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

One Brookriver Place 7929 Brookriver Drive, Suite 750 Dallas, TX 75247 (214) 640-4700 (800) 969-7932
Fax (214) 357-9870 www.twu556.org Hotline (800) 806-7992

Executive Board Meetings
July 11, 12 & 13, 2006
Synopsis

Tuesday July 11, 2006

Thom McDaniel called the Meeting to order at 0830.

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

Garry Drummond, the Local's **TWU International Representative**, entered the Meeting at 0837.

Garry Drummond swore in Lucy White-Lehman as the **Baltimore Domicile Executive Board Member (DEBM)**.

Allyson Parker-Lauck led the Executive Board in a recital of the Transport Workers Union International Membership Pledge.

Officer Reports

Thom McDaniel presented the **President's Report**. There was no written report submitted.

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

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

> *Lucy White-Lehman presented the Baltimore Base report. BWI has a new Supervisor Wendy Lebowitz. She is currently in training and will graduate in July. The Liquor drop was closed down last month for several reasons. According to Steve Goldberg, the BWI Station Manager, the safe was supposedly broken and in an unsafe location. Steve Goldberg had the current drop closed off immediately because he felt the safe could possible be stolen from its present location. The safe was fixed within a week, but the BWI F/A's have to wait for the Liquor drop to be moved to its new location at the Customer Service desk at B-4. The location of the liquor drop is determined by Ground OPS and Steve Goldberg wants the liquor drop moved. As of July 6th, the Unity Update has not arrived in BWI. The red rack and glass case have been updated. I attended New Hire Base Orientation on June 27th. I'm in compliance with the Officer Bylaw regarding flying.*

Gwen Dunivent presented the **Dallas Domicile Report**. There was no written report submitted.

The Board congratulated Gwen Dunivent on her recent graduation from the **National Labor College** in Silver Spring, Maryland. Gwen earned a Bachelors of Arts degree in Labor Studies.

Jill van der Werff presented the **Houston Domicile Report**:

> *Jill reported that the Red Rack and Glass Case are up to date and that she is in compliance with our Bylaws requiring Officers to fly at least one multi-day pairing in a quarter. She informed the Board that she has posted the results of the survey in the Glass Case and has Emailed all of the Flight Attendants, who provided Email addresses, the 1st of two reminders for the August Membership meeting. She will be removing the PC tabs from the F/A mailboxes soon with a letter of explanation as to why, and will include another survey to those former PC's who didn't fill one out the first time. Jill reported that 2 people have expressed definite interest in becoming more involved with Union activities and approximately 25 more who would like more information. She reported that Michael McNeil attended the World's Largest Indoor Amusement Park event at the Astrodome with his kids and she attended with hers as well. The admission was graciously paid for by the Harris County AFL-CIO. Jill reported that Shop Steward, Victor Conejo communicated to her that he would like to be utilized more and would appreciate being added to the 556 Website under the Shop Steward link.*

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

> *Susan Kern reported that while the results of the PFAA representational vote for merger with AFA on 7/6 were disappointing (they chose to merge w/ CWA/AFA), the concurrent vote for affiliation with TWU passed by a 78% margin. It was as much an exercise in what not to do as in what to do, and the hope is this knowledge will be useful when our Contract Negotiations begin in 2008. The main downfalls PFAA faced were: arrogance within the PFAA administration in assuming that since PFAA successfully challenged the IBT for representation of the NWA Flight Attendants in 2003 that they were still behind them; overcoming the perception that the Union "caved" with the $195 million ask and in granting the 1113(e) concessions; allowing AFA to drop cards since September 2005 without any challenge until May 2006; multitudinous changes in the people who were elected Union officials. One on one Member communication is most effective; however, they did utilize a very impressive website which she thinks might be beneficial for the Local. There have been some calls from MCO Members requesting Union help but not a large number. The MCO Membership seems to be receiving her well, and conversations with Base Management have been cordial; although, there is an issue with giving her a key to the glass union case. She will be following up on this upon her return to MCO. She received a call from Kyle Whiteley on 6/15 regarding the quality of the VR lines for the bid month of July, and she was able to do the research to adequately answer the questions as asked by the Flight Attendants. She posted the explanation on both the Yahoo Flight Attendant and PC Forums, plus included the information on the back of her letter of introduction that was put in everyone's mailbox. The New Hire Base Orientation meeting of 6/27 had approximately 20 new Flight Attendants, and the red rack/Union case has been updated.*

Allyson Parker-Lauck was excused at 0924 to assist Troy Ford taking pictures of the Union's Office Staff Members.

