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

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Executive Board Meetings
June 14, 15, 2005
Synopsis

Tuesday June 14, 2005
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Karen Amos, Bill Bernal, Lucy White-Lehman and Jimmy West.

Allyson Parker-Lauck and Mark Torrez were excused for vacation.

Stacy Martin was excused for Medical Leave.

Mike McCarthy was in transit.

Garry Drummond entered the meeting at 0830.

Ed Cloutman entered the meeting at 0830 to brief the Board on procedures for the upcoming election of Delegates to represent Local 556 at the TWU International Convention in September.

Ed Cloutman was excused at 0900.

The Board discussed assignment of rental cars for out of town Board Members. The Board agreed to follow the Policy and Procedures Manual language for assignment and use of rental cars.

Correspondence
The Board reviewed the following correspondence:

- Letter from TWU-ATD to All ATD Local Presidents and Officers Re: "The Insider" publication
- Letter from Chad A Coltrane of Push America to TWU International President Michael O'Brien Re: Thanking President O'Brien for the $1000.00 donation to the charity
- Notice on the National Summit on Diversity Convened by the AFL-CIO and Labor Coalition for Community Action

Kathy Anderson made a motion that Gwen Dunivent and Michael Massoni attend the National Summit on Diversity Saturday July 23, 2005 in Chicago. Karen Amos seconded the motion. The motion **carried**. Hotel costs and lost time will be covered.

- Letter from the Local 556 Board of Election to all SWA Flight Attendant Re: List of Members who are eligible to run for delegates to the TWU International Convention
- Letter from Thom McDaniel to Congressman Robert Brady Re: Repeal of the Wright Amendment
- Letter from TWU International President Michael T. O'Brien to All TWU Local Presidents and Secretary-Treasurers Re: TWU "Idol" Contest to be held at the TWU International Convention
- Letter from Karen Amos to Thom McDaniel Re: Staffing Position

Mike Sims presented the **Grievance Committee** report. Mike reported on current grievances and updated the Board on cases proceeding to Board of Adjustment and Arbitration.

Mike McCarthy entered the meeting at 0950.

Mike Sims briefed the Board on a grievance and was excused at 1015.

The grievant entered the meeting at 1015.

Lucy White-Lehman was excused at 1045 for a meeting with Daryl Krause.

The Board continued to discuss the grievance.

The grievant was excused at 1145.

Mike Sims returned to the meeting at 1145.

Thom McDaniel was excused at 1145 to attend the SWA Labor Summit.

The Board continued to discuss the grievance.

Mike Sims was excused from the meeting.

The Board continued to review the grievance.

The Board broke for lunch and reconvened at 1330.

Lucy White-Lehman returned to the meeting at 1330.

Mike Sims and Marcy Vinyard were excused at 1330 to prepare a case for arbitration.

Karen Amos presented the **Dallas Domicile** report. Karen reported that there have been quite a few changes in the Dallas Base Administration. Joanne Neiman left her position as a Base Coordinator and was replaced by Vicki Starky. Debbie DeVoe came from Planning to fill Jody Creery's position as a Base Coordinator in charge of OJIs. Joy McGrath, the Dallas Base Manager has decided to return to the line as a Flight Attendant. There has been much interest in her position. Karen reported on interested candidates. Karen reported that the Parking Spot experienced some problems in May with the reading of the parking cards. Flight Attendants were having problems entering and leaving the parking lots. This caused delays and one Flight Attendant had to MBL due to the problem. Karen had a meeting with Joy McGrath and they came to the agreement that the MBL would be removed and that anyone who experienced a similar problem would be treated the same. The Parking Spot card reading system was supposed to be repaired by June 2nd; however on June 13th an Employee reported that his card was unreadable. Karen stated that the situation will be monitored until it is alleviated in full. Karen reported that she received a complaint from a Flight Attendant regarding Scheduling assigning multiple reserves to a pairing rather than keeping one reserve to a pairing when the reserve is legal to fly the entire pairing. The Flight Attendant understood that the Company has the right to manage, however wanted this issue to be brought to Boards due to the concern of the practice being an unwise use of monies. Karen informed the Board that the Dallas Base Manager and Assistant Base Manager have requested to meet with Karen for lunch to go over current issues to try to improve the communication between Management and the Union. Due to Joy's transfer to the line, Jan requested that she and Karen meet in June. There have been multiple Dallas Flight Attendant complaints regarding one Dallas Supervisor. These Flight Attendants have received incorrect information from this Supervisor and would like the situation addressed with Management. Karen will meet with Joy and Jan regarding this issue. Karen informed the Board that the Union Red Rack has been updated and all publications have been dispersed, including the Election Committee publication being placed in the glass case.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the month of May kept him and the Phoenix Shop Stewards very busy. They had numerous meetings ranging from file reviews to fact-finding meetings. Bill expressed that he is very proud of the Shop Stewards and how they have handled themselves. Bill informed the Board that the lounge and access to the Inflight break room continues to be an issue for Flight Attendants and Bill will continue working on these issues and will keep the Board informed. Bill stated that he has had numerous meetings with Management as well as the City of Phoenix on the parking situation. They are starting to follow state law regarding carpooling and how one qualifies for parking. By the time this is published, the new rules will take effect. There are a few criteria that must be followed in order to qualify for the parking but the main two are that carpoolers live within the same area and fly similar schedules. Bill will keep the Board and the Membership updated on any changes that take place. Bill stated that the month May brings Memorial Day weekend and all the festivities that come with it. Bill was asked to help with a picnic in the east valley on the Sunday before Memorial Day. His part in the festivities included everything from grilling to presenting a speech in Spanish on the importance of Unions and how the SWA Flight Attendants acquired a great Contract for the airline industry in this day and age. The East

