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 Meeting
July 23rd- 27th, 2007
Synopsis

Monday July 23rd, 2007

Michael Massoni called the Meeting to order at 0830.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Kyle Whiteley, Susan Kern and Jill van der Werff.

Thom McDaniel, Lucy White-Lehman and Allyson Parker-Lauck were in transit.

Mark Torrez was absent.

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

Susan Kern read aloud the **TWU International Membership Pledge**.

Thom McDaniel and Allyson Parker-Lauck entered the Meeting at 0835.

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

Gwen Dunivent submitted a report on the **Southwest Airlines Labor Summit** she had recently attended with Michael Massoni:

> *Michael Massoni and I attended the Quarterly SWA Labor Summit at SWAPA on July 18th. Also attending were SAEA, Teamsters Local 19, TWU 555, and SWAPA. It was our turn to host the meeting, so I acted as Chair. SAEA reported that their Arbitration about the Operational Command Center will be going forward on July 24th and 25th. They are cautiously optimistic that their job duties and responsibilities will be protected in the decision. Local 555 reported that they have a start date for their Contract negotiations of Jan. 18, 2008. The Redefining Excellence Program continues to cause great distress among their membership. They report that morale is at an all-time low as the Program continues to push more work on fewer people. Teamsters Local 19 President Robert Rosch, who actually works for Continental, had some grave observations to make about the direction our airline is headed. He also observed that, compared to the other carriers that Local 19 represents, Southwest is still middle-management heavy. The entire group talked a lot about supporting one another in as many ways as possible. Michael and I pledged, as all other groups did, to ask our Executive Board about possibly printing a letter from another Union in our own publication, when they need our support. We also agreed to share copies of our*

own newsletters with one another. The information sharing and camaraderie at these Summits are invaluable, and we all discussed the power we hold in all matters if we can all stick together.

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

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

Things continue to be quiet in MCO. There have been approximately 3 times in the past month when Management has met with Members to counsel them on being late to the gate, but no Union representation was requested. The only time Union representation was requested was in a case of he said/she said; there continues to be a trend of Flight Attendants going into the office to complain to Management when someone says or does something to which they take offense. Construction in the lounge continues to be delayed by incomplete architectural drawings. At this time there is no sense of when construction might begin, although the construction company is still committing to completing within 60 days of when they start. The announcement regarding who will become our 2nd Assistant Base Manager is expected sometime the week of 7/23, and Supervisor Loni Firebaugh and Supervisor CJ Deschaine have announced their intention to go on-line and are waiting for their release date. Assistant Base Manager Jim Mitchell indicated that per requirements of the FAA more Inflight Audits will be conducted; although the FAA has not given them an exact number of audits that need to be performed, they need to perform more. Air Tran has left the A Terminal, and now the only two airlines occupying the terminal are Southwest and JetBlue. I attended the COPE Convention in Washington, DC the week of July 9 and found it to be a valuable experience. The speakers were excellent and the mock lobbying workshop was invaluable as we had the opportunity to receive feedback from 2 Congressional Chiefs of Staff as to what worked and what didn't work.   I was pleased to put this knowledge to use while lobbying the House on Tuesday and Wednesday on the issues of FMLA and OSHA for Flight Attendants. I thank TWU 556 for giving me the opportunity to attend the Convention. The Red Rack and Union Case are up to date, all Union publications have been distributed, and New Hire Union Pins and Letters of Introduction have been put in all New Hire mailboxes.

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

Chicago has had a busy month. The much improved lounge has been completed. Additional computers and furniture will be in place shortly. I feel that my Flight Attendants are happier not being directly in front of the Supervisors. The Scheduling Committee Listening tour passed through town, and we received great feedback from the Chicago Flight Attendants. There have been several ghost rides taking place over the past month. As a result of these audits, the number of fact finding meeting have gone way up. The majority of these meetings were due to Flight Attendants using cell phones during boarding, and for reading on the jumpseat. The Chicago E-connection has been very well received, and I would like to thank Phoenix DEBM Michael Broadhead for providing the global stories to the other Base Representatives. I have been able to meet with Reen, and we are developing a good relationship. There have been a few meetings to date where Reen clearly did the right thing. I am in the process of organizing a pizza party for the Chicago Union Reps from each department. This will be a chance for us to get to know each other and develop relationships. The Red Rack and Union Glass Case are up-to-date, and all publications have been distributed.

Michael Broadhead presented the **Phoenix Domicile Report**. There was no written report submitted.

