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

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Executive Board Meeting
February 20, 21 & 22, 2007
Synopsis

Tuesday February 20, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Stacy Martin was excused to attend a meeting with Management.

Gayle Ross was excused due to illness.

Mark Torrez was in transit.

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

Michael Massoni led the Board in reciting the **Pledge of Allegiance**.

Gwen Dunivent read the **TWU International Membership Pledge**.

Thom McDaniel noted that the TWU 556 Executive Board would be hosting a reception at the Local Union Office for Flight Attendant Class # 230 the following evening.

The Chair made note of a change to the Meeting Agenda. Thom noted that a representative from Southwest Airlines Management would be a guest at the Meeting the following morning at 0900. The Chair noted that this would be considered a Standing Meeting in the future.

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

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

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

> *Dallas Base Manager, Henry Townsend, has been interviewing for a second Assistant Base Manager. This is in response to the growth of the Dallas base. He expects for Dallas to have a thousand Flight Attendants by the Fall, which is fabulous news for our growth-starved base. We also have several Dallas Supervisors returning to the line, so interviews for those replacements*

are going on as well, and I will report on those positions as they are filled. During our monthly meeting, Henry and I reviewed several situations that we had handled together and discussed procedures and outcomes, and agreed that we are building a positive working relationship. I spent a day in the Dallas lounge soliciting comment on Pass/Fly, decorated my glass case for Valentine's Day, and cleaned out the red rack. All publications have been distributed. I was fortunate enough to attend a Coalition of Flight Attendant meeting that Local 556 hosted on February 1. I was able to attend because it was a Legislative Planning Session for the Coalition, and the discussion centered around legislation in the coming session that involves all Flight Attendants, regardless of their individual airline. Topics discussed were FMLA legislation, Flight Attendant fatigue, security training, and air quality study. Members of the Safety team, including myself, attended an International Symposium on Cabin Safety in Torrance, California last week. This was a global event, attended by representatives of twenty-five countries, including the U.S, and was packed with valuable tools for safety enhancement. The overall theme was that good communication between the cabin and the cockpit are the most important element in safety management. Please refer to the Safety Committee Report for a more detailed account. On a personal note, I have been elected as Vice-President to the Dallas Central Labor Council for a two year term. This is noteworthy primarily because the new President is also a woman, so for the first time, two women will lead the 85% male organization. Also, stemming from by long-standing Labor Council involvement, I have been appointed to the Dallas Board of the Texas Workforce Commission. The purpose of the Texas Workforce system is to provide solutions that meet the workforce needs of area employers. It is a primarily employer focused body and allows only two seats out of twenty-five for Organized Labor, so I will certainly have my work cut out for me. This Board meets nine times a year and is responsible for administering hundreds of millions of dollars in public funds trying to match employers with employees, job training, and program monitoring.

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

It has been relatively quiet in the Houston Base this past month, so there isn't a lot to report. Houston did lose 25 Flight Attendants in this last vacancy bid. I have only received 2 Emails regarding the Pass/Fly agreement with one being positive (Don't change a thing) and one pointing out the following… "Pass-fly is definitely an improvement. But, if you pick up a day or days of reserve you should definitely be placed AHEAD of reserve line holders who have chosen 'pass' if you choose to pass, regardless of seniority. You should be placed BEHIND reserve line holders who have chosen fly if you choose 'fly', regardless of seniority. This is more fair and more abides by the contract that we voted on that read that if you pick up a day or days of reserve you are first to go. I feel that the spirit of the contract should award the reserve line holder priority and the person who picks up, the lesser priority. Obviously seniority is earned and senior FA's endured their trials on reserve but not under the pass/fly system." Crystal Rains distributed UNITY Update for me. Jessica Parker, Michael McNeil, and Jenny Rice have all done meetings in the past month while I have been with my Mom in the hospital. We had a decent turnout for Houston's local Membership Meeting in January and Javi Garcia was elected to the position of Shop Steward. The glass case and red rack are up to date and I am in compliance with the bylaws by flying pairing HS53 on Feb. 7th.

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

The MCO check in phone outside security is finally operational as of last week. The supervisor's office has been reorganized to approximate an IROCS configuration while awaiting the construction – there was a bit of a delay waiting for the telephone company to reconfigure the phones. Such a long period of time has passed since the initial bids for the lounge construction *were submitted that new requests for bid were sent out, and those bids were due on Feb. 8. Four contractors were asked to submit, and the stipulation within the scope of work is that construction will be completed within a 12 week period; potentially we will see a new lounge sometime in May. Sonya LaCore has gone to PHX, and there are now 2 openings for Assistant Base Manager. The February Unity Update shipment left DAL on 2/7 but has not been located as of 2/19. Per Cargo, the airbill information indicates that ramp was to deliver it directly to the Inflight Office. January added 55 Flight Attendants to the base, in February there were none, in March there were 10 and in April there were none. VJA is finally being offered in MCO. I have attended 2 Space Coast CLC meetings and will be in Tallahassee in March to lobby the legislature on various issues. I attended the January Station Safety Committee meeting. I conducted 7 lounge visits in January and the Red Rack and Union Glass case are updated.*

