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

2520 West Mockingbird Lane Dallas, TX 75235 (214) 352-9110 (800) 969-7932 Fax (214) 357-9870
www.twu556.org Hotline (800) 806-7992

Executive Board Meetings
February 14, 15, 16, 2006
Synopsis

Monday, February 13, 2005
1800-1930 the Board hosted a dinner for the New Hires.

Tuesday, February 14, 2006
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mark Torrez and Jimmy West.

Lucy White-Lehman was excused due to personal illness.

Mike McCarthy was excused due to personal illness.

Thom McDaniel brought up the importance of confidentiality of issues discussed in the Board Meetings.

Mike Massoni made a motion to suspend the agenda. Allyson Parker-Lauck seconded the motion. This motion requires a 2/3 majority. The motion **did not carry.**

Mike Sims and Kathy Anderson left the meeting at 0855.

Allyson Parker-Lauck took the minutes during Kathy's absence.

Amy Lynn Neeper entered the meeting at 0900 to review a grievance.

Kathy Anderson and Mike Sims entered the meeting at 0920.

At 0905 the Board placed a conference call to a grievant to address a grievance. The call ended at 0920.

Amy Neeper was excused at 0920.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the renovation of the Dallas lounge is close to being completed, however the front station that was built for the purpose of assisting Flight Attendants is currently not being utilized. The flow of the new lounge was created with the intent of making the Supervisors more visible and accessible but the front counter has a large wall behind it, which actually segregates the Supervisors from the lounge. Hopefully this issue will be taken care of in the future. Karen suggested that the wall be lowered to waist level. Karen attended Open Time and she reported that all went well. There were no discipline issues in the Dallas Base during the month of January. Karen informed the Board that all publications were distributed and the Union Red Rack was brought to a current status.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that all Union publications were distributed and that the Union Red Rack and Glass Case had been updated.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the month of February was a slow month. There were only a few meetings with Management. The Union Red Rack is updated and all filings done. Bill is hearing that something will be happening with the parking situation again. He will keep the Board posted on what happens with this issue.

Mark Torrez presented the **Oakland Domicile** report. Mark opened his monthly report with a heartfelt thanks to the entire Board for the flowers he received after his short stay in the hospital after being rushed to the emergency room. He continued his report stating that he has not had many meetings with Management and Flight Attendants lately. He recently participated in a People Services meeting and met with Oakland Base Manager Doreen Warner. She informed Mark that of the four new Supervisors who were hired, one backed out before he officially started with Southwest Airlines; and that three more Supervisors were still needed in Oakland. The process for finding the new Supervisors had already begun. Doreen stated that most likely the positions would be filled with applicants from outside of SWA. She reported that the three new Supervisors that are currently in training are doing well. Also, it is likely that one of the current Supervisors will fill the vacant Assistant Base Manager position. Finally, Mark reported that both the Red Rack and Glass Case are current and that he is in bylaw compliance by flying pairing OD67.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that in Orlando, he has received many calls regarding the reserve trade issue which Jimmy explained is a two part issue. First, Reserves trading days and having them changed back. The Union has filed a grievance on this issue. Jimmy went on to explain that the second issue is that senior Flight Attendants are bidding down and reserves being credited for sitting Reserve without sitting Reserve. In other domicile business, Jimmy reported that Supervisors are continuing to tell Flight Attendants that their Doctors notes are not valid with a stamped signature. The Supervisors are insisting on an actual signature from the Doctor. Jimmy also reported that there had been no discipline issued or meetings with Management in January. Jimmy went on to report that the new SWA gates are scheduled to open March 1. Delta is giving up 16 of their gates and closing their Hub in Orlando April 1. SWA is trying to work with the airport to move Airtran and Jetblue to Delta's gates in order to open additional gates for Southwest.

Marcy Vinyard presented her **Officer** report at this time. Marcy reported that since the last Board meeting, she has assisted in the presentation and preparation of an arbitration, as well as attended several Step 2 termination hearings. Marcy reported that she has also assisted in handling several grievances and worked through several settlements. Marcy continues to meet with Scheduling in order to address several issues involving Reserves used out of order, open time, and sick calls. Marcy also reported that she assisted in the New Hire presentation and attended the presentation of CWA. Marcy updated the Board on current CWA issues since its release on Feb. 10 and encouraged the Board to remind Flight Attendants to send in their feedback.

