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

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Executive Board Meeting
January 15, 16 & 17, 2008
Synopsis

Tuesday
January 15, 2008

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Jerry Lindemann led the Board in reciting the **Pledge of Allegiance**.

Jerry Lindemann read aloud the **TWU International Membership Pledge**.

The Board discussed potential topics of conversation with Southwest Airlines Vice President of Inflight Mike Hafner, scheduled to be a guest at the Meeting later in the day.

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

> *Thom McDaniel reported that he participated in the planning of the Texas Labor Management Conference Board of Directors Meeting on December 18. The TXLMC is in the process of planning its annual conference June 3-5, 2008. At the conference, TWU International President Jim Little has agreed to participate as a Union Speaker and SWA President Colleen Barrett will be inducted into the Texas Labor-Management Hall of Fame. Thom has also met with the Negotiating Team several times in person and by telephone for Strategic Planning, Budget Planning, Survey Discussions, "What's Next?" issues, and division of articles to review for discussion. Thom is currently planning the Negotiating Team World Tour in conjunction with Membership Meetings to discuss contract issues with Members. The Negotiating Team is on track for Section 6 Negotiations when our current Contract becomes amendable. Thom met with SWA Vice President Mike Hafner to discuss topics and action items for his meeting with the TWU Local 556 Executive Board. Thom notified the Executive Board that he had worked with the Association of Flight Attendants President Pat Friend, Association of Professional Flight Attendants President Tommie Hutto-Blake, and International Association of Machinists*

General Chairperson Julie Frietchen to produce the first ever Flight Attendant Strategic Bargaining Summit January 8-10 in Washington D.C. Summit attendees including the TWU Local 556 Negotiating Team were involved in two days of discussion and education involving strategy and the current status of the airline industry as most Flight Attendant Unions are already or will soon be entering into bargaining. TWU advisors Mark Richard, Dan Akins, and Jamie Horwitz were featured speakers at the event as well as other experts in strategic campaigns and management-labor relations. A highlight of the Summit was a panel discussion with Labor Coalitions from Mesaba Airlines and the SWA Labor Coalition. Thom extended his thanks to TWU Local 555 President Charles Cerf, SWAPA President Carl Kuwitzsky, and AMFA Representative Jack Coonrod for participating. The Summit resulted in a joint resolution by the attending Unions to work together in upcoming bargaining to improve working conditions and increase wages of all Flight Attendants and to seek to form Labor Coalitions at all carriers. Unions attending also appointed a sub-committee to present a report at the next meeting with suggestions to build solidarity. Kyle Whiteley will represent TWU Local 556 on the sub-committee. The Coalition of Flight Attendants have scheduled a follow-up meeting on March 18 hosted by IAM. Thom reported that he would be attending the Texas AFL-CIO COPE Convention in Austin on January 19 and 20 with Gwen Dunivent and Michael McNeil. Thom also notified the Board that he would be attending the Southwest Airlines Labor Coalition Meeting and SWA Labor Briefing with Michael Massoni on January 23, 2007. Thom extended his thanks to Karla Kozak, Kelley Martin and Michael McNeil for their work on the TWU Organizing Campaign at Continental Airlines. Although TWU narrowly lost the representation election, these Members worked countless hours in our attempt to bring a better quality of life and the protection of a Union to the Continental Ramp Employees. Thom also notified the Board that TWU had won the election with dealers at Caesar's Palace in Las Vegas. Thom will be representing TWU Local 556 at the TWU International Executive Council Meeting on February 4-7 in Hollywood, FL. Thom has also continued working with individual Members, the Grievance Team, the Negotiating Team, the Executive Board and Management to resolve Membership issues as well as responding to Membership issues and writing UNITY articles. In closing Thom expressed his support on behalf of the TWU Local 556 Executive Board and Membership for TWU Local 555 Brothers and Sisters as they enter negotiations today at 1:00 PM Central. Local 556 has published a resolution of support for Local 555 and will stand behind them as they seek a fair contract for the Ramp, Operations, and Provisioning Agents of Southwest Airlines.

There was discussion regarding TWU International's successes and attempts to organize workgroups not currently represented by Unions.

Stacy Martin presented the **Office Manager's Report**. There was no written report submitted.

The Board **agreed** that Thom and Stacy would craft new language for the TWU Local 556 Policies and Procedures Manual regarding Local Office Staff and days off without pay.