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

I am sad to report that as of late, Chicago has seen a rash of people writing each other up. Some of the write ups are about FAR's some are simply personality conflicts. I will be addressing these issues in my next Base Report in UNITY and will be promoting Professional Standards as an alternative. In the past few months we have received 7 new Supervisors. Four of the new Supervisors have yet to attend Initial Training while two are graduating in the coming week. Simon has expressed that Check Rides out of Chicago will begin as more of the Supervisors return from training. To date, I have had two Flight Attendants reportedly reading on the jumpseat, and in both cases Management took the high road and gave the Flight Attendants warnings. Construction on phase two of the lounge will begin sometime in April. We are awaiting the new Pilot Lounge to be completed so they will be able to move to the "A" concourse. When the new Pilot baggage room is complete, we will finally get our much anticipated liquor drop on the "A" side. All publications are distributed; the red rack and glass case are up to date.

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

I was registered as a delegate by Gwen Dunivent for the Maricopa Area Labor Federation "MALF" and attended my first meeting with them on January 31st. During that meeting, we learned about local labor issues affecting the employees of the Embassy Suites hotel being fired for trying to organize amongst other issues. One issue in particular was presented to the group by Sean Ryan, Executive Producer of AM1480 Air America Radio of Phoenix. Sean gave an overview of the program, sponsored by Air America radio, to assist Katrina victims in Jackson, Mississippi. Air America radio put spots on the radio calling for household donations, new appliances and gift cards from Lowes and Home Depot. In Phoenix, they received enough donations to fill four of the largest trucks U Haul has and U Haul donated them. Sean explained how they needed to get the four volunteer truck drivers that were driving the trucks from Phoenix to Jackson. I approached Sean after the meeting and told him I would attempt to secure transportation via Southwest Airlines. I made a request on and by the following Friday, through a collaborative effort of Colleen Barrett's office and Naomi Hudson. Four passes were provided along with all reservations needed for the travelers. I made sure that Sean Ryan knew this was an example of the TWU Local 556 and Southwest Airlines Management working together for the good of others. On Saturday, a truck packing party was held at Air America Radio Station along with a live broadcast and Sean Ryan gave TWU Local 556 unprecedented coverage during the broadcast as well as his own talk show on Sundays for the local market for arranging the free travel. We have a new Base Manager in Phoenix, Sonya Lacore, formerly the Assistant Base Manager in Orlando. Sonya gives very high comments about fellow DEBM Susan Kern. Sonya indicates her big issue is "Customer Service". I attended the Phoenix Membership Meeting. I believe we got very close, if not on target *to have 50% of Shop Stewards attend the meeting. Lounge construction started, ten months late. There is an open door into flight ops from the Inflight Office. In Phoenix we have a number of new Supervisors. One of which is a Phoenix Flight Attendant named Mike Byrd. Mike has always been a great Flight Attendant that strongly supported the efforts of TWU, especially in the last campaign. His perspectives in the office should be of great help with all our "reservation Inflight Supervisors". Another new Supervisor is in the current new hire class and is a former US Airways Flight Attendant Supervisor from Phoenix. I spent two days in the Phoenix lounge doing a lounge Mobilization and the response from Phoenix was a bit overwhelming at times, in a good way. People genuinely want more and more information and I make no hesitation to point out where the information has been provided or where they can obtain it. I had enormous amounts of follow ups and the grievance staff was very helpful in assisting me with finding answers. I sensed that most that I came in contact with are at relatively pleased to very pleased with the overall efforts of our Union. I cannot recall any specific complaints at all. I put out two more PHX E Connections and the response to those is continuing to be very supportive and am getting requests literally everyday to "sign me up" from other Flight Attendants. I developed and rolled out a "Shop Steward Apprentice" program for the Phoenix Shop Stewards. This is done to meet or exceed the goal of finding new leaders. I have put together a program whereby one Shop Steward at a time would be the designated contact for the base for the period of one month. Shop Stewards would volunteer for the position. They would be the "acting DEBM". I would be acting as a consultant to ensure accuracy and support in any area needed. I would meet with the Shop Steward and review the operational aspects of the base they need to know and then work with Denny and the grievance staff as well as the base to inform all parties. Thus far two Shop Stewards have volunteered and our first possible month to try this program may be March. No decisions yet. I am in compliance with Union Bylaws for flying. I flew PB10, a three day trip on February 15-16-17, 2007.*

There was discussion regarding the way that Officers, Staff and Shop Steward's pay is reconciled and reported.

