



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

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Executive Board Meetings May 9, 10, 11 & 12, 2006 Synopsis

Tuesday May 9, 2006

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, Jill van der Werff, Kyle Whiteley, Mark Torrez, Jimmy West, Brett Nevarez and Allyson Parker-Lauck.

Lucy White-Lehman was excused for vacation.

Bill Bernal was excused for illness.

Thom McDaniel briefed the Board on the day's meeting agenda and changes. Thom discussed general office procedures and security.

Thom McDaniel welcomed the new Board Members and explained the history and purpose of the Union's **Confidentiality Agreement**. Board Members presented Gayle Ross with a signed copy of the Confidentiality Agreement.

Officer Reports

Thom McDaniel presented the **President's Report**. Thom reported that it has been a busy transition period between Boards however everything went as smoothly as possible. He has worked closely with Gayle Ross and Michael Massoni on office staffing as well as grievance handling and will be presenting proposals for the Local Office that he hopes will be approved and adopted by our new Executive Board. Thom continues to be active handling Membership concerns, Local Office concerns, grievances, and legislative issues as well as chairing Membership Meetings and serving as the primary liaison between TWU Local 556 and Southwest Airlines. Thom has also maintained leadership of the COPE Committee and New Hire Committee as well as being active in the International Executive Council, Coalition of Flight Attendants, and the AFL-CIO. Thom is currently chairing a Study Group to recommend a more effective structure for the Coalition of Flight Attendants. The first meeting of the Study Group will be on May 24 at the APFA offices with TWU Local 556, APFA, AFA, and PFAA participating. Thom has provided International President Jim Little the affiliation of Northwest Flight Attendants

represented by the Professional Flight Attendants Association with TWU. Thom looks forward to working closely together with our new Executive Board to provide the best representation and Union support for the Flight Attendants of Southwest Airlines.

Cuyler Thompson presented the **Baltimore Domicile Report** for Lucy White. Lucy reported that as the result of problem that she had to help resolve for a Baltimore-based Flight Attendant, Russell McCrady, Director of Inflight Crew Planning, Scheduling, & Automation, is setting up a new procedure for Inflight Scheduling which would enable Schedulers to assist Flight Attendants in building a line of time when returning from leave and Inflight Planning is unavailable. Lucy reported that after the new CWA system took effect in February, signs for the designated check in computer and designated check in phone were removed. This was brought to her attention after a Flight Attendant received a FTR. Lucy contacted Jim Melnick and signs were put up immediately. Lucy is attempting to find space at the BWI Airport for the Local Membership Meetings. She has contacted the USO and Nancy Sites and will report back to the board with price quotes and availability. Lucy hopes to have the October BWI Membership Meeting on Airport property. On May 8th, as representatives of TWU Local 556, Cuyler Thompson, Mike Lutz, Portia Reddick-White, Chris Sullivan and Lucy White attended the Runway on the Runway which benefited The Ronald McDonald House. The charity event was a huge success and support from TWU Local 556 was greatly appreciated. The Runway on the Runway was put together and hosted by BWI Flight Attendants. However, none of the BWI Southwest Inflight Managers felt it was a priority to attend this charity event, which raised over \$19,000 last year.

Gwen Dunivent discussed events at the **Dallas Domicile**. There was no written report submitted.

Jim Little, TWU International President, entered the meeting at 0850. He explained to the Board the history and progress of what TWU's role has been during the America West/US Air merger. He also updated the Board on TWU's progress with the Professional Flight Attendants' Association (PFAA), representing the Flight Attendants of Northwest Airlines, affiliation with TWU.

Jim Little presided over the swearing in of the new Executive Board at 0905.

Jim Little left the meeting at 0910.

Jill van der Werff presented the **Houston Domicile Report**. Jill reported that she is going to conduct a local survey of the Houston Flight Attendants to get a better idea of what is important to the majority of Flight Attendants in her base. This survey will also help to identify the Flight Attendants who are willing to assist in Union business, and those who are willing to become or remain Shop Stewards.

Jimmy West discussed events at the **Orlando Domicile**. There was no written report submitted.

Kyle Whiteley presented the **Chicago Domicile Report**. Kyle stated that the Union Red Rack needs attention but the Glass Case has been updated. He went on to inform the Board that the City of Chicago has changed to an "online" style of card reader that allows Flight Attendants to leave the parking lot. Flight Attendants were being delayed leaving the lot due to this conversion. Kyle has spoken with Management, and the issue is said to

be resolved. Flight Attendants that experience any further parking issues should contact Kyle Whiteley or Simon Reid. He then talked about proposed changes to the Flight Attendant lounge. Further information will be provided as plans are completed. He also discussed the number of sick leave abuse cases Chicago is experiencing. His introduction letter to the base advised our Membership to be cautious when calling in sick.

