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

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Executive Board Meetings
January 10, 11, 12, 2006
Synopsis

Tuesday, January 10, 2006
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Ron Regan, Kathy Anderson, Bill Bernal, Mike McCarthy, Mark Torrez and Jimmy West.

Marcy Vinyard and Mike Sims were excused to present an arbitration case.

Stacy Martin was in transit and Karen Amos was excused to retrieve him from the airport.

Allyson Parker-Lauck was excused to go to the printer.

Lucy White-Lehman was excused due to Maternity Leave.

Karen Amos and Stacy Martin entered the meeting at 0840.

Officers bid weeks for Emergency On-Call duty for the months of January- April, 2006.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the Dallas base underwent a major renovation in the month of December 2005. Management (Daryl Krause and company) will preview the new lounge configuration on January 10th. Karen informed the Board that on December first Lorie Powell conducted the Hurricane Katrina raffle benefiting the SWA Catastrophic Fund. Karen reported that during the month of December there were two meetings with Management related to one incident. Vince Eakes was the representative at the meetings. Vince also took on the task of printing and distribution of the DOL materials and the newly printed bylaws. Karen went on to state that all Union publications have been distributed and the Union Red Rack is in order.

Stacy Martin presented the **Houston Domicile** report.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the months of November and December kept him and the Phoenix Shop Stewards busy with the Katrina Raffle, the Toys for Tots Drive and meetings with Management. Bill informed the Board that he had received reports of

Open Time and Scheduling problems from Members. The Open Time issues involved Flight Attendants' unsuccessful attempts to log on and/or the inability to receive Open Time on time, as well as trip trade problems. Bill reported that the Phoenix base collected over $1000.00 from the Katrina Raffle that went toward the Southwest Airlines Catastrophic Fund. The Toy for Tots Drive was a great success as well. Bill expressed thanks to all of the Flight Attendants who contributed and participated in making these two events a great success. Bill reported on the meetings with Management that dealt with everything from terminations to Probationary's file reviews. Bill stated that Phoenix has a talented staff of Shop Stewards that have helped out with some of these meetings. Bill stressed the importance of Flight Attendants knowing what is in their files and to keep track of their attendance point status. Flight Attendants may request any of the information from their files with a written request. Bill stated that is currently working with the City of Phoenix on the parking problems at the airport. Bill asks that Flight Attendants write up any problems with parking and drop them the Union Box by the red rack. Bill informed the Board that he flew December 6/7 and 8/9 PC55 and PT05 thereby fulfilling the bylaw requirement. Bill expressed thanks to Mark Savage and Brent Kasper for helping out in November and December. The Union Red Rack and Glass Case have been cleaned out.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the end of October and beginning of November brought to light a lot of major companies trying to break major union contracts. Dominick's is first in doing this threatening that if major concessions are not met by the union they will close all the stores. The union voted down the offer 100% no. Mike reported that our brothers and sisters have, at the UCFW, donated coupons for free milk, eggs bread and bacon and cheese. These coupons have been hanging up in the Union Red Rack for Local 556 Members to use. Mike also reported that Open Time went well and everyone enjoyed the hot dogs he provided. Mike stated that Maestro worked flawlessly, and trips went very quickly. Mike went on to report that on December 17th that he with the help of other Members delivered 150 quality toys and $300.00 to the Marines Armory collection site. The Marines were kind enough say that it was the most generous group donation yet this year. Mike added that about fifty other toys were given to the Department of Children and Family Services for their children.