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

The March schedules were presented to the Membership without much feedback to the Scheduling Committee. We received some phone calls from Flight Attendants in both Oakland and Dallas, however they were not excessive. Both Oakland and Dallas were greatly affected by the schedule changes on March 11 and March 17. After speaking to those that had concerns, most understood after they were given the big picture. The Scheduling Committee has made a conscious effort to hold back trips from Primary line writing to keep the lines as clean as possible. The trips that are being held back are mostly 4-days and this is at the request of the Company, as they believe they will only get the pairings back in Vacation Bidding. This also benefits the Line Writers by allowing more room for additional pairings. VR line writing was plagued by computer errors and extra hours were spent rewriting work that had already been completed. Crew Planning has advised us that there is a new Line Writing program in the works and we should see it by the May Primary Line Writing session. While some pairings were left in Open Time in all Crew Bases, Dallas ended up being the only Base that had days completely full. In Dallas, we received a large number of pairings back from vacation pulls as well as the trips we had originally held back. Line Writers Michelle, Richard and Lisa spent over 20 hours trying to make all the additional pairings fit to no avail. Crew Planning gave us two additional lines, making the Dallas reserve ratio 4.36 to each reserve Flight Attendant. This is well above the other Bases. We have placed a letter in each Dallas Flight Attendant's mailbox to advise them of this situation and provide them with a bit of understanding as to why their Open Time is full. I have received very mixed feedback with *regards to the reduction in 4-day trips. The Company is holding firm to 6% or less 4-days or a maximum of 22% 4-days as either end provides cost savings. Lisa Trafton will be visiting the Board on Thursday to answer specific questions you may have for her. Finally, once we have the Board Schedule for May, we will be able to finalize and publicize the lounge visits.*

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

At the end of May I am planning on having a new survey for our Flight Attendants with regards to 4-day preferences. The Survey will ask 3 questions.

1. *Where are you based?*
2. *In what range does your seniority fall?*
3. *Do you prefer Option A or Option B*

Option A will be 6% and less 4-day trips, while Option B will designate 4-days built to a maximum of 22%. Option A and Option B will be laid out for the Flight Attendants including all the pros and cons that encompass both. The Membership will be informed of the options available to them through the "Listening Tour," the April UNITY Magazine as well as the introduction page to the survey. There are currently no other options that we have to offer our Flight Attendants that will make a serious difference in how the schedules are generated. Crew Planning has given these two options in meetings. Either way, they save the Company money. Without stronger language in our Contract, it becomes an all or nothing type survey. If we find one base strongly prefers one option over the other, we will try to build schedules that reflect those choices much like the "test" that was held in early 2006.

There was discussion.

The Board took a break at 1010 and reconvened at 1034.

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

Stacy Martin was excused to attend a Meeting with Management.

Gayle Ross was excused due to illness.

Mark Torrez was in transit.

Garry Drummond was a guest at the Meeting.

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 = 2:

Report	*Acceptance Deadline*
ASHDI 1422 (SANITATION OF FIRST AID EQUIP)	*Thurs 03/15/2007*
ASHDI 1481 (300/500 JUMPSEAT)	*Thurs 03/15/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 1781+ / 161
Accepted Reports to date (TWU) = 122
See Attached Detail

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
****ALL OF 2006 to Date = 858****
01/08/07 through 02/19/07 = 123 Emergencies Declared = 41
****ALL OF 2007 to Date = 151****
Standing / Scheduled Meetings:
Sunday February 12th, 2007 through Thursday February 15th, 2007 – Southern California Safety Institute (SCSI) 24th Annual Cabin Safety Symposium in Torrance, CA
Monday February 19th, 2007 at 15:00 CST – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety
Tuesday February 20th, 2007 at 1000 CST – Technical Debrief Turbulence Safety Action Team (TSAT) Event of WN2877 16SEP06
The 24th Annual Southern California Safety Institute (SCSI) International Cabin Safety Symposium was held February 12-14, 2007 at the Torrance Marriott, Torrance California - Four members of the TWU Local 556 Safety Team, Michael Massoni, Stacy Martin, Gayle Ross, and Gwen Dunivent, attended the International Symposium on Aircraft Cabin Safety hosted by the Southern California Safety Institute. It was truly an International event, as twenty-five countries, including the U.S. were represented. Attendees and instructors came from all over the world, including Canada, Germany, France, and Japan. The first day's theme was about developing the culture of Safety. Highlights included learning about the second barrier to the cockpit that United Airlines is installing on its long-haul aircraft. The NTSB also had a compelling presentation on ditching, summarizing several accidents and exploring survival factors and equipment challenges. Later that day we took a class on Communication between the cabin and the cockpit, and another class on Evacuation Best Practices. The next day's theme was Flight Attendant Fatigue and Turbulence. Several PhDs from CAMI spoke about Flight Attendant Fatigue and assured us that testing and assessment on the subject is on-going. For six years now, there has been serious dialogue on the subject of Fatigue, and, sadly in this country, it seems to take almost ten years for a concern to become a regulation. The section on turbulence was presented by a Captain for Middle East Airlines from Lebanon, and we learned that in the past 25 years, only 5 serious turbulence injuries have occurred to passengers who were properly secured. Increasingly, it is the Flight Attendants who are injured in turbulence events. A Delta Captain gave a fascinating presentation on fighting in-flight cabin fires, recounting past incidents where poor communication between the cabin and the cockpit made a bad situation even worse. In 2006, there were over 800 smoke/fire/fumes events, which average out to two events per day. Research indicates that the window of time between detection of smoke/fire/fumes and destruction of the aircraft is just less than 17 minutes. Airlines around the world have joined with pilot groups and safety professionals to create a universal checklist for the cockpit to use in a smoke/fire/fumes event, which is heavily focused on landing the aircraft as soon as possible, instead of the cockpit proceeding through a lengthy checklist of each aircraft system. Southwest should be utilizing this checklist in the very near future. Of all the fascinating information we learned, perhaps the most compelling was the presentation on cabin air quality. Australians lead the world in cabin air testing, and have held year-long Senate inquiries. The very present danger of toxic fumes in cabin air becomes exacerbated by the fact that contaminated air often has no visible fumes, and possibly no odor. Sometimes the odor is so faint; it is passed off as "normal airplane smells". The bleed air system in our aircraft cabins is unfiltered, and can contain tricresyl phosphate (TCP), which, with high exposure rates, can affect the human's central nervous system. Possible solutions discussed included installing contaminated air detection systems in the cabin, filtering the cabin air, and research into less toxic fuel systems. It would be impossible to completely report on all the critically valuable information that was presented at this Symposium. Gayle Ross will be writing a series of articles for UNITY, so that we can share at least a part of it with our Members. But

