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 15th, 16th & 17th, 2008
Synopsis

Tuesday

July 15th, 2008

Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

The Board recited the **Pledge of Allegiance**.

Stacy Martin read aloud the **TWU International Membership Pledge.**

Thom McDaniel noted that he and Mark Torrez would not be present at the Executive Board Meeting the following day but would instead attend the **Minimum Crew Roundtable** scheduled to take place at Southwest Airlines Headquarters.

The Board discussed Union Confidentiality.

The Board discussed potential topics of conversation for the Southwest Airlines Management Representatives scheduled to be guests at the Meeting later in the day.

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

The Board took a break at 0955 and reconvened at 1003.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

Southwest Airlines Management Representatives, Vice President of Inflight Mike Hafner, Director of Crew Scheduling/Audit, Planning/Automation Brendan Conlon and Senior Director of Inflight standards and Training David Curry, were guests at the Meeting.

Brendan Conlon offered to allow two representatives of the Union to participate in a Reserve Utilization Audit being conducted by his department that would be completed by end of September. Mike Hafner reported that the online training for the 'Buy on Board' Program was going well. He reported that 3400 Flight Attendants had completed the training. David Curry reported that Flight Attendant Training Class #242 had recently graduated and that Class #243 started during the next week. Thom thanked David for having a 'real graduation' where all of the families and friends of the Flight Attendants were invited. Mike Hafner stated that there was no update on the Minimum Crew issue. He went on to say that all three requests for exemption with the FAA were still pending. Thom asked if Mike Hafner if he had ever been part of the conversation to allow a Flight Attendant to be a Co-chair on the Hotel Committee. Mike said that he had not. There was discussion regarding the fact that Flight Attendants had been given conflicting information from Supervisors about where they are and are not allowed to be during boarding. Mike Hafner reported that the Inflight Supervisors had been given the correct information. There was discussion regarding Dallas Inflight Supervisor Robert Arredondo providing incorrect information. Mike Hafner reported that "if in the interest of safety, you must step across the threshold to assist", and then the Flight Attendant was fined, the Flight Attendant would not suffer any repercussions. Mike reported that Southwest Airlines would then fight the fine for the Flight Attendant. Mike reported that Inflight Supervisors are always informed of RBFs before the Flight Attendants receive it. Audrey Stone explained to Management the continuing problem that Flight Attendants were having receiving error messages from Inflight Supervisors. Mike Hafner stated that "we'll take this as an action item and will get back to you". The Executive Board discussed the problem of Customers being provided the full name and employee number of a Flight Attendant from other work groups. Referring to the November 2007 letter from Colleen Barrett, Michael McNeil asked that a system be put into place regarding what an Inflight Supervisor should do when a letter is received by Southwest Airlines with the first and last name of a Flight Attendant. This would be to further protect the safety of the Flight Attendant. The Board discussed the problem of not having air conditioning on aircraft on flights. Mike stated that if an aircraft is not cooling off, Flight Attendants are allowed to request that the APU be turned on. The Executive Board asked Mike if there had been any changes to when a Flight Attendant must remain with the aircraft during an aircraft swap or Crew change. Mike said no. Brendan stated that if a Flight Attendant was asked by Crew Scheduling to remain with an aircraft after their scheduled release time, the Flight Attendant's duty day would be extended. He went on to say that during an aircraft change, Flight Attendants are not required to call scheduling to see if they can leave an aircraft. There was discussion regarding the large number of Flight Attendant uniforms currently on back order. David Curry reported that there would be one Flight Attendant Training Class per month thru the end of the year. Allyson Parker-Lauck asked if there had been any resolution to the discriminatory practice of women being charged more for tall-sized uniform pieces than men. The Board asked that Inflight Management put out a communication to other workgroups on the importance of following procedures when it comes to safety of a Flight and Crew when unruly passengers were involved. Audrey Stone talked to Brendan about the problem with the bidding filters. Kyle Whiteley talked with them about the CSA's locking or turning off computers at the gate to keep Flight Attendants from using the computers. Hafner asked that he be informed of which stations were having these problems.

He stated that he would "take it as an action item and would get back to you". Michael Massoni asked that David Curry commit to attending the HAAS meetings. David agreed.

Southwest Airlines Management representatives were excused at 1102.

Scheduling Committee Co-Chair Lisa Trafton entered the Meeting at 1104.