Brett Nevarez presented the **Drug and Alcohol Committee Report**. There was no written report submitted.

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

Lucy White-Lehman presented the BWI Report. There were four Fact Finding Meetings since our last Executive Board Meeting. The meetings were regarding: commuting to work on the jumpseat and delay of flight for the entire crew. The discipline issued from these meetings was *the following: 14 day suspension for the commuting Flight Attendant and a decision has not been rendered yet for the delay of flight. The Toys for Tots drive went very well for 2007. BWI collected a total of six Bikes (two from Denise Waynick and two from Chris Sullivan) in addition to several boxes of toys and a $100 cash donation from BWI Flight Attendant Sonja Rodriguez. Supervisor Aquilla Young resigned in December. Aquilla was commuting as a supervisor from MDW to BWI. There haven't been any other new supervisors added to fill her spot.*

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

We have a new Base Manager in Dallas finally and her name is Sarah Schulte. Sarah started her career with Southwest in December of 1992 as a Flight Attendant and flew for six years. She also taught Recurrent Training in Phoenix and in Dallas before being named Assistant Manager of Recurrent Training. Her most recent title was Manager of Curriculum and Publications, which she held for almost four years. Hopefully she will have a stabilizing effect on the revolving door of Management in the Dallas Base. I recently had Fact Finding Meetings for an entire crew in one day regarding a delay of flight charge. Randall made the decision not to issue discipline to any of them due to their good records and some extenuating circumstances surrounding the supposed delay. I certainly hope that Sarah will continue the Base's standard of examining each Flight Attendant's work record before automatically issuing discipline. I was invited and attended the Labor and Employee Relations Association annual conference in New Orleans on January 3rd. My Senior Advisor from the National Labor College invited me to present my Senior Project on a panel named "Research by the Rank and File". I was thrilled and honored to present my work which is about setting up a program for Scholarships for TWU members. Currently, at TWU International, we only have available Scholarships for Members' children and I believe International should also offer scholarships for its Members. I am also continuing my work with the InFlight Injury Prevention Team as part of my work on our Local's Safety Team, and I will give more details on that later today. I am also working with Michael on a small Committee that is examining Cockpit Door Procedures. Discussions in that meeting have included the elimination of the code word for cockpit entry and plans to make our own Cockpit Procedures video instead of continuing to borrow American's. Once the entry and exit procedures are finalized, the production on the video should begin very shortly. Finally, on a sad note, a longtime Labor Leader of Dallas, Gene Freeland has died. Gene was a personal mentor to me in my activist work from many years ago. He was the head of the Dallas Labor Council from 1965-1979 and again from 1997-2003. He also occupied the seat on the Dallas WorkSource Board that I now have from 1994-2003. He was the Vice President of the Dallas War on Poverty from 1965-1979. I could go on and on about the legendary advocacy of this great man. He was a true visionary with a soldier's heart and worked hard every day of his life to further the rights of working people. Gene was eighty years old.

Brett Nevarez made a **motion** to excuse Gwen Dunivent from the Meeting the following day so that she could attend the legendary Dallas Labor Leader Gene Freeland's funeral. Kyle Whiteley **seconded** the motion. The motion **carried**.

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

Susan Kern presented the **Orlando Domicile Report**. There was no written report submitted.

Kyle Whiteley presented the **Chicago Domicile Report**. There was no written report submitted.

Stacy Martin left the Meeting at 0930.

Jerry Lindemann left the Meeting at 0931.

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

John DiPippa presented the **Phoenix Domicile Report**. There was no written report submitted.

Stacy Martin returned to the Meeting at 0940.

The Board discussed Shop Stewards who refuse to sign the **TWU Local 556 Confidentiality Agreement**. It was **agreed** that no Shop Steward who refused to sign the Confidentiality Agreement would be allowed to perform work for or on behalf of TWU Local 556.

Kevin Onstead presented the **Las Vegas Domicile Report**. There was no written report submitted.