Mark Torrez presented the **Oakland Domicile** report. Mark reported that since the last meeting of the Executive Board, he is in compliance with bylaws for the previous quarter by flying pairing number OAO2 on 12/29/05. He also reported that the Union Red Rack, Glass Case, and Union Briefing Book are all updated. He went on to state that all Union publications have been distributed to the Flight Attendant mailboxes. Mark stated that four large boxes of toys were donated to the Toys for Tots drive and that the Oakland base raised $805 for the Southwest Airlines Catastrophic fund during the Hurricane Katrina raffle. Mark also noted that two different lounge mobilizations were held during Open Time in October and November and were well received by the Flight Attendants. Mark reported that there have been many changes to Oakland Inflight Management. Doreen Warner was appointed to the Base Manager position and Janet Hord has been promoted to Inflight Supervisor. Felicia Crosby is returning to the line as is Brian Wallen from Recurrent Training. SWA has hired three new supervisors from outside SWA to fill vacancies. Fortunately all three have flying experience with other airlines, two from Northwest and one from American. There have been several terminations in Oakland due to sick leave abuse. One has since been resolved favorably thanks to the Grievance Staff. Mark informed the Board that he is continuing to work on resolving parking issues in Oakland. Currently, due to construction there has been a massive overflow problem in the employee lot. Several Flight Attendants have had to use an MBL even after arriving at the airport 1 hour prior to their departure times. Security in the parking lot continues to be a problem. Mark informed the Board that with the resurgence in MBLs from local Flight Attendants, there has also been a rise in the complaints over the location and functionality of the check-in phone. The check-in phone is not in an accessible location and Flight Attendants find themselves bombarded with customer service questions from passengers while trying to check-in. With the opening of the new terminal looming, Flight Attendants are also beginning to ask if the bag room and safe will be moved to a more appropriate area. Mark noted that he has not had access to the information. Finally, Flight Attendants continue to be without a bulletin board available for posting miscellaneous items. Mark added that the internet has been disconnected for no apparent reason.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the Toys for Tots drive in Orlando was a huge success this year. Orlando had two large boxes that overflowed and Jimmy was required to make two trips to the drop off point because all of the toys would not fit on the first trip. Jimmy also reported that the Hurricane Katrina raffle benefiting the SWA Catastrophic Fund did not do as well because in the MCO station, there were 4 other raffles going on at the same time. In other base business, Jimmy reported that Orlando has had 2 terminations and 2 other meetings in December. Jimmy stated that he was available to do the meetings but was not contacted by the office. Jimmy contacted these 2 Members to inform them of why he was not present at their meetings. Jimmy informed the Board that Helen Hancock is the new Orlando Base Manager. There is currently not an Assistant Base Manager. Jimmy informed the Board that he is in compliance with Article VII (g) of the bylaws.

Committee Reports
Thom McDaniel updated the **Civil and Human Rights Committee** report. Thom informed the Board that Houston Shop Steward Michael McNeil will be traveling to Baton Rouge, Louisiana for the Martin Luther King birthday celebration.

Kathy Anderson made a motion to contribute $100 to the Martin Luther King Birthday Celebration event. Mark Torrez seconded the motion. The motion **carried.**

Michael Massoni presented the **Safety Team** report. Michael reported on the following open and/or resolved action items:

- Aviation Safety & Health Data Base (ASHDI)- Reports under review and received to date
- Southwest Airlines Event Notification System (ENS)- Fielded events for the period
- Update on Flight 1248

Michael Massoni updated the Board on the Flight 1248 accident in MDW.

Allyson Parker-Lauck entered the meeting at 0850.

Kathy Anderson presented the **Health Committee** report for Gayle Ross. Gayle reported that she and Michael Massoni attended the Air Quality Conference in Los Angeles. The study would be very beneficial, but there are obstacles to conquer before the study will be realistic. The December Health and Safety Committee meeting was cancelled due to the MDW accident. Gayle reported that she had been working with Nick Gregorash in Occupational Benefits regarding two claims adjustors with Cambridge. The two adjustors serve SWA Flight Attendants in Oakland and Chicago. Gayle noted that there have been numerous complaints regarding these adjustors. Gayle stated that she filed complaints against them and they are being researched. Gayle reported that she set up Nurse Case Managers in two of the incidents, so the Flight Attendants would have an intermediary with whom to discuss their cases. Gayle informed the Board that she published two articles since her last report. Gayle reported that there has been a positive response from the Flight Attendants on her FMLA article. Gayle informed the Board that her article entitled 'Flu Facts' would be in the January ***UNITY*** Magazine. Gayle stated that the Company does not view the "Bird Flu" as a threat to the Flight Attendant work group, so they did not see a reason to publish information. They did submit a brief statement on SWA Life after Gayle contacted them about the subject. Gayle noted that she wrote the article so that the Flight Attendant group would be informed. Gayle informed the Board that she asked Brent Harper at Dallas Headquarters to publish in their briefing book information about the Flu shots, which were being offered at SWA Headquarters and in the Dallas lounge. Brent told Gayle that he did not feel it was necessary. Gayle contacted the Dallas base and they put out a Maestro message to the Dallas base. In other Health Committee business, Gayle has been working with the Hotel Committee due to reports concerning hotel conditions affecting Flight Attendants' rest and van schedules affecting Flight Attendants ability to get through security. The Committee has been very helpful. One crew van is having the emissions and exhaust corrected. The Jacksonville van times are being adjusted and a complaint was filed against "Terrible's" in LAS. Gayle went on to report on other issues with which the Health Committee deals. She stated that there had been numerous FMLA, Medical Leave and OJI issues which had been handled each on an individual basis. Gayle informed the Board that she is planning on working with Stacy Martin on the next Health Committee article. The article will deal with the Health Insurance Benefits here at SWA. Stacy will share some personal viewpoints in the article.