several themes emerged throughout the Symposium, the first one being that until safety is an integral part of our Southwest Airlines culture, we will continue to face constant challenges to our well-being on the aircraft. The second theme is that all these events, especially contaminated cabin air, remain terribly under-reported. We must all be diligent in reporting any threat to our work environment. Lastly, and perhaps the most important theme, is that good communication between the cockpit and the cabin is absolutely paramount in any and every situation. With good communication between the cockpit and the cabin, not every perceived threat to flight safety need become an error and not every error has to become a disaster.
NTSB Training Offerings for the Quarter:
Mar. 29th & 30th - Accident Investigation Orientation for Aviation Professionals
April 2nd & 3rd - Biomechanics of High-Impact Injuries
April 16th through 27th Aircraft Accident Investigation

Gwen Dunivent reported to the Board on the **24th Annual Southern California Safety Institute** (SCSI) International Cabin Safety Symposium that she had attended with Michael Massoni, Gayle Ross and Stacy Martin.

There was discussion regarding Cabin Air Quality and Flight Attendant reporting procedures for irregularities.

Susan Kern reported on an Orlando Station Safety Meeting that she had recently attended.

There was a lengthy discussion regarding Unaccompanied Minor (UM) procedures and recent Read Before Fly (RBF) issued by Management regarding the safe carriage of UMs.

Michael Massoni submitted to the Board copies of two letters that he had written. One was to Karen Amos, **TWU 556 Uniform Committee Chair**. The other letter was to Lauren Peck, Southwest Airlines Uniform Committee Co-Chairperson.

Michael Massoni reported that Gayle Ross was now responsible for purchasing a dry erase board for the Local's Boardroom.

Allyson Parker-Lauck presented the **Education and Scholarship Committee Reports**. There was no written report submitted. Allyson Parker-Lauck presented for approval copies a draft of a pamphlet that she had created for the **TWU Local 556 Scholarship Program**.

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

Calls	*22*
Calls involving Pilots	*3*
Calls resolved favorably	*21*

Michael Massoni noted that due to personal reasons, Jean Chandler-Brooks's duties as **Eastern Region Chair of the Professional Standards Committee** were temporarily the responsibility of Lorie Powell, Western Region Chair.

The Board discussed the **Professional Standards Committee**.

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

The Board discussed the fact that **Southwest Airlines Cargo** consistently loses at least part of the Local's *UNITY* publication shipments. Potential remedies were discussed. Thom McDaniel **agreed** to call Charles Cerf, President of TWU 555, and ask for his help.

The Board went to lunch at 1210 and reconvened at 1340.

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

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

Stacy Martin was excused to attend a meeting with Southwest Airlines Management.

Gayle Ross was excused due to illness.

Garry Drummond was a guest at the Meeting.

Denny Sebesta entered the Meeting at 1340 to present the **Grievance Committee Report**. There was discussion.

Kyle Whiteley returned to the Meeting at 1349.

Lucy White-Lehman submitted a **Reserve Pass/Fly Summary** detailing research that she had done at the Baltimore Domicile:

YES- 172
NO- 5
YES/BUT -1
<u>*Positive Feedback*</u>

- *This is a great system for commuters. You can choose the fly option and fly instead of spending extra money for hotel rooms or sitting around the crash pad.*
- *Pass/Fly option offers more flexibility, productivity and time off for both commuters and Flight Attendants who live in their base.*
- *Reserves are able to give away days with out putting a ton of money on trips.*
- *The pass/fly option is a great option for commuters and those that live at their base.*
- *Pick up single days of reserve because of the lack of turns in base.*
- *Offers more opportunities in trading since line holders are now willing to trade trips for reserve days.*
- *This shouldn't be a junior versus senior issue. Anything that offers choices and flexibility is a good thing for all seniority groups.*
- *Seniority complaints will never go away. If senior Flight Attendants give away we should quit or the company should put minimums in place, if we pick up we get the best trips from our friends and hide those trips from the rest of the Flight Attendants, if we pick up reserve days we don't get used and don't want to work. Unfortunately, this jealously will always exist.*

Negative Feedback

- *Senior Flight Attendants are taking advantage of the system*
- *Line holders should default to fly status*
- *Flight Attendants who pick up should assume the seniority of the Flight Attendant they pick up from*
- *AR/PR pass option doesn't work*
- *Fly preference should take priority over Relative Daily Value (RDV). If you chose to fly, you should always go first.*

Yes, but

- *Like to see an additional category for Airport Standby (AS). Those who want to fly should fly not sit AS. There are Flight Attendants who would prefer to sit AS.*

These are the most common trends from Flight Attendants. I utilized the Shop Stewards to assist in polling the Membership. Most Flight Attendants still don't understand how the RDV value works. There is still a lot of confusion out on line regarding the Pass/Fly system.