The Board traveled off site and visited two buildings being considered for lease/purchase. The Board reconvened at 1300.

Committee Reports
Mike Sims presented the **Grievance Committee** report. Mike reported on the recent activities of the Grievance Team. The Union has argued a termination case before Arbitrator William McKee. The termination involved a long-term Employee and a first time Class I violation of the Work and Conduct rules. Mike is currently drafting the post-hearing brief to be submitted on February 27. He stated that he is expecting a final and binding decision from Arbitrator McKee by early April. Mike informed the Board that the Union is scheduled to proceed to arbitration on the grievance concerning the Home Access Shutdown authorized by Management during the holiday season of 2004. The case is scheduled to be argued before Arbitrator Randall Kelly on April 13. The Union's position is that the Company unilaterally broke the Contract by denying Home Access due to operational problems that were not caused by the Membership. Therefore, a remedy is sought on behalf of the Membership and Mike is confident that the Union will prevail. The Union negotiated a settlement on a Contract grievance and the arbitration date was cancelled. Mike reported that the number of grievances is starting to rise. Flight Attendants are being terminated for attendance point issues as well as alleged sick leave abuse. The Grievance Team is working diligently to seek amicable solutions on behalf of the Membership.

Thom McDaniel updated the Board on the **Civil and Human Rights Committee** report. Thom reported on the annual AFL-CIO Martin Luther King Jr. Birthday Celebration that was held in Baton Rouge, Louisiana. Houston Flight Attendant Mike McNeil and Baltimore Flight Attendant and TWU Legislative Representative Portia Reddick White participated in the observation of Dr. Kings birthday along with many other TWU volunteers. The volunteers helped those in need after the catastrophic events following Hurricane Katrina. Volunteers shopped for paper goods, diapers and clothing with money donated from TWU International and from several TWU Locals. The goods were then distributed to the community. The volunteers also spent time helping to remove heavy debris that was produced by the storm, from citizen's yards and common areas.

Michael Massoni presented the **Safety Team** report. Michael reported on the following:

- Aviation Safety and Health Data Base (ASHDI)- Reports under review and reports received to date
- Southwest Airlines Event Notification System (ENS)- Fielded events for the period
- System Analysis Team (SAT) Safety Audit
- Open Discussion Items
- Standing Meetings

Michael conducted a Power Point presentation on Flight 1248.
Michael accepted feed back from the Board on the AA/SWA reciprocal agreement.

Michael Patlan and Debbie Schmith from the Inflight Training Department entered the meeting at 1400 to address the Board on Recurrent Training 2006.

Michael Patlan and Debbie Schmith left the meeting at 1430.

Michael Massoni completed the **Safety Team** report.

Gayle Ross entered the meeting at 1500 to present a grievance.

The Grievant addressed the Board on her termination grievance via conference call.

The conference call ended at 1510 and Gayle Ross was excused.

The Board reviewed the grievance.

Thom McDaniel presented the **COPE/ Legislative Committee** report. Thom reported on the Coalition of Flight Attendants meeting he and Michael Massoni attended on January 19, 2006. Thom informed the Board that the following issues were discussed:

- TSA Changes to Prohibited Items List
- Carry-on Bag Limitations
- Fatigue
- OSHA
- FMLA
- Air Quality
- Cosmic Radiation
- Certification
- Foreign Ownership
- Outsourcing

Thom informed the Board that the Coalition named a Study Group to develop a mission statement for a more formalized structure to the Coalition. Thom will head the Study Group with representatives from AFA, APFA, IAM and PFAA.

Kathy Anderson presented the **Professional Standards Committee** reports for Jean Chandler and Lorie Powell. Jean Chandler Brooks Co-Chair Eastern Division reported the following:

- Total calls received -21
- Calls resolved favorably-20
- Calls involving Pilots-3

Jean went on to report that the Committee continues to produce good results with the cases on which they are working. The number of calls regarding collection of monies owed on trips continues to grow. Jean stated that she hopes that the few who abuse this process do not cause the Flight Attendant group to lose the privilege. Jean stated that the Flight Attendants must be reminded of this before it becomes a larger issue. Jean reported that there was an article on the committee published in the latest edition of the ***UNITY*** Magazine.