Karen Amos presented the **Uniform Committee** report. Karen reported that the Uniform Committee is addressing uniform fabrics and cut/fit. Karen submitted a folder of tentative items for the Executive Board to review and offer feedback. She reported that sample uniform items that were displayed in the folder were modeled before the committee and change recommendations were recorded by the manufacturer (Cintas). Cintas will take the recommendations of the committee and will alter the uniform pieces. The new pieces will then be brought before the committee for further review.

Thom McDaniel presented the **COPE and Legislative Committee** report. Thom reported that during the month of December, most Legislative efforts were directed at attempts to prevent changes in the TSA policy that would allow sharp objects such as small scissors and screwdrivers on passenger aircraft. Thom McDaniel, Michael Massoni, and Portia Reddick White worked together on media interviews and submitted testimony to the Aviation Subcommittee in support of the "Leave All Blades Behind" bills in the House and the Senate that would legislate items that would be allowed on commercial aircraft as opposed to making the decisions at the discretion of the TSA. Through Local 556 efforts national attention was brought to this issue including interviews with MSNBC, Good Morning America, CNN, CBS Radio, and the Associated Press as well as numerous local TV stations, radio stations, and newspapers. Local 556 continues to work with all other Flight Attendant Unions to pass the "Leave All Blades Behind" Legislation. Thom also reported that TWU Local 556 has continued to support SWA efforts to lift the Wright Amendment.

Our joint efforts met with some success with Missouri being added to the list of states that can be serviced out of Love Field. Southwest Airlines immediately began service to Kansas City and St. Louis. Thom updated the Board on additional local initiatives to repeal the Wright Amendment. Thom informed the Board that the TWU COPE/Legislative Conference will be held Monday, March 6 through Wednesday, March 8 at the Washington Court Hotel in Washington, D.C. Thom McDaniel as well as other Members will attend and is approaching other interested delegates. He will also be coordinating meetings with key Senators and House Members regarding their supports for issues that are important to our work group and our Company.

The Board looked at the AFA "Leave All Blades Behind" flier and agreed the issue was important enough to reach all SWA Flight Attendants. The Board agreed that the TWU logo should be on the flier for distribution to SWA Flight Attendants. Thom McDaniel will contact AFA for permission to reprint and distribute the flier to the Membership of Local 556.

Kathy Anderson presented the **Professional Standards Committee** report for Eastern Division Co-Chairperson Jean Chandler. Jean reported the following:

- Total calls received-18
- Calls resolved favorably-16
- Calls involving Pilots-3
- Calls pending-2

Jean informed the Board that an article was submitted to Allyson Parker-Lauck for publication in the UNITY Newsletter in hopes to further encourage the use of this committee by Members.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that the January issue of ***UNITY*** Magazine was being printed and should be distributed the following week. Allyson also updated the Board on istockphoto.com, a website that provides inexpensive royalty-free photos for download. At the conclusion of her report, Allyson reminded the Board of the upcoming publication deadlines.

Karen Amos presented the **Drug and Alcohol** report. Karen reported that during the month of December one Flight Attendant sought treatment through the assistance of the Drug and Alcohol Committee. This individual was placed in the Father Martin Ashleys facility and did very well. Follow- up treatment referrals were researched and to date the individual is adhering to abstinence and is in a good support group. Information and counseling received at this treatment center has been highly rated by the Flight Attendants that have received treatment at Father Martin Ashleys.

Kathy Anderson presented the October Executive Board Meeting Minutes for approval. Ron Regan made a motion to approve as amended. Mark Torrez seconded the motion. The motion **carried.**

Kathy Anderson presented the November 8, 2005 Executive Board Meeting Minutes from the Strategic Planning Session for approval. Allyson Parker-Lauck made a motion to approve the minutes. Ron Regan seconded the motion. The motion **carried.**

Kathy Anderson presented the December 13, 2005 Special Meeting of the Executive Board via Conference Call minutes. Allyson Parker-Lauck made a motion to approve the minutes as amended. Bill Bernal seconded the motion. The motion **carried.**

The Board discussed subscribing to ***AFA Summary of Flight Attendant Agreements.*** The Board agreed not to subscribe at this time.

