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

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Executive Board Meeting
January 9, 10 & 11, 2007
Synopsis

Tuesday January 9, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Kyle Whiteley led the Board in reciting the Pledge of Allegiance.

Michael Massoni read the TWU International Membership Pledge.

Thom McDaniel submitted the **President's Report**:

> *Thom reported that since the last Executive Board Meeting, he has continued to work with the Grievance Staff and completed several items including the completion of the Overlap Adjustment Settlement and a preliminary review of the Reserve Pass/Fly Agreement. He will be attending meetings in January regarding upcoming arbitration strategy as well as open grievance issues including Open Time. Thom notified the Executive Board that the Office is functioning well. Amy Neeper has turned in her resignation and will be returning to the line on February 1. Thom extended thanks to Amy for her great work. Several candidates have already been interviewed and Thom expects to fill the vacancy this week to allow for a training period for the new Staff Member. Thom reported that he held the first bi-weekly Staff Meeting of the new year on January 8, and that all Staff Members attended. Due to the vacancy created by Amy's departure, there was a rebid for shifts, so there will be some changes in that area. Thom reported that he scheduled and completed numerous radio interviews giving advice from Flight Attendants about TSA carrry-on Restrictions and other Holiday Travel Tips in an ongoing effort to enhance the reputation and visibility of our Members. Thom offered thanks to all the volunteers who offered assistance to complete the interviews. Thom also reported that there are ongoing efforts in this area. On January 7, Thom sat on a panel for the Labor and Employee Relations Association (LERA) to discuss the importance of good employee/management relations specifically how the breakdown affected our negotiations and steps made to repair the relationship since. Thom reported that he, Michael Massoni, and Gayle Ross will be attending a meeting with the FAA regarding fatigue research at the APFA Headquarters in Hurst on January 11. This meeting was rescheduled after it was cancelled in December due to bad weather. Thom will be attending all Membership Meetings in the next few weeks. Thom has invited Presidents, Health and Safety Chairs, and Legislative Representatives of all other Flight Attendant Unions and Associations for a Flight*

Attendant Legislative Strategy Session to be held at the Local 556 Headquarters on February 1. There is great interest in this meeting and we expect to have 100% participation from APFA, AFA, IAM, and the IBT. The purpose of the meeting is to determine legislative priorities for Flight Attendants and develop a strategy for success with all labor leaders working together.

Brett Nevarez presented his Report as **Board Member at Large**. There was no written report submitted.

Lucy White-Lehman submitted the **Baltimore Domicile Report**:

Lucy reported that Toys for Tots was a huge success. BWI collected 9 full boxes of toys, 2 bikes (donated by BWI Flight Attendant Denise Waynick) and $100 cash donation (from BWI Flight Attendant Sonja Rodriquez) for Toys for Tots. All toys were delivered by December 15th. Shanna Martin Scholarship winner, Trevor Metzger and his Mom, BWI Flight Attendant Jackie Metzger were a tremendous help in coordinating drop off's to the Marines. Lucy updated the board on the changes in the office in BWI,: Supervisor Roger Proudfoot will return online January 16th, Yolanda Baughn transferred from OPS in December to BWI Inflight as a Specialist. BWI Assistant Manager position has been posted again. All Publications have been distributed as well as BWI New Hire Welcome cards and union pins for class 229. Lucy also reported that BWI had 4 Fact Finding meetings since December Boards: two regarding UM's deplaned in the wrong city and two for Abuse of sick leave. All meetings resulted in Class IV or Class V, except the Probationary who was terminated for abuse of sick leave.

The Board discussed recent changes made by Inflight Management in discipline issued to Flight Attendants for deviating from Unaccompanied Minor (UM) procedures.

Gwen Dunivent submitted the **Dallas Domicile Report**:

Stacy and I presented our first Board of Adjustment on December 15, 2006. The case resulted in a deadlock, and has now been scheduled for Arbitration on March 7, 2007. The hearing went well and our team worked well together during the preparation and presentation phase, and we certainly appreciate all the help and guidance we received from Garry Drummond. Garry has agreed to present the Arbitration in this case, and our team will be assisting him. Amy Neeper assisted me in delivering our Toys for Tots to the warehouse in Grand Prairie on Saturday, December 16. The gifts that were brought to our office's Open House were a welcome addition to the toys from the Dallas Inflight Base. Next Christmas I will be approaching the Parking Spot, where Dallas Flight Attendants park, about setting up a drop box for toys out there, so that the toys don't have to be hauled into the terminal and screened through security. I flew pairing DS08 on November 17 and 18. This was a Midland overnight, and our Board of Adjustment case centered on an alleged incident in the Midland hotel, so I was able to do some valuable detective work on the layover, as well as satisfying my flying requirement. We have received a favorable decision in our second Arbitration as a team, and are expecting a decision in our third case any time now. We had two Arbitrations and one Board of Adjustment in the final quarter of 2006, so our team has been very busy and working extremely hard. In addition to attending discipline meetings at the Base, I have updated my glass case and my red rack. Unity Update was distributed in Dallas by Kimberly Colmanares and Tanya McGrath. I am looking forward to spending more time in the Dallas Base this year.