Gwen Dunivent submitted the **COPE Committee Report**:

The Annual COPE-Legislative Conference of TWU Intl. was held July 8 through July 11th in Washington, D.C. Legislative Representatives and Officers from TWU Locals around the country were in attendance, approximately 200 people in all. A video-taped welcome from President Jim Little, who was not able to attend, opened the Conference, followed by welcoming remarks from Harry Lombardo and Roger Tauss. Ed Wytkind, the President of the AFL-CIO Transportation Trades Department, gave an impassioned speech about the 110th Congress and the possibilities for the passage of labor–friendly legislation. He also challenged the Conference to work tirelessly to elect a labor-friendly President next year. The White House is the key to tipping the scales in the direction of American workers and the middle class for the first time in a very long time. Karen Ackerman, the highest ranking woman in the AFL-CIO as Political Director, gave a presentation about the legislative program that the AFL-CIO has in place, and what its impact was in the 2006 elections. During that legislative program, named Labor 2006, the AFL produced 14 million fliers, made 23 million phone calls, and mailed 20 million pieces of mail. They were involved in 521 races, including federal, state, and local races. Workers in Labor 2006 spoke to 13 and a half million Union voters. In Labor 2008, they will have the potential to talk to 15 million Union voters. Working America, which is a Community Affiliate of the AFL-CIO, has grown to 1.6 million members, and has a strong voting record on pro-worker issues. Working America is a way to give non-Union workers a voice in their workplace and in their government, and is fast becoming a strong ally for the AFL-CIO. On Monday afternoon, we attended a very informative and interactive workshop called "How to Lobby-A Role-playing Exercise". This class was taught by Portia White, her husband Stan White, who is Chief of Staff for Congressman Bob Brady, and Cathy Hurwit, who is Chief of Staff for Congresswoman Jan Schakowsky. We learned techniques on successful lobbying, everything from how to get the appointments to how to get a commitment for follow-up. We divided into groups and lobbied according to a script we were given. It was fun and educational, and we learned a lot. On Tuesday morning we heard from John Sweeney, the President of the AFL-CIO, about the exciting potential for the passage of pro-worker legislation. He reminded us that although the Employee Free Choice Act died on the Senate floor, due to Republican filibuster, if we can win the White House next year, we can surely get it passed no later than 2009. Roger Tauss, Legislative Director of TWU International, gave a presentation on "An Economy that Works for All". On Tuesday afternoon we lobbied on the hill with Congressman Michael Conaway, a Republican from West Texas, who didn't even know what FMLA was. We then visited with Congressman Ron Paul's Chief of Staff and Congressman Ralph Hall's Legislative Director, regarding the FMLA bill and OSHA coverage for flight crews. Both Paul and Hall are also Republicans from Texas. We finished the day with Congressman Al Green, a Democrat from Texas, who had already signed on the FMLA bill. On Wednesday morning during breakfast we heard James Oberstar, the Chair of the House Transportation Committee, Benny Thompson, the chair of the House Homeland Security Committee, and freshman Senator Amy Klobuchar, a Democrat from Minnesota. During the Conference that morning we heard from seven Congress people and one Senator, including Rep. James Clyburn, who, as the House Majority Whip, holds the highest Congressional seat that an African American has ever held. Among the eight speakers, we heard from three worker-friendly Republicans, and all the speakers were optimistic about the future of worker-friendly legislative initiatives. We managed one more visit to the Hill in the rain before we literally ran to Union Station. Democratic Congressman Joe Baca from California was glad to meet us and very supportive of our efforts, in addition to being very complimentary of Southwest Airlines. All in all, it was a very enjoyable, educational experience and I appreciate the chance to participate.

Michael Massoni submitted the **Safety Committee 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 1509 (TURBULENCE)	*Mon*	*08/20/2007*
ASHDI 1523 (SAFETY/CRM)	*Mon*	*08/20/2007*
ASHDI 1526 (SAFETY)	*Thu*	*09/20/2007*
ASHDI 1532 (Blood Borne Pathogen)	*Fri*	*09/28/2007*
ASHDI 1533 (SAFETY/UM)	*Mon*	*10/15/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 1985+ / 166
Accepted Reports to date (TWU) = 126
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
06/08/07 through 07/21/07 = 133   Emergencies Declared = 28
ALL OF 2007 to Date = 550
ALL OF 2006 = 858
Standing / Scheduled Meetings:
Monday August 20th, 2007 @ 13:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety
On July 3rd, a joint memo from TWU Local 556 First Vice President and National Safety Coordinator, Michael Massoni and Southwest Airlines Regional Director, Dave Kissman announced MCO Flight Attendant Eileen Rodriguez as the new CISM Chairperson. Eileen's Inflight background is strong and diverse. She began her Southwest career in 1993 as a Flight Attendant and has been based in DAL, HOU, PHX, MDW, and MCO. She spent several years with Initial Training and is a graduate of MIT (Managers in Training). Eileen also spent one year as an MCO Inflight Base Supervisor and was on the Interview Team for three years. She has been a CISM Team member for four years. Eileen is currently an MCO-based Flight Attendant and lives in Dallas. She will continue to fly the line as a Flight Attendant in conjunction with her new CISM Chairperson duties. Eileen's Flight Attendant, Inflight Leadership and CISM background have prepared her well to lead the 40-member CISM Team. Discussion Items: Eileen's vision – Budgetary Issues – Monthly Reports. Starting this month the Safety Team report to the Executive Board will include the latest system wide Flight Attendant injury statistics available along with domicile specific OSHA 300 OJI reports. Attached are the system wide injury statistics for May 2007 (the latest period available). Included are injury statistics chart, the column chart showing the top 5 injury causes for the month, and the turbulence graph that compares 2005, 2006, and 2007 turbulence-related injuries. There were 10 turbulence injuries for May. This compares to 14 in April and 7 for May 2006. To put the cost of injuries in perspective, estimated cost for May turbulence injuries is $102,536.14 (inclusive of lost time, treatment and care). This compares to lifting injuries estimated at $197,433.42. Among the top five injuries, the "other" category takes in a number of injuries/illnesses thus, included is a spreadsheet that breaks down each injury in this catch-all category. Keep in mind, injury reports represent a "snapshot" in time. Reports are compiled two weeks into the following month and it is possible to have outstanding injury claims that are not filed immediately and thus not represented. The injury claims and projected costs do, however, represent an accurate picture of the nature of Flight Attendant injuries and the frequency with which they occur. Domicile Executive Board Members; see your base specific OSHA 300 report (also attached). The TWU Local 556 National Safety Coordinator will begin preliminary discussions with Southwest Airlines and the FAA in August concerning implementation of a Flight Attendant Aviation Safety Action Program (ASAP). ASAP is an FAA-accepted program currently being used by the Flight Operations Department at Southwest