Michael McNeil was excused at 1105 to attend to computer issues.

The Executive Board reviewed the proposed **Satellite Base Test Language**.

Lisa Trafton **agreed** to present the desired changes made to the Satellite Base Test Language by the Executive Board to Claire Taitte of the Scheduling Department.

Lisa Trafton was excused at 1208.

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

Stacy Martin made a **motion** to excuse Allyson Parker-Lauck for personal reasons from the September Executive Board Meeting. Susan Kern **seconded** the motion. The motion **carried**.

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

Michael McNeil presented the **Houston Domicile Report**. There was no written report submitted.

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

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

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

Kyle Whiteley presented the Chicago Domicile report to the Executive Board. Kyle stated that he had attended a Coordinating Council meeting on July 7, 2008 that precluded him from attending the FMLA Lounge Mobs in the Chicago Base. Chicago Shop Steward Erich Schwenk hosted the FMLA Lounge Mob for Kyle, and reported that the event was very well received. Kyle also mentioned that he attended the FAA CAMI training class in Oklahoma City with Shop Steward Justin Whittington. Kyle felt that the class was amazing, and urged other Board Members and Flight Attendants to attend if at all possible. Kyle stated, "You would not believe how hard it is to find the exit in a smoke filled cabin." Kyle continued his report by discussing one of his own recent sick calls, the details of which were disclosed to a third party without his consent. The fact that Kyle's screen is restricted indicates that a member of the Executive Board made this improper disclosure. Kyle made it clearly known that any employee's call-ins, including an Executive Board Member's, were private.

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

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

Audrey Stone submitted the **Baltimore Domicile Report**:

Audrey Stone and Jamie Willard were scheduled to begin meeting monthly on July 7 to discuss base issues, but the meeting was cancelled due to scheduling issues within the office. They are working on rescheduling for a date later in the month. Feedback from multiple Shop Stewards has been that Jamie is thorough, follows procedures, and has been fair in the meeting/discipline process. It has been very busy in Baltimore with meetings, ranging from minor infractions to multiple point termination cases. The security issues have been resolved, and all doors are locked, requiring code to be entered for entrance. Audrey Stone participated in the system wide lounge mobilization on July 7, to inform and educate Flight Attendants on the FMLA legislation. Overall the work group was in favor of the changes, and some had already contacted their Senators. Many signatures were collected for the petition. Audrey Stone has flown the trip for the BWI "Wear it to Win it" contest winner, Sterling Anderson. To date, all Union publications have been distributed.

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

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

We responded to a total of 37 Incidents for the month of June.
A/C Mechanical - 13
Employee Fatality- 2
Medical Emergency- 7
Non Work Related- 4
Other-4
Passenger Misconduct- 1
Suicide - Attempted- 2
Terrorist Threat-1
Turbulence- 2
Assault on a Crew member-1
These are just the Incidents that came through the CISM Hotline. We average returning 2-3 phone calls per Incident. That means we made between 74 -111 calls last month.

Michael Massoni made a **motion** to reimburse CISM Chairperson Eileen Rodriguez for the use of her Blackberry Phone (not to exceed $50) on a monthly basis. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board **agreed** to purchase the client version on CISM Care for $995 in lieu of the $1200 annual fee.

The Board again discussed the Satellite Base Proposal Language.

Stacy Martin left at 1430.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 7:

Report	*Acceptance Deadline*	
ASHDI 1558 (POOR JUMPSEAT DESIGN)	*Wed*	*04/30/2008*
ASHDI 1588 (MCI SECURITY CHECK POINT)	*Mon*	*04/14/2008*
ASHDI 1592 (SAFETY/SECURITY - CRM)	*Thurs*	*06/26/2008*
ASHDI 1596 (CARRY-ON BAGGAGE)	*Fri*	*09/05/2008*
ASHDI 1609 (JUMPSEAT)	*Fri*	*09/05/2008*
ASHDI 1614 (PAX MISSCONDUCT - F/A CP CRM)	*Mon*	*10/06/2008*
ASHDI 1615 (GENERAL SAFETY / COS)	*Mon*	*10/06/2008*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3183+ / 206
Accepted Reports to date (TWU) = 140
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
06/10/08 through 07/12/08 = 78
Emergencies Declared = 21
ALL OF 2008 to Date = 772   ALL OF 2007 = 940   ALL OF 2006 = 858