Jill van der Werff presented the **Houston Domicile Report**. There was no written report submitted.

Susan Kern submitted the **Orlando Domicile Report**:

MCO had an uneventful holiday season, and is now gearing up for the anticipated growth. Although there were no vacancies in February, we still need an approximate 240 more Flight Attendants to staff the additional 5 terminating aircraft we are receiving in March. The class beginning on January 29 will have 76 participants, so the possibility of force-basing into MCO is very real. I have been assured by MCO Management that the New Hire classes have been made aware of this. In accordance with the upcoming growth, no progress has been made on lounge construction, although the interim plan is to reassign the existing office space the week of January 15 to approximate the look of an IROCS-completed lounge. The GOAA in MCO still has not signed off on the new check-in phone, and the hope is that with the holidays behind us, some progress can be made. At this point we are the only base without a phone outside checkpoint. In response to the large number of New Hires in MCO, several Shop Stewards have stepped forward to assist with education and acclimation. Robert and Kat Skye are working with me to develop information regarding commuting, and Jim Pelt and Darryl Padgett have committed to working 4 hr shifts in the lounge on 8 different days to answer any questions regarding Reserve during the month of January. My goal is to continue offering these types of educational sessions over the course of the next several months. There are many social/civic events occurring in January. The most noteworthy would be the retirement of Gwen Carson, who has been a fixture in the MCO office since the base opened. She was previously in OAK, and there will be a farewell party for her on 1/10. She will be missed. The Toys for Tots campaign concluded on 12/13, and 3 large boxes of toys plus checks totaling $45.00 were delivered to the Marines that day. A few days later I received a call from an MCO First Officer who is a Reservist assigned to the unit that conducts the Toys for Tots program, asking for help in sorting the toys. Next year I will contact him in November and expand our participation. Unity Update was distributed on 12/23 and the Red Rack/Union Case are up to date.

Kyle Whiteley submitted the **Chicago Domicile Report**:

Chicago has been very quiet lately with regards to discipline meetings. I have only had two meetings over the past month. We now have four new Supervisors working in the office. One has completed Initial Training and the others will be attending the next class. Three of the new Supervisors have flown, the other is from Reservations. There should be two more supervisors hired in the coming month. We have a new unofficial "policy" in Chicago with regards to sleeping in the Crew Lounge. David Curry was in Chicago and noticed three people sleeping across the couches in front of the television. He felt it was unfair to the other Flight Attendants to have our limited seating taken in such a manner. Our Supervisors were then directed to wake anyone they witnessed sleeping the in Crew Lounge. This resulted in several phone calls both to myself and the Union Office. Simon and I had numerous conversations regarding this issue and have come to the following agreement. During peak check-in times, Flight Attendants wishing to take a nap may only occupy the space of one person. During slower hours, Flight Attendants may nap, but may be asked not to "nest." This isn't about appearances; it is more about being courteous to fellow co-workers due to our limited space. I was able to attend the memorial for Flight Attendant Elias "Scotti" Larsen. Scotti was a great Flight Attendant and will be missed. My Red Rack and Union Glass Case are up to date. I am in compliance with Bylaw Article 7, having flown pairing MC46 on December 20, 2006.

Mark Torrez presented the **Oakland Domicile Report**. There was no written report submitted.

The Board discussed making further training available for Shop Stewards.