The Board took a break at 0957 and reconvened at 1003.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

> *Southwest Airlines Vice President of Inflight Mike Hafner and Western Regional Director of Inflight Dave Kissman were guests at the Meeting. Dave updated the Board regarding the lack of security in the Employee Parking Lot at the Oakland Airport. Dave stated that a Southwest Airlines Corporate Security representative had flown to Oakland to assess the situation. Mike or Dave will have a resolution to the problem in the next couple of weeks. Dave reported that the Las Vegas Employee Parking Lot was paid for by Southwest Airlines and the company is "calling the shots". There was discussion regarding the security of the parking at the Las Vegas Domicile. Mark Torrez discussed his displeasure with the design of the new Oakland Flight Attendant Lounge. Mike stated that we may have an opportunity to obtain additional space in Oakland across the hall from the Lounge. Mike stated that an announcement would be made the following week regarding a change in discipline received by Flight Attendants who delay a flight. Mike agreed to consider those situations currently in the Grievance process. Mike acknowledged that there are situations where a 3-day suspension was not the appropriate discipline for a delay of flight. Mike stated that Management was considering moving a Delay of Flight into a different Disciplinary Class in the Flight Attendant Handbook. Mike reported that all of the Base Managers were being called that day to inform them of the change in discipline. Mike reported that he met with the leaders of OPS Management regarding the Specials Report. There would soon be a new version of the Specials Report with more detailed information on it. Mike stated the Inflight Department should better educate the Flight Attendants on the value of the Specials Report. Mike reported that there had been no progress made on the Union's request to change the Boarding Procedures to allow uniformed Flight Attendants to board the plane earlier. Mike stated that he would publish a reminder to OPS about Claim-at-Gate Crew Bags. Mike stated that he would continue to try to address the issue for the Flight Attendants with Upper Management. Kyle Whiteley discussed Fact Finding*

Meetings and the fact that the Shop Stewards and Flight Attendants are not being given enough information during the Meetings. Mike stated that there would be more training on Fact Finding Meetings for Supervisors. Dave agreed to share this with Mike Mankin. Mike agreed to look into the issue that Flight Attendant's Personnel Files and Discussion Logs did not appear to be being purged correctly at the Base Level. Mike reported that installation of the 'No Stowage' in the front row of our aircraft had been delayed due to problems with the manufacturer of the placards. Mike reported that the next Initial Flight Attendant Training Class would only consist of 10 current Supervisors that had not been through Training. The next class of Flight Attendants was scheduled to begin on March 28th. Mike reported that the Select-a-Snack Program was scheduled to begin in February. He also said that the Buy Onboard Program was being further developed.

Mike Hafner and Dave Kissman were excused at 1214.

Gwen Dunivent presented the **COPE Committee Report**. There was no written report submitted.

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 = 10:

Report	*Acceptance Deadline*
ASHDI 1523 (SAFETY/CRM)	*Mon 01/21/2008*
ASHDI 1532 (BLOOD BORN PATHOGEN)	*Mon 01/21/2008*
ASHDI 1533 (SAFETY/UM)	*Mon 01/21/2008*
ASHDI 1539 (AIR QUALITY INCLUDING TEMPERATURE)	*Mon 01/21/2008*
ASHDI 1540 (AIR QUALITY/INCLUDING TEMPERATURE)	*Mon 01/21/2008*
ASHDI 1541 (SECURITY/PAX/EMP MISCONDUCT)	*Mon 01/21/2008*
ASHDI 1542 (SECURITY/PAX/EMP MISCONDUCT)	*Mon 01/21/2008*
ASHDI 1543 (GENERAL SAFETY/SECURITY)	*Mon 01/21/2008*
ASHDI 1558 (POOR JUMPSEAT DESIGN)	*Mon 01/21/2008*
ASHDI 1569 (GENERAL SAFETY/SECURITY)	*Mon 01/21/2008*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 2090+ / 177
Accepted Reports to date (TWU) = 130
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
12/07/07 through 12/31/07 = 148
01/01/08 through 01/11/08 = 72
Emergencies Declared = 41
ALL OF 2008 to Date = 148
ALL OF 2007 = 940
ALL OF 2006 = 858
A follow-up meeting between the TWU Local 556 Safety Team, Inflight Safety & Regulatory Compliance, Flight Operations and SWAPA took place concerning the bulletin 2007-4 Flight Deck Access Procedures. A decision was made to form a working group to determine an appropriate duress signaling procedure (as an added layer of safety) to be reviewed at our next meeting in March. Additionally, decisions were made to produce a joint RBF/Memo to all operational departments reinforcing the requirement for a pre-flight briefing before every flight between Flight Attendants & Pilots and Flight Attendants & Operations Agents. The