The Board reviewed the Vacation Allotment System document provided by Cindy Ritner.

The Board reviewed Flight Attendant Dino McGill's seniority issue. The Board agreed that the issue was not within the Union's scope of authority.

Cindy Ritner entered the meeting at 1440 to answer questions about the Vacation Allotment System.

Cindy Ritner was excused at 1500.

The Board discussed Open Time issues and other Scheduling issues.

Marcy Vinyard entered the meeting at 1530.

Marcy Vinyard presented her **Officer** report at this time. Marcy updated the Board on the Office and the resolutions to pending staff issues. Marcy also reported that she has been assisting with grievances including the Reserve Arbitration case. Marcy went on to update the Board on several Scheduling issues on which she is currently working. Marcy also reported on her role on the Go Team for Flight #1248.

The Board discussed topics for future ***UNITY*** publications.

Mike Sims entered the meeting at 1540.

Mike Sims and Marcy Vinyard updated the Board on the Reserve Trade arbitration.

Mike Sims presented his **Officer Report** at this time. Mike reported that he and Kathy Anderson traveled to San Francisco for the Early Neutral Evaluation (ENE) on a lawsuit filed against the Local by a grievant. Mike explained the process of the ENE. The lawsuit has been withdrawn.

Mike Sims presented the **Grievance Committee** report. Mike reported that the number of grievances is rising due to terminations for sick leave abuse. Mike also updated the Board cases slated to go to Board of Adjustment and Arbitration.

The Board continued to discuss topics for the ***UNITY*** publications.

The Board discussed topics to be discussed with Daryl Krause the following day.

Kathy Anderson made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1715.

Wednesday, January 11, 2006
Thom McDaniel called the meeting to order at 0830.

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

Ron Regan was excused due to personal medical illness.

Lucy White-Lehman was excused due to Maternity Leave.

The Board reviewed the revisions to the TWU Local 556 Policy and Procedures Manual.

Michael Massoni was excused at 0845 to attend a meeting on Crew Web Access.

Daryl Krause entered the meeting at 0900.

Daryl Krause was excused at 0940.

The Board took a break and reconvened at 1000.

Catherine Rea and a grievant entered the meeting at 1000 to address the Board on a grievance.

Catherine Rea and the grievant were excused at 1040.

The Board continued to review the grievance.

Catherine Rea and a grievant entered the meeting at 1110 to discuss a grievance.

Michael Massoni entered the meeting at 1110.

The grievant was excused at 1130.

Catherine Rea was excused at 1135.

The Board continued to review the grievance.

The Board broke for lunch and reconvened at 1300.

The Board reviewed 9 grievances.

Gayle Ross entered the meeting at 1350 to present a grievance.

The grievant entered the meeting at 1400 to address the Board.

Gayle Ross and the grievant were excused at 1435.

The Board continued to review the grievance.

Kathy Anderson presented the **Professional Standards** report for Western Division Co-Chair Lorie Powell. Lorie reported the following:

- Calls Received- 9
- Calls Worked- 6
- Unresolved Issues- 1

The Board continued to review the revisions to the Policy and Procedures Manual.

Marcy Vinyard reminded those present the procedures for filling out and submitting their timesheets.

The Board reviewed the Strategic Plan 2006 goals document created at the Strategic Planning Session in November 2005.

Kathy Anderson will amend the document after each review with amendments and as goals are met.

The Board discussed and agreed to adopting a roll call method for verifying Officer compliance with Article VII (g) of the bylaws.

Allyson Parker-Lauck made a motion that Stacy Martin be excused from 4th Quarter 2005 the flying and/or lounge mobilizations requirements stated in Article VII (g) of the bylaws. Michael Massoni seconded the motion. The motion **carried.**

Michael Massoni updated the Board on the Crew Web Access (CWA) meeting he had attended earlier that day.

The Board reviewed a grievance.

The Board revisited the issue of subscribing to the ***AFA Summary of Flight Attendant Agreements.***

Kathy Anderson made a motion to subscribe to the ***AFA Summary of Flight Attendant Agreements*** at an initial cost of $225 and $125 thereafter as needed. Marcy Vinyard seconded the motion. The motion **carried.**

The Board discussed minutes.

The Board agreed that the previous months Executive Board Meeting minutes would be sent out in draft or PDF form with the agenda prior to Board meetings.

Stacy Martin made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1710.

Thursday, January 12, 2006
Thom McDaniel called the meeting at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Mark Torrez and Jimmy West.