Kathy Anderson presented the Professional Standards Committee report for Lorie Powell Co-Chair- Western Division. Lorie reported the following:

- Total calls received- 13
- Calls Worked- 10
- Calls Involving Pilots- 1
- Calls Unresolved- 2

Carole Adams will be speaking to the New Hire Class on February 23, 2006. Lorie stated that she hoped that the Membership enjoyed the article on the Professional Standards Committee featured in the latest edition of the ***UNITY*** Magazine.

Allyson Parker Lauck presented the **Publications Committee** report. Allyson updated the Board on the following:

- Themes for upcoming issues of the Unity publications
- The publication schedule
- The deadlines for future articles

Thom McDaniel presented the **New Hire Committee** report. On February 7, 2006, TWU Local 556 Officers Marcy Vinyard, Ron Regan, and Mike Sims did the New Hire Presentation to Class
220 on who began training on January 30, 2006. There were approximately 115 Flight Attendant Candidates in the new class. Marcy, Ron, and Mike filled out Union paperwork and explained the rich history and importance of our Union. In addition, 26 new Members signed up for COPE to elect Labor friendly legislators. The New Hire Dinner was held on February 13, 2006 from 6:00 to 7:30 PM at the crew hotel with Executive Board and Grievance Staff Members attending. Class 220 will graduate on February 24, 2006 at 3:00 PM.

The Board discussed issues regarding CISM, Company and Union procedures concerning Flight Attendants involved in accidents such as Flight 1248. A review of procedures and roles was discussed with an eye toward expanding Go Team roles and possibly integrating/coordinating CISM and Go Team trainings.

Karen Amos presented the **Drug and Alcohol Committee** report. Karen reported that currently there are two employees undergoing rehab at the Father Martin Ashley facility. Father Martins has a weekend during the rehab program that is devoted to family member participation and Management has been cooperating with the Drug and Alcohol Committee by writing passes for family members to use to non-rev to the facility. United Behavioral Healthcare does not want to cover those employees who are attending a rehab facility for a second time. Currently, Karen is working with Russ Mason at SWAPA to resolve this problem.

The Board reviewed 3 grievances.

Marcy Vinyard made a motion to adjourn. Karen Amos seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1720.

<u>Wednesday, February 15, 2006</u>
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Karen Amos, Stacy Martin, Bill Bernal, Mark Torrez and Jimmy West.

Mike McCarthy was excused for personal illness.

Lucy White-Lehman was excused for personal illness.

Allyson Parker-Lauck was late.

The Board reviewed 3 grievances.

Allyson Parker-Lauck entered the meeting at 0910.

The Board reviewed a grievance.

The Board placed a conference call to a Grievant at 0920 to discuss his grievance. The call ended at 0945.

The Board continued to review this grievance and 6 other grievances.

Bill Bernal was excused at 1300 to attend the Message to the Field in Phoenix.

A Grievant entered the meeting at 1305 to address the Board on his grievance

The grievant was excused at 1330.

The Board continued to discuss this grievance and reviewed another grievance.

Cindy Ritner entered the meeting at 1400 to present the **Scheduling Committee** report. Cindy reported on the following:

- An update of a letter on the Flight Attendant Forum
- Emails from Flight Attendants
- Summary letter to Daryl Krause from their Meeting
- Scheduling Policy
- Average Days worked- How the Company calculated 11 days
- VR lines
- 4-days- Number of A/C in Domicile
- Limitation on SIPs (Schedule Interruption Point)

Cindy Ritner submitted her letter of resignation as Chairman of the Scheduling Committee to the Executive Board effective April 30, 2006.

Cindy Ritner was excused at 1440.

The Board placed a call to Mike McCarthy to include him in the discussion on a grievance.

Catherine Rea and a Grievant entered the meeting at 1515.

Catherine Rea and the grievant were excused at 1600.

Ron Regan presented the December Financial Report for approval. Kathy Anderson made a motion to approve the Financial Report. Jimmy West seconded the motion. The motion **carried.**

Lone Star Check #s 9545-9618 were presented.

Ron Regan updated the Board on efforts to collect dues from Flight Attendants who are in arrears.

The Board discussed language to be placed in the Policy and Procedure Manual to address instances when a Member requests financial information from the Union. Ron Regan will clarify language with Al Richardson, the Local's CPA for discussion in the March Board Meetings.

The Board reviewed a memo from TWU International Secretary Treasurer John Kerrigan to Ron Regan in response to Ron's inquiry as to the purchasing of a building and obtaining a mortgage loan.

