



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

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Executive Board Meetings May 17, 18, 19, 20, 2004 Synopsis

Monday, May 17, 2004

Thom McDaniel called the meeting to order at 1355.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, and Lucy White.

Jimmy West, Allyson Parker-Lauck and Mark Torrez were in transit.

Domicile Reports

Karen Amos presented the **Dallas Domicile** report. Karen reported that during the week of April 12, she, along with Vince Eakes, and Deborah Hans conducted Lounge Mobilizations. Flight Attendant signatures were obtained on the Congressman Robert Brady letter. The letter was then forwarded to TWU Local 556 Legislative Representative, Portia Reddick. Karen informed the Board that over 200 Flight Attendants attended the Dallas Message to the Field. The highlight of the event was Jim Parker's announcement that he was stepping down as Lead Negotiator for the Company. Karen noted that there was a great deal of support expressed to the Flight Attendants by the Reservations employees. Karen reported that there were no meetings or new grievances in the Dallas Base and that there are currently two pending grievances. Karen reported that the Red Rack is current and all Union materials have been distributed.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that in Houston, all Union material was distributed in a timely manner. The Union Glass Case, and Red Rack have all been updated as well. Stacy is currently waiting for the May Unity Update to arrive in the Base, and it will be distributed in a timely manner. Flight Attendants in Houston continue to remain upbeat about Contract Negotiations, and there continue to be numerous questions about Herb taking over in negotiations. The Flight Attendants have been pleased to hear that progress is being made on Contract issues. The overwhelming feed back that Stacy has received is that they do not care who is at the table, but that continuing discussions in order to receive a fair contract for all is of the utmost importance. Stacy reported that the majority of the Membership was very pleased with the latest edition of the UNITY Magazine that was distributed in April. Stacy reported that Inflight Supervisor, Ramona Smith has decided to return to the line in June. Stacy reported on discipline issues in the Houston base.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that it had been a busy month in Phoenix in April due to the Message to the Field and meetings at the Base. Bill reported that there was a great turnout for the event. Bill informed the Board that there were people who showed up at the event who were new to the Union informational events. Bill reported that there were new Precinct Captains signed up as well. Bill was kept busy with OJI issues that have been denied. These Flight Attendants have gone through the court system to get this to work for them. Southwest Airlines' Insurance Company has been denying the claims and they are being won at the court level. Bill reported that grievance meetings have been keeping him and the Shop Stewards busy in Phoenix. Bill expressed thanks to the Shop Stewards who have been such a help in Phoenix.

Mike McCarthy verbally presented the **Chicago Domicile** report.

Lucy White presented the **Baltimore Domicile** report. Lucy informed the Board that Baltimore Flight Attendant, Dale Yocum was killed in a car accident in April. Lucy attended her funeral and flowers were sent on behalf of the Local. Lucy also informed the Board that Inflight Supervisor Jen Scott will be going back on line in June. Also in the Baltimore Base,

Flight attendants are continuing to experience problems receiving complete copies of their personnel files and records. Supervisors are only providing 18 months of the file. Lucy informed the Board that Probationary Flight Attendants are now required to have an initial conference with their Supervisor 2 weeks after Base Orientation instead of the 30 day review meeting. This initial conference is mandatory and must be scheduled on a day off and not before or after a trip. The Supervisors have informed the Flight Attendants to bring pictures of their family members and to allow 2 hours for this meeting. Lucy checked with the other Bases and this is not happening in any other Base. Lucy informed the Board that there are concerns regarding the seniority of a Flight Attendant who was in the Training Department and returned on line in May. Lucy reported that there have been reports from Flight Attendants that a Baltimore Supervisor has been taking her children on check rides. Lucy will discuss this with Base Manager, Tonja Harler and to ensure resolution to the issue.

Allyson Parker-Lauck and Mark Torrez entered the meeting at 1410.

Mark Torrez verbally presented the **Oakland Domicile** report.

Marcy Vinyard presented her **Officer Report** at this time. Marcy reported that she along with Michael Massoni and Mike Sims attended the Chicago Labor Law conference April 29- May 1. They attended several lectures on various topics regarding past practice, off-duty misconduct, contract interpretation, and discharge cases. These lectures were conducted by various Arbitrators and Law Professors from around the country. They also received information that will be beneficial in dealing with how to proceed with grievances, as well as how cases will be prepared for Board of Adjustment and Arbitration. Marcy stated how interesting it was to hear all the different opinions from the various Arbitrators around the country. All the participants received a Labor Arbitration Institute book that has extremely useful information. Marcy stated that she has been working very closely with Mike Sims on Board of Adjustment and Arbitration cases. Over the summer months Marcy and Mike will be working toward fast tracking several cases to Board of Adjustment as well as Arbitration. Currently, there are two cases scheduled for Arbitration this summer. The goal is to take a couple of cases every month to Board of Adjustment.