responsibility of ensuring such briefings take place is equally accountable to all the Pilots/Flight Attendants and Operations Agents involved. Members of the TWU Local 556 Safety Team will be attending the 25th Annual International Aircraft Cabin Safety Symposium on February 11-14, 2008. Safety Team Members that will be in attendance are: Michael Massoni, Stacy Martin and Gwen Dunivent. As the symposium falls over Executive Board week for February, the aforementioned Executive Board/Safety Team Members will not be attending the February Executive Board meeting.
Standing / Scheduled Meetings:
Monday January 21st, 2008 @ 1230 -1530 CDT – Crew Debrief - 676SW Operating as WN438 Uncontained Engine Failure, SWA HDQ U4P
Monday January 21st, 2008 @ 1600 - 1730 – Health and Safety/Security Coordination (HASC) with Inflight Services, Safety & Regulatory Compliance and Corporate Safety
Thursday through Friday January 24th & 25th, 2008 – TPA Hotel Site Security Audit with VP Inflight, Director Inflight Employee Resources and Hotel Committee Chairperson, Tampa, FL
Open Discussion Items:
TPA Hotel Security Incident Review
Attachment: OSHA 300 Logs through 12/21/2007
Attachment: Monthly Injury Statistics (November 2007)
IIPT Update (Gwen)

Brett Nevarez made a **motion** to send Michael Massoni, Gwen Dunivent and Stacy Martin to the 25th Annual International Aircraft Cabin Safety Symposium February 11th-14th. John DiPippa **seconded** the motion. The motion **carried**.

The Board discussed the two recent attacks on overnighting Crew Members which had occurred at two different Tampa Crew Hotels.

The Board met with Lorie Whittaker during lunch between 1155 and 1340 to discuss the upcoming open enrollment for Flight Attendants with Colonial Insurance.

The Executive Board Meeting resumed after lunch.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Brett Nevarez, Jill van der Werff, Gwen Dunivent, Lucy White-Lehman, Susan Kern, Mark Torrez, Kevin Onstead, John DiPippa

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland

Kyle Whiteley was excused to tend to a Chicago Membership issue.

Jerry Lindemann was excused to attend to Union business.

Michael Massoni and Gwen Dunivent continued to present the Safety Team Report. Gwen reported on there participation on the Inflight Injury Prevention Team. There was discussion regarding the amount of money that Flight Attendants lifting carry on luggage was costing the Southwest Airlines.

Kyle Whiteley returned to the Meeting at 1347.

Cuyler Thompson presented **Professional Standards Committee** Report for Jean Chandler-Brooks, Eastern Region Chair:

Calls	*21*
Calls involving pilots	*03*
Calls resolved favorably	*21*

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

Lucy sent congratulatory cards to those Flight Attendants who participated in Southwest Airlines Project Early Retirement in December on behalf of TWU. Fifteen Care and Concern cards were sent during December/January.

Cuyler Thompson **agreed** to contact Allyson Parker-Lauck regarding the completion of the Flight Attendant New Hire Booklet, TWU Scholarship Applications, Domicile Executive Board Member Introduction Cards, Probationary Completion Congratulatory Cards and the Membership testimonial Article for UNITY Magazine.

Cuyler Thompson submitted the **Shop Steward Committee Report**:

I have contacted all one hundred of the TWU Local 556 Shop Stewards and updated their contact information in the MS Outlook TWU Staff and Services Directory stored on the Local's Server. I was unable to make contact with only three of the Stewards. I asked them to participate in a short survey and to recommend potential Shop Stewards. I have contacted the appropriate Domicile Executive Board Members with these names.
I asked them:

a. *Have you been trained?*
b. *Do you feel comfortable performing the job of Shop Steward with the training you received?*
c. *Are there any areas that you could use more training?*
d. *How many Meetings have you done in the past year?*

The Shop Stewards responded overwhelmingly that the training that they received was sufficient to perform their duties. They would like more training regarding note taking skills and their rights as a Union Advocate at Fact Finding Meetings and Disciplinary Hearings. Most of them agreed that more experience would be the best teacher and several of the Shop Stewards would like to read some real-life stories of Meetings, disciplinary action taken, grievances filed and the final outcome. They believe that these examples would better prepare them for their duties. They would also like to have a quick reference guide or Q&A for the present contract. I have almost completed the first issue of the new Shop Steward Connection that will be published immediately following the Executive Board Meeting each month. Audrey Stone will take over as the author for the February issue. We will be including a real-life Shop Steward story each month at the request of the Shop Stewards. Please submit any examples, good or bad, of an issue that was handled in your Base for future publications.