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

The Chicago report was presented by Kyle Whiteley. Kyle informed the Board that the glass case and red rack were up to date. The Chicago Flight Attendants want a second drop safe for the "A" concourse. Simon has said he's open to the idea, but feels we may have to wait until SWA takes over the now vacated ATA space to find the real-estate. Kyle went on to add that the construction of the new Supervisor's area and lounge changes should begin any day. The work will be done in two phases and should be completed by October of next year. We will be temporarily going from 17 computers to 12. A designated check-in computer will be set up at that time. Simon mentioned to Kyle that after completion of the changes the lounge will be double the size. Kyle reported that several of the Chicago Supervisors were expressing interest in going back on line. Kyle followed Jill's lead and dropped a small survey in the Chicago Flight Attendants' boxes.

Mark Torrez presented the **Oakland Domicile Report**:

Mark began his report by stating that all publications have been distributed in Oakland. He continued by stating that the red rack and glass case have also been updated. Mark notified that because California State Conference meetings have been falling on the same days as our Local's Executive Board Meetings, he has not been able to attend. Rather than not having local 556 represented at these meetings he has requested that Val Lorien, OAK Shop Steward be able to attend in his place when he can't be there. Mark has already asked Val if this is something he is interested in and he said he was. Mark asked the Board if it would be appropriate to nominate two Flight Attendants who live in OAK to be OAK Shop Stewards. This would bring his total to six. This month there haven't been as many fact finding meetings to attend but there have been a couple events that were alarming. First, a new Supervisor was witnessed badgering a Flight Attendant after the Flight Attendant asked for a Union Representative. The Supervisor would not leave her alone and she received discipline. Mark addressed Base Management on this issue and they have said that they will deal with the problem. Two of the last three Supervisors that were SWA FA's are going back on line August 16 and September 1. Mark also stated that he has met with his base manager regarding the bag room and check in phone. The check in phone was scheduled to move back to gate 24, but after talking with Doreen, they decided it would be better to wait until the new concourse is open to find a more convenient place for the check in phone. He also discussed with Doreen the lack of lighting in the bag room. During the renovation of Terminal 2, construction crews removed all overhead lighting in the baggage room. PM crews can no longer see anything inside the bag room. This is both a safety issue and a job performance issue. Flight Attendants can't even see the liquor sign in sheet to drop their money at night. She said that this also would be a priority. As the new terminal extension is almost complete, Terminal 2 is starting to be expanded. Passenger waiting areas are being widened. This will be a welcomed convenience to OAK FA's. Finally Mark confirmed that he is in compliance with the flying requirement by completing pairing OD61 on July 7 & 8, 2006.

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

In order, tasks completed thus far:

- *Ensured all critical members of Inflight Management were notified immediately of change, from Base Level on up. Made personal phone calls to each and left all current contact information so no lapse in communication would occur.*
- *Composed, printed and distributed intro letter to all PHX F/A mailboxes.*

- *Met with both PHX Assistant Base Managers (as we currently have no Base Mgr). It was a chance to get to know each other and set up communication protocols for "COMAT" materials and meetings. Very successful meeting.*
- *Composed and distributed a separate personal letter to each PHX Shop Steward and enclosed a Union Pin with each one. The letter introduced me to them and the first objective was for establishing a communication with each one of them and ensured they knew the change had occurred. The second objective of the letter was to emphasize <u>their</u> importance to the Base and a notification that I intended to use their skills. I also indicated I would be looking for more Shop Stewards.*
- *Wrote and distributed second "Shop Steward Update" on July 5th.*
- *Completed DEBM article for UNITY. General base info and focused on several F/A's that had been recognized lately with awards, volunteer work and shop steward work. As a goal, I am focusing on what F/A do in the base in publications.*
- *Worked with Massoni to get Bill Bernal's resignation letter on newly created tab "headline news" on TWU Local 556 website.*
- *Conducted two lounge mobilizations. Completely cleaned out the red rack and did a complete overhaul of the glass case in the PHX lounge.*
- *Printed and handed out "RCSA" user tips during lounge mobilizations which were very helpful.*
- *Created, printed and put in each F/A mailbox the new "PHX Email Connection". Response thus far has been superb.*
- *Had PHX Shop Steward distribute June UNITY UPDATE to all F/A mailboxes on Saturday July 8th. He was paid out of DEBM 4 TFP budget for doing the work that I could not do as I was in Dallas cleaning out office and storage unit. UNITY Updates arrived in PHX the week of June 26th.*

Michael Massoni left the Meeting at 0932.

Allyson Parker-Lauck returned to the Meeting at 0936.

Thom McDaniel and Gayle Ross were excused at 0938 to give the Union's Presentation to New Hire Flight Attendant Class #224 at Company Headquarters.