Valley Hispanics Labor Group is a new group and helps in organizing workers performing daily work as well as those holding full time jobs. This was the first picnic for the group and all went well with the event. Bill noted that the event received some media coverage as well. On a different subject, Bill reported that the Phoenix Base will be losing their Base Manager the end of the month. Bill informed the Board that Kathy Peters will be taking a new position in Dallas and she will be missed. Bill stated that the Phoenix Base wishes her well in her new position. As of publication time, there has not been an announcement of a new Base Manager. In committee news, Bill has been asked to participate on the Inflight/Provisioning Committee. Bill stated that he will keep the Board and the Membership informed of the happenings in this group.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy reported that Melvin Gunderson #59515 was promoted to Inflight Supervisor on June 1, 2005 shortly after completing probation. His Inflight hire date was November 22, 2004. Lucy also reported that BWI won the Best Customer Service Award and Most Improved Base for liquor sales for 2005. BWI Flight Attendant Pam Roberts won the President's Award. In other business, Lucy attended the New Hire Base Orientation on May 24 and distributed the New Hire welcome cards in the boxes. Lucy also attended the charity event, Runway on the Runway, on May 12th. The charity event raised over $20,000 and benefited the Ronald McDonald House. Lucy informed the Board that the new lounge opened on May 26th, but the construction continues. The lounge is missing door handles, the elevator doesn't always work nor is there a FIDs monitor in the lounge and there is not a television for Airport Standbys. Lucy went on to say that the location of the liquor drop has also been a issue due to the ongoing construction. BWI's second liquor drop, which is located in baggage claim, was closed because someone in Customer Service thought the second liquor drop was temporary. This decision was made without consulting or communicating with Inflight. BWI Base Manager Tonja Harler contacted a Customer Service Manager and the liquor drop was reopened. Four days later, Customer Service closed the liquor drop again citing that too many people had the combination to the safe. Again, this was done without Inflight's knowledge or consent. Lucy has contacted Tonja regarding the problem and is waiting for a resolution.

Jimmy West verbally presented the **Orlando Domicile** report. No written reports were submitted.

Michael Massoni presented the **Safety Team** report. Michael reported on the following items:

- Aviation Safety & Health Data Base (ASHDI)- Reports Under Review
- Southwest Airlines Event Notification System (ENS)- Fielded Events for the Period
- Cabin Security Mirrors Relocation
- Corporate Emergency Response Drills
- Blood Borne Pathogen Training
- Open Discussion Items

Michael informed the Board of his standing meetings.

Ron Regan presented the **New Hire Committee** report. Ron reported that earlier this month, he, along with Thom McDaniel and Marcy Vinyard represented the Local in a presentation to New Hire Class #216. Ron stated that there were 121 New Hires in the class and that many of the class members signed up to contributed to COPE. There were 103 of the New Hires in Class #216 signed up to contribute to COPE and for the chance to win a Red Pass. The winner of the Red Pass was Kismet Castleberry #77761. The Local would also be hosting a dinner for the New Hires at their hotel at 1800 that evening.

Thom McDaniel returned to the meeting at 1435.

Kathy Anderson will speak with Portia Reddick White and ask Portia if she is interested in serving as Chairperson of the Civil and Human Rights Committee.

The Board discussed the disposition of a grievance.

Thom McDaniel was excused to prepare for an arbitration. Michael Massoni chaired the meeting.

Karen Amos made a motion to purchase a $100 gift certificate to Pappas Steak House for Jerry Lindemann in appreciation for his services as TWU Local 556 Webmaster. Lucy White-Lehman seconded the motion. The motion **carried.**

Gayle Ross entered the meeting at 1510 to present a grievance.

The grievant entered the meeting at 1520 to address the Board.

Thom McDaniel returned to the meeting.

Gayle Ross and the grievant were excused at 1540.

Gayle Ross entered the meeting to present a grievance and was excused.

Gayle Ross was excused.

The Board took a conference call from Allyson Parker-Lauck from Spain – Allyson checked in to make herself available for any Executive Board business. Allyson also reminded Officers of the July 5 deadline for ***UNITY*** articles.