The Board discussed the **Reserve Pass/Fly Agreement**.

Denny Sebesta was excused at 1505.

Brett Nevarez made a **motion** that Thom McDaniel be the contact person for the Executive Board and the 'Project Manager' for a new **Contract Question and Answer Booklet**. Thom agreed to contact TWU Shop Stewards Greg Hofer and Audrey Stone about compiling Settlements, Sideletters and frequently asked questions into a booklet to be published jointly by the Company and Union. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 1535 and reconvened at 1550.

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

Stacy Martin was excused to attend a meeting with Southwest Airlines Management.

Gayle Ross was excused due to illness.

Thom McDaniel was excused to make arrangements for the upcoming Flight Attendant New Hire Dinner.

Michael Massoni chaired the Meeting.

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

Construction in the Oakland Airport is back in full swing. After months of setbacks, progress is again being made on the new terminal extension. As expected, the distance from the lounge to the new gates is a huge inconvenience to Oakland Flight Attendants. Hopefully once the renovation of the existing Terminal 2 is complete, travel won't be so congested. The Flight Attendant lounge *is still sub par and won't be renovated until late fall at the earliest. The location of the second liquor drop safe continues to be the major problem most Oakland Flight Attendants are experiencing. Many emails have been collected regarding this matter. The current location is not helpful at all. Because of this many Oakland Flight Attendants continue to drop their liquor money in their respective commute cities thus subjecting them to possible discipline. There have been more changes in management in the Inflight office. Three new supervisors were recently hired only two of which accepted the position. Gary was a two year line flying Flight Attendant in Oakland, while the other was hired off the street. Oakland Inflight has also finally added a customer service desk to the lounge. It has been met with much disdain from the membership. It is located in the center of the lounge in front of the Unions glass case and just to the left of the TV sitting area. Hopefully it will be less intrusive once the lounge is complete. There continue to be problems with the delivery of Union publications. Once again, Unity Update has been misplaced in Oakland. Allyson Parker-Lauck and Mark Torrez have attempted to find the missing shipments to no avail. They have confirmed with cargo that the deliver y occurred on the 9th of February but can find it nowhere in the cargo facility or the Inflight office. Anthia Rowley resigned as an Oakland Shop Steward. The other shop stewards have continued to be a remarkable asset to the OAK Base. Finally, the Reserve Pass/Fly system has also been a hot topic in Oakland. Unfortunately, most Oakland reserves don't see much benefit in the program because the base continues to run at skeleton crew levels. Reserve days are not being picked up without a substantial amount of money and all the preferences do is arrange the line up. The pass option is non existant.*

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

Twelve Care and Concern cards were sent in January/February.

Thom McDaniel returned to the Meeting at 1608.

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

Garry Drummond was excused at 1600.

Stacy Martin entered the Meeting at 1618.

Michael Massoni noted that Domicile Executive Board Members should have their Shop Steward information entered into Laborsoft before the March Executive Board Meeting.

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

It was noted that Brett Nevarez, as Chairman of the Drug and Alcohol Committee, would be attending the upcoming HIMS Seminar to be hosted by the Southwest Airlines Pilots' Association (SWAPA). HIMS is an occupational substance abuse treatment program specific to commercial pilots.

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

It was noted that due to scheduling issues, the New Hire Dinner would instead be held at the Holiday Inn Select North the following evening.

Mark Torrez was excused to attend to technology issues and Thom McDaniel was excused to take a phone call at 1635.

Michael Massoni chaired the Meeting.

Thom McDaniel and Mark Torrez returned to the Meeting at 1650.

Susan Kern presented the **Shop Steward Committee Report**. There was no written report submitted.

There was discussion regarding the **Shop Steward Training Video** and Powerpoint presentation currently being produced with the help of Linda Dill of TWU International.

Thom McDaniel reported on the success of TWU Local 556's involvement in the Martin Luther King Day celebration in Houston, Texas.

Mark Torrez made a **motion** to recess until 0830 the following morning. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Executive Board recessed at 1715.

Wednesday February 21, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Gayle Ross was excused due to illness.

Jill van der Werff was excused for personal reasons.

Gwen Dunivent was excused to attend a meeting of the **Dallas Board of the Texas Workforce Commission** of which she was recently elected as a member.

There was discussion regarding potential topics of conversation for a then yet to be announced guest at the Meeting from Company Management.