Brett Nevarez was excused at 0938 to attend the **Southwest Airlines Labor Summit** at the Southwest Airlines Pilots Association (SWAPA) headquarters.

Stacy Martin **chaired** the Meeting.

The Board took a break at 0940 and reconvened at 0955.

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

Michael Massoni **chaired** the Meeting.

<u>Standing Committee Reports</u>

The Board **agreed** that Allyson Parker-Lauck would request photographs from all Committee Chairs for publication.

Allyson Parker-Lauck was excused to assist Troy Ford with Staff Photographs.

The Board **agreed** that Committee Reports *not* submitted by Committee Chairs and/or Committee Members will *not* be reflected in the Executive Board Meeting Minutes. The Board **tabled** further discussion on this issue until the Minutes of the June 2006 Executive Board Meeting were presented later in the Meeting.

Vice Chair Kyle Whiteley submitted the **Scheduling Committee Report**:

> *Vice co-chair Kyle Whiteley submitted the report on behalf of the Scheduling Committee. The line building this past month was uneventful in regard to computer issues and staffing. We are anticipating a large number of four-day trips for September and October. The maximum amount of four-days allowed is 22%, with September and October at 18%. VR line building for August will start on the 13th. We are interested in getting the Committee Members to the bases while the survey is taking place. Face-time with the Membership, as well as generating interest is our goal. With the survey completing September 16, the information will be most valuable for the January schedule. The Scheduling Committee phone line received only one call this month regarding the lack of commutable lines. Brett received one phone call, as well. Brendan Conlon is now the Director over Inflight Planning, and reports to the Vice President of Inflight. We will be setting up a meeting with Daryl, Brendan, and Tim around the 27th of this month to iron out the details of adding new Members to the Committee, as well as each other's expectations in the future. We ask that all comments people have for the Committee be emailed to schedulingcommittee@twuatd.org. If you receive calls regarding the bid or VR lines please ask them to e-mail their concerns to us so that we may document the complaints. The comments we receive will be passed on to Planning, and we are trying to get them to do the same from their e-mail address inflight.planning@wnco.com. We have had 3 prospective Committee Members submit letters of interest. Jerry Lindemann observed the process in June and Lisa Happer will be doing the same in July. Ali Bahreman is not interested in coming to Dallas to participate.*

Stacy Martin presented the **Health Committee Report**:

> *Regarding the concern about the Avian Bird Flu what is our Union doing about it? From the research I have done about this subject, there appears to be two specific ways of how, if this epidemic becomes real, the transmission will occur. For the Citizens of the United States, migration routes of birds would come from wild birds that come from Siberia, entering into Alaska, taking a southern migratory route down to Southern California and into Mexico. From there, some of these birds would then migrate into the Southern regions of the United States. Right now, the front line is in Alaska, where migratory birds are being monitored for the virus. So far, no migratory birds have tested positive. The other way, obviously, would be for a human carrier of the virus, entering into the United States via air travel, or some other form of travel. As far as what the Union can do, it really seems more of what the Government, specifically, the CDC is prepared to do. Right now, Tamiflu would be the front line drug used to fight the virus. This would obviously be provided to front line groups first, such as police, fireman, EMT's, Dr's, Nurses, etc. In the real world, there is not enough Tamiflu that could be provided to the general population that would prevent mass panic. In the event that this ever happens, basically what you would see is a shut down of most world economies, as the general population would go into a quarantine mode until the outbreak has passed. Basically, we could explore the possibility of the Company being ready to provide us with Tamiflu, but like I said,*

you would be basing this on "When and if there was a true outbreak, and could the Company get their hands on enough to provide protection for all of its employees, not just Flight Attendants".

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

I asked the Admin in the BWI Office to update me with any Care and Concern issues. If any Base Rep or any other officer hears of anything in their bases, please forward that information to me via email. Please send me an email with the F/A's name, base, employee number and the nature for the care and concern. I sent seven care and concern cards in the month of June.

Cuyler Thompson presented the **Civil and Human Rights Committee Report** for Chair Portia Reddick-White:

The International CHRC is undergoing changes. The acting Director is now Sandra Burleson, President of Local #260 and the Committee is undergoing a format adjustment. I will be able to report more on this next month. The changes will help the International Committee focus more on the needs of Locals. The Annual Martin Luther King celebration will take place in January 2007 in Houston, TX. Hopefully, we will be able to have more 556 Representatives involved. Last year we were able to have 2 representatives involved. Please contact me if there are Members in the bases who would like to serve as a core team on this Committee.

Allyson Parker-Lauck returned to the Meeting at 1026.

The Board discussed the possibility of the Union and the Company framing a new drug and alcohol abuse treatment program for the Flight Attendants. The Board **tabled** the discussion until Brett Nevarez, Drug and Alcohol Committee Chair, was present.