Members of the TWU Local 556 Safety Team attended the June 25th and 26th, 2008 Safety at Southwest Conference. Team Members that attended were: National Safety and Security Coordinator - Michael Massoni, Susan Kern represented the MCO Domicile, John Dipippa represented the PHX Domicile, Justin Whittington represented the MDW Domicile, Crystal Rains represented the HOU Domicile, Mark Torrez represented the OAK Domicile and Chris Sullivan represented the BWI Domicile. The conference offered insight into current safety challenges being addressed within the Company as well as future programs that will help to mitigate those challenges. The theme of this year's conference was "Every ONE is Accountable for Safety" however, it could have also easily been "Safety is the number one priority of all Southwest Airlines Employees" as this sentiment was echoed throughout every presentation and was continually qualified through the citing the March 8th Safety and regulatory infractions. Other topics that were covered in break-out sessions were: Compliance Initiatives, Leading by example, Safety Days, the Air Transportation Oversight System's (ATOS) impact on Inflight, Update on the Aviation Safety Action Program (ASAP) for Inflight, the Advance Qualification Program (AQP) for Inflight Training and continued advancement of Computer Based Training (CBT) for Southwest Flight Attendants. Perspectives on current and future safety programs throughout the operation were shared in a spirited and informative open panel discussion that was held on the final day. Through that panel discussion we were able to convey the very real hardships that the revised minimum crew for boarding and deplaning procedure has created for Flight Attendants. We were also able to instill the imperatives of awareness and adjustment on the part of Ground Operations and Flight Operations to help mitigate the effects these procedures have on Flight Attendants. We also served notice to Southwest's top safety Management that further changes to procedures and the way we do business may be necessary if no regulatory relief was received on the minimum Crew for boarding and deplaning issue. This would be necessary in order to not create an unsafe working environment for our Flight Attendants and thus an unsafe operational environment for our passengers. Finally, the consensus among our participants was that we should continue to have a presents at this annual conference. If for no other reason than to ensure all operational departments know that the TWU Local 556 Safety Team intends to remain a driving force for positive change in safety policy at Southwest Airlines. On Monday June 16th, 2008 National Safety and Security Coordinator Michael Massoni attended the Task

Force on Lengthy On-Board Ground Delays hearing with the Department of Transportation (DOT) in Washington, DC. This task force was created through recommendation of DOT's Office of Inspector General (IG) Office on September 25th, 2007. That recommendation was contained in the IG's audit report entitled "Actions Needed to Minimize Long, On-Board Flight Delays." That report stated that the Secretary of Transportation establish a national task force of airlines, airports, and the Federal Aviation Administration (FAA) to coordinate and develop contingency plans to deal with lengthy delays, such as working with carriers and airports to share facilities and make gates available in an emergency. The first meeting of this Task Force took place on February 26th, 2008. The TWU Local 556 Safety Team was asked by the TWU Air Transport Division Director to take part in this task force in order to protect the interests of our Flight Attendants in any policy recommends that may come out of this task force as Flight Attendants and Passengers alike are most adversely affected by such long, onboard ground delays. The meeting of June 16th covered the following subject matters: Airport Surface Detection Equipment, Model X (ASDE-X), Customs and Border Protection, TSA Contingencies and analysis of recent tarmac delay events and efforts to avoid them. A status report was then given to the full task force by the Contingency Plan Working Group (Working Group 3). The full task force then adjourned and a Meeting of working group 3 took place to discuss work completed to date and future plans for the working group. The next Task Force Meeting is scheduled for July 24th, 2008 and will again be attended by the TWU Local 556 Safety Team. National Safety and Security Coordinator, Michael Massoni was asked by TWU ATD to and subsequently did attend the first Aviation Fatigue Management Symposium: Partnerships for Solutions. This event was sponsored by the Federal Aviation Administration and held on June 17th through 19th, 2008 in Vienna, Virginia. The symposium focused specifically on managing fatigue in aviation by encouraging attending members of the aviation community to proactively address aviation fatigue management issues. The three main symposium objectives were to: Provide the most current information on fatigue physiology, management, and mitigation alternatives; Share information and perspectives among aviation industry decision makers and science regarding fatigue management; Discuss fatigue mitigation initiatives and best practices. These objectives were accomplished through keynote talks, discussion panels (joint and operations specific), and discussion group sessions. The symposium concluded with reports from each group that summarized discussions and highlighted "Best Practices" of fatigue mitigation and management initiatives. The symposium addressed flight operations (Pilots and Flight Attendants) and shift work operations (Air Traffic Control, maintenance, ramp operations, and dispatch). Participants included representatives from: U.S. and international air carriers, Unions, Aviation associations, Aircraft manufacturers, Expert international scientists, FAA, National Transportation Safety Board, National Aeronautics and Space Administration, Department of Defense, Flight Safety Foundation and other organizations. The TWU Local 556 Safety Team participated in the Domestic Operations: Multi Leg/Short Haul Focus discussion group that reported to the entire symposium body on the final day. A full copy of that report will be made available to the TWU Local 556 Executive Board next month once received from the FAA.