Allyson Parker-Lauck made a motion for the Local to enter into a lease with a buy option of the building at 2616 W Mockingbird. Karen Amos seconded the motion. The motion **carried**.

Mark Torrez was excused at 1630 to attend the Message to the Field in Oakland.

Stacy Martin was excused at 1630 to attend to a family illness.

Kathy Anderson presented the January 2006 Executive Board Minutes for approval. Jimmy West made a motion to approve the minutes as amended. Michael Massoni seconded the motion. The motion **carried**.

Jimmy West made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1705.

Thursday, February16, 2006

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, and Jimmy West.

Karen Amos was late.

Mark Torrez and Bill Bernal were excused to attend the Message to the Field in their respective cities.

Mike McCarthy was excused due to personal illness.

Stacy Martin was excused to attend to a family illness.

Lucy White-Lehman was excused due to personal illness.

Correspondence
The Board reviewed the following correspondence:

Letter from Thom McDaniel to a Member Re: His probationary status

- Letter from Flight Attendant Heather Joy her Brothers and Sisters at Local 556 Re: San Francisco AIDS Marathon
- Letter from Kelly Street of IBB Local 484 President representing the Boiler Makers, Iron Ship Builders to Labor Supporters Re: their 6 month illegal lock out by Celanese Emulsions

Kathy Anderson made a motion to donate $100 to the Boiler Makers. Michael Massoni seconded the motion. The motion **carried**.

Mike Sims presented 3 grievances.

The Board discussed the implementation of the CWA program and pending Maestro grievances and issues.

Mike Sims stated that he would put together a summary of pending Maestro grievances and issues to be presented at the April Executive Board Meetings.

Gayle Ross entered the meeting at 0905 to present the **Health Committee** report. Gayle reported that she and Michael Massoni have had discussions concerning Flight Attendants who have been involved in an aircraft accident. Gayle and Michael will be working together to adjust the Accident Response Manual and its associated procedures to encompass a Union liaison position that will coordinate with the Flight Attendants involved in an accident, the Company and the Executive Board to ensure the needs of those involved in an accident are met to the fullest extent possible. Michael Massoni has also met with CISM Chairperson Pat Gilmore to discuss and coordinate these future enhancements to the Accident Response Plan. Gayle went on to report that the next Health and Safety Committee meeting would be February 20, 2006 and Gayle stated that she plans on discussing the Fatigue Policy, gloves and the Over Water Life Jacket demo. Gayle informed the Board that on February 23, 2006 she would be meeting with Kym Grant form the Doctor's Guild for a presentation on OJI. Gayle also stated that she faxed the request to the AFL-CIO regarding the Baybrook Hospital VIP program. In other committee business, Gayle informed the Board that the Health Committee had been invited to be involved in two research programs. The first program involves a former SWA Flight Attendant, Hayden Smith. Gayle, along with Thom McDaniel and Michael Massoni met with Mr. Smith via conference call on February 1, 2006. Gayle stated that Mr. Smith's research has the potential to benefit SWA Flight Attendants who might be dealing with stress especially for research on depression and Drug and Alcohol issues. The second research proposal came from AFA (Association of Flight Attendants). The study encompasses air quality issues related to hydraulic fluid/oil leaks. Gayle had a proposal for the Board to review. The research would perhaps lead to the development of a blood test in order to substantiate OJIs related to these types of air quality issues.

Karen Amos entered the meeting at 0925.

The Board discussed air quality studies brought up in the Health Committee report. Garry Drummond will present a paper on air quality issues to the TWU International.

The Board discussed email exchanges between Board Members.

The Board discussed the pending Member motion about an article on compensation for Union work and Officer pay. Thom McDaniel will write an article for one of the ***UNITY*** publications addressing the issue.

The Board discussed putting together a complete updated list of Shop Stewards for each Domicile.

A Member expressed a concern over the importance of having an Officer look over the revisions made to the Flight Attendant Manual as they are issued. The Board agreed that Jimmy West and Michael Massoni would take on this task. Michael Massoni will incorporate the information in to his monthly Safety Team report.

The Board discussed a Member's concern over new Management personnel.

The Board reviewed the draft of the minutes of this Executive Board meeting.

Michael Massoni made a motion to adjourn. Jimmy West seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1110.

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

Kathy Anderson
Recording Secretary

Thom McDaniel
President