Michael Massoni presented 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 =* ***5****:*

Report	*Acceptance Deadline*
ASHDI INCIDENT 1239 (UNACCEPTABLE RESP. TO FATIGUE)	*Thu 7/20/2006*
ASHDI 1297 (SECURITY)	*Thu 7/20/2006*
ASHDI 1312 (POOR CRM / TURBULENCE)	*Thu 7/20/2006*
ASHDI 1376 (PEANUT ALLERGY PROCEDURES)	*Thu 9/7/2006*
ASHDI 1378 (CARRY-ON LUGGAGE-FAR)	*Thu 9/7/2006*

ASHDI Incident Reports received to date:

- *All Sponsor Unions / TWU =* ***1500+/ 148***
- *Accepted Reports to date (TWU) =* ***114***

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

- *06/9/06 through 07/10/06 =* ***89*** ****ALL OF 2006 to Date =* ***408********
- *Emergencies Declared =* ***19***

- ***B737-7H4 N471WN OPERATING AS WN1248 BWI-MDW 08DEC05 ACCIDENT DCA06MA009 -*** *The Public Hearing concerning the accident took place on Tuesday June 20th and ran through Thursday June 22 in Washington, DC. TWU Local 556 was represented by 1st Vice President / National Safety Coordinator, Michael Massoni and Go Team Accident Investigator, Marcy Vinyard who both participated in the on-scene investigation. The hearing was uneventful wit no new facts brought to light. At no time during the hearing was any issue with the Flight Attendant Crew brought up. Witness testimony was offered by:*
  - *Boeing Commercial Airplane Group*
  - *The Airlines Pilots Association*
  - *The City of Chicago Department of Airports*
  - *The Federal Aviation Administration*
  - *Southwest Airlines Co.*
  - *Southwest Airlines Pilot Association*

A copy of the Hearing transcript is available for the Executive Boards review through the Safety Coordinator. The final report on the accident is due within the next 12 months.

- ***System Analysis Team (SAT) Safety Audit*** *has moved into its sixth full month with TWU participation on the "Operations and Human Factors Justification Groups". Both justification groups have completed their primary and secondary focus reports within the audit. All final reports and recommendations have been turned into the steering committee for consolidation into a final report which will include all recommendations for operational changes within Southwest Airlines.*
  - *Open Discussion and Q&A--*
- ***Beginning July 10, 2006, new TSA requirements*** *make it more likely that Employees traveling on other airlines which includes those using passes or a* ***reciprocal cabin seat agreement (RCSA)*** *— will be identified as selectees. Selectees must receive secondary screening at the security checkpoint prior to boarding the aircraft. To avoid delays at the gate and/or missing your flight when traveling nonrevenue on another airline, it is highly recommended that you check in at the ticket counter to receive the appropriate documentation (generally a security document or standby boarding pass). Selectee status will be indicated on these types of documents and proper screening will then take place at the security checkpoint. If you bypass the ticket counter and instead use your SWA ID to go through security, you could be identified as a selectee at the gate and be required to return to the security checkpoint for additional screening.*
- *The TSA has implemented the revised 1 day* ***Crew Member Self Defense Training (CMSDT)****. We have received the new posters and want to begin additional marketing efforts to encourage enrollment and participation of as many Flight Attendants as possible. Posters will be distributed to all Domicile Executive Board Members for posting in all Union bulletin boards. We are also recommending that all Officers take the revised training to better understand what CMSDT is and how to effectively market it to our Members.*
- ***The revised TWU Local 556 Accident Response Manual (ARM)*** *has been distributed to all Officers, Staff and Go-Team Members. This revision included changes that were necessitated through our response of Southwest Flight 1248 and the advent of our new Executive Board. Some duties and responsibilities were realigned based on geographical location as well as*

what would be considered a "best fit" for the individual Officer and/or Staff Member. Please review the manuals and become familiar with your role should we find ourselves in the unfortunate position of having to use it.

- ***Open discussion item**:*
  - *Flight Attendant Manual / Flight Attendant Handbook*
- ***Standing / Scheduled Meetings**:*
  - *Monday July 17, 2006 at 13:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety*

Cuyler Thompson presented the **Professional Standards Committee Report Eastern Division** for Co-Chair Jean Chandler Brooks:

> *PROFESSIONAL STANDARDS Monthly Summation for June 2006 submitted by Jean Chandler Brooks Co-chair Eastern Division (BWI, MCO,MDW,HOU)*
> *Calls 17*
> *Calls involving Pilots 2*
> *Calls resolved favorably 17*
> *Our Committee continues to operate successfully and effectively. We would like to welcome Michael Broadhead to the Board, and know he will be an asset to the Membership.*

Cuyler Thompson presented the **Professional Standards Committee Report Western Division** for Co-Chair Lorie Powell:

Total Calls	*13*
Gone to Mgmt	*3*
Involving Pilots	*1*
Total Worked	*10*

Allyson Parker-Lauck updated the Board on the **Education/Scholarship Committee.** Allyson stated that there have been two applications received for the **Shanna Martin Memorial Scholarship**. There have been no applications received for the **Paul Gaynor Scholarship**. The Board **tabled** further discussion until Thom McDaniel could be present. There was no written report submitted.