Standing / Scheduled Meetings:

Tuesday July 29th, 2008 – Health and Safety/Security Coordination (HASC) with Inflight Services, Safety & Regulatory Compliance and Corporate Safety

Thursday July 24th, 2008 – Task Force on Lengthy On-Board Ground Delays hearing with the Department of Transportation (DOT), Washington, DC

Tuesday June 17th through Thursday June 19th, 2008 - FAA Fatigue Management Symposium with the Federal Aviation Administration, Vienna, VA

Open Discussion Items:
May Injury Statistics (Attachment)
The Third Global Cabin Air Quality Executive Meeting Report (Attachment)
Health Coordinator Recruitment
Minimum Crew for Boarding and Deplaning

Stacy Martin returned to the Meeting at 1645.

The Board again discussed Minimum Crew Requirements.

The Board took a break at 1515 and reconvened at 1535.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

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

Calls	*19*
Calls involving pilots	*2*
Calls resolved favorably	*18*

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

Cuyler Thompson submitted the **Uniform Committee Report** for Val Lorien, the Chair of the Committee:

The last Uniform Committee meeting was on July 3rd. Concerns were brought up regarding the Gift Allotment and the mass influx of Custom Orders. Slow moving inventory was discussed and the committee is exploring the possibility of reducing one type of uniform pant. They are thinking about doing this because it would allow the Committee to possibly add another uniform item. Val cautioned against adding more uniform items to the plethora of options which we already have. The committee is still working on the project of Inflight Aprons for men and women with an embroidery option. The Uniform Survey was discussed and revised. There will be fields added to each question so the flight attendant can comment on a particular item or design that was being voted on. The projected roll out for the survey is August 1st. Lastly, Val brought up concerns with the current uniform. He told the committee that flight attendants have had problems with the pants and shirts pilling up after only a couple of uses. He has also been told that the shirts were more prone to underarm stains than the previous uniform shirts. The committee told him that neither problem presented itself in the wear-testing stage and that the items must be defective. Cintas promised to promptly solve any defective issues with the uniform pieces. Val asks that uniform complaints concerning defects should be addressed to Suzanne Ferrari at Suzanne.Ferrari@wnco.com with Val "cc'd" at uniforms@twu556.org so a record can be kept.

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

Michael McNeil presented the **Civil and Human Rights Committee Report**. There was no written report submitted.

Cuyler Thompson submitted the **Care and Concern Committee Report** for Chair, Lucy White-Lehman:

> *Seven Care and Concern cards were sent in June/July. The Flight Attendant Memorial Plaque was updated on June 26, 2008 with the following names:*
>
> *Ike Pabon*
> *Bob Waits*
> *Mike "Bunkie" McCarthy*
> *Traci Arndt*
> *Darlene Morton*

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

The Board reviewed and approved a new letterhead and business card design for the Local. All Board Members **agreed** to order new business cards reflecting the change**.** Michael Massoni **agreed** to solicit any informational changes that Executive Board or Committee Members needed to make via email.

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

Kyle Whiteley presented the **Survey Committee Report**. There was no written report submitted.

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

> *Cuyler reported that all Shop Stewards had been invited to attend the upcoming training and that he had asked all Domicile Executive Board Members to personally contact their Shop Stewards to encourage them to attend.*

Cuyler Thompson made a **motion** to pay Shop Stewards 4.0 TFP for attending Shop Steward Training. Audrey Stone **seconded** the motion. The motion **carried**.

