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

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Executive Board Meetings
June 14, 15, 16, 2004
Synopsis

Monday, June 14, 2004
Michael Massoni called the meeting to order 1400.

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

Thom McDaniel was excused to attend a community event.

Allyson Parker-Lauck and Mark Torrez were in transit.

Bill Bernal was excused to do work for the Phoenix AFL-CIO.

Jimmy West was delayed to attend to Orlando Membership business.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the month of May was an extremely quiet month in the Dallas base. There were no Lounge Mobilizations and no discipline issues during this time period. Karen informed the Board that the introduction of new uniform pieces rolled out on May 20th. Packets offering the new shirts, belts and wings were sent to Employees' homes. Also, starting in June, IDs are up for expiration. The expiration of one's ID is gauged by month of hire and Karen encourages Flight Attendants to check the expiration date on their IDs. Karen informed the Board that the updated IDs will be available in the Bases on the first day of the Flight Attendants' hire month. Karen informed the Board that Dallas has 2 new Supervisors. Tom Alexander will be taking over Chris Wilson's position and Danny Powell will be taking over Jan McNutt's position. Karen reported that the Union Red Rack is updated and that all Union related documentation has been distributed.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that all Union material was distributed in a timely manner. This includes any material intended for the Flight Attendant mailboxes, as well as the Union Red Rack. The Union Glass Case was updated. Stacy informed the Board that there were no disciplinary meetings with Management performed for the month of May. He did, however perform 20 hours of phone work with one Flight Attendant who was removed from a flight for being observed as unsafe to fly. The Flight Attendant was not disciplined, but before returning to work, the Flight Attendant was required to bring a return to work statement from the Doctor. The Flight Attendant fulfilled all requests and there were no attendance points accrued. Stacy reported that he performed Lounge Visits on May 20-21. He also performed additional Lounge visits at the end of May. Stacy reported that the Membership continues to be committed to receiving a fair Contract. Stacy notified the Board that he walked the picket line with the striking CWA Union Members on 2 separate days. The CWA Members stated that Local 556 can count on them for their support during our negotiation process.

Kathy Anderson presented the **Phoenix Domicile** report for Bill Bernal. Bill reported that the end of May and the beginning of June was an exciting time in the Phoenix Base. There were a lot of questions regarding the negotiations with Herb and Colleen. Bill reported that the Phoenix Base is completely behind the Negotiating Team and the Executive Board and is willing to do whatever it takes to get a fair Contract. Bill informed the Board that the Precinct Captain group continues to grow and that more and more people are asking about joining. Bill recognized Mark Savage for the time and effort that he has put into the Phoenix phone tree project. The phone tree will be up and running soon. Bill informed the Board that he has had a few meetings dealing with issues ranging from grievances to OJI issues. He has taken care of the grievance issues at base level and some of the OJI as well. He continues to experience problems with the insurance company and Southwest Airlines on some of the OJI cases on which he has been working. Problems include making it hard on the Flight Attendants and forcing them to have to go to the Industrial Court System to fight their issues. Bill reported that, so far, all of these types of cases he has worked on have been found in favor of the Flight Attendant. Bill reported that the filming of Flight Attendants for the 'Message to Herb' DVD has begun. Bill informed the Board that there were many camera shy Flight Attendants, but he did have a group of 17- 27 year Flight Attendants do a spot. There was a great show of unity and it will hopefully send the intended message to Herb.

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

Lucy White presented the **Baltimore Domicile** report. Lucy reported that BWI Supervisor Jen Scott was supposed to go back on line in June; however, she has changed her mind and will now stay in the office. Lucy informed the Board that on Saturday morning, May 22, Supervisor, Lydia DeCosta, No-Showed for the opening shift. The office did not open until approximately 7:30am. Tonja Harler called all AM Flight Attendants who checked in that morning and explained that the opening supervisor No-Showed her shift. Tonja apologized for any inconvenience this may have caused the Flight Attendants reporting to work that morning. Lucy reported that the Union Briefing Book on the Red Rack is missing. She noticed it was missing on Friday, June 11. The lock attaching it to the Red Rack was broken and the book was gone. Lucy will get another binder and lock this week to replace it. Lucy also advised the Board that partial lockdown was lifted on Wednesday, June 9. The changing room is now open 24/7. The doors to the changing rooms have been removed and curtains were put up. Tonja Harler called Lucy last week to inform her of the changes and stated, the doors will remain open on a trial basis depending on any future vandalism in the changing room. If vandalism occurs the doors will be locked again indefinitely. The quiet room is still locked after business hours and will remain locked.