Lucy White-Lehman was excused for Maternity Leave.

Officers bid Emergency On-Call Duty weeks for January-March 2006.

Ron Regan presented the October 2006 Financial report for approval.
Bill Bernal made a motion to approve the October Financial report. Marcy Vinyard seconded the motion. The motion **carried.**

Ron Regan presented the November 2006 Financial Report for approval.
Marcy Vinyard made a motion to approve the November Financial report. Mike McCarthy seconded the motion. The motion **carried.**

Lone Star Check #s 9419 and 9486-9424 and 9487 and 9544 were presented.

Maria Dixon Ph.D. from SMU entered the meeting at 0900 update the Board on the study on SWA Flight Attendants that she and her students have been working on for the last year.

Maria Dixon was excused at 1020.

The Board reviewed a grievance.

Gayle Ross and a grievant entered the meeting at 1035 to address the Board.

Gayle Ross and the grievant were excused at 1055.

The Board continued discussions on the grievance.

Cindy Ritner entered the meeting 1120 to present the **Scheduling Committee** report. Cindy updated the Board on SynStat. Cindy also expressed that she would like to lead a Membership Mobilization on the effect of recent schedules on the Membership's quality of life. Cindy stated she has received many complaints about the recent schedules. Cindy went on to report on Scheduling Policy and the Vacation Allotment system. Cindy expressed the importance of having the support of the Executive Board.

Cindy Ritner was excused at 1145.

The Board agreed to authorize Cindy Ritner to propose the Vacation Allotment Proposal to the Company.

The Board reviewed a grievance.

The Board broke for lunch and reconvened at 1330.

Correspondence
The Board reviewed the following correspondence:

- Letter to Thom McDaniel from Daryl Krause Re: Providing permission for the Local to initiate The Toys for Tots drive in the Flight Attendant lounges.
- Letter to the Docket Management System US Department of Transportation from Michael Massoni Re: Comments on Flight Deck Door Monitoring and Crew Discreet Alerting System
- Letter to Professional Flight Attendant Association (PFAA) President Guy Meek from TWU Director Air Transport Division International Executive Vice President James C. Little Re: Stating that TWU is not engaged in a representation campaign to unseat PFAA.
- Letter to Thom McDaniel and Michael Massoni from Lori Bassani Re: A note of thanks for the reciprocal cabin seat agreement between Southwest Airlines and American Airlines
- Letter to All International Officers, Staff and OPEIU Local 153 Personnel and All TWU Presidents from TWU International President Michael T. O'Brien Re: The passing of the father of TWU General Counsel David Rosen
- Letter to the Executive Board/TWU Local 556 from a Member Re: Repeal of the Wright Amendment

The Board reviewed the list of Hurricane Katrina affected Flight Attendants to be sent to TWU International to benefit from the TWU Hurricane Katrina fund.

The Board reviewed the Report on the Examination of Financial Statements for the years ended September 30, 2005 and 2004 submitted by the CPA for the Local, Albee M. Richardson.

The Board reviewed the summary of the 2005-2006 Fiscal Year Budget.

The Board agreed that if a Member requests financial information from the Local, that Member must put information requested in writing. In addition the Member would agree to be scheduled to meet at a mutually agreed time and date and that a 3rd party, such as the Local's CPA, may be present at the meeting. The Board agreed that this policy would be added to the Policy and Procedures Manual.

The Board reviewed information on real estate options that could possibly fulfill the needs of the Local.

Allyson Parker- Lauck and Ron Regan agreed to work on an informational article on the lease/purchase of a building for the Local to be published in the March Unity Update. The article would be intended to inform Members of some of the facts and figures prior to the April 2006

Membership Meetings. Discussion of the lease or purchase of a building will be included on the agenda in New Business for the 2nd Membership Meetings 2006.

The Board approved 8 pages for the March 2006 *Unity Update*.

Bill Bernal asked if new picket signs were received from TWU International. Jim Gannon of TWU International was to send 70 signs per base. They have not arrived at the Local office. The Domicile Executive Board Members requested that the signs be sent to their homes.

The Board discussed Lounge Mobilizations regarding bid lines for the Scheduling Committee.

Gayle Ross entered the meeting at 1440 to ask the Board for approval to contact the Harris County AFL-CIO to provide information on the Bayshore Medical Center Labor Council VIP Courtesy Program. The Board agreed to approve.

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

Thom McDaniel adjourned the meeting at 1450.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McDaniel

Thom McDaniel
President