Airlines with SWAPA's endorsement. There are several other airlines that are using similar programs; however, there are very few with Flight Attendant specific ASAP programs in place. We have reviewed one existing Flight Attendant program between AFA and United Airlines as well as the program between SWAPA and SWA. Using these programs as models we are in the process of adaptation to the very unique requirements of our work environment. Potential benefits of such a program include: voluntary self-disclosures to avoid FAA fines/sanctions to Flight Attendants and Southwest Airlines and a non-punitive clause to decrease disciplinary action against Flight Attendants if the event falls within the parameters of the ASAP program. This could also reduce the amount of grievance work produced by safety infractions. Also keep in mind that Flight Attendants are FAA certified and although there are few regulatory requirements attached to their certificate, things could change. Therefore, having an ASAP program in place could afford further protections against possible loss of ones certification. The program would also promote increased safety awareness and proclivity in Flight Attendant safety duties. ASAP also creates a database for stake holders to track/trend common safety issue which provides a means for quicker more effective resolutions to those issues without fear of discipline for our Members.
Open Discussion Items:
GCAQE - October Meeting Registration Fee & Annual Membership Fee
737-700 Jumpseat Modification – Update
737 Classic OWWE Evacuation Procedures – Possible Change Pro/Con

Michael Massoni submitted the **CISM Committee Report** for new Chair Eileen Rodriguez:

The SWA CISM Team currently has 40 active team members. In May of this year we had our annual training, we added approx. 15 members, bringing our total to 40. We had joint training with Pilots and Flight Attendants. July 15th, I took over the role of Chairperson for the Team. I am very excited to step into my new position and help motivate the Team. One of my first priorities is to get a pulse of the Team. I would like to find out where they would like to use their talents and strengths. I want to make everyone feel like they are contributing to the success of the team. I plan on sending out a survey/questionnaire to each Team member, asking for their feedback. Once I have gathered the information, I would like to get more people involved. I plan on bringing in as many Team members as possible to do a "brainstorming session" and see what ideas and new concepts we can come up with together. A second priority is going to be getting everyone onboard with our CISMCARE program. This is a great tool that can help our CISM Team track incidents.

The Board **agreed** to pay the registration and the annual enrollment fees for TWU Local 556's representation on the **Global Cabin Air Quality Executive Committee** with monies from the Local's Safety Team Budget.

The Board took a break at 1009 and returned at 1030.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Jill van der Werff, Kyle Whiteley, Susan Kern, Gwen Dunivent and Michael Broadhead.

Lucy White-Lehman was in transit.

Mark Torrez was absent.

Allyson Parker-Lauck was excused to attend to computer issues.

It was noted that the Executive Board would be hosting a dinner for New Hire Class of Flight Attendants #235 on Wednesday night.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Co-Chair of the Eastern Region, Jean Chandler-Brooks:

> *Calls received 19*
> *Calls involving pilots 1*
> *Calls resolved favorably 17*

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

Allyson Parker-Lauck returned to the Meeting at 1038.

The Board discussed the office space that was currently under construction to host the TWU Local 556 Negotiating Team scheduled to be in place on October 1, 2007. It was noted that the space was expected to be completed on September 1, 2007.

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

Allyson Parker-Lauck submitted the **Publication Committee Report**:

> *The July issue of UNITY Magazine is at printer. Allyson will verify that it will be delivered this week. After the issue went to publication, Allyson realized that she neglected to publish the notice that the Executive Board is requesting letters of interest from those who are seeking the LAS Domicile Executive Board position. Allyson will publish that request in the August issue of UNITY Update so that ample time will be allowed before the Board appoints that position. She apologized for that error. She also reported that the New Hire information booklet is just about ready for proofreading, and should go to print next week.*

Stacy Martin presented the **New Hire Committee Report**. There was no written report submitted.