Cuyler Thompson presented the **Inflight Provisioning Committee Report** for Member Chris Sullivan.

Michael Massoni presented the **CISM Committee Annual Report** for Chair Eileen Rodriguez:

The following is a brief summary of the Incidents that CISM handled during 2007-
A/C Accidents / Incidents- 2
A/C Evacuation- 1

A/C Mechanical- 40
Assault on Employee- 8
Bomb Threat- 5
Confidential Issues- 7
Death Onboard-12
Depressurization- 3
Employee fatality- 1
Major Injury on job- 6
Medical Emergency- 46
Natural Disaster-1
Other-17
Passenger misconduct-8
RON Incidents-2
Turbulence-14
Non Work Related- 4
Total = 177 Reported calls into the CISM Hotline number.
This number does not include the "jump seat Interventions" that take place. We currently have approximately 9,738 Inflight Service Employees. The CISM Team has 38 Active Peers. As of January 24th we will have a total of 55 Peers. I began tracking the calls in July when I took over as Chairperson with the help of Dennis Reynolds. The research went back to January of 2007 but there were several months early in the year without a lot of documentation. I believe the total of Incidents handled could actually be higher. I hope each of you see what a difference you are making to our Fellow Flight Attendants. The amount of time that is dedicated to helping others is amazing. I know I have said this before but I want to say it again "Thank you for your strong work ethic, your dedication and love for this Team" It takes a special kind of person to do volunteer work and this is a special Team.

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

Jerry Lindemann returned to the Meeting at 1436.

The Board again discussed the recent attacks on two of our Flight Attendant Members which had occurred while they were on Tampa overnights.

The Board conducted a **Roll Call** to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the fourth quarter of 2007.

Thom McDaniel	flew pairing HD58	dated November 20
Michael Massoni	flew pairing PL38	dated December 26
Stacy Martin	flew pairing DS04	dated December 20
Jerry Lindemann	flew pairing HE29	dated November 23
Cuyler Thompson	flew pairing BC90	dated December 7
Brett Nevarez	flew pairing LC34	dated December 18
Allyson Parker-Lauck	flew pairing HI47	dated December 31
Gwen Dunivent	flew pairing DS10	dated December 5
Mark Torrez	flew pairing OB40	dated December 5
Susan Kern	flew pairing FS40	dated December 7
Lucy White-Lehman	flew pairing BS02	dated December 17
Kevin Onstead	flew pairing LB 76	dated November 21

Jill van der Werff	flew pairing HC07	dated December 7
Kyle Whiteley	flew pairing ME90	dated November 18
John DiPippa	flew pairing PK83	dated December 25

The Board reviewed und updated the **TWU Local 556 Strategic Plan**.

Break at 1524 and reconvened at 1540.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Cuyler Thompson presented the **December 2007 Executive Board Meeting** Minutes for review.

Thom McDaniel and Stacy Martin left the Meeting at 1544.

The Board made corrections and changes to the December 2007 Executive Board Meeting Minutes.

The Board discussed Expanded Customer Service as it pertained to the message that a caller hears when calling the Local Union Office outside of regular office hours. Michael Massoni **agreed** to change outgoing message to reflect that on weekends, the General Message line would be checked by the Officer on Call at 1500 Central Time. If deemed necessary by the Officer on Call, calls would be returned.

Thom McDaniel returned to the Meeting at 1615.

Cuyler Thompson made a **motion** to excuse Cuyler Thompson from the February and March 2008 Executive Board Meetings for vacation. Kevin Onstead **seconded** the motion. The motion **carried**.

Jill van der Werff volunteered to act as Recording Secretary during the February and March 2008 Executive Board Meetings. The Board **agreed** that other Board Members would take Minutes during the 1st Membership Meeting of 2008, yet to be scheduled.

Brett Nevarez and Kyle Whiteley presented the **Scheduling Committee Report**. There was no written report submitted.

There was discussion regarding the **Scheduling Committee's Satellite Base Project** currently underway with Southwest Airlines Management.

Stacy Martin returned to the Meeting at 1633.

Stacy Martin left the Meeting at 1636.