Michael Broadhead submitted the **Phoenix Domicile Report**:

For the most part, on discipline issues, PHX seems to continue to stay on its "quiet time". PHX E connections continue to spread the word. I chose to solicit New Years greetings card for several Flight Attendants that are out on leave that I would then mail to them. I have had a very positive response to this. This one action has produced the most positive comments thus far. It might be worth building on that for something in a future UNITY. I used the photo of the "tomahawked" 737's for a PHX update and the response was great. Unity Update for December was distributed on Dec 27th. No UNITY as of this morning arrived yet. I spent two days in the lounge with staggered times and days. Got very good comments and with little or no complaints. I got a few questions about LAS and emailed them to Darryl and Dave Kissman for follow up. Dave Kissman and Roy Martin are the LAS point people for the base opening. PHX Flight Attendants enjoyed seeing a Union Rep in the lounge and had some very positive comments about this Board being the "most professional and organized" they have ever seen. The most frequent question I received in PHX is, "what does the Union think of minimums". I attended meeting with Inflight Training to review and redevelop all procedures surrounding UM's. Latest update on PHX based US Airways acquisition of Delta: The creditors committee (which has the strongest say in the matter along with the bankruptcy judge) hired former Continental CEO Gordon Bethune to review the purchase. Delta Management is not pleased with this. Mr. Bethune's first report is reportedly out tomorrow. I monitored sick calls in PHX it was uneventful. Lounge construction started last week and was delayed from last March. Toys for Tots was a huge success in PHX. I believe the totals for PHX were about seven boxes of toys and about $700 donated. I believe this was the result of the added flyer I made and distributed. There was a good showing on the delivery and posted it on the website and PHX e Connection. Two or three PHX F/A's also went out and assisted in sorting toys with the Marine Corps. This could be a big push for next year as the Marine Corps need help sorting the toys. We might consider that as an aspect for next year. I had four Shop Stewards take the offer of time in the lounge in exchange for the pay. In compliance with the flying bylaws: flew pairing PS34 in December 2006

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The Board took a break at 1000 and reconvened at 1020.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Thom McDaniel presented the **COPE Committee Report**. There was no written report submitted.

The Chair noted that Gwen Dunivent was chosen by TWU International to participate in an internship with the Department of Political Legislative Affairs in Washington, DC.

Gayle Ross submitted the **Health Committee Report**:

The meeting regarding the "fatigue" study will be held Thursday, January 11, 2007. Michael Massoni and Gayle Ross will meet with Peggy Elery Friday January 12, 2007, regarding a line on our check for short term disability insurance to be payroll deducted. I am continuing to work on providing a short – term disability option to our Membership. I am still continuing my research on companies and their policies. My next health article will address the importance of mammogram and prostate exams.

Allyson Parker-Lauck presented the **Education and Scholarship Committee Reports**. There was no written report submitted.

Michael Massoni submitted the **Professional Standards Committee Report** for Jean Chandler-Brooks, Eastern Region Chair:

Calls	*24*
Calls involving Pilots	*2*
Calls resolved favorably	*22*

Cuyler Thompson submitted the **Professional Standards Committee Report** for Lorie Powell, Western Region Chair:

Calls Received	*15*
Worked	*13*
Gone to Management	*12*

Please welcome James Malone our newest Committee Member. James was invited to join us a few years ago but was unable to do to personal reasons. We welcome his knowledge and experience. He has already worked 2 cases and gets an A+. James will be on my team DAL/PHX/OAK for 6 months then on to Jean's team. We are continuing to get calls regarding non-payment of trip trades. It seems to be on the rise possibly because of the Holidays.

Allyson Parker-Lauck presented the **Publication Committee Report**. There was no written report submitted.

Cuyler Thompson submitted the **Uniform Committee Report** for Chair Karen Amos:

The Uniform Committee met on December 6th and went over the wear test status of the new uniform pieces and what revisions need to take place prior to the release of the uniform. The shirt has been pulling; therefore, the shirt material is being looked at in order to prevent this problem. The pant legs will be cut down minimally and the Committee is making sure that the pant material will not pill. A new logo was decided on. It is a small version of the SWA plane with Southwest Airlines printed in black under the plane. The white embroidered logo will no longer be produced as the customer contact employees have expressed a need for recognition as a Southwest employee. The Committee discussed the current usage of items based on what items are ordered most. We agreed to look at a non brushed material in the pant. There was discussion regarding a new jacket, scarf, skirt and sweater. These items will be discussed further at the next meeting which will take place in February. We are fine tuning the uniform so that the final product is a quality one.

The Board **agreed** that Michael Massoni would contact Karen Amos and communicate to her the opinions of the Executive Board regarding Flight Attendant uniform changes.

The Board **agreed** that Thom McDaniel, at the request of Members, would write a letter to Paula Gaudet, Director of Inflight Standards, and ask that the Company allow male Flight Attendants to sport facial hair.