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

Thom McDaniel	flew pairing HS12	dated May 24th
Michael Massoni	flew pairing PS35	dated June 23rd
Stacy Martin	flew pairing DS12	dated June 16th
Jerry Lindemann	flew pairing HC52	dated April 23rd
Cuyler Thompson	flew pairing BG24	dated June 21st
Allyson Parker-Lauck	conducted multi-day Lounge Mobilization dated April 12th	

Brett Nevarez	flew pairing PH45	dated May 25th
Michael Broadhead	flew pairing PF99	dated May 24th
Gwen Dunivent	flew pairing DS27	dated June 28th
Susan Kern	flew pairing FO30	dated June 16th
Jill van der Werff	flew pairing HB61	dated June 6th
Mark Torrez	flew pairing OT00	dated May 24th
Kyle Whiteley	flew pairing MF47	dated May 14th
Lucy White-Lehman	conducted multi-day Lounge Mobilization dated May 1st	

It was noted that a representative from Southwest Airlines Management would be a guest at the Meeting later in the day. The Board discussed potential topics of conversation.

Denny Sebesta entered the Meeting as a guest at 1157 to discuss Management's recent decision not to abide by a previously agreed upon settlement between the Company and the Union regarding Reserve Overlap. Denny presented to the Board copies of email correspondence between Denny and Brendan Conlon, Director of Inflight Crew Planning/Scheduling/Audit/Automation, regarding Management's decision not to abide by the settlement to a Grievance. Denny was excused at 1207.

The Board went to lunch at 1207 and reconvened at 1334.

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

Lucy White-Lehman was in transit.

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

> *Oakland has recently been very busy with fact finding meetings. Topics have included points, evacuation slide deployments, and sick calls. Mark has been flying a lot in the last month so all of the meetings have been handled by shop stewards. He would like to express his thanks to the staff for sharing this information with him so he can follow up with his Base Manager on these issues. Open Time manipulation by scheduling continues to be an issue. Recently Mark has been contacted by several OAK FA's on this issue. The most recent was by a Flight Attendant trying to VJA. Scheduling had placed the OAK pairing in PHX open time. The only modifications that had been made was that there was a DH on each end to and from OAK to PHX. The relocation of the liquor drop safe is also an ongoing problem. Mark recently suggested moving the safe from the lounge to a new proposed area behind locked doors in the T2X. Doreen seems to think this will be agreeable to the two women who pick up the money on a daily basis. Mark went on to say that he received a lot of good feedback on the July lines and would like to thank the Scheduling Committee for continuing to listen to Flight Attendants and trying to build a schedule that is appealing to all. He finished by stating that all union materials have been distributed and posted.*

Thom McDaniel presented to the Board copies of the letter, signed by Brendan Conlon, which in December 2006 settled a Grievance. The Grievance pertained to Reserve Overlap Adjustments.

The Board **agreed** that copies of the Briefs submitted to the arbitrator by both the Union and Management regarding the Open Time Arbitration would be posted to the TWU Local 556 Website.

Southwest Airlines Management Representatives David Curry, Regional Director of Inflight, and Mike Hafner, Vice-President of Inflight, entered the Meeting as guests. Mike reported that the LAS Domicile was on schedule to open on October 1st. Mike reported that the Flight Attendant Inflight Offices and Crew Lounge would initially be housed in a temporary facility. Mike reported that he did not expect to 'force-base' Flight Attendants from other Domiciles to staff the LAS Base. Mike informed the Board that there were three 'roundtables' scheduled to take place between the Flight Attendant and Operations work groups. Mike stated that these roundtables were intended to explore problems that the two work groups might be having with one another. Mike reported that the roundtables were scheduled to take place in DAL, MDW and PHX. Mike invited Gwen Dunivent to the Dallas rountable. The Board discussed with Mike the appearance standards that are used when hiring new Flight Attendants. Thom McDaniel reported to Mike that the Executive Board had agreed that the implementation of the new "D position Flight Attendant" was a violation of the Collective Bargaining Agreement between the Flight Attendants of Southwest Airlines and the Southwest Airlines Company. Thom reported to Mike that the Executive Board would not accept Management's proposed settlement to the Grievance regarding the "D Position Flight Attendant". The Board discussed with Mike the fact that Brendan Conlon had chosen to blatantly violate the settlement to a Grievance that Brendan had agreed to in December 2006.

Lucy White-Lehman entered the Meeting at 1431.

The Board presented Mike with several hundred postcards, signed by Flight Attendants, in which our Members requested that Management abide by our Contract and stop hiding trips that should contractually appear in Open Time.

Mike Hafner and David Curry were excused at 1434.