Naomi Hudson, Senior Director Employee Resources and Base Operations, Brendan Conlon, Director Crew Scheduling/Audit, Planning/Automation and Dave Kissman, Western Regional Director of Inflight, entered the Meeting as guests at 0905. Naomi presented a final plea to the Executive Board regarding Management's Attendance Point Proposal to which the Executive Board would not agree. Thom McDaniel complemented Brendan and his Department on the handling of the irregular operations associated with the winter storms during the previous week. Brendan indicated that his department would explore the possibility of allowing Flight Attendants to "self notify" for an assignment. Brendan stated that it would "be totally voluntary" on the part of Flight Attendant and that it would be the responsibility of Scheduling to notify a Flight Attendant of changes to an assignment. Michael Massoni brought up the possibility of sick calls being automated on the Company Voice Response Unit (VRU). It was noted that recent changes to Crew Web Access (CWA) had dramatically reduced the number of Failure to Reports (FTRs). There was discussion regarding the (FAIS). Brendan stated that Vacancy Bidding would change with the addition of the LAS Crew Base. Vacancy Bidding for LAS may be available as early as June. The Board discussed FMLA Call-in Phone procedures with Naomi. Naomi stated that every Base now has an FMLA Phone Line with a consistent instruction message at all Bases. Thom McDaniel noted that a lot of problems would be solved if the FMLA phone lines or conversations with Inflight Supervisors were recorded. There was discussion regarding the fact that part of several UNITY publications had been lost by Southwest Airlines Cargo. Dave Kissman agreed to help Allyson Parker-Lauck to find the missing MCO and OAK of the January UNITY Magazine. Cuyler Thompson talked to Naomi Hudson about Supervisor accountability in the BWI Inflight Office. Cuyler reported that several Flight Attendants had complained about receiving incorrect information from BWI Inflight Supervisors. Naomi stated that Flight Attendants would never be issued disciplined for acting upon bad information from Inflight Supervisors. Naomi stated that it is appropriate for Flight Attendants to submit IRs when Supervisors provide incorrect or incomplete information.

Naomi, Brendan and Dave were excused at 1000.

Gwen Dunivent entered the Meeting at 1005.

Catherine Rea and Denny Sebesta entered the Meeting at 1007 to discuss a Grievance.

The Grievant Tamara entered the Meeting at 1015 to discuss the merits of the Grievance.

The Grievant and Catherine Rea were excused at 1035.

Jill van der Werff entered the Meeting at 1035.

Brett Nevarez made a **motion** to proceed on a Grievance. Allyson Parker-Lauck **seconded** the motion. There was discussion.

Michael Massoni made a **motion** to table the motion on the floor. Jill van der Werff **seconded** the motion. The motion **carried**.

The Grievance was tabled.

The Board took a break at 1112 and reconvened at 1130.

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

Thom McDaniel was excused to organize the New Hire Dinner scheduled for that evening.

Gayle Ross was excused due to illness.

Michael Massoni chaired the Meeting.

Cuyler Thompson presented the **Professional Standards Committee Report** for Western Region Chair Lorie Powell:

Calls Recieved 12
Calls Worked 10

The 2 Calls that were not worked were because the Flight Attendant did not return my calls.

The Board discussed options for the printing and distribution of the Local’s Scholarship Applications.

Catherine Rea and Denny Sebesta entered the Meeting at 1142 to discuss a Grievance.

The Board conference-called a Flight Attendant at 1157 to discuss the merits of the Grievance.

Thom McDaniel entered the Meeting at 1204.

Michael Massoni made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion.

Catherine Rea was excused at 1213.

The motion on the floor **carried**.

The Board went to lunch at 1215 and returned at 1337.

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

Gayle Ross was excused due to illness.

Catherine Rea and Denny Sebesta were guests at the Meeting. Catherine presented to the Board copies of the transcript of a conference call with a witness pertaining to a previously tabled Grievance.

Catherine was excused at 1342.

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

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

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

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

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

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

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

Cuyler Thompson made a **motion** to proceed on two Grievances. Lucy White-Lehman **seconded** the motion. The motion **did not carry**.

Brett Nevarez made a **motion** not to proceed on two Grievances. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board took a break at 1505 at 1540.

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

Gayle Ross was excused due to illness.

Denny Sebesta entered the Meeting at 1540.

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

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

Jill van der Werff made a **motion** to proceed on a Grievance. Lucy White-Lehman **seconded** the motion. The motion **carried**.

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

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

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

Allyson Parker-Lauck made a **motion** not to proceed on a Grievance. Gwen Dunivent **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**.

Denny Sebesta was excused at 1635.

Susan Kern made a **motion** to print 9000 scholarship applications on heavy paper stock for distribution in each Flight Attendant's mailbox. Gwen Dunivent **seconded** the motion. The motion **carried**.