Mark Torrez presented the **Oakland Domicile Report**. Mark would like to thank the Board for excusing him from April's Meeting due to a scheduled vacation. He stated that he is excited to work with the newly elected Executive Board and hopes that this term will exceed the great expectations of our Membership that have been established by previous boards. Mark went on to report that he is in compliance with the bylaws regarding flying as can be seen by his flying of pairing OA77 out of OAK. Also, he reports that all publications have been distributed and that the Red Rack and glass case have been updated. There have been several additions to the OAK staff. Two new supervisors have been hired. Brett Salyer and Carla Carolynd have joined SWA from other airlines. Also, Kim Elsey is now fully engaged in his new role as Assistant Base Manager. Mark stated that his OAK Membership has been keeping himself, Allyson Parker-Lauck and Oakland Shop Stewards, and the Grievance Staff very busy with Fact Finding meetings and Step Two Hearings. Some have resulted in grievances that will either be discussed later in this Executive Board Meeting or possibly in next months meeting. Currently the pulse of Oakland is on the issue of poorly written bid lines. Overall, Oakland Flight Attendants are happy with pairings (with the exception of too many 4-day pairings) but very unhappy with bid lines. Also the amount of Flight Attendants bidding reserve is a concern amongst Flight Attendants. It seems to be a result of poor selection of regular bid lines so Flight Attendants are bidding Vacation Relief Lines to compensate. They are also eagerly awaiting word on the settlement about reserve seniority.

Standing Committee Reports

Thom McDaniel updated the Executive Board on the **COPE Committee**. Thom stated that he would like Gwen Dunivent to continue to co-chair the COPE Committee. Thom and Gwen have both received TWU Cope Trendsetter Awards for their efforts in building COPE in Local 556. Thom and Gwen will continue to recruit new COPE Members during New Hire Orientation and will be holding a Local 556 COPE Drive throughout the entire Membership in conjunction with the July UNITY Magazine's theme on political action.

Gayle Ross presented the **Health Committee Report**. Gayle reported that she and Michael Massoni have been working with the Health & Safety Committee at Headquarters regarding their upcoming issue of *Onboard* magazine which is dedicated to safety. Gayle made the Company aware that she will be taking a position on the committee, but that there will be a new Union **Health Committee Chair**. Gayle reported that she has finally received the information that she had requested from the Company regarding the FMLA formula. She is preparing an article for publication in *Unity* magazine to explain the information to the Membership. Gayle has received great response regarding the Vaccination article which she authored for *Unity*. She has been forwarding information to Alyssa Hoops at Headquarters regarding Mumps and Bird Flu. Our Membership is very concerned about these health issues. Gayle reported that Alyssa Hoops is currently in discussions with the Company about taking action on this issue.

Gayle proposed goals for the new **Health Committee Chair**. She wants for the new chair to set up vaccinations in each Domicile and to secure Short-Term Disability and Hearing Insurance for our Members. Gayle reported that Stacy Martin has been taking over the duties in the Local's Office regarding OJI & Leaves and is doing a great job. Gayle stated that she has enjoyed her position on the **Health Committee** and is grateful for the opportunity to chair it. She looks forward to her continued involvement with the committee. Gayle stated that she was pleased to report that TWU International has committed to funding our Local's participation in the Chris Witowski world-wide study of Flight Attendants and their long-term exposure to known carcinogens.

Thom recognized Gayle Ross's outstanding work as **Health Chair** and for her cooperation with the Company and Naomi Hudson on the issue of bringing the issue of the recent Mumps outbreak to the forefront of discussions with the Company.

Allyson Parker-Lauck updated the Board on the **Education/Scholarship Committee**. There was no written report submitted.

Allyson Parker-Lauck made a **motion** to approve Maria Dixon as the 3rd member on the Scholarship Committee. Michael Massoni **seconded** the motion. The motion **carried**.

The Board took a break at 0945 and reconvened at 1000.

Michael Massoni presented the **Safety Team Report**. Michael reported that the Safety Team currently has nine (9) **Aviation Safety & Health Data Base (ASHDI) Reports** under review. Michael reported that during the last month the **Southwest Airlines Event Notification System (ENS)** fielded 56 events. There have been 261 events this year. There were 13 emergencies declared during this period. Michael went on to say that there have been 1,350 ASHDI Incident Reports received to date. 142 of them involved TWU. 106 of them have been accepted. Michael updated the Board on the ongoing NTSB Investigation of the accident involving Flight #1248 from BWI-MDW. Michael reported that an **NTSB Public Hearing** on the accident will take place on June 20, 21 & 22, 2006 at NTSB HDQ in Washington, DC. All parties to the investigation will be in attendance along with any interested members of the general public including media and the press. TWU Local 556 will be represented by Accident Party Coordinator / Investigator Michael Massoni and Accident Investigator Marcy Vinyard. Parties to the public hearing required to offer sworn testimony are:

- Federal Aviation Administration
- Southwest Airlines Co.
- Boeing Commercial Airplane Group
- City of Chicago, Illinois
- Southwest Airlines Pilots Association

Following the public hearing Michael anticipates the investigation to be ongoing for an additional six to eleven months at which time the combined embodiments of all group factual reports will produce the NTSB final report also known as a "Blue Cover Report". Included will be NTSB determination of primary and mitigating causation of the accident and any safety recommendations to the parties.

The Board left the Office at 1100 to view two potential properties currently under review for a potential move as the lease on our current property expires in October. The Board toured 2616 W. Mockingbird Lane and 7929 Brookriver Drive.

The Board Meeting reconvened at the Local Union Office at 1300.

Michael Massoni continued presenting the **Safety Committee Report**. Michael reported that the **Crew Member Self Defense Training (CMSDT) Class** has been revised to include prerequisite completion of a home study guide and DVD provided by the Federal Air Marshall Service, its new administrator. Other changes include reduction of the time required to complete the hands-on portion of the class to one full day as opposed to the current three days and no limit on the number of times individual crewmembers may take the class. Delivery of the hands-on training will still be through community colleges in locations across the country free of charge. The revised CMSDT program will be implemented by the end of June, 2006. Current posted training dates are still valid with the three-day blocks of time now representing three single days of class offerings. Remarketing efforts will begin in early June and include posters for the lounges and a DVD commercial promoting the class. The Union will offer a secured video link on our website for the commercial and have buy-in from Southwest in playing the commercial in the lounges. If enrollment increases with these changes, the FAMS intends to offer intermediate and advanced installments of the program at a later date with course structure and delivery methods being similar to the current basic class. Michael also reported that the trial phase **Reciprocal Cabin Agreement** with American Airlines has been completed. The Agreement has been renewed for the foreseeable future.

Michael Massoni made a **motion** to appoint Stacy Martin as **National Health Coordinator**. Gayle Ross **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **Professional Standards Committee Report(s)** for Lorie Powell and Jean Chandler Brooks. There was discussion. Lorie Powell, the West Coast Chair, reported that during the last month, her committee had taken a total of nine calls. Five of these situations were resolved favorably. Two of them were not worked and two of them ultimately went to Company Management. Lorie also reported to the newly elected Board the hallmarks of the Professional Standards Program. She briefed the Board as to what her committee does and does not do. Lorie reminded the Board that if a call to Professional Standards involves a pilot, the call is routed to **Pilot Professional Standards**. Lorie noted that for the purposes of the Professional Standards Committee, her West Coast Division is made up the Dallas, Phoenix and Oakland Domiciles.

Jean Chandler-Brooks reported as the Eastern Chair of the **Professional Standards Committee**. Jean's Division received a total of 17 calls. Sixteen of them were resolved favorably and 2 involved pilots. Jean reported that she and Lorie Powell attended the annual CISM recurrent training. They listened to some very beneficial techniques, and continued to strengthen the rapport among the workplace committees.

Jimmy West made a motion to keep Jean-Chandler Brooks and Lorie Powell in their current positions as Co-Chairs of the **Professional Standards Committee**. Gwen Dunivent **seconded** the motion. The motion **carried**.

Michael Massoni presented the **CISM Committee Report** for BR Ricks and Pat Gilmore. BR and Pat reminded the new Board that the mission of CISM is to assist the

Crew Members, their families and significant others in case of duty-related traumatic events. It was also noted that the CISM Committee manages the pager-wearers, coordinates with the CISM Pilot Team and SWAPA, meets quarterly with the Emergency Response Team and JFSOC, gives presentations to the New-Hire Classes and manages the Care Team in addition to other duties. BR and Pat reported that the goals for the CISM Committee this year include establishing strict guidelines with Inflight Management and TWU regarding assistance to Flight Crews following a traumatic event, confirming CISM's position in regard to assisting Crew, and to what level they must go to for assistance without road blocks. The Committee hopes to attend pertinent training sessions to assist this Team. The committee plans on establishing/updating Emergency Response Plan with TWU/SWAPA and joint location for communication. Pat and BR will interview, select, and train 15 new Team members. Pat and BR expressed their desire to attend a future Executive Board Meeting so that they may express concerns and hear those of the Board as well.