Lucy White-Lehman presented the **Baltimore Domicile Report**. There was no written report submitted.

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

> *The Uniform Committee met on June 20, 2007. The notes from the meeting are below and will give an overview of what transpired in the meeting and what will be addressed at the next meeting. As always I sent the meeting notes to Val Lorien. The main points from the meeting that you need to be aware of are: The logo will be an embroidered logo. There was much concern that the iron on logo would not hold up and guess what? It didn't. The pants, shorts and shirts have been approved and will go into production after correct sizing has been completed by Cintas. Our Membership had requested that their Cintas account show an account history of purchases as well as a balance of monies left in their accounts. Cintas is working on accommodating our request and progress toward this will be reviewed at the next meeting. This is a big item as it is almost impossible to know if one's account is correct with the current system. I have much concern about the transition to the new items. It was mentioned that current items would not only be discontinued but would not be able to be worn after a certain date. Although the committee has not really discussed this in detail, please know that we can not let the Membership be harmed due to a transition into the new pieces. For example; a new class buys the old pieces and then the new*

uniform pieces are rolled out shortly afterwards which forces the Flight Attendant to have to purchase a new uniform piece again. Due to the fact that the uniform pieces are no longer issued but rather purchased, the time frame in which to retire a piece should not place an additional financial burden on the Flight Attendants. I will let you know more about this when it is discussed in more detail at the next meeting.

CUSTOMER CONTACT UNIFORM COMMITTEE MEETING
MEETING DATE: June 20, 2007
ATTENDEES: Carmen Allen, Karen Amos, Shelly Ball, Wendy Darnell, Suzanne Ferrari, Jon Gappa, Paula Gaudet, Vera Hendrickson, Janet Hixson, Katie Kreisle, Teresa Laraba, Emory Marshall, Karen Matsler, Anne Naylor, Lauren Peck, Vicki Pietrzykows, Eric Simonis, Toni Specht, Barri Tucker

CINTAS ATTENDEES:	*Caroline Bartek, Chrissy Cicero, Deb Hindin*
GUESTS:	*Nancy Reim, Jaclyn Neal – Purchasing Dept.*
	Brittany Ohlemeyer – Corporate Safety
CC:	*Colleen Barrett, Candace Adams, Alex Hernandez, Pat Stock, Bernadine Trudeau,*

GARMENT ASSESMENT
Phase II weartest evaluation results were presented with all Committee Members in agreement. Pre-production will move forward on all proposed garments. All pieces - shirts, shorts, and pants, were rated "Good" to "Great" in every category. To answer the concerns of sleeve length, button placement, arm and leg openings, and dart placement, Caroline will conduct a complete evaluation of each garment to ensure specifications are graded proportionately by size.
Cintas will move forward with the shirt style as it is, without a left chest pocket. There is a concern that perspiration will be more visible with new fabric; however, it was agreed that some may need to wear an undershirt. There was a request to stitch rear pant/short pockets together. This would provide the option for functional or closed pockets Cintas will look at adding this option and the cost involved. Because new fabrications will be introduced, it was agreed that Cintas will add Care Instructions to their website, as well as a revised size chart
The Pant/short fabric is not meant to be dry cleaned. If cleaning instructions are followed properly, fading should not be a problem. Once a timeline for rollout is determined, Department Leaders will communicate the details of the transition. There was a suggestion made to allow at least a year for retirement of current garments.
Overall Feedback:
Shirts: Comfortable, Washes great, Easy to iron, Love updated style
Pants & Shorts: Washes great, Soft, Comfortable, Stylish and updated, Easy to iron
CHANGE LOGO CONSIDERATION
The sample blue blazer was presented with the new left chest logo. Though Fiber Lock was tested on sample garments, there was a unanimous decision to stay with an embroidered logo. Cintas will also sample the blazer with logo on the pocket, same placement as the heartwing logo before a final decision is made. Marketing has approved of the new logo and placement. The use of the plane logo compliments the direction SWA is moving with branding and product association
Once a timeline for rollout is determined, Department Leaders will communicate the details of the transition.
TRANSACTION HISTORY
The Cintas website currently shows allotment balance, and payment method of each order
Cintas will determine a timeline and programming costs to add all transaction history and allotment accrual.

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

Lucy White-Lehman sent the memorial Plaque of our deceased Flight Attendants to be updated in April. The following seven names were added to the plaque: John Mullen, Glynda Dykes, Marty Nelson, Elias "Scotti" Larson, Jean Holmes, Frank Gbur and Greg Sullivan
Thirteen Care and Concern cards were sent in May/June/July:

The Board took a break at 1515 and reconvened at 1543.

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

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

The Board discussed the fact that TWU International would be imposing a dues increase on Local 556.

Susan Kern made a **motion** to approve the May 2007 TWU Local 556 Financial Report. Gwen Dunivent **seconded** the motion. The motion **carried**.

Thom McDaniel presented copies of the brief which Management had submitted to the Arbitrator regarding the Open Time Arbitration. There was discussion.