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

Thom McDaniel reported that since the last Executive Board Meeting he attended January Membership Meetings in all Domiciles with Cuyler Thompson. Thom has scheduled Membership Meetings for April to coincide with the Executive Board "World Tour". Since taking over as Office Manager, Thom has implemented further changes in the office including automating Office attendance and vacation calendars. Thom has changed sick leave and vacation policy to be documented by email for more efficient record keeping. Bi-weekly Office Staff Meetings have been held since the beginning of the year. Thom announced that he has hired Lyn Montgomery on a trial basis and requested that the Executive Board approve Lyn as a full-time Grievance Staff Member to replace Amy Lynn Neeper. Thom also extended thanks to Jill Van Der Werff and Kyle Whiteley for helping to staff the Union Office the week of February 12-16 when all other full-time Officers were out on other Union business. Thom participated in the AFL-CIO Martin Luther King Day Celebration in Houston January 12-15 with HOU Flight Attendants Michael McNeil and Stephanie Tillman and numerous other TWU Members and International Officers. The high points of the weekend of celebration and community service was the donation of playground equipment to the Thurgood Marshall Elementary School and the MLK Parade. Thom, Michael Massoni, and Gayle Ross attended meeting with APFA Officers and CAMI representatives regarding the Flight Attendant Fatigue Study that is ongoing pending Congressional funding. With the help of Michael Massoni, Thom organized and hosted a Legislative Session for all other Flight Attendant Unions on February 1 at the Local 556 Office. It was a very productive meeting with 100% attendance from all Unions and Associations representing Flight Attendants in the United States. Thom thanked Portia Reddick-White and TWU International for paying for dinner the evening before keeping the cost to a minimum. Thom reported that he had attended the Association of Professional Flight Attendants (APFA) 30th Anniversary Awards Dinner on January 8 in Chicago. Local 556 continues to have a strong and productive relationship with American Airlines Flight Attendants and he received numerous thank yous for the support of our Flight Attendants and our Union including appreciation for the successful Reciprocal Cabin Seat Agreement. Thom attended the TWU International Executive Council and Board Meeting in Hollywood, Florida February 13-16. The meeting was very productive and Local 556 was mentioned in many capacities including our excellent publications, high COPE participation, and the recent Grievance Staff Training that was held in January. TWU International has announced plans for improvements in the Organizing Department and a Strategic Plan that is being developed for the International. Thom extended congratulations to new IEC Members approved during the meeting – John Conley – International Staff, Roger Toussant – Local 100, and our own Portia Reddick-White – TWU Local 556 and International Legislative Representative. Thom continues to work with and support the Grievance Team and the Executive Board in all areas. He thanked the Executive Board for their hard work representing our Members and in implementing new Programs for our Members. Thom expressed thanks on behalf of his family to the Executive Board and Grievance Staff for the beautiful flowers sent by Local 556 and individual friends who made memorial donations to Camp H.U.G and Camp Hope in honor of his grandmother Edna McDaniel who passed away on January 15. Thom extended a very special thank you to Michael Massoni, Gwen Dunivent and Michael Broadhead who traveled to Las Vegas to attend the memorial service.

Allyson Parker-Lauck made a **motion** to approve Lyn Montgomery as full-time staff. Stacy Martin **seconded** the motion. The motion **carried**.

The Board **agreed** to excuse Jill van der Werff and Susan Kern from attendance at the March 2007 Executive Board Meeting for vacation.

The Board **agreed** that the May 2007 Executive Board Meeting would begin at 0830 on May 8th and adjourn at the conclusion of business on May 10th.

Cuyler Thompson presented the **January 2007 Executive Board Meeting Minutes** for approval.

Allyson Parker-Lauck made a **motion** to approve the January 2007 Executive Board Meeting Minutes. Michael Massoni **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to ask Kevin Onstead to be the **TWU Local 556 Liaison in Las Vegas** during the period of time prior to the Base's opening. Mark Torrez **seconded** the motion. The motion **carried**.

The Board **agreed** to the new language of the Letter of Understanding between the Union and Inflight Scheduling regarding Flight Attendants who would like to take Deadhead(s) other than those originally scheduled.

Gwen Dunivent made a **motion** to recess until the following morning at 0830. Mark Torrez **seconded** the motion. The motion **carried**.

Thursday February 22, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Gayle Ross was excused due to illness.

Thom McDaniel submitted the **COPE Committee Report**:

> *Thom McDaniel presented the COPE / Legislative Report. Thom reported that COPE Membership continues to be among the highest in TWU with the majority of new Members coming from the pass drawings held in the New Hire Classes. This is a positive sign as it indicates our newest Flight Attendant's awareness that the legislative process has a huge impact on our work lives and professions as Flight Attendants. Thom will be putting out details to Shop Stewards for the COPE Drive Contest that was announced during Shop Steward Training to kick off during the Executive Board "World Tour" in April. The winner will be given the opportunity to attend the TWU Cope Convention on July 8-12. Thom notified the Board that the Flight Attendant Legislative Summit hosted by Local 556 on February 1 was huge success. It was attended by every Union/Association representing Flight Attendants in the country including the Association of Flight Attendants - CWA (AFA-CWA), the Association of Professional Flight Attendants (APFA), International Association of Machinists (IAM), International Brotherhood of Teamsters (IBT) and of course Transport Workers Union (TWU) representing every major airline except Delta who is non-Union. The Legislative Session was attended by Thom as well as Officers Michael Massoni and Gwen Dunivent and International Legislative Representative Portia Reddick-White. The Summit participants agreed that the main legislative focus for our Members for the upcoming year should include:*