Gayle Ross returned to the Meeting at 1113.

Thom McDaniel returned to the Meeting at 1117.

The Board discussed the **Shanna Martin Memorial Scholarship** and the **Paul Gaynor Scholarship**. Stacy Martin, in recognition of the tremendous amount of support that he and his family have received from the Membership since his wife Shanna died last year, pledged to match the $1500 Shanna Martin Memorial Scholarship Award. The Board expressed their thanks for Stacy's prodigious generosity.

Allyson Parker-Lauck updated the Board on the **Publications Committee**. There was no written report submitted.

The Board **agreed** that Board Members would make every effort to attend the **New Hire Dinner** hosted by the Union. The Board **agreed** that if a Member were not able to attend, he/she would notify another Board Member.

<u>Special Committee Reports</u>

Kyle Whiteley presented the **Survey Committee Report**:

> *Kyle Whiteley presented the Survey Committee report. The Scheduling Survey is going to be online August 15th and will end September 16th. The questions that were e-mailed to the Board Members were taken off several of the older surveys that had been written by Cindy Ritner. Cuyler Thompson took the questions and made them much more user friendly. The content of the questions remained the same but some new questions regarding Reserve had been added. If anyone wished to view the new questions, please let Kyle know. Michael Massoni will be implementing the necessary changes to the web site to handle the survey. Kyle further explained that Michael will also be responsible for putting the survey questions on the site. Kyle asked that all Domicile Executive Board Members make plans to host several lounge mobilizations while the survey is taking place. Kyle mentioned that he would like to promote the survey on the TWU hotline, and in the upcoming Unity Update as well as adding it to the agenda for the August base Union meetings. Kyle also informed the Board Members that he felt a second survey for the year was not going to be feasible due to the Scheduling Committee survey ending in mid-September leaving only one month before November and December.*

The Board **agreed** that between August 15 and September 16 there would be **Lounge Mobilizations** concerning the Scheduling Committee Surveys. Board Members conducting the Mobilizations would also promote Voters' Registration and COPE participation.

Gwen Dunivent presented the **Air Transport Division Working Women's Committee**. There was no written report submitted.

The Board went to lunch at 1200 and reconvened at 1430.

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

Garry Drummond was a guest at the Meeting.

Denny Sebesta, **Grievance Chair**, and Catherine Rea, Grievance Staff Member, entered the Meeting at 1435 to discuss a Grievance.

The Board called the Grievant at 1437 and left a voice message at two numbers for her to call the Union Office to participate in her scheduled conference call.

Allyson Parker-Lauck left the Meeting at 1443.

The Board discussed a Grievance.

Allyson Parker-Lauck returned to the Meeting at 1502.

Thom McDaniel was excused from the Meeting at 1506 to take a call from Ed Cloutman, Legal Counsel.

Michael Massoni **chaired** the Meeting.

The Board called a Grievant at 1515. The Board discussed with the Grievant the merits of the Grievance.

Thom McDaniel returned to the Meeting at 1523.

Cuyler Thompson made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion.

Catherine Rea was excused from the Meeting at 1528.

Denny Sebesta was excused from the Meeting at 1533.

Jill van der Werff made a **motion** to allow Denny Sebesta to remain in the Board room during deliberations on Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board took a break at 1635 and reconvened at 1654.

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

Michael Massoni **chaired** the Meeting.

The Board continued to discuss the merits of the Grievance.

Thom McDaniel returned to the Meeting at 1709.

The motion to proceed on the Grievance **did not carry**.

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

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

Thom McDaniel noted that Daryl Krause, Vice-President of Inflight, would be a guest at the Board Meeting the following morning. The Board discussed potential topics of conversation.

Gwen Dunivent made a **motion** to adjourn. Lucy White **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1743.

Wednesday July 12, 2006

Thom McDaniel called the Meeting to order at 0830.

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

Kyle Whiteley's absence was unexcused.

Gayle Ross presented **Amegy (formerly Lone Star) Account Check** numbers 9864 through 9923.