It was noted that Gayle Ross, the Local’s former Secretary-Treasurer, had resigned as Health Committee Chair. There was discussion.

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

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

Tuesday July 24, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Garry Drummond, TWU International Vice President was a guest at the Meeting.

Thom McDaniel noted that he would need to be excused at 0900 to participate in a conference call.

The Board discussed extending the hours during which Flight Attendants could receive assistance from someone in the Union Office.

Thom McDaniel was excused at 0855.

Michael Massoni chaired the Meeting.

The Board **agreed** that Cuyler Thompson, Stacy Martin and Jerry Lindemann would research the feasibility of and explore the methods by which the Executive Board could provide after-hours customer service to the Membership.

Grievance Chair Denny Sebesta and Grievance Staff Member Catherine Rea entered the Meeting at 0935 to discuss a Grievance.

Thom McDaniel returned to the Meeting at 0951.

A Grievant entered the Meeting at 0952 to discuss with the Board the merits of the Grievance.

Catherine and the Grievant were excused at 1009.

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

The Board took a break at 1016 and reconvened at 1035.

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

Denny Sebesta and Garry Drummond were guests at the Meeting.

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

The Board discussed the recent Open Time Arbitration and the briefs that had been submitted to the arbitrator by the Union and Southwest Airlines Management.

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

Lucy White-Lehman made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **did not carry**.

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

The Board went to lunch at 1155 and reconvened at 1330.

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

Garry Drummond was a guest at the Meeting.

Jerry Lindemann submitted to the Board copies of a new Time Sheet template on which Union Officials record time spent doing Union work. There was discussion.

The Board **agreed** to purchase a new reverse osmosis water system to replace the existing water delivery service. This would save approximately $66 monthly for the Local.

The Board **agreed** to table discussion regarding the appointment of a new Health Committee Chair. Michael Massoni agreed to solicit applications for the position.

Kyle Whiteley updated the Board on changes to the TWU Local 556 Website. Kyle's fantastic work on the website was recognized by the Board. The Board **agreed** that Kyle Whiteley would be the TWU Local 556 Webmaster.

Denny Sebesta, Grievance Chair, entered the room at 1405 to discuss Shop Stewards.

The Board **agreed** that Denny Sebesta would write a protocol to which Officers and Staff would strictly adhere when discussing the outcome of Fact Finding Meetings with Shop Stewards.

Denny Sebesta was excused at 1430.

Thom McDaniel distributed copies of resumes and letters of interest that had been submitted to the Executive Board by Flight Attendants hoping to be appointed to the TWU Local 556 Negotiating Team by the Executive Board.

Gwen Dunivent made a **motion** to purchase a table at the Labor Day Breakfast for the Dallas Central Labor council for $250. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson **agreed** to notify Garry Drummond and Denny Sebesta when and if the dates of Executive Board Meetings were changed.

Michael Massoni submitted to the Executive Board copies of the protocol for trip pulls.

Thom McDaniel noted Karla Kozak had accepted a temporary, full-time position with TWU International Organizing Department. The Board **agreed** that Karla Kozak would be paid by TWU International in accordance with past practice.

The Board took a break at 1455 and reconvened at 1515.

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

Garry Drummond was a guest at the Meeting.

Thom McDaniel presented copies of eleven pieces of correspondence to the Board.

The Board **agreed** to post a link to the *TWU Insider* on the TWU Local 556 Website instead of having them mailed to the Local Union Office.

It was **agreed** that the Executive Board would submit more articles to the *TWU Express*, published by TWU International.

Allyson Parker-Lauck made a **motion** to donate $100 to the Andrew Kabel cancer charity (City of Hope Cancer Center, Chicago, IL). Brett Nevarez **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to endorse the Employee Non-Discrimination Act. Gwen Dunivent **seconded** the motion. The motion **carried**.

Mark Torrez presented to the Board copies of a letter from Flight Attendant Tammy Larson requesting donations for Flight Attendant Elizabeth Johnson whose family recently lost their home in a fire.

Mark Torrez made a **motion** to donate $100 to Elizabeth Johnson #70326 Relief Fund. Kyle Whiteley **seconded** the motion. The motion **carried**.

Michael Broadhead **agreed** to contact the chair of Pegasus, a relief organization which benefits the Flight Attendants of US Airways in the event a catastrophic event adversely affects the life of one of their Members. Michael **agreed** to present information about the Pegasus at a future Executive Board Meeting.

Denny Sebesta entered the Meeting at 1550 to present to the Board copies of "Procedures for Fact Finding and Step 2 Hearings, including When and What to Share with Union Advocate/Shop Steward".

Denny was excused at 1551.

There was discussion. The Board **agreed** that this document would be distributed to our Shop Stewards as well as Office Staff.

Denny Sebesta returned to the Meeting at 1603 and was excused at 1616.