Gwen Dunivent made a **motion** to keep BR Ricks and Pat Gilmore in their current positions as co-chairs of CISM. Stacy Martin **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **Uniform Committee Report** for Karen Amos. Karen would like to continue her work on the Southwest Airlines Uniform Committee. Karen gave the new Board a brief overview of the Committee and how it works, as well as where the committee is to date. Karen noted that Uniform Committee Members serve a two-year term. There are six months left in the current term. In January, Lauren Peck will appoint new members to the committee. The new committee will establish goals for the new term. The goals of the current committee were working to find better fabrics for uniform pieces to alleviate wrinkles, fading, wear and tear as well as addressing the fit of the uniform. To date, the uniform materials have been addressed; the fit is in the final stage. (The waist, pockets and the fit of the pants have changed. There will no longer be a double pleated pant, only a flat front and a single pleat. The poplin shirt collars have been updated on both the male and female items. The female shirt has been tailored fitted and cuffs and sleeves changed to a more feminine style. Both male and female shirts will be cut from new fabrics, and the denim material will be replaced with a lighter more tailored and professional looking material). The next step of the committee will be to wear test the new uniform pieces, hopefully in June. The wear test time frame is projected to be 6 weeks. There will be a final review of any problems that came to light during the wear test and logo placement on items. Based on the wear test results and correction of problems to address (hopefully minimal) the new improved uniform pieces will then go to production. The committee is also looking at keeping a minimal allotment of the old pieces in stock as well as a possible sale of the current uniform pieces thus expediting the availability of updated items. Please note that the old uniform items are not being retired but rather improved upon. The committee is still looking at the retiring the skort for an A line skirt with shorts underneath and adding flat front shorts.

Thom McDaniel presented a letter from Oakland Flight Attendant Val Lorian in which Val requested an appointment as **Chair** of the **Uniform Committee**. There was discussion.

Jimmy West made a **motion** to keep Karen Amos as **Chair** of the **Uniform Committee**. Gayle Ross **seconded** the motion. The motion **carried**.

Thom McDaniel was excused at 1400 for a conference call.

Michael Massoni chaired the meeting.

Allyson Parker-Lauck made a **motion** to appoint Val Lorien as **Co-Chair** of the **Uniform Committee**. Jimmy West **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck presented the **Publications Committee Report**. There was discussion about publication distribution. Allyson updated the Board on upcoming deadlines.

Allyson presented the **Publications Guidelines for New Officers** to the Board. Allyson explained to the Board as **Publication Committee Chair** the publication process and frequency of *Unity* magazine and *Unity Update*. She reiterated that fact-checking, word counts, capitalization, abbreviations, editing, proofreading, deadlines and delivery methods are important things to remember when submitting items for publication in *Unity*.

Jimmy West made a **motion** to keep Allyson as the **Publications Chair**. Mark Torrez **seconded** the motion. The motion **carried**. Allyson stated that she would like to keep her same editorial team, along with Cuyler Thompson. Allyson will train Cuyler and Mark Torrez on the Quark program.

The Board **agreed** to change the current practice of printing the *month* of *Unity* magazine publication on the front cover to instead reflect the *quarter* of publication.

Cuyler Thompson presented the **Civil and Human Rights Committee Report** for Portia Reddick-White. Portia detailed for the Board the background and purpose of the Committee and noted that since establishing the committee in 2001, after the establishment of TWU International's Civil and Human Rights Department, the Civil and Human Rights Committee (CHRC) has maintained as its goal to educate and protect the liberties of all TWU Local 556 Members. With this goal in mind, the committee strives to use all means available to help Local 556 and to some extent, Southwest Airlines carry out the goal of protecting the liberties and rights of all Members. Portia went on to explain that the committee is loosely structured and that it is expected that every **Domicile Executive Board Member** is a member of the committee and represents the interest of his/her bases Members. Eventually, the goal is to expand involvement to at least one additional Member from each base and conduct a training program that will educate committee Members on basic civil and human rights issues that face our Membership and educate on reporting methods and dealing with victims of offenses. Portia reported that the CHRC of Local #556 participates in the AFL-CIO's annual Martin Luther King Celebration. This event includes donating time and efforts toward community service projects. Last year the CHRC was able to have two (2) representatives at the event that was held in Baton Rouge, LA. Portia reported that Local 556 spent time and visited with our brothers and sisters at Local #555 in New Orleans and witnessed firsthand the devastation of the SWA operation there, while lending an ear to their concerns.

Gwen Dunivent made a **motion** to keep Portia Reddick-White as **Chair** of the **Civil and Human Rights Committee**. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 1500 and reconvened at 1520 with Thom McDaniel as Chair.

The Board agreed that when leaving the boardroom for any length of time that should be noted in the minutes, the Member will notify the **Recording Secretary**.

Special Committee Reports

Jimmy West updated the Board on the **Care and Concern Committee**. There was no written report submitted.