Marcy Vinyard presented her Officer report at this time.

Committee Reports
Mike Sims presented the **Grievance Committee** report. Mike reported that there are currently, seventy-four grievances on the books. The Grievance Committee continues to settle new Grievances at a rate of about 55 to 60 per cent. The majority of the Grievances filed are ones that have been on the books going all the way back to the year 2000. Some of those should be settled or withdrawn after a new Contract is ratified. In recent weeks, we have not had to file that many Grievances due to the ability of the Grievance Committee to get the majority of the issues settled without going to Grievance. In addition, incidents of discipline issued by Management have decreased this past month. These factors have allowed the Staff more time to further research Grievances that have been on the books for a while. As a result, several more Grievances have been settled recently with the Company however, further research indicates that there is no Contractual merit to some other grievances on the books. Although the Board has voted to proceed to Board of Adjustment or Arbitration on some of these cases, there still are not enough facts to support merit. Due to the fact that there are not many new grievances going before the Board this month, there will be a few of these types of grievances back for the Officers' further review. Mike asked the Board, as he has requested of the staff, to continue to study the language in the CBA when considering merit on the Grievances. Mike informed the Board that there is a termination case is scheduled for Arbitration on July 27 and a Contractual case is slated to go to Arbitration on August 31. Mike advised the Board that Randy Williams, the current Manager of Employee Resources, will most likely be participating in the Company's early retirement program. Considering this news, the grievance process will temporarily slow down while Employee Resources determines there future restructure upon his departure. Finally, Mike reported that during New Business of these meetings, the Board will be considering a proposal for a four day work week for the Staff. Mike asked that Board Members listen to both sides and make the best decision for the Local.

Michael Massoni was excused to attend a previously scheduled meeting with SWA Maintenance and Engineering personnel.

Marcy Vinyard chaired the meeting

Kathy Anderson presented the **Civil and Human Rights Committee** report for Portia Reddick. Portia reported that the Civil and Human Rights Committee and Women's Committee Workshop will meet September 23-25 in Los Angeles, CA. The various topics include but are not limited to:

- Your Rights in the Workplace
- Techniques for Self-Defense in the Workplace
- Diversity Solutions, Employee Free Choice Act
- Voting Rights/Protection 2004

This workshop is being planned to incorporate the various phases of the Civil and Human Rights arena. Portia informed the Board that the ATD Working Women's Committee will meet July 12th and 13th in Hurst, TX. The last ATD WWC proved to be an exciting method to challenge women to become involved in "Get Out the Vote". Portia offered a proposal intended to increase the involvement of the Membership of Local 556 in the November 2004 elections. Portia stressed the importance of registering and encouraging Members to vote.

Kathy Anderson presented the **COPE Legislative Report** for Portia Reddick. Portia reported that the Lobby Day on May 12, 2004 was a success due in part to the involvement of Members of Local 556. The Local was responsible for gaining many Congressional signatures on Representative Defazio's letter to the TSA. Presently, a Senatorial letter by Senator Hollings is being circulated. That letter is due to close for signatures June 9, 2004.

Portia expressed special thanks to all who help to lobby on May 12, 2004:

- Jennifer Brophy (OAK)
- Chris Click (BWI)
- Gwen Dunivent (DAL)
- Christy Hall (BWI)
- Susan Kern (MCO)
- Karla Kozak (BWI)
- Mike Lutz (BWI)
- Thom McDaniel (MCO)
- Brett Nevarez (PHX)
- Lucy White (BWI)

Allyson Parker-Lauck and Mark Torrez entered the meeting at 1430.