The Board discussed Executive Board Member's participation on the online Flight Attendant Forums. Kyle **agreed** to investigate the functionality of an online Bulletin Board to be placed on the TWU Local 556 Website on which Members may ask work-related questions.

Gwen Dunivent updated the Board on the status of the FMLA legislation pending in the United States Congress.

Michael Massoni made a **motion** to recess until 0830. Jerry Lindemann **seconded** the motion. The motion **carried**.

The Board recessed at 1715.

Wednesday

January 16, 2008

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Jill van der Werff, Lucy White-Lehman, Susan Kern, Mark Torrez, Kyle Whiteley, Kevin Onstead and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Gwen Dunivent was excused to attend the funeral of Gene Freeland.

The Board discussed the TWU Constitutional procedures that Members must adhere to when filing appeals with the TWU International Committee on Appeals. The Board **agreed** not to republish these procedures to our Members because the information can be found in the TWU International Constitution.

Cuyler Thompson reported that International Secretary-Treasurer Joe Gordon had advised him that the TWU Local 556 Bylaws should be approved by TWU International before end of month.

The Board discussed purchasing a gift for Portia Reddick-White, expecting a baby in coming weeks. The Board **agreed** to purchase a gift with personal money.

The Board discussed TWU Local 556 Shirts for new Board Members and agreed to discuss it further during budget discussions.

Cuyler Thompson presented the **4th Membership Meeting 2007 Minutes** for review. The Board made corrections and changes.

Cuyler Thompson presented the corrected December 2007 Executive Board Meeting Minutes for review.

Susan Kern made a **motion** to approve the December 2007 Executive Board Meeting Minutes as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** to enter into Executive Session. Lucy White-Lehman **seconded** the motion. The motion **carried**.

The Executive Board entered into Executive Session at 0930.

Mark Torrez made a **motion** to exit Executive Session. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Executive Board exited Executive Session at 0947.

Jerry Lindemann presented the **November 2007 TWU Local 556 Financial Report**.

The Board took a break at 1000 and reconvened at 1023.

Board Members present were Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Jill van der Werff, Susan Kern, Mark Torrez, Kevin Onstead and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Gwen Dunivent was excused to attend the funeral of Gene Freeland.

Lucy White-Lehman was excused to purchase Care and Concern materials.

Kyle Whiteley was excused to attend to a Membership issue.

Michael Massoni was excused to attend to Information Technology issues.

Stacy Martin chaired the Meeting.

Kyle Whiteley returned to the Meeting at 1027.

The Board continued to discuss the November 2007 Financial Report.

Thom McDaniel and Michael Massoni returned to the Meeting at 1030.

Grievance Chair Denny Sebesta and Grievance Team Member Catherine Rea entered the Meeting at 1032 to discuss the merits of a Grievance.

Lucy White-Lehman returned to the Meeting at 1045.

Michael Massoni made a **motion** to table a Grievance to await further information. Mark Torrez **seconded** the motion. The motion **carried**.

Catherine Rea was excused from the Meeting at 1052.

Lucy White-Lehman made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

Kyle Whiteley was excused to attend to computer issues at 1120.

Kyle Whiteley returned to the Meeting at 1127.

Susan Kern was excused to attend to computer issues at 1127.

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

Brett Nevarez made a **motion** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion carried.

John DiPippa made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion carried.

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

Denny Sebesta was excused at 1153.

Michael Massoni made a **motion** to approve the November 2007 TWU Local 556 Financial Report. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board discussed the Quarterly TWU Local 556 Grievance Team/Executive Board Meeting scheduled to take place that day.

Cuyler Thompson **agreed** to add Domicile Executive Board Member Business to the Agenda of each Membership Meeting.

Between 1200 and 1330, the Board met with the TWU Local 556 Grievance Team during a working lunch and reconvened at 1330.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Susan Kern and Lucy White-Lehman were absent.

Cuyler Thompson presented the **December 2007 Executive Board Meeting** Synopsis for review.

Lucy White-Lehman returned to the Meeting at 1337.

Brett Nevarez made a **motion** to approve the December 2007 Executive Board Meeting Synopsis as amended. Jill van der Werff **seconded** the motion. The motion **carried**.

Susan Kern returned to the Meeting at 1342.

The Board discussed the fact that Board Members should be logging calls received by the Officer on Call in the Laborsoft Grievance Database.