Thom McDaniel submitted the **Civil and Human Rights Committee Report** for Chair Portia Reddick-White:

Events Calendar
January 11-15, 2007
Houston, Texas

Wednesday, January 10, 2007
** Host Hotel: Hilton Post Oak (Galleria)*
** Early arrivals set up, meeting with Host Committee*

Thursday, January 11, 2007
** Registration – Hilton Post Oak*
** Health Fair for Participants – Hilton Post Oak*
** Opening Session – Hilton Post Oak – 6:00 p.m.*

Friday, January, 12, 2007
** General Session – Hilton Post Oak*
** Workshops/Panel – Hilton Post Oak*
** Delegation visit to Thurgood Marshall Elementary School – 11:00 – 1:00 p.m. (dedication of playground equipment)*
** Family Style Meal (down-home fish fry/music) – CWA, Local 6222 – 6 p.m. to 9 p.m.*

Saturday, January 13, 2007
** Community Service Projects – Board buses at 8:30 a.m. – Projects – 9 a.m. to 3:30 p.m.*

Martin Luther King, Jr.
Early Childhood Center Pre-K School (Houston ISD)
3930 W. Fuqua`
Houston, Texas 77045

Landscaping
S.H.A.P.E. Center
3815 Live Oak St.
Houston, Texas 77004

Handrail Painting and flower bed renewals, parking lot striping and outdoor carpet replacement "Our Park" (City of Houston park located next to the S.H.A.P.E. Center) – grill and bench restoration and handball court painting and other work (corner of Alabama and Live Oak)

Golden Age Hobby House
Senior Citizen Community Center
2805 Winbern St.
Houston, Texas 77004
(near the S.H.A.P.E. Center)

Landscaping and assembly of picnic tables)
** Family Style Meal (old fashioned Texas BBQ/Music) – CWA, Local 6222 - 6 p.m. to 9 p.m.*

Sunday, January 14, 2007
** Worship Service – 8:00 a.m. – Fifth Ward Missionary Baptist Church*
** Breakfast/Brunch – Fifth Ward Missionary Baptist Church – 9:30 a.m. to 11:00 a.m.*
** Awards Banquet – Hilton Post Oak – 5:30 to 8:00 p.m.*

Monday, January 15, 2007
** Breakfast – The North Houston Frontiers Club, Inc. – George R. Brown*
** MLK Parade – Downtown Houston - AFL-CIO Float with Unions Marching behind it with banners – Assemble at 9 a.m. on Texas Avenue between Hamilton and Bastrop streets*
** Busses back to the Hotel at 1:00 p.m. with transportation to the Airports (IAH and Houston Hobby) provided*

The Board discussed how to promote the January 2007 Martin Luther King Day Celebration Events taking place in Houston the upcoming weekend and recognized Houston Shop Steward Michael McNeil for his hard work and contributions to the event.

Lucy White-Lehman submitted the **Care and Concern Committee Report**:

Eighteen Care and Concern cards were sent in December and January.

The Board discussed the plaque on the wall at the Local 556 Union Office which honors deceased Flight Attendants.

Michael Massoni presented the **Information Technology Committee Report**. There was no written report submitted.

Thom McDaniel **agreed** to respond to Flight Attendants who submit ideas for the next Contract Negotiations via the new link on the TWU Local 556 Website titled, **"What's Next?"**

Michael Massoni noted that Shop Steward's personal contact information would be entered into the Laborsoft Database by their respective Domicile Executive Board Members.

Cuyler Thompson **agreed** to update the Shop Steward List on the TWU Local 556 Website. Cuyler would also provide pictures of Southwest Airlines Flight Attendants to Allied Union Services so that those on the website of non-Southwest Airlines Flight Attendants may be replaced.

The Board went to lunch at 1210 and reconvened at 1340.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Grievance Staff Member Amy Neeper and Grievance Chair Denny Sebesta entered the Meeting at 1345 to discuss a Grievance.

The Grievant entered the Meeting at 1400 to discuss with the Board the merits of the Grievance.

The Grievant and Amy Neeper were excused from the Meeting at 1420.

Amy Neeper entered the Meeting at 1425 to discuss the Grievance further.

Amy Neeper was excused from the Meeting at 1437.

Stacy Martin made a **motion** to proceed on the Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board again discussed the fact that Management was 'doctoring' Flight Attendant's Personnel files and discussed possible remedies

Thom McDaniel left the Meeting at 1446.

Michael Massoni chaired the Meeting.

Denny Sebesta presented the **Grievance Committee Chair Report.** There was no written report submitted.