Michael Massoni updated the Board on the **Information Technology Committee**. Michael discussed with the Board the email accounts that are set up for Executive Board Members at the TWUATD.ORG. The Board discussed software upgrades. There was no written report submitted.

Cuyler Thompson presented the **Drug and Alcohol Committee Report** for Chair Karen Amos. Karen would like to continue her work on the Drug and Alcohol Committee. Karen briefed the new Board with an overview of the Committee and her plans for its future. Karen noted the disparity of treatment by Management when it comes to Flight Attendants verses Pilots. Karen attended a Drug and Alcohol program at American Airlines. She gleaned some good ideas on how to combine the best of the SWA Pilot program and the American Airlines program. Karen reported that for the first time, the Committee has a budget. She believes that once the Committee gets Managements support they will be able to put together a program instructional guide for future Drug and Alcohol Committee Members to follow and build on in the future.

Allyson Parker-Lauck made a motion to appoint Brett Nevarez as the **Drug and Alcohol Committee Chairperson**. Stacy Martin **seconded** the motion. The motion **carried**.

Gwen Dunivent presented the **Working Women's Committee in the ATD Committee Report**. She gave a brief history of the Committee and noted that the Committee has grown from six to 21 member locals. Gwen stated that the primary focus of the ATDWWC is to build women leaders. During meetings over the last two years, there have been lectures, workshops, and exercises about leadership, and they have heard from some dynamic women leaders in the TWU and the labor movement. As a result of the inspiration provided by this Women's Committee, five of its members have been elected as leaders in their own Locals. The Committee also strives to build our women into political activists. Gwen thanked the Executive Board and Thom McDaniel for the continued support. Our participation increases our visibility and respect within the ATD, and I hope to involve more women from Local 556 very soon.

Gayle Ross made a **motion** to nominate Gwen Dunivent and Portia Reddick-White to remain co-chairs of the **Working Women's Committee in the ATD Committee**. Brett Nevarez **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a motion to appoint Kyle Whiteley as the **Chair** of the **Survey Committee**. Gayle Ross **seconded** the motion. The motion **carried**.

Thom McDaniel updated the Board on the reserve seniority issue. There was discussion. Thom will discuss with Mike Mankin language regarding the asterisk received for sitting reserve.

Gayle Ross discussed the Union's savings accounts & interest with the Board. The Board **agreed** that Gayle should merge several of the Union's checking accounts into one that would result in more interest for the Union.

Thom McDaniel clarified the reporting procedures for Board Members' compliance with TWU Local 556 Bylaw Article VII (g). The Board **agreed** that Board Members who need to be excused from flying during a quarter must request excusal by the Board during the last month of the quarter. To be credited for having flown during a quarter the Board Member must submit a copy of the trip flown or a time-sheet detailing the Lounge Mobilization completed to the Recording Secretary during the first month of the next quarter.

Cuyler Thompson discussed with the Board the timely submission of **Officer Reports**.

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

Thom McDaniel **adjourned** the Meeting at 1725.

The Board hosted a dinner for New Hire Class #222 of Flight Attendants at their hotel from 1800- 1930.

Wednesday May 10, 2006

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, Jill van der Werff, Kyle Whiteley, Mark Torrez, Jimmy West, Brett Nevarez and Allyson Parker-Lauck.

Lucy White-Lehman was excused for vacation.

Bill Bernal was excused for illness.

Thom McDaniel reiterated to the Board that according to our Local's Bylaws, Article VI, Executive Board Members must have a signed **Confidentiality Agreement** on file. Thom informed Jimmy West that he was not in compliance with this rule and would not be allowed to participate in the Executive Board Meeting until he signed the Confidentiality Agreement. Jimmy West informed the Board of the reasons for his decision not to sign the Confidentiality Agreement. The Board **agreed** that any Board Member that does not sign the Confidentiality Agreement would not be allowed to participate in the Meeting until the Agreement is signed. Jimmy West did not sign the Confidentiality Agreement and left the Meeting at 0834.

The Board **agreed** that Jimmy's absence, based on his unwillingness to sign the Confidentiality Agreement, would be unexcused. Thom McDaniel left the Meeting at

845 to contact Jimmy West and notify him that his absence from the Meeting would be considered unexcused.

Thom McDaniel returned to the Meeting at 0850.

Gayle Ross presented the Union's March 2006 **Financial Report**.

Allyson Parker-Lauck made a **motion** to approve the March 2006 **Financial Report**. Michael Massoni **seconded** the motion. The motion **carried**.

Gayle Ross presented Lone Star Check numbers 9730-9784.

Kathy Anderson entered the Meeting at 0905 for discussion on the April 2006 **Executive Board Meeting Minutes**.