- *Flight Attendant Fatigue*
- *Enhanced Certification including mandatory Security Training*
- *OSHA Protection*
- *Stricter enforcement of Carry-on Bag Restrictions*
- *Transportation Workers Identification Card (TWIC)*
- *Crewmember FMLA Fairness*
- *Air Quality*
- *Cell Phone Usage Onboard*
- *Leave All Blades Behind Legislation*

Thom informed the Executive Board that Local 556 will be participating in the Transportation Day of Action on Capitol Hill on May 17 to lobby with the other Flight Attendant Unions and Associations on these issues. The next meeting of the Flight Attendant Legislative Summit will take place in Washington DC on May 18. At the TWU International Executive Board and Council Meeting in Hollywood, Florida there were several legislative issues discussed including the Amtrak funding, pension reform, the minimum wage increase, and Employee Free Choice Act which protects workers who want to join Unions. Gwen Dunivent offered further information about the Employee Free Choice Act that has been introduced in the House of Representatives. It is very clear that there are now a lot more labor friendly elected officials in Congress and we should be more successful in the future in advancing and protecting the rights of Flight Attendants and all working people in the United States.

Gwen Dunivent submitted to the Board copies of a message from the AFL-CIO requesting support for a bill then in Congress known as **The Employee Free Choice Act**. Gwen requested that Board Members ask Flight Attendants to call their Congressmen and voice their support.

Thom McDaniel presented the **December 2006 Financial Report** for Treasurer Gayle Ross.

Allyson Parker-Lauck made a **motion** to approve the December 2006 Financial Report. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board **agreed** that Thom McDaniel and Gayle Ross would investigate the legality of the Local's Monthly Financial Report being posted on the TWU Local 556 website.

Karen Amos, the Local's **Uniform Committee Chair**, entered the Meeting at 0900 to give the Executive Board a preview of new Flight Attendant uniform pieces currently being wear-tested. Karen submitted a brochure from Southwest Airlines Matrix and Logopalooza which detailed the new pieces.

The Board took a break at 0948 and reconvened at 1000.

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

Gayle Ross was excused due to illness.

Lisa Trafton, the Local's **Scheduling Committee Chair**, was a guest at the Meeting. Lisa updated the Board on current issues that the Scheduling Committee was facing. There was discussion.

Garry Drummond entered the Meeting as a guest at 1025.

Lisa Trafton was excused at 1030.

The Board discussed extending the hours of availability of Union Officers and/or Office Staff to answer calls/questions from the Membership. The Board **agreed** that Lucy and Cuyler will bring a proposal back to the Executive Board.

The Board discussed **Membership Dues**.

The Board discussed Officer On-Call procedures for irregular operations. The Board **agreed** that Allyson Parker-Lauck would bring a proposal back to the Executive Board.

The Board discussed the **TWU Local 556 Negotiating Team**.

The Board went to lunch at 1200 and reconvened at 1330.

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

Gayle Ross was excused due to illness.

Garry Drummond was a Guest at the Meeting.

Gwen Dunivent presented to the Board a letter from Colleen Barrett and Gary Kelly to Ms. Jennifer Bartkowski regarding Southwest Airlines' decision to discontinue the annual **United Way Employee campaign**. The Board **agreed** that a representative from the United Way would be allowed time at a future Executive Board Meeting to outline how TWU Local 556 could raise money for the charitable organization.

Cuyler Thompson proposed posting Membership Meeting Roster on the TWU Local 556 Website. The Board **agreed** that this was not a good idea.

Gwen Dunivent reminded Board Members that pulls should be submitted to her so that they may be received by Scheduling at least 48 hours in advance.

The Board discussed potential topics and themes for upcoming issues of ***UNITY*** Magazine.

Mark Torrez was excused at 1440 to attend Flight Attendant New Hire Graduation.

Gwen Dunivent made a **motion** to appoint two Members of the Negotiating Team prior to the general elections of two Negotiators. Susan Kern **seconded** the motion. The motion **carried**.

The Board **agreed** that the Executive Board would interview and appoint two members of the Negotiating Team at the July Executive Board Meeting. The Board **agreed** that the Meeting would begin at 0830 on July 24th and end at the conclusion of business on July 26th.

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

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

Gayle Ross was excused due to illness.

Garry Drummond was a guest at the Meeting.

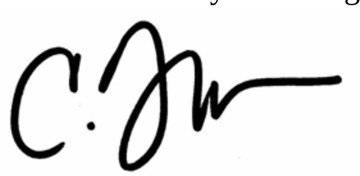
The Board again discussed the Reserve Pass/Fly System.

Brett Nevarez made a **motion** to provide lunch for Scheduling Committee Training. Lucy White-Lehman **seconded** the motion. The motion **carried**.

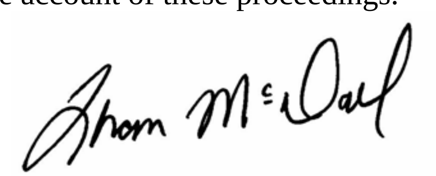
Brett Nevarez made a **motion** to adjourn. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1613.

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



Cuyler Thompson
Recording Secretary



Thom McDaniel
President