Allyson Parker-Lauck made a **motion** to revisit the Minutes from the May 2006 Executive Board Meeting. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson presented Thom McDaniel's proposed amendment to the **May 2006 Executive Board Meeting Minutes** made by Thom McDaniel. There was discussion.

Michael Massoni made a **motion** to accept the amendment to the May 2006 Executive Board Minutes as proposed. Gwen Dunivent **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to revisit the Minutes from the May 2006 Special Executive Board Meeting. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson presented Thom McDaniel's proposed amendment to the **May 2006 Special Executive Board Meeting Minutes** made by Thom McDaniel. There was discussion.

Michael Massoni made a **motion** to amend the (the May 2006 Special Executive Board Meeting) Minutes to reflect the proposed change as written by Michael Massoni. Gwen Dunivent **seconded** the motion. The motion **carried**.

Daryl Krause and David Curry, Director of Initial Training, entered the Meeting at 0900 as guests. Daryl and David discussed current issues involving TWU Local 556 and Southwest Airlines Inflight Department.

Michael Massoni left the Meeting at 0940.

Daryl Krause and David Curry were excused from the Meeting at 1000.

The Board took a break at 1000 and reconvened at 1010 with Denny Sebesta and Catherine Rea as guests.

The Board discussed with Denny and Catherine the details of a Grievance.

The Board called the Grievant at 1020. The Board discussed with the Grievant the merits of the Grievance.

Catherine Rea was excused from the Meeting at 1044.

Gwen Dunivent made a **motion** not to proceed on the Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Michael Massoni returned to the Meeting at 1045.

Catherine Rea returned to the Meeting at 1048.

The Board discussed a Grievance.

The Board called the Grievant at 1055. The Board discussed with the Grievant the merits of the Grievance.

Catherine Rea was excused from the Meeting at 1115.

Jill van der Werff made a **motion** not to proceed on the Grievance. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Denny Sebesta presented to the Board a copy of an email correspondence involving Lucy White-Lehman and Jim Melnick. Naomi Hudson, Senior Director of Employee Resources and Base Operations, had forwarded the email to Denny Sebesta regarding the location of the Liquor Drop location in Baltimore.

Denny Sebesta presented the **Grievance Committee Report**:

GRIEVANCE MEETINGS

Meeting June 16 *– Meeting with Daryl Krause, Naomi Hudson, Russell McCrady and Brendan Conlon*

Thom, Michael M. and Denny were in attendance.

- *Daryl requested this meeting in order to approach VJA Flipping Trips. He has a major concern on this issue. He stated that VJA history was to* ***incentify*** *people to pick up extra flying during overlap. He and his group asked the Union if collectively they could come up with a win-win and save unnecessary costs. He stated that the Company is paying 4 or 5 times the amount of original VJA.*
- *Union's position is that this was discussed during Negotiations and Company was aware that they made it possible through computer programming. We don't have a solution that would not violate the Contract or a long Past Practice.*

Week of June 18-23 *– Cuyler, Gwen and Denny attended Arbitration Training at the George Meany Labor College.*

Meeting July 7 *– Monthly Grievance Meeting with Management. Mike Mankin, Cindy Nagle, Thom McDaniel and Denny Sebesta were in attendance.*

- *Discussed a total of 13 active grievances.*
- *Management is reviewing several and will respond the week of July 10.*
- *As of July 10, one (1) suspension has been removed. Still waiting on several other cases.*

Meeting July 10 *– Meeting with Daryl Krause and Naomi Hudson. Union requested meeting to discuss problem with Flight Attendants terminated for Sick Leave Abuse when they have a problem and are honest with Scheduling/Management.*

- *Management and Union will work together to develop a script that Scheduling may use in situations to help Flight Attendants understand Sick Leave Policy.*
- *Beginning July 12, Naomi is traveling to all Bases to work on communication and flexibility with Base Management. The goal is empower Base Management on making certain decisions.*

Next Scheduled Meeting set for July 26 – *Director of Scheduling, Director of Employee Resources and Manager of Scheduling*

- *Will discuss outstanding Maestro/CWA Group Grievances and Scheduling issues.*

Total Number of Grievances: *As of Friday, July 7, the Union has a total of* ***79*** *active grievances.*

BOARD OF ADJUSTMENT TRAINING

- *Mark Richard is scheduled for July 18, to train the Board of Adjustment Team Members.*
  Training will be held at the Holiday Inn Select from 8:30a.m. to 4:00p.m.

NEW MEMBERS	***CURRENT MEMBERS***
John Parrot #22940 MDW	*Rebekka Kelly#2449 DAL*
Jeff Quattrochi #33879 MDW	*Will Browne #17768 MDW*
Misti Dawn Young #43351 DAL	*Fields Williams #5307 DAL*
Deborah Danish #1666 DAL	*Doug Patterson #14282 DAL*
	Lynn Beall #46925 DAL
	Jannah Dalak #19358 HOU

Gayle Ross left the Meeting at 1139.