The **TWU Local 556 Negotiating Team** entered the Meeting at 1412 to update the Board on the progress of the Negotiating Team. The Team submitted to the Board copies of the tentative Contract Survey. The Survey would go 'live' online on St. Valentine's Day and conclude on St. Patrick's Day. The Negotiating Team presented the Negotiating Team Budget Proposal for the 2008 Fiscal Year. The Board and the Team discussed the Contract Connection, the monthly publication for the Members of the Local from the Negotiating Team.

The Negotiating Team was excused at 1452.

Denny Sebesta and Grievance Team Member Becky Parker entered the Meeting at 1456 to discuss a Grievance.

A Grievant entered the Meeting at 1527 to discuss with the Executive Board the merits of the Grievance.

The Grievant and Becky were excused from the Meeting at 1536.

Lucy White-Lehman made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Denny Sebesta and Stacy Martin **agreed** to forward a copy of a Grievant's arbitration decision to Executive Board Members.

The Board took a break at 1550 and reconvened at 1605.

Board Members present were Thom McDaniel, Michael Massoni, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Stacy Martin was absent.

Kyle Whiteley was excused to deal with a Chicago Member's issue.

The Board discussed the schedule for the 1st Membership Meeting of 2008.

Mark Torrez left the Meeting at 1613.

The Board **agreed** to begin the February 2008 Executive Board Meeting at 0830 on February 11th and adjourn at the conclusion of business on February 13th. Thom **agreed** to notify Garry Drummond and Denny Sebesta of the change.

Stacy Martin and Mark Torrez returned to the Meeting at 1627.

The Board discussed the **TWU Local 556 2007-2008 Operating Budget**.

Brett Nevarez made a **motion** to recess until 0830 the following morning. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1800.

Thursday
January 17, 2008

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Thom McDaniel presented one piece of **correspondence** that he had written to Member Victor Conejo regarding a complaint that Victor had filed with the Executive Board.

The Board discussed the TWU Local 556 2007-2008 Operating Budget.

Michael Massoni made a **motion** to approve the Information Technology Committee Budget as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to accept the Safety Team Budget as revised. Kevin Onstead **seconded** the motion. The motion **did not carry**.

Kyle Whiteley made a **motion** to approve the Safety Team Budget as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

Stacy Martin, Jill van der Werff and John DiPippa, left the Meeting at 0922

Jill van der Werff, Stacy Martin and John DiPippa returned at 0930.

The Board took a break at 0942 and reconvened at 0957.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Thom McDaniel presented a proposal from Jamie Horwitz of the prwrk (public relations work) Company, on retainer as the Local’s public relations strategists, Brett Nevarez made a **motion** to approve the Negotiating Team Budget as revised. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to approve the Grievance Committee Budget as amended. Kevin Onstead **seconded** the motion. The motion **carried**.

Jerry Lindemann left the Meeting at 1140.

Stacy Martin made a **motion** to approve the Scheduling Committee Budget as presented. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to approve the Publications Committee Budget as presented. Michael Massoni **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to accept the Civil and Human Right Committee Budget as amended. Kyle Whiteley **seconded** the motion. The motion **carried**.

Stacy Martin made a **motion** to approve the Domicile Executive Board Member Budgets as revised. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board went to lunch at 1200 and reconvened at 1300.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

Jerry Lindemann and Jill van der Werff were absent.

The Board continued to discuss the TWU Local 556 2007-2008 Operating Budget.

Jill van der Werff returned to the Meeting at 1320.

Lucy White-Lehman made a **motion** to approve the Executive Board Meeting Budget as revised. Michael Massoni **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to approve the Office Staff Budget as presented. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Jerry Lindemann left the meeting at 1324.

Jerry Lindemann returned at 1340.

Jerry Lindemann reported that Albee Richardson, the Local's Certified Public Accountant, had advised the Executive Board to discard any office equipment that was no longer useful or in working order.

Michael Massoni made a **motion** to reimburse Jerry Lindemann for transportation to and from Love

Field in a taxi. Brett Nevarez **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** to approve the CISM Budget as presented. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Thom McDaniel made a **motion** to approve the Recording Secretary Budget. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting at 1422.

Michael Massoni chaired the Meeting.

Brett Nevarez made a **motion** to approve the COPE Committee Budget as presented. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to approve the Uniform Committee Budget as presented. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Thom McDaniel returned to the Meeting at 1432.