The Board **agreed** that Committee and Officer Reports must be submitted electronically, in writing, in order for them to appear in the Executive Board Meeting Minutes.

Kathy Anderson left the Meeting at 0940.

Mark Torrez made a **motion** to approve the April 2006 Executive Board Minutes as amended. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Thom McDaniel discussed with the Board their duties and proper procedures and etiquette when hearing a grievant.

The Board took a break at 0945 and reconvened at 1000.

Catherine Rea and Denny Sebesta entered the Meeting at 1000.

Catherine and Denny briefed the Board on a Grievance.

The Grievant entered the Meeting at 1020. The Board discussed with the Grievant the merits of the Grievance.

Catherine Rea, Denny Sebesta and the Grievant left the Meeting at 1035.

Michael Massoni made a **motion** to proceed on the Grievance. Mark Torrez **seconded** the Motion. The motion **carried**.

Gayle Ross, as the Local's Office Manager, presented the **Office Staff Proposal**.

Allyson Parker-Lauck made a **motion** to extend the Office operating hours from 0800 to 1800 beginning June 1, 2006. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board discussed Local 556 Bylaw Article XI (s) which states "The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours". The Board agreed that verbiage would be added to the Local's Policy and Procedures Manual to account for the changes to the Office's normal business hours.

Michael Massoni made a **motion** to accept the Office Staff Proposal submitted by Gayle Ross (Office Manager) as written. Gwen Dunivent **seconded** the motion. There was discussion.

Gwen Dunivent made a **motion** to Call for the Question. Michael Massoni **seconded** the motion. The motion **did not carry**. Discussion continued.

The Board agreed that Michael Massoni could withdraw his previous motion.

The Board took a break at 1200 and reconvened at 1205.

Catherine Rea and Denny Sebesta entered the Meeting at 1205 to discuss a Grievance.

The Grievant entered the Meeting at 1225. The Board discussed with the Grievant the merits of the Grievance.

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

The Board broke for lunch at 1300.

The Board reconvened at 1403. Daryl Krause and Naomi Hudson were recognized as guests at the Meeting. Daryl, answering a question from a Board Member, stated that since the Inflight Supervisors were being freed up more from administrative duties that they would have time for more check rides. Daryl stated that the check rides are not so much for disciplinary reasons but for ensuring compliance with SWA written safety policies. Naomi stated that in Onboard magazine that there would be published a copy of the form that would be used to evaluate F/A's on check rides. Naomi stated that the Union would be allowed to preview this form. Answering a Board Member's question as to whether the check rides are to be announced or unannounced, he stated that, "We (Management) would really like people to set people up for success". Daryl noted that there are some things that the FAA is getting more stringent upon. Daryl went on to say that he will be attending a meeting with FAA later in the week and will be addressing the personal needs of the Flight Attendant's during turn times. Daryl reported that Ground OPS is currently meeting on how to improve "preflight scanning in the gate areas". Daryl has asked that this Ground OPS group look at ways to build bridges between the Flight Attendants and the OPS Agents. Daryl said that he envisions pre-flight briefings between Flight Attendants and OPS Agents similar to those between Flight Attendants and Pilots. Daryl stated that he has committed and has put in writing to Ground OPS that boarding will not begin any earlier than 30 minutes prior to the Flight Departure time. Daryl promised Gwen Dunivent that he would look into putting an elevator into the Dallas Lounge. The Board discussed with Daryl the lack of SIPS in the Bid Lines. Daryl stated that, "we can't have all 3-days and be productive as a company". He went on to explain that there is an efficiency issue with SIPS that has to be taken into account when building lines. Daryl reported that the Electronic Data Warehouse (EDS) is not complete. The Flight Ops version is complete and the template is currently being built. The EDS analyzes the outcome of how lines/trips were built against how the Flight Attendants actually flew them; projected vs. actual costs. Daryl reported that the Out of Base Recurrent Training Program will be rolled out in June. Allyson Parker-Lauck reported to

Daryl that the Saturday Recurrent Training Class is not as popular in all Domiciles as it is in Dallas.

Daryl Krause and Naomi Hudson left the Meeting at 1500.

Cindy Ritner, **Scheduling Committee Chair**, entered the meeting at 1505. Cindy presented the **Scheduling Committee Report**. Cindy reported that Lisa Trafton, Sheri Tyler, Richard Locher, Valerie Daniel, Michelle Zenici and Marc-Andrew Wafer are current Scheduling Committee Members. Cindy briefed the Board on the status of the Committee and detailed the committee's accomplishments as well as its future plans.

Cindy Ritner left the Meeting at 1535.

The Board took a break at 1535 and reconvened at 1552.