<u>GRIEVANCE MEETINGS</u>
Meeting Dec. 12 – *Initial meeting to review Reserve Pass/Fly system to adhere to the 90 Day window per the Settlement letter for Grievance's 3099 and 3100 (Reserve Flipping) Director of Scheduling & Automation, Mgr. of Scheduling present for Company. Thom and Denny were in attendance for Union. Due to schedule conflicts, the Union and Management were unable to have our monthly Grievance meeting to review cases.*
<u>UPCOMING MEETINGS</u>
Meeting Jan. 29 & 30 – *Thom and Denny will meet with Mark Richard regarding Open Time Group Grievances and discuss strategy for Arbitration.*
Meeting Jan. 31 – *Director of Scheduling, Manager of Scheduling and Employee Relations will be present to discuss Reserve Pass/Fly, Scheduling issues, and Grievances that involve Scheduling*
<u>GRIEVANCES</u>
*As of Friday, January 5, the Union has a total of **73** active grievances.*
*(October update to EB was **88** grievances).*
<u>ITEMS FOR EXECUTIVE BOARD TO REVIEW</u>
Letters of Understanding

- *Reserve Jetway Trades*
- *Unscheduled Overnights between Original and accepted Reserve Days*
- *Single Hotel Rooms*
- *Charter Hotel Rooms for Greater than 4hrs Ground Time*

Reserve Pass/Fly System

- *Positive/Negative Feedback*
- *Problem with Traded day(s) forced to combine with Picked Up Day(s)*
- *Where Do We Go From Here*
- *How and What to Share with Membership*

Attendance Point History

- *Spoke with Marcy Vinyard. She said the previous Executive Board worried that the Union wasn't getting anything out of it. It puts a lot of responsibility on Flight Attendants to come in within a short period of time. The last proposal she read had all Flight Attendants banking 2 points. This could place a Flight Attendant at zero who does not want to be at zero, which creates a fresh start for point roll off.*
- *Marcy agreed to read current Management proposal and give us her feedback*

Denny Sebesta submitted to the Board copies of four (4) formal '**Letters of Understanding**' from Claire Taitte, Manager Inflight Crew Scheduling, which document agreements between Management and the Union regarding jetway trades, unscheduled overnights, and hotel rooms.

Thom McDaniel returned to the Meeting at 1454.

Cuyler Thompson left the Meeting at 1500 to resolve a computer-related issue.

Allyson Parker-Lauck recorded the Minutes.

Cuyler Thompson returned to the Meeting at 1510.

The Board reviewed and discussed Member's input regarding the **Pass/Fly Reserve System**.

The Board took a break at 1545 and reconvened at 1600.

Board Members present were Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Michael Massoni chaired the Meeting.

Denny Sebesta was a guest at the Meeting.

The Board continued to discuss with Denny the Grievance Committee Chair Report.

Thom McDaniel returned to the Meeting at 1609.

The Board discussed possible solutions to Management's Flight Attendant Point History Proposal.

Denny Sebesta was excused from the Meeting at 1630.

Michael Massoni submitted the **Safety Team Report**:

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety & Health Data Base (ASHDI) *– Reports Under Review =* ***2****:*

Report	***Acceptance Deadline***
ASHDI 1422 (SANITATION OF FIRST AID EQUIP)	*Fri 01/19/2007*
ASHDI 1481 (300/500 JUMPSEAT)	*Wed 3/28/2007*

ASHDI Incident Reports received to date:

- *All Sponsor Unions / TWU =* ***1701+ / 161***
- *Accepted Reports to date (TWU) =* ***122***
- *See Attached Detail*

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

- *12/01/06 through 12/31/06 =* ***93*** ****ALL OF 2006 to Date =* ***858********
- *01/01/07 through 01/08/07* ****ALL OF 2007 to Date =* ***28********
- *Emergencies Declared =* ***29***

- ***Standing / Scheduled Meetings****:*
  - *Friday January 19th, 2007 at 14:00 CST – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety*
  - *Thursday January 11th, 2007 at 1330 CST - FAA Fatigue Study Meeting, APFA Headquarters, Unity Pays Conference Room, Euless, TX*
  - *Thursday February 1st, 2007 at 0900 CST – Flight Attendant Legislative Strategy Meeting, TWU 556 HDQ*