Stacy Martin left the Meeting at 1145.

Gayle Ross returned to the Meeting at 1146.

Lucy White-Lehman left the Meeting at 1147.

Stacy Martin returned to the Meeting at 1158.

The Board discussed tabled a Grievance.

Gayle Ross made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

The Board went to lunch at 1209 and reconvened at 1330.

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

Thom McDaniel left the Meeting at 1333.

KyleWhiteley left the Meeting at 1336.

Cuyler Thompson was excused from the Meeting at 1337.

Gayle Ross recorded the Minutes of the Meeting.

Thom McDaniel returned to the Meeting at 1338.

Cuyler Thompson returned to the Meeting at 1350.

Stacy Martin was excused at 1405.

Lucy White-Lehman left the Meeting at 1407.

Michael Broadhead left the Meeting at 1418.

Michael Broadhead returned to the Meeting at 1434.

Lucy White-Lehman returned to the Meeting at 1436.

Michael Broadhead left the Meeting at 1444.

Cuyler Thompson presented the **June 2006 Executive Board Meeting Minutes** for approval. There was discussion.

Michael Massoni made a **motion** to approve the June 2006 Executive Board Meeting Minutes as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board took a break at 1455 and reconvened at 1510.

Board Members present were Thom McDaniel, Michael Massoni, Gayle Ross, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Mark Torrez, Brett Nevarez and Allyson Parker-Lauck.

Gayle Ross presented the Union's **June 2006 Financial Report** for approval.

Michael Broadhead returned to the Meeting at 1520.

Gwen Dunivent made a **motion** to accept the June 2006 Financial Report. Michael Massoni **seconded** the motion. The motion **carried.**

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

Thom McDaniel — Flew Pairing HD22 June 22 and 23

Gwen Dunivent made a **motion** to excuse Michael Massoni from flying in the second quarter. Susan Kern **seconded** the motion. The motion **carried**.

Michael Massoni — Excused from Flying

Stacy Martin — Conducted Mobilizations April 21 & 22

Allyson Parker-Lauck made a **motion** to excuse Gayle Ross from flying in the second quarter. Gwen Dunivent **seconded** the motion. The motion **carried**.

Gayle Ross — Excused from Flying

Cuyler Thompson — Flew Pairing BS63 June 3 thru 5

Gwen Dunivent	Flew Pairing DA21 April 27 thru 28
Jill van der Werff	Flew Pairing HD21 June 21 thru 22
Susan Kern	Flew Pairing FB67 April 22 thru 24
Mark Torrez	Flew Pairing OS81 May 1 thru 4
Michael Broadhead	Flew Pairing PE35 June 25 thru 27
Brett Nevarez	Flew Pairing PA92 May 2 thru 5
Allyson Parker-Lauck	Flew Pairing OS17 April 28 thru 29
Lucy White-Lehman	Conducted Mobilizations April 25, June 23 and 27

Cuyler Thompson verified that Kyle Whiteley had flown Pairing MA01 May 19 thru 21.

The Board **agreed** that in the future, during the first Executive Board Meeting of each quarter, a Roll Call would be conducted to establish Board Members' compliance with the Union's **Bylaw Article VII (g)** for the previous quarter.

Gwen Dunivent was excused to take a phone call at 1637.

The Board **agreed** that in the future, in order for a multi-day Lounge Mobilization to be counted for compliance with **Bylaw Article VII (g)**, the Mobilizations must be completed on consecutive days.

Gwen Dunivent returned to the Meeting 1643.

Stacy Martin returned to the Meeting at 1645.

The Board **agreed** that Gwen Dunivent would be excused from the Meeting the following morning for personal reasons.

Mark Torrez made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1655.

The Executive Board attended a dinner hosted by Colleen Barrett, Gary Kelly, Donna Conover and Daryl Krause at the restaurant, Al Biernat's.

Thursday July 13, 2006

Thom McDaniel called the Meeting to order at 0830.

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

Gwen Dunivent was excused for personal reasons.

Kyle Whiteley was excused to attend a **Scheduling Committee Meeting**.

Garry Drummond was a guest at the Meeting.

Correspondence
Thom McDaniel presented to the Board four pieces of correspondence.

New Business
Gayle Ross distributed to the Board copies of a letter she had addressed and sent to all Committee Chairpersons. The letter detailed the guidelines for submitting **Committee Budgets** for 2006-2007. A copy of a Budget Worksheet to aid Committee Chairs in drafting their annual budget needs was attached to the letter.

Lucy White-Lehman left the meeting at 1000.