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

Kathy Anderson presented the **Professional Standards Committee** report for Jean Chandler. Jean reported that since the last report,

- Calls received: 8
- Calls involving pilots: 1
- Calls resolved favorably: 7

The committee has asked for assistance from Michael Broadhead to edit the Professional Standards manual. In addition, Mr. Broadhead will help compose a training seminar for committee members.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that since the last meeting of the Executive Board, the following publications have been printed and distributed:

- June 1st Contract Connection
- June 15th UNITY Update

Allyson reported that she is now beginning work on the July 15th UNITY Magazine. The theme for this issue is voter registration and becoming politically involved. She updated the Executive Board on the following upcoming publications deadlines:

- June 14, 2004 – Deadline for the July 15th UNITY Magazine
- June 15, 2004 – Deadline for the July 1st Contract Connection
- July 15, 2004 – Deadline for the August 1st Contract Connection *
- July 25, 2004 – Deadline for the August 15th UNITY Update
- August 15, 2004 – Deadline for the September 1st Contract Connection *
- August 25, 2004 – Deadline for the September 15th UNITY Update
- September 6, 2004 – Deadline for the October 15th UNITY Magazine
- September 15, 2004 – Deadline for the October 1st Contract Connection *
- October 15, 2004 – Deadline for the November 1st Contract Connection *
- October 25, 2004 – Deadline for the November 15th UNITY Update
- November 15, 2004 – Deadline for the December 1st Contract Connection *
- November 25, 2004 – Deadline for the December 15th UNITY Update
- December 13, 2004 – Deadline for the January 15th UNITY Magazine
- December 15, 2004 – Deadline for the January 1st Contract Connection *

If necessary

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

Karen Amos verbally presented the **Drug and Alcohol Committee** report.

The Board reviewed charges filed against the Local 556 Unity Newsletter Editor and others responsible by a Member.

The Board discussed issues with the Union sanctioned forums which are to be reviewed with Local 556 Legal Counsel, Ed Cloutman.

Kathy Anderson presented the May 2004 Executive Board Meeting Minutes for approval.

Jimmy West entered the meeting at 1545.

Allyson Parker- Lauck made a motion to approve the minutes as amended. Mike Sims seconded the motion. **All voting Members voted to approve the minutes as amended.**

Jimmy West presented the **Orlando Domicile** report. Jimmy reported on the Lounge Mobilization held last week for the filming of the video message for Herb. Jimmy reported that he did get approximately 40 Flight Attendants' messages on film. Jimmy attempted to get Base Manager, Vic Zachary to speak on tape, but Vic refused. Jimmy informed the Board that the Orlando was named Base of the Year and a party will be thrown for the Base. Jimmy reported that in speaking with an Operations Agent, he learned that while they appreciate the help with checking bags, they would prefer that Flight Attendants not help them because the Company is attempting to reduce the number of Operations agents and they want to show the Company that they are indeed needed. Jimmy also informed the Board of tragic events that occurred over the weekend one of which involved the death of a Flight Attendant in a car accident and a separate accident in which the husband of a Flight Attendant was killed in a rafting accident.

Michael Massoni entered the meeting at 1600 and chaired the meeting.

Michael Massoni presented the **Safety Committee** report. Michael reported on the Aviation Safety & Health Data Base (ASHDI) reports that are currently under review as well as the Southwest Airlines Emergency Event Notification System (ENS) fielded events for the period.

Michael also informed the Board of the following standing meetings

- Monday June 14, 2004 at 1500 CDT - Inflight Training w/Maintenance & Engineering
- Thursday June 17, 2004 at 1000 CDT - Inflight Services Directors (ASHDI Reconciliation)

Thom McDaniel entered the meeting at 1620 and chaired the meeting.

Denny Sebesta, Brett Nevarez, Kevin Onstead and Mark Richard entered the meeting at 1625 to update the Board on Negotiations.

The Negotiating Team was excused at 1640.

