



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

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Executive Board Meetings January 12-14, 2004 Synopsis

Monday, January 12, 2004

Thom McDaniel called the meeting to order at 1405.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mark Torrez and Jimmy West.

Marcy Vinyard was excused for Maternity Leave.

Bill Bernal was excused for scheduled vacation.

Mike McCarthy was in transit.

Lucy White was excused for scheduled vacation.

The Board welcomed Oakland Domicile representative Mark Torrez.

Domicile Reports

Karen Amos presented the **Dallas Domicile** report. Karen reported that the Lounge Mobilization in December went well. Karen had several interested Members who expressed that since the event was so close to the holidays that their calendars were already full, but would they would like to participate in future events. Karen also reported that the discipline issues in her base consisted of an attendance issue which could have led to termination, but did not. Karen reported that the Dallas Company Doctor is being replaced with a Doctor who will be more familiar with the job requirements of Flight Attendants. Karen requested to meet with the Doctor when she visits the Occupational Benefits Department. She is currently awaiting a response from Nick Gregorash, Team Leader of People-Occupational Benefits. Karen stated that if she is unable to meet with the Doctor at Headquarters, she will visit the Doctor at her office. Karen brought up another issue she is looking in to. Contractually, Flight Attendants with perfect attendance in the month of December are to accrue sick leave at a rate of 1.5 times the normal rate and this is not being reflected on the sick leave line in the bases. Karen reported this to Naomi Hudson and Ms. Hudson is looking into the matter. Karen informed the Board that Dallas Assistant Base Manager, Henry Townsend has accepted a position in the Inflight Training Department. The Dallas Assistant Base Manager position has been posted and interviews have conducted. The position has been filled; however at the time of this report, Base Manager, Joy McGrath has not disclosed who has been awarded the position.

Stacy Martin presented the **Houston Domicile** report. Stacy informed the Board that the Toys for Tots drive went very well. Stacy reported that the months of November and December were relatively quiet in the way of hearings for Flight Attendants. There was one crew suspended for delaying a flight. The suspension occurred without fact finding meetings. Stacy is working with Grievance Staff member Gayle Ross on this matter. Stacy reported that there was also a possible abuse of sick leave case being investigated. Stacy along with Grievance Staff member, Becky Parker are working on this case. With regard to Negotiations, Stacy reported that the Flight Attendants in the Houston base seem generally upset with Jim Parker. They remain upbeat with what the Negotiating Team and Executive Board are doing, and loyalty continues to grow. Stacy reported that all Union material was distributed, the glass case was updated, and the Red Rack was updated in a timely manner. Stacy expressed thanks to Jannah Dalak, Kelly Martin and many others.

Bill Bernal was on vacation; however, he submitted the following written **Phoenix Domicile** report. Bill reported that the holiday season was busy in Phoenix. Bill as well as the Shop Stewards have represented Flight Attendants in meetings with Management ranging from file reviews and points, all the way to terminations. Some of these meetings were handled at a local level, while the rest have gone on to Dallas. Bill informed the Board that all of the OJI cases that have gone to hearings have been found in favor of the Flight Attendants. Bill attended an AFL-CIO meeting regarding planning for the upcoming Presidential election. Portia Reddick, Sonia Hall and some of Local 555 Representatives attended this meeting as well. Bill told the Board there was a large turn out for the Lounge event week at the Base. Bill expressed thanks to all those who participated. Bill stated that Members had many questions that he forwarded to the Executive Board for response. Bill reiterated that the Phoenix Base is behind the Negotiating team is everyone is exciting about progressing to the next step. Bill also informed the Board that he dealt with some JAing issues on the 23rd, 24th, and 25th.

Mike McCarthy presented the **Chicago Domicile** report verbally. There was no written report.