Becky Parker and Denny Sebesta entered the Meeting at 1005 to discuss a Grievance.

The Grievant entered the Meeting at 1015 to discuss with the Board the merits of her Grievance.

Becky Parker and the Grievant were excused from the Meeting at 1056.

Brett Nevarez made a **motion** to proceed on the Grievance. Jill van der Werff **seconded** the motion. There was discussion. The motion **carried**.

The Board took a break at 1008 and reconvened at 1035.

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

Gwen Dunivent was excused for personal reasons.

Kyle Whiteley was excused to attend a **Scheduling Committee Meeting**.

Lucy White-Lehman's absence was unexcused.

Garry Drummond was a guest at the Meeting.

Gayle Ross was excused at 1041 to take a phone call concerning the procurement of Insurance for the Union's new Office.

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

Gayle Ross returned to the Meeting at 1051.

Rebekka Kelly entered the Meeting at 1057 to update the Board on the **Friends of Love Field**, the grass-roots organization aiding the effort to repeal the Wright Amendment.

Rebekka Kelly was excused from the Meeting at 1135.

Thom presented to the Board a copy of a proposal from Claire Taitte, Manager of Inflight Crew Scheduling, for **adjusting the Domicile Break** for the required Twenty-four Hour Break in a seven-day period. There was discussion.

Allyson Parker-Lauck made a **motion** to accept the proposal for adjusting the Domicile Break for Twenty-four Hour Break. Brett Nevarez **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, Gayle Ross, Cuyler Thompson, Jill van der Werff, Susan Kern, Mark Torrez, Michael Broadhead, Brett Nevarez and Allyson Parker-Lauck.

Gwen Dunivent was excused for personal reasons.

Kyle Whiteley was excused to attend a **Scheduling Committee Meeting**.

Lucy White-Lehman’s absence was unexcused.

Garry Drummond was a guest at the Meeting.

Denny Sebesta entered the Meeting at 1301 to discuss Grievances.

Brett Nevarez made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Gwen Dunivent entered the Meeting at 1319.

Michael Broadhead made a **motion** to proceed on two Grievances. Jill van der Werff **seconded** the motion. The motion **carried**.

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

Kyle Whiteley entered the Meeting at 1326.

Cuyler Thompson made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Brett Nevarez made a motion to **proceed** on a Grievance. Allyson Parker Lauck **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Allyson Parker Lauck made a **motion** to revisit a Group Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Group Grievance. Michael Massoni **seconded** the motion. The motion **did not carry**.

Denny Sebesta was excused from the Meeting at 1423.

The Board **agreed** that there would be an Executive Board Meeting in August.

The Board **agreed** that the Union would continue to host a dinner for the New Hire Flight Attendant Class on the Monday night before the Executive Board Meetings are scheduled to begin on Tuesday morning.

Gayle Ross left the Meeting at 1537.

Gayle Ross returned to the Meeting 1554.

Cuyler Thompson left the Meeting at 1604.

Gayle Ross took the Minutes.

Cuyler Thompson returned at 1606.

Kyle Whiteley made a **motion** to rebid the (Officer) On-Call Schedule. Cuyler Thompson **seconded** the motion. There was discussion. The motion **did not carry**.

Brett Nevarez made a **motion** (that Board Members) not bid vacation during the second week of any month. Gwen Dunivent **seconded** the motion.

Thom McDaniel **passed the gavel** to Michael Massoni.

Michael Massoni chaired the Meeting.

Thom McDaniel made comment regarding the motion on the floor.

Michael Massoni **passed the gavel** to Thom McDaniel.

Thom McDaniel **chaired** the Meeting.

The motion **did not carry**.

Cuyler Thompson made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **did not carry**.

Cuyler Thompson was excused to make copies of the inchoate Minutes (or **'Working Minutes'**) of the Executive Board Meeting in progress for Board Member review.

Brett Nevarez made a **motion** to reconsider the motion requiring the Executive Board to review the Minutes of the current Meeting before adjournment. Michael Massoni **seconded** the motion. The motion **carried.**

Cuyler Thompson returned to the Meeting and distributed copies of the Working Minutes for the current Meeting in progress.

Jill van der Werff made a **motion** for the Recording Secretary to email the Working Minutes to the Executive Board Members upon adjournment so that Executive Board Members would have a week to review the Minutes and respond back with content suggestions. Michael Broadhead **seconded** the motion. The motion **did not carry**.

Stacy Martin made a **motion** to rescind the motion requiring the Executive Board to review the Working Minutes at the end of each Executive Board Meeting. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Stacy Martin made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel **adjourned** the meeting at 1645.

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

Cuyler Thompson	Thom McDaniel
Recording Secretary	President