Allyson Parker-Lauck presented her **Officer Report** at this time. Allyson reported that since the last Executive Board meeting she represented a Flight Attendant in a fact finding meeting that resulted in termination. The Flight Attendant has filed a grievance. Allyson reported that Management has ceased their new practice of denying her Union pulls, and has processed the last two pulls without denying them or questioning them.

Jimmy West entered the meeting at 1440.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported that the Grievance Staff has remained busy, but maintains their effectiveness. The research continues to be top notch and the Grievance Committee remains very successful in settling Grievances that have merit. Mike reported that the majority of Grievances filed since the Board last convened are terminations due to attendance points. The Grievance Staff researches each case and audits the points. If the points are earned and progressive discipline has been applied within the CBA, there is not much the Union can do to help those Flight Attendants. Otherwise, if a mistake is found, chances are good the Flight Attendant will be returned to work. Because auditing points is a tedious task and it does take time to get it right, Mike generally assigns more than one Staff Member to separately calculate the points of certain cases. Mike informed the Board that the Board of Adjustment (BOA) schedule remains aggressive and as Chairman of the Grievance Staff, Mike plans on taking cases to BOA every month throughout the summer.

Michael Massoni presented the **Safety Committee** report. Michael reported on the open and/or resolved action items the Safety Team is currently working on. These action items include the Aviation Safety & Health Data Base (ASHDI) as well as the Southwest Airlines Event Notification System (ENS). Michael informed the Board that Inflight Training Manager; Heidi Giles will be leaving Southwest Airlines to pursue a career with Medaire. Her position is to be filled within the next 14-30 days. Inflight Training is also hiring a new "Safety & Regulatory Analyst" to augment their regulatory and flight standards role within the Company. Michael reported that Maintenance and Engineering will soon be installing mirrors in the galleys of SWA aircraft as a security enhancement for Flight Attendants. The mirrors will allow Flight Attendants to view individuals who may be approaching from behind when they are preparing drinks and facing galleys #1 or #3. This program was suggested by a Member and supported by Local 556's Safety Coordinator. Michael informed the Board of his Standing Meetings:

- Wednesday May 12, 2004 at 1530 CDT - Inflight Training
- Wednesday June 02, 2004 at 1330 CDT - Inflight Services Directors (ASHDI Reconciliation)

Karen Amos presented the **Uniform Committee** report. Karen informed the Board that on May 20, 2004, a new uniform package will be introduced to all customer contact employees, which includes the Flight Attendant group.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the month of April in Orlando started off quietly but the last two weeks there have been three terminations and one resignation. Three of which were due to points and one resignation was due to a positive drug test. Jimmy continues to stress the importance of Flight Attendants keeping track of their point accumulation. Jimmy reported that Orlando Inflight Supervisors are not providing Flight Attendants a copy of their files unless they make an appointment for a meeting with them. Jimmy reported that the Flight Attendants in Orlando completely understand Herb's role in negotiations.