Thom McDaniel presented the **Settlement** on Group Grievance # 2999 (Maestro/Restricted Home Access) between the Company and the Union. Flight Attendants named in the Grievance who flew or were available to fly on December 24 and/or December 25, 2004 will receive 6.5 TFP for each day worked (including available Reserve days). All Flight Attendants not on leave during the above mentioned dates will receive one positive space pass for travel (blue). The Board made suggested corrections to the proposed joint communication between the Company and the Union to be published regarding this issue and to the perceived tax implications for the Flight Attendants involved.

Thom McDaniel updated the Board on the **Agreement** between the Union and the Company regarding the issue of Open Time being released a day early in the Phoenix and Oakland Domiciles. For the month of June 2006, two additional trips will be allowed in each of these domiciles' Open Time for the purposes of Flight Attendants trading with Open Time. Those Flight Attendants who were on the Union's list and who were not allowed to pick up from Open Time during the premature release were allowed to pick up one (1) pairing of their choice from Open Time at time and a half during May or June 2006. Flight Attendants who had pairings that had been picked up from Open Time removed after the premature release Open Time and later picked up another trip will be compensated for the greater TFP of the two trips.

Thom McDaniel presented and explained the **Settlements** on Grievances #3099 and #3100. The Board discussed the new Relative Daily Value (RDV) and Pass/Fly Preference procedures established in this Settlement. The Board made suggested corrections to the proposed joint communication between the Company and the Union to be published regarding this issue.

The Board resumed discussion of the **Office Staff Proposal**.

Mark Torrez made a **motion** to appoint Denny Sebesta as the Grievance Chairperson. Cuyler Thompson **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to approve Stacy Martin and Gwen Dunivent to their respective Staff Positions. Michael Massoni **seconded** the motion. The motion **carried**.

The Board discussed and voted to approve members of the Union's Office Staff.

The Board **agreed** that Denny Sebesta, as **Grievance Chair**, should be invited to be present at Executive Board Meetings during Grievance Presentations.

Michael Massoni made a **motion** to appoint Brett Nevarez as **Executive Board Liaison** to the **Scheduling Committee**. Furthermore, he be charged with bringing back to the Board eligible candidates for the position of Scheduling Chair. Gwen Dunivent **seconded** the motion. The motion **carried**.

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

Thom McDaniel **adjourned** the Meeting at 1800.

Thursday May 11, 2006

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, Jill van der Werff, Kyle Whiteley, Mark Torrez, Jimmy West, Brett Nevarez and Allyson Parker-Lauck.

Lucy White-Lehman was excused for vacation.

Bill Bernal was excused for illness.

The Board confirmed that Jimmy West had signed a **Confidentiality Agreement** albeit under protest.

Mark Richard and Denny Sebesta were recognized as guests at the Meeting.

Mark Richard, the **Local's Strategic Advisor**, presented "Representing Our Membership", Grievance Training.

The Board took a break at 0945 and reconvened at 1000.

The Board continued Grievance Training with Mark Richard.

The Board recessed for lunch at 1220 and reconvened at 1330 with Mark Richard and Denny Sebesta as guests.

Revisits

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

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

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

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

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

Thom McDaniel left the Meeting at 1350.

Michael Massoni chaired the Meeting.

Mark Torrez made a **motion** not to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel returned as Chair to the meeting at 1353.

The Board voted to proceed on 4 Grievances and not to proceed on 2 others.

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

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

The Board took a break at 1500 and reconvened at 1520 with Denny Sebesta as a guest.

Michael Massoni was excused to attend a meeting with CISM and Daryl Krause.

Jill van der Werff made a **motion** not to proceed on a Grievance. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

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

Denny Sebesta left and Mark Richard entered the Meeting at 1555.

Mark Richard and the Board reviewed and discussed the **TWU Local 556 Strategic Plan**.

Mark Richard left the Meeting at 1615.

Gayle Ross discussed with the Board the research and proposal for updating the Union's mobile phone service. The Board agreed to accept Gayle's proposal.

Gayle Ross presented the Board with research and comparisons of potential lease options for consideration. Our current lease expires in October 2006.

Jimmy West made a **motion** to present our final offer of \$525,000 on the lease to purchase for the building on Mockingbird Lane. Mark Torrez **seconded** the motion. The motion **did not carry**.

Stacy Martin made a **motion** to withdraw the offer from our Local on the lease purchase option for the building located on Mockingbird. Gayle Ross **seconded** the motion. The motion **carried**.

Gayle Ross made a **motion** to move into Brookriver Place on September 1, 2006 under an eight-year lease option. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to adjourn. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel **adjourned** the Meeting at 1720.

Friday May 12, 2006

Thom McDaniel called the meeting to order at 0850.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Jill van der Werff, Kyle Whiteley, and Mark Torrez.