Cuyler **agreed** to write a letter to the Shop Stewards, explaining the procedures of having a trip pulled and being paid for attending the upcoming training. Cuyler **agreed** to submit the letter for Executive Board review prior to sending it. Cuyler would include information on what to do in the event a Shop Steward must call in sick for the Training Session.

Stacy Martin discussed Local Office Staffing needs with the Executive Board. Thom McDaniel recommended that the position of Grievance Specialist be officered to Jamie Littleford and Sarah King. He recommended that Keenan Ryan be offered the position of Administrative Assistant.

Gwen Dunivent made a **motion** to accept Thom's recommendations and appoint Jamie Littleford and Sarah King as Grievance Specialists and Keenan Ryan as Administrative Assistant. Kevin Onstead **seconded** the motion. The motion **carried**.

The Board discussed **Project Redesign 2009**.

Kyle Whiteley made a **motion** to recess. Kevin Onstead **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1752.

Wednesday

July 16th, 2008

Michael Massoni called the Meeting to order at 0835.

Executive Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Kevin Onstead and Gwen Dunivent.

Thom McDaniel and Mark Torrez were excused to attend the Minimum Crew Requirement Roundtable being held at Southwest Airlines Headquarters.

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

The Board discussed Union Confidentiality.

Jerry Lindemann presented the **April 2008 Financial Report**.

Allyson Parker-Lauck made a **motion** to approve the April 2008 Financial Report. Michael McNeil **seconded** the motion. The motion **carried**.

The Board discussed the **Lost Time Database**. The Board **agreed** that Jerry Lindemann would research the possibility of making the necessary Union trip pulls (and their tracking) easier by using more automation.

The Board **agreed** that Thom McDaniel would discuss with TWU Local 556 Executive Administrative Assistant Madeleine Howard ways of making her job easier.

Stacy Martin **committed** to increasing communication among the Local's Office Leadership and to have a weekly face to face meeting with Thom McDaniel, via phone if not possible.

The Board **agreed** to ask Brendan Conlon, to enable pairing tracking for Flight Attendants or at the very least on TWU CSS Web and to implement a one week trial of the Executive Board and Staff taking snapshots of Open Time before and after cutoff times. Allyson Parker-Lauck **agreed** to build a schedule and present it to the Executive Board after lunch. Cuyler Thompson **agreed** to author a letter thanking Chris for his proposal, and letting him know that the Executive Board had given his proposal thorough consideration, but that it was too expensive to implement, and that privacy issues were also an obstacle.

The Board took a break at 1020 and reconvened at 1040.

Executive Board Members present were Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Kevin Onstead and Gwen Dunivent.

Stacy Martin and Michael Massoni were absent.

Jerry Lindemann chaired the Meeting.

Stacy Martin and Michael Massoni entered the Meeting at 1042.

Kyle Whiteley and Michael Massoni **agreed** to ask Brendan Conlon to enable pairing tracking for Flight Attendants or at the very least on TWU CSS Web.

Lori Whittaker and PJ Piper, Colonial Insurance Representatives entered the Meeting at 1110.

Michael Massoni left the room at 1111.

Stacy Martin chaired the Meeting.

Lori and PJ reported on the success of the recent open enrollment period for **Colonial Supplemental Insurance** offered to the Flight Attendants of Southwest Airlines through TWU Local 556.

Thom McDaniel and Mark Torrez returned to the Meeting at 1125.

Lori Whittaker and PJ Piper were excused at 1127.

Jerry Lindemann left the Meeting at 1128.

Cindy Ritner entered the Meeting at 1136.

The Board discussed with Cindy an issue of Union Confidentiality.

Cindy Ritner was excused at 1230.

The Board went to lunch at 1245 and returned at 1330.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

Grievance Chair John Parrott and Grievance Team Members Chris St. Julian and Lyn Montgomery were guests at the Meeting.

A Grievant entered the Meeting at 1345 to discuss the merits of the Grievance with the Executive Board.

Chris, Lyn and the Grievant were excused at 1410.