The FAA *last week proposed new security requirements that manufacturers must meet when designing new aircraft, increasing cockpit protection and making it harder to hide explosives in cabin areas. In issuing this notice of proposed rulemaking (NPRM), FAA said it is bringing U.S. rules into line with ICAO regulations. Until now, the U.S. has sought exceptions to the ICAO rules. Most of the new proposals would only apply to aircraft that carry more than 60 passengers. The changes will be accompanied by six new advisory circulars, with changes to another two. Comments are due April 5. The proposal calls for bulkhead, floor and ceiling areas around cockpit doors to be strengthened against projectiles and forced entry, as well as the cockpit door itself. Future designs must also limit the penetration of smoke or other gases into the cockpit, most likely by keeping a slight difference in pressure between the cockpit and cabin. In the cabin, a smoke or gas removal system must be installed. Current rules require such a system for the cockpit. Designs must also make it much harder to conceal weapons or bombs in cabin areas, such as toilets, under seats or above overhead bins. Also, cargo compartment fire systems must be able to suppress sudden fires that could be caused by explosive or incendiary devices. A "least-risk bomb location" must be included at design stage, which would improve the effectiveness of these areas, FAA said. Redundant flight systems must be separated as much as possible.* ***Revision 81 of the Flight Attendant Manual will include many enhancements to our Unaccompanied Minor (UM) Procedures.*** *Southwest Airlines Management reached out to TWU Local 556 for input on the new procedures. Subsequent meetings were held and the new procedures were endorsed by all the parties in attendance. These new procedures ensure the safety and security of our UM passengers while giving clear direction to our operational departments on the handling responsibilities of those charged with the care of these most important of customers.* ***The 24th Annual Southern California Safety Institute (SCSI) International Cabin Safety Symposium will be held February 12-14, 2007 at the Torrance Marriott, Torrance California.*** *Attendees include: regulators, investigators, managers, training personnel, safety professionals, flight attendants, researchers, those who design and deliver training programs for flight attendants and others responsible for aircraft cabin safety. The breakdown of attendees of the Symposium includes: 28% from training, 25% from cabin crews, 19% from management, 17% from government and regulatory agencies and the remainder from cockpit crews, manufacturers, suppliers and research organizations. The TWU Local 556 Safety Team will be attending the event this year as budgeted.*

NTSB Training Offerings for the Quarter:

Mar. 6-8 Photo documentation Series
Mar. 13-15 Family Assistance
Mar. 29-30 Accident Investigation Orientation – Aviation

- ***Open discussion items***:
  - *Accident Response Availability of Officers*
  - *Proffer Attendance to SCSI Cabin Safety Symposium*

Thom McDaniel presented the **New Hire Committee Report**. There was no written report submitted.

Stacy Martin made a **motion** to adjourn. Gwen Dunivent **seconded** the motion. The motion **did not carry**.

The Board discussed Officer On-Call procedures and accountability.

Michael Broadhead made a **motion** to recess until 0830 the following morning. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Wednesday January 10, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Jill van der Werff was excused for personal reasons.

Michael Massoni was excused to attend to IT duties.

The Board discussed the Read Before Fly (RBF) which was released by Management the previous day regarding position trades.

The Board conducted a **Roll Call** to establish Board Members' compliance with **Bylaw Article VII (g) for fourth quarter 2006.**

Thom McDaniel	flew pairing HA03	dated November 21st
Michael Massoni	flew pairing PS73	dated December 22nd
Stacy Martin	conducted Lounge Mobilization	dated December 28th and 29th

Gwen Dunivent made a **motion** to excuse Gayle Ross from flying for the last quarter of 2006. Brett Nevarez **seconded** the motion. The motion **carried**.

Gayle Ross	excused	
Cuyler Thompson	flew pairing BE38	dated November 1st

Allyson Parker-Lauck	flew pairing OD11	dated December 26th
Brett Nevarez	flew pairing PC00	dated December 27th
Michael Broadhead	flew pairing PS34	dated December 27th
Gwen Dunivent	flew pairing DS08	dated November 17th
Susan Kern	flew pairing FB34	dated December 14th
Lucy White-Lehman	conducted Lounge Mobilization	dated December 14th and 15th
Jill van der Werff	flew pairing HD28	dated December 21st
Mark Torrez	flew pairing OT00	dated December 29th
Kyle Whiteley	flew pairing MC46	dated December 20th

Cuyler Thompson presented the **December 2006 Executive Board Meeting Minutes** for review.

Thom McDaniel left the Meeting at 0857.

Stacy Martin chaired the Meeting.

Thom McDaniel returned at 0905.

Gayle Ross made a **motion** to approve the December 2006 Executive Board Meeting Minutes as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board took a break at 0935 and reconvened at 1000.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Jill van der Werff was excused for personal reasons.

Grievance Staff Member Becky Parker and Denny Sebesta entered the Meeting at 1001 to discuss a Grievance.

The Grievant entered the Meeting at 1010 to discuss with the Board the merits of the Grievance.

Becky Parker and the Grievant were excused at 1055.

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

Grievance Staff Member Catherine Rea entered the Meeting at 1100 to discuss a Grievance.