Thom McDaniel distributed for Board review copies of a legal document from attorney Ed Cloutman regarding the proposed motions to amend the TWU Local 556 Bylaws. There was discussion.

The Board discussed the Negotiating Team Interviews scheduled for the following day. The Board agreed not to discuss applicants amongst themselves until all applicants had been interviewed. The Board discussed desirable qualities that a Negotiating Team Member should possess.

Brett made a motion to recess at 1706. Jerry Lindemann seconded the motion. The motion carried.

Wednesday July 25, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Jerry Lindemann was absent.

Thom McDaniel submitted to the Board for review a list of potential questions to be asked of the candidates for TWU Local 556 Negotiating Team scheduled for later in the day.

Thom submitted to the Board for review copies of the published list of TWU Local 556 Members who were qualified to be nominated and run for the two Negotiating Team Members to be elected by the Membership.

Thom submitted to the Board copies of an email correspondence from Member Bill Bernal in which Bill requested that Members of the Executive Board donate Buddy Passes to Communications Workers of America Organizer, Judy Brown, to be utilized by two of her organizers.

The Board discussed protocols to be adhered to by Executive Board Members during the interviews scheduled for later that day.

Jerry Lindemann entered the Meeting at 0839.

Negotiating Team Candidate Don Shipman entered the Meeting at 0900.

The Executive Board questioned Don to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Don Shipman was excused at 0933.

Negotiating Team Candidate Greg Hofer entered the Meeting at 0942.

The Executive Board questioned Greg to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Greg Hofer was excused at 1017.

The Board took a break at 1017 and reconvened at 1051.

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

Negotiating Team Candidate Carl Mawhinney entered the Meeting at 1052.

The Executive Board questioned Carl to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Carl Mawhinney was excused at 1127.

The Board took a Break at 1130 and reconvened at 1140.

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

Negotiating Team Candidate Val Lorien entered the Meeting at 1140.

The Executive Board questioned Val to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Val Lorien was excused at 1210.

Negotiating Team Candidate Michael Chad Knesek entered the Meeting at 1220.

The Executive Board questioned Chad to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Chad was excused at 1255.

The Board went to lunch at 1257 and reconvened at 1415.

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

Negotiating Team Candidate Ronny Moon entered the Meeting at 1417.

The Executive Board questioned Ronny to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Ronny Moon was excused at 1500.

Negotiating Team Candidate Scott Campbell entered the Meeting at 1506.

The Executive Board questioned Scott to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Scott Campbell was excused at 1537.

Negotiating Team Candidate Michael McNeil entered the Meeting at 1543.

The Executive Board questioned Michael to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

Michael McNeil was excused at 1609.

Stacy Martin made a **motion** to recess at 1610 until 0845 the following morning. Jerry Lindemann **seconded** the motion. The motion **carried**.

Thursday July 26, 2007

Thom McDaniel called the Meeting to order at 0845.

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

Gwen Dunivent was excused for personal reasons.

The Board discussed the Union's planned release of a video in response to the 'D Flight Attendant' issue. It was noted that the video had cost the Union only $500 and was much less expensive than a printed flyer.

The Board discussed the release of the legal briefs which had recently been submitted to the arbitrator regarding the ongoing Open Time Arbitration by the Union and Management.

The Board discussed the fact that someone from Houston Inflight Base Management had removed the list of eligible candidates for the Negotiating Team from the Union Glass case in the Houston Flight Attendant Lounge.

Negotiating Team Candidate Cynthia Belle entered the Meeting at 0920.

The Executive Board questioned Cynthia to better ascertain her qualifications for appointment as a Member of the Negotiating Team.

Cynthia Belle was excused at 0957.

Negotiating Team Candidate Denny Sebesta entered the Meeting at 1004.

The Executive Board questioned Denny to better ascertain her qualifications for appointment as a Member of the Negotiating Team.

Denny Sebesta was excused at 1022.

The Board took a break at 1025 and reconvened at 1134

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

Gwen Dunivent was excused for personal reasons.

Negotiating Team Candidate James Gordon entered the Meeting at 1135.

The Executive Board questioned James to better ascertain his qualifications for appointment as a Member of the Negotiating Team.

James Gordon was excused from the Meeting at 1212.

The Board went to lunch at 1217 and reconvened at 1330.

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

Gwen Dunivent was excused for personal reasons.

The Board discussed the candidates for appointment to the TWU Local 556 Negotiating Team.

Gwen Dunivent entered the Meeting at 1552.

The Board took a break at 1520 and reconvened at 1535.

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

The Board continued to discuss the candidates for appointment to the TWU Local 556 Negotiating Team.

The Executive Board appointed Denny Sebesta and Don Shipman to the **TWU Local 556 Negotiating Team**.

Brett Nevarez made a **motion** to recess at 1700 until 0830 the following morning. Susan Kern **seconded** the motion. The motion **carried**.

Friday July 27, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Lucy White-Lehman was excused to meet a previously scheduled commitment.

Garry Drummond was a guest at the Meeting.