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

John Parrott submitted the **Grievance Committee Report**:

> *Monthly Grievance Meeting – The June monthly grievance meeting was held on Thursday, June 12th. Stacy Martin and John Parrott attended. 12 grievances were discussed that involved both discipline and contractual issues. Of those 12, the Union and the Company settled 1 Discipline and 2 Contractual Grievances. The following group grievances were filed:*
> ***19-0038** - The Company is in violation of all applicable articles of the CBA by compensating select Flight Attendants in the bargaining group for participating in programs where rates of pay have not been agreed to by the Union. This is grievance is in reference to Co-Hearts being compensated $5.00 per TFP.*
> ***19-0039**-The Company is in violation of all applicable articles by unilaterally denying compensation to Flight Attendants on a flight where training of a Probationary Flight Attendant is in progress. This grievance is in reference to Flight Attendants not being paid the 2.00 per flight due to training.*
> *As of Friday, June 11th, the Union has a total of 115 active grievances. The Grievance breakdown is as follows:*

Termination Cases:	*18*	-	*15.7%*
Contract:	*54*	-	*47.0%*
Non Termination:	*16*	-	*13.9%*
Groups:	*27*	-	*23.5%*

Brett Nevarez made a **motion** to proceed on a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion to table a** Grievance to await further information. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

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

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

Chris St. Julian entered the Meeting at 1500.

A Grievant entered the Meeting at 1510 to discuss the merits of the Grievance.

Chris and the Grievant were excused at 1540.

Brett Nevarez 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. Mark Torrez **seconded** the motion. The motion **carried**.

Kevin Onstead made a **motion** to proceed on two Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **did not carry**.

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

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

Allyson Parker-Lauck made a **motion** to revisit a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

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

Thom McDaniel recessed the Meeting at 1800.

Thursday

July 17th, 2008

Thom McDaniel called the Meeting to order at 0830.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

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

The Board conducted a Roll Call to establish Board Members' compliance with TWU **Local 556 Bylaw Article VII (g)** for the first quarter of 2008:

Thom McDaniel	flew pairing HS19	dated June 12th

Michael Massoni	flew pairing PS45	dated June 30th
Stacy Martin	flew pairing DS12	dated June 21st
Jerry Lindemann	flew pairing HS37	dated June 28th
Cuyler Thompson	flew pairing BS26	dated June 26th
Brett Nevarez	flew pairing LA94	dated June 27th
Allyson Parker-Lauck	flew pairing DS16	dated June 18th
Audrey Stone	flew pairing BB12	dated June 26th
Susan Kern	flew pairing FA98	dated June 20th
Michael McNeil	flew pairing HB34	dated June 27th
Gwen Dunivent	flew pairing DS05	dated June 29th
John DiPippa	flew pairing PE14	dated May 10th
Kevin Onstead	flew pairing LA63	dated June 26th
Mark Torrez	flew pairing OB30	dated April 14th
Kyle Whiteley	flew pairing DS28	dated June 18th

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

Thom McDaniel reported that since the last Executive Board Meeting he has spent the majority of his time with the Negotiating Team. A full page turn of all Articles has been completed as well as meeting with advisors and reviewing surveys for ranking purposes. The NT has TA'd 11 of the 18 articles that have been presented to the Company. Negotiations continue this week on July 17 and 18 where the discussions will be focused on Scope, Hours of Service, Bidding, Reserve, and Exchange of Trips. The NT will also be presenting the final two non-economic Articles to Management. Thom remains cautiously optimistic that the Union and Management can reach a Tentative Agreement that protects our Members and ensures the success of Southwest Airlines as soon as possible however assured the Executive Board that our Team was committed working with Management to solve the problems that our Members face. On June 10, Thom met with the NT and members of the SWAPA Negotiating Team on issues that they were negotiating. The two groups agreed that they would collaborate on issues that affected both work groups. Thom represented TWU Local 556 at the TWU IEC Meeting in Atlantic City June 23-25. In conjunction with the IEC Meeting was an ATD President's Council Meeting on June 26 and 27. President's Councils from the Railroad and Transit groups also held meetings on the 26 and 27. Thom reported that the International will be providing access to the BNA database for Arbitration preparation which will be a huge benefit to our Grievance Team at no cost to our Local. Thom worked very closely with the Grievance Team on the Reserve Conversion Arbitration. The result was a settlement that complied with the Union interpretation and double time for all in the group. In addition as a result of discussions with the Company, Thom was able to help settle a termination grievance. Thom reported that he and John Parrot have a great working relationship and have worked together for some great results for our Membership. Thom continued to work on the Minimum Crew issues. Many of our Members have contributed their opinions on the issue. In addition, the ad hoc Committee has come up with an excellent plan to provide relief for our Members. As always, Thom maintains an open door policy and is actively working with Members, Grievance Team, the Executive Board, Negotiating Team, Coordinating Council and Management to represent the best Flight Attendants in the World.