Correspondence

- Letter from a Member to Thom McDaniel Re: Requesting a copy of the Railway Labor Act
- Letter from Thom McDaniel to the Member Re: Responding to his request for a copy of the Railway Labor Act
- Letter from Richard J.L. Nelson of Nelson & Herlin Law Corporation Re: Mediation of Flight Attendant Negotiations
- Letter from Carolina Maluje of the Pines Law Center to Thom McDaniel Re: Complaint regarding SWA-FA email group
- Letter from Thom McDaniel to Tammye Walker-Jones Re: Flight Attendant personnel files and attendance records
- Letter from Jim Lefton of PACE International Union to Thom McDaniel Re: Addressing the PACE Region VI Council on the SWA Flight Attendant Contract Negotiations
- Letter from Thom McDaniel to Jim Lefton of PACE International Union Re: In response to their invitation to address the PACE Region VI Council on the SWA Flight Attendant Contract Negotiations
- Letter from TWU International Representative Garry Drummond to Baltimore Base Manager Tonja Harler Re: Discussion log entries in Flight Attendant personnel files
- Letter from Baltimore Base Manager Tonja Harler to TWU International Garry Drummond in response to his letter
- Letter from TWU International Representative Garry Drummond to SWA Employee Resources Eastern Region Director, Sandy Teichmann Re: Discussion log entries in Flight Attendant personnel files and Baltimore Base Manager Tonja Harler's response to his letter
- Letter from Brett Durkin Vice President of the Association of Professional Flight Attendants (APFA) to Thom McDaniel Re: In thanks for the invitation to attend the May 19, 2004 Continental Breakfast

- Letter from Flight Attendant a Member to Thom McDaniel Re: Contract Negotiations
- Letter from Thom McDaniel to Flight Attendant the Member Re: In response.

Stacy Martin made a motion to adjourn. Karen Amos seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1700.

<u>Tuesday, June 15, 2004</u>
Thom McDaniel called the meeting to order at 0835.

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

Bill Bernal was excused to do work with the Phoenix AFL-CIO.

TWU Local 556 Legal Counsel, Ed Cloutman entered the meeting at 0840 to advise the Board on legal matters.

Ed Cloutman was excused at 0930.

The Board examined the charges filed against UNITY Newsletter Editor by a Member under Article XIX of the TWU International Constitution.

Allyson Parker-Lauck was excused at 0930 in order for the Board to vote on the charges filed against her.

The Board examined the charges filed against UNITY Newsletter Editor by a Member under Article XIX of the TWU International Constitution.

(a) The charges do not state the exact nature of the alleged offense as required by Section 1 of this article.
Y-11 N-0 A-0

(b) The charges are untimely under Section 2 of this article.
Y-11 N-0 A-0

(c) The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.
Y- 11 N-0 A-0

The charges were found to be **not proper** by unanimous vote of the Executive Board.

Allyson Parker-Lauck entered the meeting at 0940.

Thom McDaniel reminded those present to attend the dinner for the New Hire Class which is to be held this evening.

Thom McDaniel and Karen Amos were excused at 0945 to attend the SWA Labor Summit.

The Board discussed the Union sponsored electronic bulletin boards and forums.

Mike Sims made a motion to close all three forums effective July 1, 2004. Marcy Vinyard seconded the motion. The motion **carried**.

Thomas Mitchell will research Errors and Omission Insurance and the potential cost to the Local.

The Board reviewed 6 grievances.

The Board discussed purchasing chairs for the Board Room.

The Board discussed purchasing a new speaker phone set-up for the Board Room.

The Board discussed the implementation of the phone tree.

The Board reviewed Portia Reddick's 'Get Out The Vote' proposal. The Board agreed to register voters during scheduled Lounge Mobilizations. The Board had additional questions for Portia regarding compensation and lost time. On the next break, Kathy Anderson will speak with Portia on these issues and report to the Board.

Karen Amos updated the Board on the SWA Labor Summit she attended today.

The Board reviewed a grievance at this time.

The Board discussed the donation of a dishwasher for the office.

Kathy Anderson updated the Board on Portia's Reddick's 'Get Out The Vote' proposal. One Leader per Domicile will be needed (Domicile Rep during Lounge Mob) and one other person who can be paid out of Civil and Human Rights budget.

Michelle Zenici and Ron Regan entered the meeting at 1510 to present a proposal on behalf of the Grievance Staff regarding the implementation of extended office hours in conjunction with a 4- day 10 hour work day rotation for Grievance Staff Members within the 5- day work week.

Michelle Zenici and Ron Regan were excused at 1545.

The Board discussed the proposal and had additional questions. Michelle Zenici and Ron Regan were asked back into the meeting to address the questions.