Gayle Ross entered the meeting to present a grievance and then was excused.

Amy Neeper entered the meeting at 1635 to present a grievance and was excused at 1640.

Michael Massoni made a motion that Gwen Dunivent and Thom McDaniel attend the Texas AFL-CIO Convention. Kathy Anderson seconded the motion. The motion **carried.**

The Board discussed the content and procedures for reviewing the minutes.

Lucy White-Lehman made a motion that the Board review the content of the current month's minutes before adjournment of said meeting. Jimmy West seconded the motion. The motion **carried.**

The Board reviewed the findings of the Inflight Audit Committee.

Marcy Vinyard, Mike Sims and Mark Richard entered the meeting at 1720 to update the Board on industry issues.

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

Thom McDaniel adjourned the meeting at 1735.

The Board hosted a dinner for the New Hire Class from 1800-1930.

Wednesday June 15, 2005

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Ron Regan, Kathy Anderson, Karen Amos, Mike McCarthy, Lucy White-Lehman and Jimmy West.

Marcy Vinyard and Mike Sims were excused for an arbitration.

Stacy Martin was excused for Medical Leave.

Bill Bernal was excused for a doctor's appointment.

Allyson Parker-Lauck and Mark Torrez were excused for vacation.

The Board discussed the Contract language and interpretation for supervisor seniority. The Board **tabled** the discussion until the next Board meeting.

Daryl Krause, Joe Mayers and Russell McCrady entered the meeting at 0900 to address the Board on issues in the Inflight Department.

Daryl Krause, Joe Mayers and Russell McCrady left the meeting at 1025.

The Board took a break and reconvened at 1050.

Michael Massoni was excused at 1050 to attend a Safety Meeting with Daryl Krause, Vic Zachary, Laurie Hayden, Paula Gaudet and Russell McCrady on CISM Notification.

Jimmy West made a motion to donate $100 to the American Foundation for Suicide Prevention (AFSP) in memory of Flight Attendant Leroy Mascarenas. Mike McCarthy seconded the motion. **All voting Members voted in favor.**

The Board discussed the importance of Officers being updated on Executive Board Meetings when they are absent.

Cindy Ritner and Lisa Trafton entered the meeting at 1120 present the **Scheduling Committee** report. Cindy and Lisa reported on the following:

- Committee Update on Members
- The Work of Richard Locher and Lisa Trafton in Crew Planning
- Lisa Trafton's most current projects
- EBS Flight Attendants in the Lounges
- Paperless Bidding for the September Schedule
- The 'Maryland One' "flyby"
- Talks with Joe Mayers and Tim Chaffin
- Meeting with Joe Mayers the first week of July
- Scheduling Committee Article
- Presentation on SynStat scheduled for July or August Board Meeting

Cindy requested feedback from the Board on the lower number of 4 day trips.

Cindy Ritner and Lisa Trafton were excused at 1215.

Michael Massoni entered the meeting at 1215.

Mark Richard, Marcy Vinyard and Mike Sims entered the meeting to brief the Board on an arbitration.

The Board broke for lunch at 1310 and reconvened at 1400.

Mike Sims and Marcy Vinyard were excused to meet with Legal Counsel, Mark Richard.

Ron Regan distributed to the Board and explained the letter dated June 13, 2005 to TWU International Secretary/Treasurer John Kerrigan from Michael Massoni and Ron Regan Re: Adjustment of YTD Income & Disbursement.

Ron Regan presented the April 2005 Financial Report for approval. Mike McCarthy made a motion to approve the Financial Report. Michael Massoni seconded the motion. **All voting members voted to approve the Financial Report.**

Lone Star Checks #9019-9083 were presented.

The Board discussed the real estate needs of the Local as well as options on the building the Local is currently leasing.

Mike Sims and Marcy Vinyard entered the meeting at 1510.

The Board discussed publishing an article in one of the Unity publications on the future real estate needs of the Local. Ron Regan, Mike Sims and Michael Massoni will work on this project and stated that their goal is to publish an article by 4th quarter 2005.

Jimmy West was excused at 1515.

Kathy Anderson presented the May 2005 Executive Board Minutes for approval.

Mike McCarthy made a motion to **approve** the minutes as amended. Marcy Vinyard seconded the motion. The motion **carried.**

Thom McDaniel was excused at 1530.

Michael Massoni chaired the meeting.

Michael Massoni updated the Board on the construction of the new Local 556 website.

The Board agreed to go forward with the new website.

The Board agreed to present a gift, not to exceed $50, to Bob Florsheim at the Crowne Plaza Hotel in Dallas, in appreciation for his hard work in putting together the New Hire Dinners given by the Local for the new Flight Attendant classes.

The Board reviewed the unofficial minutes from these proceedings for content per the motion made earlier in this meeting. All present agreed on the content.

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

Michael Massoni adjourned the meeting at 1635.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McD

Thom McDaniel
President