Kevin Onstead made a **motion** to move forward with the Satellite Base Proposal as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to donate $100 to the 9/11 Flight Crew Memorial Foundation for a brick at the memorial site. John DiPippa **seconded** the motion. The motion **carried**.

Thom McDaniel **agreed** to contact TWU International President Jim Little regarding Local 556's participation in the **Michael Quill Memorial**. Mr. Quill founded TWU International.

John DiPippa **agreed** to forward his idea of printing a sticker to show Local 555/556 solidarity to the TWU Local 556 Coordinating Council.

Cuyler Thompson **agreed** to contact Karla for a link to be added to the TWU Local 556 Website regarding the issue and to forward the information to Kyle Whiteley and Michael Massoni.

The Board took a break at 1030 and returned at 1045.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

John DiPippa **requested** that Executive Board Members with ideas for topics of discussion at the PHX Inflight Base Management Roundtable forward them to him via email.

Susan Kern discussed Professional Standards Committee Co-chair Jean Chandler-Brooks. Susan **agreed** to contact Jean about the issue and to report the result of the conversation to Michael Massoni.

The Board discussed new Unaccompanied Minor procedures and the fact that Stations are not being properly staffed with 'Sweepers' that help the OPS Agents with these UMs. The Board **agreed** that our Members would continue to follow the UM Procedures as outlined in the Flight Attendant Manual.

Michael Massoni **agreed** that he and John Parrott would continue to research a method by which Shop Stewards may be contacted by telephone, *en masse*.

There was discussion regarding ideas to encourage an Oakland Flight Attendant to attend the regular meetings of the Central Labor Council of Alameda County, California to represent the Oakland-based Flight Attendants. Gwen Dunivent **agreed** to author a small article for the September UNITY Update requesting that Members who would like to be involved with their Local Labor Councils contact their Domicile Executive Board Member.

Gwen Dunivent and Stacy Martin **agreed** to set up Open Time Coordinator with the help of John Parrott and the Grievance Team.

The Board **agreed** that Thom McDaniel, Michael Massoni, Kyle Whiteley and John Parrott would seek to meet with Southwest Airlines Management and request that they enable real time pairing tracking for Flight Attendants as a partial settlement to the **February 23rd Open Time Outage Group Grievance**.

Jerry Lindemann presented options for the lease/purchase of transportation to replace the Local's van, currently in need of expensive repairs, to be used by the Local's Negotiating Team.

Kyle Whiteley made a **motion** to purchase a used minivan not to exceed $18,000. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Jerry Lindemann made a **motion** to purchase the 2008 Dodge Caravan as presented for $22,003.36. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson discussed with the Board the technology necessary to conduct the **Pop Quiz** that he was writing to educate the Membership on the Contract.

Allyson Parker-Lauck made a **motion** to purchase the necessary software for our website at a cost not to exceed $1500. Audrey Stone **seconded** the motion. The motion **carried**.

The Board went to lunch at 1200 and reconvened at 1315.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

Cuyler Thompson presented the **June 2008 Executive Board Meeting Minutes** for review.

Allyson Parker-Lauck made a **motion** to approve the June 2008 Executive Board Meeting Minutes as amended. Susan Kern **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **June 2008 Executive Board Meeting Synopsis** for review.

Brett Nevarez made a **motion** to approve the June 2008 Executive Board Meeting Synopsis as amended. Susan Kern **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to formally thank Chris Click for his excellent and detailed proposal regarding monitoring Open Time, and for his extensive ongoing efforts on this issue. Kevin Onstead **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to buy a table at the Dallas Labor Council Labor day Breakfast. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board took a break at 1430 and reconvened at 1445.

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

The Board discussed Union Confidentiality.

Jerry Lindemann left the Meeting at 1500.

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

Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Susan Kern, John DiPippa, Michael McNeil, Audrey Stone, Kyle Whiteley, Mark Torrez, Kevin Onstead and Gwen Dunivent.

Jerry Lindemann was absent.

The Board discussed Union Confidentiality.

Kyle Whiteley made a **motion** to adjourn. Kevin Onstead **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1737.

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

Cuyler Thompson
Recording Secretary