Brett Nevarez and Allyson Parker-Lauck were in transit.

Lucy White-Lehman and Gwen Dunivent were excused for vacation.

Bill Bernal was excused for illness.

Jimmy West's absence was unexcused.

0855 Michael Massoni made a **motion** to enter into **Executive Session**. Mark Torrez **seconded** the motion. The motion **carried**.

0900 Michael Massoni made a **motion** to exit **Executive Session**. Kyle Whiteley **seconded** the motion. The motion **carried**.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Jill van der Werff, Kyle Whiteley, and Mark Torrez.

Correspondence

Thom McDaniel presented a letter from the President of the Association of Flight Attendants to the President of the Professional Flight Attendants Association, representing the Flight Attendants of Northwest Airlines.

Thom McDaniel presented a letter from the Professional Flight Attendants Association addressed to all Fellow Unionists.

Thom McDaniel presented a letter from the Road Warriors IBB Local 484 thanking TWU Local 556 for the donation.

Thom McDaniel presented a letter from the Boilermakers 484 seeking a donation to their solidarity/defense fund for their Members.

Thom McDaniel presented a letter from the Valley Hope Association Foundation thanking TWU Local 556 for the donation.

The Board **agreed** that Thom McDaniel will research the feasibility of having TWU International present an Arbitration Training to be held in Dallas.

The Board **agreed** to buy a laptop to be used by the Recording Secretary. Michael Massoni will research potential options and report back to the Board.

Thom McDaniel left the Meeting at 0904.

Michael Massoni chaired the Meeting.

Brett Nevarez and Allyson Parker-Lauck entered the Meeting at 0913.

Thom McDaniel returned to the Meeting as Chair at 0915.

0915 Allyson Parker-Lauck made a **motion** for the Board to enter into **Executive Session**. Michael Massoni **seconded** the motion. The motion **carried**.

1148 Michael Massoni made a **motion** to come out of **Executive Session**. Mark Torrez **seconded** the motion. The motion **carried**.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Jill van der Werff, Kyle Whiteley, Allyson Parker-Lauck, Brett Nevarez, and Mark Torrez.

The Board **agreed** that due to scheduling conflicts the Third Membership Meeting will be held in August of 2006 rather than in July of 2006 as is customary. The Fourth Membership Meeting will be held in October of 2006.

The Board **agreed** that the upcoming nominations for the Board of Election will be held at the Third Membership Meeting in August 2006. The elections will be held in the Fourth Membership Meeting in October 2006. The elections will be conducted by secret ballot.

Allyson Parker-Lauck discussed with the Board potential ideas for upcoming issues of **Unity** magazine.

The Board discussed changes to the TWU Local 556 Policies and Procedures Manual.

Mark Torrez made a **motion** to adopt the Policy and Procedures Manual as amended. Michael Massoni **seconded** the motion. The motion **carried**.

Thom McDaniel updated the Board on the changes to the **Agreement** between the Company and the Union regarding the early release of Open Time in the Oakland and Phoenix Domiciles.

Allyson Parker-Lauck made a **motion** to implement new verbiage into the Local 556 Policy and Procedures Manual regarding the President and Treasurer's required hours

under the bylaws Article VI, Letter (s). This change reflects the Local's new office hours. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Board recessed for lunch at 1240 and reconvened at 1415.

Allyson Parker-Lauck submitted a written request to be excused from Thursday and Friday, June 15th and 16th, 2006 if the Executive Board Meeting extends past Wednesday, June 14th, 2006.

Gayle Ross submitted a written request to be excused from Thursday afternoon and Friday, June 15th and 16th, 2006 if the Executive Board Meeting extends past Wednesday, June 14th, 2006.

The Board excused Allyson Parker-Lauck from the Meeting at 1420.

Brett Nevarez made a **motion** to suspend Orlando Domicile Executive Board Member Jimmy West under Article XXI Section (1) of the TWU International Constitution. Jill van der Werff **seconded** the motion.

Michael Massoni made a **motion** to perform a **roll-call vote** on the motion on the floor. Stacy Martin **seconded** the motion. The motion **carried**.

Michael Massoni	yea
Stacy Martin	yea
Gayle Ross	yea
Cuyler Thompson	yea
Jill van der Werff	yea
Kyle Whiteley	yea
Brett Nevarez	yea
Mark Torrez	yea
Thom McDaniel	Chair

The motion **carried**.

The Board discussed the required timeline and procedures for suspending Jimmy West in accordance with Article XXI of the TWU International Constitution.

Michael Massoni made a **motion** to adjourn. Gayle Ross **seconded** the motion. The motion **carried**.

Thom McDaniel **adjourned** the Meeting at 1500.

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