Kevin Onstead made a **motion** to approve the Drug and Alcohol Committee (FAAP) Budget as presented. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to approve the Professional Standards Committee Report Budget as revised. Mark Torrez **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** to approve the Shop Steward Committee Budget as revised.   Mark Torrez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to approve the Board of Election Budget as presented. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to approve the Membership Meeting Budget as presented. Kyle Whiteley **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to approve the Labor Summit Budget as presented. Kyle Whiteley **seconded** the motion. The motion **carried**.

Kevin Onstead made a **motion** to approve the New Hire Committee Budget as presented. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kevin Onstead, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Allyson Parker-Lauck was excused to attend arbitration training at the National Labor College in Silver Spring, Maryland.

John DiPippa made a **motion** to approve the Fixed Expenses as presented. Kevin Onstead **seconded** the motion. The motion **carried**.

Kevin Onstead made a **motion** to approve the Flight Attendant Coalition Budget. Brett Nevarez **seconded** the motion. The motion **carried**.

Lucy White-Lehman made a **motion** to approve the Air Transport Division Working Women's Committee Budget. Mark Torrez **seconded** the motion. The motion **carried**.

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

> *This will be my final Uniform Committee report. I have enjoyed being involved on this committee and thank you for letting me stay on the committee for this last year. I received a call from Val and went over where we were at on the committee and let him know that the pants, shorts and shirts are the only items to date that have been revamped. The skirt, fleece jacket, sweaters, scarves and ties have yet to be worked on. Cintas has a general idea of where we want to go on these items but no actual work has been done on developing a prototype to see and evaluate. Quite a while ago I told Val that due to the limited contract language referencing uniforms, one is limited to input about the uniform items and that perhaps he might want to get more language in that area. When the committee met last month I discussed with Lauren the logo issue. With that I mean we the Flight Attendants have no item without a logo on it. This creates a problem for us if we are rerouted or do not have time to change clothes if we get in late and want to get something to eat and the only thing open is a bar/restaurant. We are technically not allowed to sit in an area that serves liquor at our table or in the bar area, so I felt it necessary to have the blazer option of no logo. Lauren did not see a problem with us being allowed to continue to wear the blazer with no logo as it does not conflict with the new logo. Val should hear back from her on this issue. The 230 dollar gift is already on the Cintas web site in our accounts and some of the polo shirts that have been ordered and are being received have the new logo on them. The gift packet will be out in Feb. It comes with a size chart and a tape measure by which to evaluate one's size but I have asked that each base receive their loaner items as soon as possible, as this would allow Flight Attendants to actually try on pieces to see how they fit and order correctly. Please stay on this as I feel it is not only contractual but will be very helpful to the Flight Attendant group. The committee is also looking at contacting shoe venders to see if we can get discounted shoes that are professional and good for one's feet. There are many brands like Dansko and Ecco that can be bought on shoemall,com and Zappos.com at a discount, but the committee is wanted to see if we can get venders to offer us more of a discount. I will drop the Uniform book of as soon as possible and Val knows that if he has any questions for me I will be more than happy to help him.*

Cuyler Thompson submitted the **CISM Committee Report** for Chair Eileen Rodriguez:

> *Total calls that came into the hotline: 31*
> *Bomb Threat- 1*
> *Passenger Misconduct- 1*
> *Medical Emergency- 11*
> *Turbulence- 4*
> *Assault on Employee- 1*
> *Depressurization- 3*
> *A/C Mechanical- 6*
> *Death on Board- 1*

Other-3
The 17 new CISM Team members will be trained this month January 23rd-24th. This will bring our Team Total to 55 active Team members! There have been several Team members volunteer time and help out due to the hotline number getting busier. The Team is really pulling together and working well as a group. We will be sending everyone through SWA Care Team training this year that has not yet attended. Approx. 1/3 of the Team needs to be trained. They will be sent throughout the year and spread out evenly in classes.

Lucy White-Lehman made a **motion** to cancel the February 2008 Executive Board Meeting. John DiPippa **seconded** the motion. The motion **carried**.

The Board discussed Office Staffing.

Michael Massoni made a **motion** to approve a tentative budget pending review at the next Executive Board Meeting. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to adjourn. Michael Massoni **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1724.

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

Cuyler Thompson
Recording Secretary