Mark Torrez presented the **Oakland Domicile** report. Mark reported that in December, the Oakland Union Leadership participated in the system-wide Lounge Mobilizations December 14 – 20. AM and PM check-ins were staffed for all days except Wednesday, December 17 (Oakland did not have adequate staffing for either the AM or PM check-ins that day), and Thursday, December 18, where the AM check-ins were not staffed. Mark Torrez staffed the AM and PM check-ins on Sunday, December 14, Monday, December 15th, Friday, December 19th, and Saturday, December 20th. Allyson Parker-Lauck staffed the AM check-ins on Sunday, December 14th, the AM and PM check-ins on Tuesday, December 16th, and the PM check-ins on Thursday, December 18th. Several Precinct Captains were there to help including: Andrew Pernicano, Rachel Good, Claudia Finlan, Kevin Shaaf, Michael Quattlebaum, Carol Kostanich, Cristina Wenzl, Uilani Stewart, David Reynoso, Sherry Mendenhall, Melanie Talmage, and Teresa Love. Mark reported that until last week, there were few, if any, fact finding or disciplinary meetings since Will Browne's resignation. On January 7, a Member chose to attend a fact-finding meeting alone. No discipline was issued. On January 8, Mark Torrez and Allyson Parker-Lauck attended a fact-finding meeting with a Member. Jamie Willard has not yet made a decision on whether discipline will be issued as of the time of this report. Both meetings were related to sick calls and/or medical leave issues during December and January. During the January 8 meeting, Jamie Willard indicated that there will likely be several more fact-finding and/or disciplinary hearings scheduled in the near future based on her current work load. Mark will be traveling to Dallas in late January to receive Officer training as well as training on the Grievance process.

Kathy Anderson presented the **Baltimore Domicile** report for Lucy White. Lucy reported that the Baltimore Inflight Management personnel have been scheduling 30 day mandatory probationary review meetings with the New Hires and will not work with the Flight Attendants to accommodate their schedule. These meetings must be held on the Flight Attendant's day off (not before or after a trip) and is unpaid. Also, the New Hires are being told that if the scheduled meeting is missed it will result in a No Show. Baltimore seems to be the only Base that is holding these meetings. The Oakland Domicile has New Hires, but Oakland Management is not holding these meetings. Lucy reported that she has received several calls regarding sick calls and FMLA. Baltimore Supervisors apparently have not been assisting Flight Attendants when they call the office to report an FMLA intermittent sick call. The supervisors have been telling Flight Attendants that their personal supervisor needs to handle the FMLA call. In order to ensure that their sick call was coded correctly, several Flight Attendants have had to follow up multiple times with the office because their personal supervisor was on vacation or off for a block of days. Any supervisor should be able to assist with a FMLA call and the call should not be passed off. With regard to sick calls, the supervisors have been calling Flight Attendants who have called in sick to check up on them. This is said to be a courtesy call to make sure the Flight Attendant is alright. The supervisors have called during their actual sick block and they have also called Flight Attendants while on FMLA. The Flight Attendants were not happy about receiving these phone calls and do not appreciate being checked up on while out with an illness. Lucy reported that she has been contacted by several Flight Attendants that after the office opens in the morning, Supervisors come out into the lounge and take away all of the pillows and blankets. Lucy stated that one Flight Attendant sat on her blanket in an attempt to hide it so it would not be taken away. Evidently, this new policy has been in place for a couple of months. Lucy informed the Board that when she went into the office and questioned the supervisors for an explanation regarding this practice, the supervisors said that they did not know why this was happening, and that Lucy would have to speak with Base Manager, Tonja Harler. Lucy was given this same explanation on two separate occasions. When Lucy spoke to Tonja, Tonja told Lucy that she had no knowledge that this was happening and that she would address her staff.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that one of the biggest issues in the Orlando base is the procedure in place for when a Flight Attendant loses her/his ID. Orlando Inflight Management is pulling the Flight Attendant with a 'leave with no pay' and then sending the Flight Attendant to the Baltimore People Department to get a new ID, and then deadheading them to pick up their trip. Houston and Orlando are the only 2 bases that do not have a People Department. Jimmy stated that he has placed calls to Tammye Walker-Jones to discuss this matter, but Ms. Walker-Jones has not returned his call. Jimmy informed the Board that there are Orlando Supervisors that are telling Flight Attendants that they cannot have a copy of their file, but that they may 'look' at their file when they schedule a 'file review'. Jimmy referred the Flight Attendants to page 93 of the Contract which states that Flight Attendants may have a copy of their files. Jimmy received a copy of his file and noticed that items that are to be removed, per the Contract, after 18 months were still in his file. Jimmy informed the Board that the Orlando base only had one termination at the time of this report.

Mike Sims presented his **Officer Report**. Mike reported that 2nd Vice President, Marcy Vinyard informed him, as well as Thom McDaniel, that she will not be returning to the Office as a full-time pull. She has opted to bid a line each month and is available to be used on an as-needed basis for committee work. Mike will continue to perform the duties of Office Manager and Grievance Chairperson. Marcy will be utilized for preparing and presenting Board of Adjustment and for any other Grievance work deemed necessary. She has committed to remain very active with the Grievance Committee and her knowledge and experience are a valuable resource and Marcy will be called on quite a bit for Grievance Committee work. Mike reminded all Officers that it is imperative that they remain accessible to the Local office. If anyone is going to be unavailable at any time, to please let the office know. Hopefully this will cut down on any confusion and miscommunication.