Michelle Zenici and Ron Regan entered the meeting at 1625 to answer the questions.

Michelle and Ron were excused at 1635.

The Board discussed the purchase of chairs for the Board Room.

Jimmy West made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried**.

Michael Massoni adjourned the meeting at 1640.

Wednesday, June 16, 2004
Thom McDaniel called the meeting to order at 845.

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

Bill Bernal was excused to do work for the Phoenix AFL-CIO.

Thom McDaniel updated the Board on Negotiations.

Jimmy West made motion to revisit the motion made to close all 3 forums. Stacy Martin seconded the motion. **All voting Members voted to revisit the motion.**

Allyson Parker-Lauck made a motion to rescind the motion Mike Sims' motion made yesterday regarding closing the forums. Jimmy West seconded the motion. **The motion carried by two thirds.**

Michael Massoni made a motion that the SWA/FA forum be closed down and the TWU Local 556 Website Bulletin Board no later than July 1, 2004. Marcy Vinyard seconded the motion. The motion carried.

Mike McCarthy made a motion that subject to the advice of legal counsel the PC Forum will continue as a moderated forum and will be limited to Contract issues only and anyone in violation will be removed from the forum and the PC Program. Stacy Martin seconded the motion. The motion **carried**.

Thom McDaniel was excused for Negotiations at 1040.

Michael Massoni chaired the meeting.

The Board continued to discuss problems with the forums.

Michelle Zenici and Ron Regan entered the meeting at 1045 to answer further questions on the proposal on behalf of the Grievance Staff regarding the implementation of extended office hours in conjunction with a 4- day 10 hour work day rotation for Grievance Staff Members within the 5- day work week.

Michelle Zenici and Ron Regan were excused at 1115.

The Board continued discussions on the 4- day work week proposal and the extending of the Local's hours of operation.

Jimmy West made a motion to implement the 4- day work week for the Grievance Staff on a 3 month trial basis. Lucy White seconded the motion.

The Board continued discussion of the motion on the table.

Michelle Zenici and Ron Regan entered the meeting at 1215 to answer Board questions.

Michelle Zenici and Ron Regan were excused at 1235.

The Board continued to discuss the motion on the floor.

Allyson Parker-Lauck made a motion to **table** the motion on the floor. Marcy Vinyard seconded. The motion **carried**.

The Board reviewed a grievance.

The Board continued to discuss the issue of obtaining a dishwasher. Allyson Parker-Lauck will research the cost of installation along with the other costs involved and will report back in July Boards.

Thomas Mitchell presented the March 2004 Financial Report for approval.

Lone Star Check #s 8101-8187 and 8218 were presented.

Bear Stearns Check 1082 was presented.

Allyson Parker-Lauck made a motion to approve the Financial Report. Jimmy West seconded the motion. **All voting Members voted to approve the Financial Report.**

Kathy Anderson made motion to excuse Mike Sims and Thomas Mitchell from the bylaw requirement to fly one multi-day pairing per calendar quarter or multi-day lounge mobilization per calendar quarter. Jimmy West seconded the motion. The motion **carried**.

The Board agreed to find a new cleaning service for the Local office.

Thomas Mitchell will report back in July Boards on cost of Errors and Omissions Insurance.

The Board revisited the motion made previously in the meeting.

Jimmy West made a motion to implement the 4- day work week for the Grievance Staff on a 3 month trial basis. Lucy White seconded the motion.

Mike Sims made a motion to amend the above motion to insert not to include use of the time clock. Mike McCarthy seconded the motion.

The motion to amend the above motion to insert not to include use of the time clock **carried**.

The motion to implement the 4- day work week for the Grievance Staff on a 3 month trial basis **did not carry.**

The Grievance Staff, Amy Montgomery, Michelle Zenici, Ron Regan and Shae Grajeda entered the meeting at 1410. The Board informed the Staff of the Board decision on the 4-day work week.

The Board answered questions from the Staff regarding the Board decision not to implement the 4-day work week.

Marcy Vinyard made a motion to adjourn. Mark Torrez seconded the motion. The motion **carried**.

Michael Massoni adjourned the meeting at 1500.

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

Kathy Anderson
Recording Secretary

Thom McDaniel
President