The Grievant entered the Meeting at 1120 to discuss with the Board the merits of the Grievance.

The Grievant and Catherine Rea were excused from the Meeting at 1205.

Kyle Whiteley made a **motion** not to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board went to lunch at 1210 and reconvened at 1330.

Board Members present were Thom McDaniel, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Jill van der Werff was excused for personal reasons.

Thom McDaniel was excused to talk to Brendan Conlon regarding the Read Before Fly (RBF) released by Management the previous day regarding position trades.

Michael Massoni chaired the Meeting.

Gayle Ross presented a letter from Albee M. Richardson, the Local's Certified Public Accountant, regarding his recent audit of the TWU Local 556 financial statements.

Gayle Ross presented **Amegy Account checks** numbered 10352-10413 for Board approval.

Thom McDaniel returned to the Meeting at 1345.

Gayle Ross presented copies of the **TWU Local 556 Report on the Examination of Financial Statements for the Years Ended September 30, 2006 and 2005**, completed by Albee Richardson, the Local's Accountant, to the Board for review.

Gayle Ross presented the **November 2006 TWU Local 556 Financial Report**.

Brett Nevarez made a **motion** to approve the November 2006 Financial Report. Gwen Dunivent **seconded** the motion. The motion **carried**.

It was noted that the November 2006 Financial Report would be presented at the upcoming 1st Membership Meeting of 2007.

The Board discussed pull-sheet and time-sheet submittals.

The Board **agreed** that during Gayle Ross's scheduled January vacation, Time Sheets should be sent to Thom McDaniel and Stacy Martin. All other financial/Treasury issues should be directed to Michael Massoni.

Becky Parker and Denny Sebesta entered the Meeting at 1400 to discuss a Grievance.

The Grievant entered the Meeting at 1420 to discuss with the Board the merits of the Grievance.

Becky Parker and the Grievant were excused at 1500.

Brett Nevarez made a **motion** not to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board took a break at 1510 and reconvened at 1520.

Tim Mullaney, a representative of Investment Advisors International, Inc. and Sam Drost, Vice President of Manning and Napier, a financial advisory corporation, were guests at the Meeting and further discussed with the Board the Investment Management Proposal that Tim had presented to the Board during the December 2006 Executive Board Meeting.

Tim Mullaney and Sam Drost were excused at 1610.

Gwen Dunivent made a **motion** to engage Manning and Napier as financial advisor to this Local. Michael Massoni **seconded** the motion. The motion **carried**.

Denny Sebesta entered the Meeting at 1630 to discuss a tabled Grievance.

Brett Nevarez made a **motion** not to proceed on Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

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

Lucy White-Lehman made a **motion** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** to proceed on a Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

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

Kyle Whiteley and Brett Nevarez submitted the **Scheduling Committee Report**:

> *The Scheduling Committee is happy to report that the reduced four day December Schedule was successful. The additional three day pairings allowed for additional trip trading throughout the month. It is noteworthy that Open Time did not fill up the night it was released. We have received letters and phone calls both in favor and opposed to the reduced four day test. The reduced four day test will continue through June. The Scheduling Committee continues our talks with Crew Planning Leadership to develop our new Line Writing Policy. The most recent counter offer from the Company was unacceptable and we will continue talks until an agreement can be reached. On December 28, line writing for the February primary lines was filled with computer errors. The completed lines for the Dallas Base and hours of work on other Crew Bases were lost resulting in additional solutions having to be written. On January 5-7 our Line Writers were asked to participate in a test so the Company (CMS Team) could isolate the problem in the computer system. Some information was gained through the testing, and work is being preformed on the software to prevent data loss in the future. Tim Chaffin and Brendan Conlon have assured us that the removal of the technical glitch is a top priority. The lines that were built during the test were for the month of March. March will be a difficult month for the Line Writers due to a major schedule change. This schedule change is due to both customer demand, seasonal wind changes*

and to optimize our aircraft usage. This will be the base schedule that will be in place until October, with smaller changes made as we acquire new aircraft from Boeing. The result of this schedule change is the equivalent of adding four new aircraft to our fleet. (This is a savings to the company of 200 Million Dollars) The schedule change is effective March 11 to coincide with the switch to day light savings. There will be an additional aircraft added to the fleet on March 17. Not only are we expecting this schedule change to result in more aircraft overnighting in Domicile, we also see some shifting of our Flight Attendants. This major transition over the third week of the month will have a negative effect on the schedule. We should expect an increase in the overall number of 48 hour breaks in each domicile. These impure lines are the result of the positioning of the aircraft from the first half of the month into the second. While Orlando, Chicago and Dallas are adding aircraft, most other bases are seeing small reductions. These changes generate different numbers of pairings each day of the week from one portion of the month into the next. Below is an example that shows how we figure the number of clean lines to those that will be impure.