Thom McDaniel reported to the Board that Stacy Martin had assumed the roll and duties of **TWU Local 556 Office Manager**.

Kyle Whiteley submitted to the Board copies of a document, "What the ACTUAL INPUT files look like to the OPTIMIZER", used by Crew Planning when building the monthly Flight Attendant Pairings. There was discussion. Kyle Whiteley submitted the **Survey and Scheduling Committee Reports**:

> *The Scheduling Committee Listening Tour was completed at the end of the June. We received great feedback from our Flight Attendants in each city. We found, in listening to the Membership, that the quality of pairings is a much bigger concern than the lines. Flight Attendants in every city,*

except Oakland, expressed a desire for additional turns and two-day pairings. When line issues were expressed, the total numbers of pairings placed on a line, the number of three-on, three-off lines, and leaving pairings or filling up Open Time were the three biggest complaints. Other opinions expressed in our lounge visits were both in favor of and against four-day pairings. We informed as many people as possible during the tour to take the survey in order to let us know which direction we should be taking in our discussions with Crew Planning. Through the tour, we were able to isolate areas that we need to focus additional efforts on in regard to educating our Membership. We were also given ideas for new ways of placing pairings on the lines. We will be implementing some of these ideas in the coming months to see what kind of response we receive. Line testing has begun for the Las Vegas base. The pairings that the computer wants to build are turns and two days. This is due to the flows out of Las Vegas being more of a "hub and spoke" system, rather than our normal "point to point." Because the September pairing schedule carries over into the October schedule, we should see what some of the final pairings for the opening of Las Vegas will look like later in August. The computer system problems that the committee had been experiencing over the past year have disappeared in the past couple of months. We are now able to spend more time working on the lines, rather than redoing work previously completed. We are looking to make some changes to the way this committee will operate in the near future. This change began with Lisa, Brett, Jill and I taking part in training on the DPOS system that generates the pairings. The possibilities are endless, and the training will take some time before we get a firm grip on how one rule change will affect the other.

The Scheduling Committee four-day survey continues on the Web site. The survey has not had a large response despite the Scheduling Committee lounge visits, posters, Web site postings, and multiple CWA messages. These messages were sent to the Flight Attendants with the approval of Brendan Conlon and Claire Taitte. I believe that the lower than expected response to the survey is due to the changes that have already been made in the schedules. To date, 1,441 Flight Attendants have taken part in the survey. The results as of this reporting are:

Response by base		*FIRST CHOICE*	*SECOND CHOICE*	*FINAL CHOICE*
BWI – 216	*A*	*359*	*652*	*411*
DAL – 128	*B*	*694*	*538*	*204*
HOU – 125	*C*	*388*	*251*	*826*
MCO – 121				
MDW – 344	*A- Reduced 4-day schedule (spreading additional pairings out)*			
OAK – 226	*B- Reduced 4-day schedule (condensing additional pairings)*			
PHX – 281	*C- Return to the higher 4-day schedule*			

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

TOTAL CALLS RECEIVED	*15*
TOTAL CALLS WORKED	*13*

The calls that were not worked were resolved between the Flight Attendants. Jean and I will be changing our outgoing messages to say that we do not handle personal money matters. We are working on an article to be presented to publish in Unity. The article will give an overview of what Professional Standards does and does not do. I will talk to Carol Adams and Jules Humphrey's regarding the new hire presentation to stress no personal money matters are handled by us.

Thom McDaniel read aloud to the Board the response sent by Mark Richard, the attorney handling the Open Time Arbitration, to the arbitrator regarding Management's post-hearing brief.

The Board discussed the release of the Union's Open Time Brief and the D-Luvly Video.

The Board **agreed** to the immediate release of the names of the Flight Attendants appointed by the Executive Board as Members of the TWU Local 556 Negotiating Team.

Cuyler Thompson submitted the **May 2007 Executive Board Meeting Minutes** for review.

Allyson Parker-Lauck made a **motion** to approve the May 2007 Executive Board Meeting Minutes. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **May 2007 Executive Board Meeting Synopsis** for review.

Brett Nevarez made a **motion** to approve the May 2007 Executive Board Meeting Synopsis. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

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

Kyle Whiteley made a **motion** to approve the June 2007 Executive Board Meeting Minutes. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Michael Massoni made a **motion** to approve the June 2007 Executive Board Meeting Synopsis. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **2nd Membership Meeting 2007 Minutes** for review. The Board proofread and made corrections to the Minutes.

The Board took a break at 1031 and reconvened at 1050.

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

Lucy White-Lehman was excused to meet a previously scheduled commitment.

The Board **agreed** to send New Hire Flight Attendants a welcome card when they are off of Probation. Garry Drummond, Cuyler Thompson and Allyson Parker-Lauck would design the card.

The Board discussed the pulls and pay for Domicile Executive Board Members.

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

The Chair adjourned the Meeting at 1140.

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

Cuyler Thompson
Recording Secretary, TWU Local 556