Thom McDaniel presented the **COPE Committee** report. Thom McDaniel reported that On May 12, approximately 15 Flight Attendants from TWU Local 556, joined 150 Flight Attendants from the Association of Flight Attendants (AFA), and the Association of Professional Flight Attendants (APFA) to demand mandatory self defense and security training for all Flight Attendants. The event culminated with a press conference at the House of Representatives Longworth Building where Senators Barbara Boxer and Joe Lieberman and House Members Peter DeFazio and Ed Markey spoke on the need for legislation that would provide First Responders, Flight Attendants with mandatory self defense and security training. Senator Boxer and Representative Markey announced their plans to introduce stand alone legislation in the Senate and House that would require carriers to provide the much needed training. Members of Congress spoke very eloquently about the need for security and self defense training for Crew Members and agreed that it was a travesty that two and a half years after September 11, 2001, Flight Attendants have become the last line of defense in airline security, but have not been given the tools to do their jobs. The most powerful statement was made by Alice Hoagland, a retired United Flight Attendant who spoke of her son Mark Bingham, who helped lead the charge against the terrorists on Flight 93 on 9/11. Alice wonders how much more effective her heroic son would have been on that day if he and other passengers were backing up a Flight Crew that was trained in security and self-defense and if he might still be alive today. Following the press conference, Flight Attendants visited Senators and Representatives urging them to sign on to support upcoming legislation as well as signing on to letter demanding that the TSA audit airline security training and create guidelines for the carriers in security and self-defense training. A special thanks to TWU Local 556 Members, Gwen Dunivent, Jennifer Brophy, Karla Kozak, Chris Click, Mike Lutz, Brett Nevarez, Kristie Hall, Lucy White, Thom McDaniel, Portia Reddick, and Lisa Happer as well as International Vice President Jim Little and International Representative Garry Drummond who participated in the event. In the future, the Local will be asking Members to contact their own elected officials to support this important legislation. TWU Local 556 owes a special thanks to Congressman Bob Brady from Philadelphia, PA for picketing with the Southwest Flight Attendants in Pennsylvania and for circulating his "Dear Colleague" letter that was sent on May 12, 2004 urging SWA to negotiate a fair Contract. The final tally on the "Dear Colleague" letter was 48 signers and Texas Congressman Martin Frost also wrote a letter in support of our efforts. Portia Reddick, from the TWU Legislative Office was instrumental in getting this letter supported by so many Congressmen. It is imperative that in all lounge mobilizations that the importance of voter registration and COPE Membership is stressed upon. One good way to do this is to show Members which legislators support Flight Attendants issues and encourage them to vote for those that support our work group.

Kathy Anderson presented the **Professional Standards Committee Eastern Region** for Jean Chandler. Jean reported that she would like to reiterate to the Board that she is willing to meet the requirements for this committee. Jean reported that there were:

- 6 referrals.
- 5 resolved favorably
- 1 referral involving the Pilot group.

Jean will submit monthly reports as requested.

No report was submitted from the **Professional Standards Committee Western Region**.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that since the last meeting of the Executive Board the following publications have been distributed to the Membership: the April 15, 2004 issue of **UNITY** Magazine, the May 1, 2004 issue of **The Contract Connection**, and the May 15, 2004 issue of **UNITY Update**. All publications were well received by the Membership. Allyson reminded the Board of the Upcoming Deadlines:

- May 25, 2004 – Deadline for submissions for the June 15th issue of **UNITY Update**
- June 10, 2004 – Deadline for submissions for the July 15th issue of **UNITY** Magazine
- June 15, 2004 – Deadline for submissions for the July 1st issue of **The Contract Connection**

Allyson reported that she continues to submit articles to TWU Express concerning the latest news of Local 556.

Thomas Mitchell verbally presented the **New Hire Committee** report.

Thomas Mitchell verbally presented the **Computer Steering Committee** report.

Michael Massoni updated the Board on issues with the **CISM Committee**.

The Board discussed the release of the letter to the Membership about the Melissa Smith Arbitration. The Board agreed to put the letter out to the Membership as requested by many Members to prevent rumors.

Thom McDaniel updated the Board on the Local's pending lawsuit against Southwest Airlines for violations of Labor Laws and Direct Bargaining.

Thom McDaniel updated the Board on the Department Of Labor lawsuit.

Thom McDaniel updated the Board on the meeting with TWU International regarding support for Negotiations. TWU International has pledged support for the Local 556 Contract Campaign.

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

Thom McDaniel adjourned the meeting at 1735.

Tuesday, May 18, 2004

Michael Massoni called the meeting to order at 0830.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Mark Torrez, and Jimmy West.

Thom McDaniel, Allyson Parker-Lauck and Lucy White were excused to attend a Coordinating Council Meeting.

The Board reviewed one grievance.

Kathy Anderson presented the April 2004 Executive Board Meeting Minutes for approval. Jimmy West made a motion to **approve** the minutes as amended. Mike McCarthy seconded the motion. The motion **carried**.

Becky Parker entered the meeting at 0900 and presented three grievances.

Becky Parker was excused at 1000.

The Board reviewed one grievance.

Michael Massoni passed the gavel to Marcy Vinyard.

Michael Massoni made a motion that Marcy Vinyard Mike Sims and Karen Amos attend the Labor/Management Conference 2004 in San Antonio June 29-July 1, 2004. The cost of the conference is \$225 per person and \$91 for hotel. Karen Amos will not need a hotel. Jimmy West seconded the motion. The motion **carried**.

Marcy Vinyard passed the gavel to Michael Massoni.

The Board continued to discuss the Local's pending lawsuit against Southwest Airlines for violations of Labor Law and Direct Bargaining. The Board agreed to continue discussions on this matter when Thom McDaniel could be present.