	3days	*4 days*	*remaining 3 days*	*remaining 4 days*	*left to work in (48 hours)*
week 1	*13*	*3*	*5*		*1*
week 2	*13*	*3*	*5*		*1*
week 3	*8*	*7*		*4*	
week 4	*8*	*7*		*4*	

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8 all 3day lines *3-all4day lines* *4 combined lines with 2-3 days and 2-4days*

The Board discussed upcoming Southwest Airlines Flight Schedule changes and Crew Planning pairing optimizations that would result in unappetizing lines of time for Flight Attendants during the month of March.

The Board **agreed** that Board Members would submit pull sheets for Executive Board Meetings to Gwen Dunivent by the 25th of the month prior to the Meeting. Any special instructions for the pulls would be communicated at the time that the pull sheet is submitted or Gwen would submit the most logical pull for the Board Member.

Brett Nevarez made a **motion** to recess until the following morning at 0830. Stacy Martin **seconded** the motion. The motion **carried**.

Thursday January 11, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Jill van der Werff was excused for personal reasons.

The Board discussed a handbook recently published by two Flight Attendants called *Contract Quickies*.

The Board discussed potential changes to the **TWU Local 556 Bylaws** regarding Shop Steward Elections and training.

The Board discussed progress made on and the current status of the **TWU Local 556 Strategic Plan**.

It was noted that Cuyler Thompson would be on vacation and would not attend the February 2007 Executive Board Meeting. Allyson Parker-Lauck **agreed** to record the Minutes of the Meeting in his absence.

The Board took a break at 0950 and reconvened at 1010.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Lucy White-Lehman, Kyle Whiteley, Mark Torrez, Michael Broadhead, Allyson Parker-Lauck, and Brett Nevarez.

Jill van der Werff was excused for personal reasons.

Gwen Dunivent explained AFL-CIO and Central Labor Council (CLC) membership and the cost and benefits of the Local's involvement.

Jill van der Werff entered the Meeting at 1018.

Gwen Dunivent made a **motion** to join **Alameda County Central Labor Council**. Susan Kern **seconded** the motion. The motion **carried**.

Thom McDaniel presented to the Board thirteen pieces of **correspondence** for review.

The Board briefly discussed the proposed 'Project Manager' position.

The Board discussed the letter written by Colleen Barrett regarding Management's decision to discontinue the **Perfect Attendance Program**.

The Board **agreed** that the Recording Secretary would only attach paper copies of Grievance Files to the permanent records of Executive Board Meeting Minutes if copies of the Files are not contained on the **Laborsoft Grievance Database**.

Gwen Dunivent and Susan Kern presented several educational opportunities which may be helpful to Executive Board Members.

Thom McDaniel **agreed** to publish, prior to the 2nd Membership Meeting 2007, the result of the complaint filed with U.S. Department of Labor by a Member (and candidate) after the TWU 556 Officer Elections of 2006.

The Board **agreed** that Board Members would read the **TWU Local 556 Bylaws** and present to the Board, during the February or March Executive Board Meeting, any suggestions for improving the Bylaws. The Board Members **agreed** not to propose a Bylaw change at the 2nd Membership Meeting 2007 if the change was not first discussed with the Executive Board.

Michael Massoni made a **motion** for the Local to purchase a laptop computer for use in publication production and other Union business. Kyle Whiteley **seconded** the motion. The motion **carried**.

It was noted that Stacy Martin would be authoring a regular column for *UNITY* Magazine.

Allyson Parker-Lauck made a **motion** that Susan Kern attend the 2007 Florida AFL-CIO Legislative Conference and that the Local pay her registration and hotel expenses. Michael Massoni **seconded** the motion. The motion **carried**.

Michael Massoni reported that he, Stacy Martin, Gwen Dunivent and Gayle Ross would be attending the 24th Annual **Southern California Safety Institute (SCSI) International Cabin Safety Symposium** February 12-14, 2007 at the Torrance Marriott, Torrance California. The Board discussed how the Local Office would be staffed in the absence of the full-time Officers.

It was noted that the training for the new **TWU Local 556 Flight Attendant Assistance Program (FAAP)** would begin at 1330.

Gayle Ross made a **motion** to adjourn. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1245.

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

Cuyler Thompson
Recording Secretary

Thom McDaniel
President