike Hafner discussed the Buy on Board program and said SWA was close to a contract. He reported that his best guess on obtaining a contract is for September or October, perhaps August if it can be completed by then. SWA would prefer to roll it out during a lower travel time of the year. A Read Before Fly dated the 6th of March says NO CASH. Gwen Dunivent addressed the need for permanent Base Management rather than continuing the temporary staffing trends.

Management Guests were excused at 1025.

The Board discussed the Bylaws and the fact that our Local doesn't contribute financially to any State's AFL-CIO Council on a monthly basis.

Allyson Parker-Lauck made a **motion** to pay per capita to the Florida and California State Conferences. Mark Torrez s**econded** the motion. The motion **carried**.

The Board discussed an internship program to bring Flight Attendants in to the Union office in order to learn what our Local does on a day to day basis.

The Board **agreed** that Jill van der Werff would put together a proposal for the Union "Walk A Mile."

The Board took a break at 1153 and reconvened at 1209.

Board Members present were Thom McDaniel, Jerry Lindemann, Allyson Parker-Lauck, Gwen Dunivent, Jill van der Werff, Kevin Onstead, Susan Kern, Kyle Whiteley, Mark Torrez, and John DiPippa.

Stacy Martin, Brett Nevarez, Lucy White-Lehman were excused for personal reasons.

Cuyler Thompson was excused for vacation.

Michael Massoni was excused to attend the FAMS Aviation Industry Meeting in Washington, DC.

Thom McDaniel presented several articles of correspondence to the Board.

Denny Sebesta entered the Meeting at 1218.

Denny Sebesta was excused at 1233.

The Board **agreed** to move the Executive Board Meetings in May to May 6th-May 10th.

The Board **agreed** that Union Officers would conduct a Union Pin raffle during the month of May. The raffle will be conducted by all DEBM's and their designees. All days of the week shall be covered for both AM and PM check-in times at least one time a month. The drawing will take place during the June Board Meetings. There will be equal winners from all bases. The Board also **agreed** that Susan Kern and John DiPippa would work on the rules of the raffle and would disseminate that information.

The Board **agreed** that Gwen Dunivent would be in charge of ordering 5000 Union pins.

The Board **agreed** that a Shop Steward living out of their base would be able to fly on a positive space pass to and from a Fact Finding Meeting rather than rescheduling a meeting for a Member who has requested Union Representation.

The Board **agreed** that an announcement for the Scholarships would be placed in UNITY and would direct our Members to our new website for the application.

Gwen Dunivent made a **motion to donate $100.00** to the Workforce Investment Board of Mammoth County in honor of TWU International Vice-President Susan Pesch. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board discussed the need to turn in receipts for all direct billings to the Union American Express card.

The Board discussed the number of Flight Attendant mailboxes in each base and how that number relates to the number of Union publications ordered.

Susan Kern made a motion **to adjourn** at 1305. Kevin Onstead **seconded** the motion. The motion **carried**.

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

Jill van der Werff
Houston Domicile Executive Board Member/
Acting Recording Secretary