Mark Torrez was excused at 1300 due to illness.

Michael Massoni updated the Board on his conversation with Jim Wimberly the installation of galley mirrors. Mr. Wimberly informed Michael that the galley mirrors are to be installed soon.

Michael Massoni spoke with Jim Wimberly about the issue of the Employees security line in Phoenix. Employees are being challenged by SWA Supervisors before proceeding through the line. Mr. Wimberly is going to research the issue and report back to Michael.

At 1605 the following individuals entered the meeting to update the Board on negotiations:

Thom McDaniel, Allyson Parker-Lauck, Lucy White, TWU International Representative Garry Drummond, Strategic Adviser Mark Richard, along with Negotiating Team Members, Denny Sebesta, Cindy Ritner, Brett Nevarez and Kevin Onstead, PR Team Members Lori Basani, David Roscoe, Jamie Horowitz and Scott Treibitz, Economist Dan Akins, and Coordinating Council Members Mark Savage and Susan Kern.

The individuals mentioned above were excused at 1710. Thom McDaniel, Allyson Parker-Lauck and Lucy White remained.

Kathy Anderson reminded Board Members to email Jerry Lindemann updated hotlines and other pertinent Union information to him for posting on the Local's website.

Correspondence

The Board reviewed the following correspondence:

- Letter to Jim Parker from Congressman Robert Brady and his colleagues in support of the SWA Flight Attendants
- Letter to Jim Parker from Congressman Martin Frost in support of the SWA Flight Attendants
- Letter to Herb Kelleher from Ted Kirsch and Rosalind Spiegel of the Jewish Labor Committee in support of the SWA Flight Attendants
- Letter to Senators from Edward Wytkind, President of the Transportation Trades Department (TTD) Re: Support on Mandatory Security Training for Flight Attendants sign on to the Senator Hollings Dear Colleague Letter
- Letter to Representatives from Edward Wytkind President of the Transportation Trades Department (TTD) Re: Support Mandatory Security Training for Flight Attendants Sign on to the House of Representatives' Oberstar-DeFazio Dear Colleague Letter
- Letter to Thom McDaniel from Joseph Eichelkraut, President of SWAPA declining the invitation to the Share Holders Breakfast
- Resolution in support of the SWA Flight Attendants by Congressman Robert Brady
- Draft of the letter to Membership from the Executive Board Re: Melissa Smith Arbitration

Stacy Martin made a motion to adjourn. Thomas Mitchell seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1755.

Wednesday, May 19, 2004

The Board Members and Negotiating Team attended the "Our Fair Share" Breakfast at 0830 at the Holiday Inn Select.

The Executive Board Members and Negotiating Team attended the Southwest Airlines Stockholders meeting at 1000 at Southwest Airlines Headquarters.

The Board reconvened and Thom McDaniel called the meeting to order at 1325.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Stacy Martin, Bill Bernal, Mike McCarthy, Lucy White and Jimmy West.

Karen Amos was excused to attend a Uniform Committee meeting.

Mark Torrez was excused due to illness.

The Board discussed the "Our Fair Share" Breakfast and the SWA Share Holders Meeting.

Cindy Ritner entered the meeting at 1345 to present the **Scheduling Committee** report. Cindy presented the report verbally and did not submit a written report.

Cindy Ritner was excused at 1415.

Thomas Mitchell presented the February 2004 Financial Report for approval. Mike Sims made a motion to approve the Financial Report. Mike McCarthy seconded the motion. **All voting Members voted to approve the Financial Report.**

Lone Star Check #s 8007-8100 were presented.

Thomas Mitchell will be attending the Secretary Treasure's Training Seminar at the George Meany Center for Labor Studies from May 24-27, 2004. The Seminar will cover training on the changes in the manner in which Locals are required to report their finances. The cost for the seminar and accommodations will be covered by TWU International. The Local will cover the cost of transportation.

Susan Kern entered the meeting at 1430 to update the Board on the work she has been doing as Contract Campaign Coordinator.

Susan Kern was excused at 1450.

The Board further discussed the Department of Labor Lawsuit.

The Board further discussed the Local's pending lawsuit against Southwest Airlines for violations of Labor Laws and Direct Bargaining.

Karen Amos entered the meeting at 1530.

The Board discussed procedures for communication clarifications within the Board meetings.

Mike Sims made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1550.

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

Kathy Anderson
Recording Secretary

Thom McDaniel
President