Committee Reports

Kathy Anderson presented the **Civil and Human Rights** report for Portia Reddick. Portia reported that AFL-CIO affiliates will convene in Orlando, Florida for the annual Martin Luther King Conference/March/Memorial. TWU will once again go out into the community and supply aid to those who are in need. Portia reported that the Working Women's Committee of the ATD was scheduled to meet in February; however those plans are now uncertain. Portia will pass on additional information as soon as it becomes available. Gwen Dunivent will be responsible for gathering support and organizing the network/committee for Local 556. Portia asked that the Board aid and support Gwen in this endeavor.

Kathy Anderson presented the **Legislative Report** for Portia Reddick. Portia reported on the following topics:

- The FAA Reauthorization Bill
 - Overseeing the implementation of flight attendant certification.
 - The ongoing controversy of security training as the bill relates to it.
 - The 'open' back door policy.
 - Insuring proper safety checks on the aircraft.
 - The implementation of the air quality study and how it may affect the future.
- The work being done with other Unions to maximize the importance of strengthening security training as implemented by the FAA Reauthorization and discussing options and processes to change it as it is now stated
- The TWU COPE Conference will convene March 1, 2004. Topics of discussion will include the upcoming presidential election and other matters that concern the transportation industry.

Portia reported that some Flight Attendant lobbyists have approached her regarding the issue of drug testing. Portia will be researching this as it pertains to Local 556.

Michael Massoni presented the **Safety Team** report. Michael informed the Board of the ASHDI reports that are currently under review as well as the fielded events from the Southwest Airlines Event Notification System. Michael also reported on the following topics:

The FAA Reauthorization Bill was signed into law on December 15, 2003 with provisions for Flight Attendant Certification and an FAA administered Cabin Air Quality Study. The Flight Attendant Certification process will be completed by the end of 2004 with certificates being issued to all current Flight Attendants that complete mandatory Recurrent Training as well as New Hires that graduate from initial training throughout the year. The FAA will begin an Air Quality Study during the year and will report their finding to the US Congress in 2006. There is also a hollow provision in the bill concerning Flight Attendant "Safety Training" (self-defense training). This self-defense training will be developed by TSA but will be elective, not mandatory, for both the airlines to offer and the Flight Attendant to participate in. A detailed article on the FAA Reauthorization Bill is in the Safety Team Report in the January 15th Unity.

The TSA is mandating that airlines provide documented proof; in the form of, a "Security Sweep Document" for every originating flight/aircraft that the carrier is operating, on a daily basis. Flight Operations, Ground Operations, and Inflight will sign off on this document. As far as the responsibilities of the Flight Attendants- this form only serves as verification that the duties we are already responsible for (outlined in the F/A Manual) are being performed. This is the government's way of ensuring the airlines are in compliance with security mandates. The sign-off procedure will be implemented on January 15, 2004.

The FAA is requiring a new maintenance inspection for any SWA aircraft that sustained certain types of outer skin abrasions that can occur during repainting. These inspections require score lines to be placed along the lap joints of the fuselage which are visible up-close but not from a distance. At this point, SWA has one airplane in the fleet that has been affected. An RBF will inform Flight Attendants of the visual changes to expect if they fly on this aircraft or others that may be affected in the future. Michael will attend meetings with Inflight Training and the Inflight Services Directors on January 14, 2004.

Sonia Hall, BR Ricks and Darryl Daoang entered the meeting at 1515 to update the Executive, Board on Board of Election business.

The Board of Election and the Executive Board agreed that Mike Sims and Kathy Anderson will act as the liaisons between the Board of Election and the Executive Board and that all Executive Board Members will be copied on all correspondence.

The Executive Board and the Board of Election agreed that there will be a training session for the Board of Election with CCcomplete to be conducted during the February Executive Board Meetings. The training session will take place Tuesday, February 10, 2004, at 2:00 pm. Sonia Hall, BR Ricks, Jannah Dalak, and Susan Kern will be included in the training.

Sonia Hall, BR Ricks, and Darryl Daoang were excused at 1700.

Cindy Ritner, Denny Sebesta, Kevin Onstead, and Brett Nevarez entered the meeting at 1700 to address the Board on business concerning Negotiations.

Michael Massoni made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1800.

Tuesday, January 13, 2004

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mike Torrez, Mike McCarthy, and Jimmy West.

Marcy Vinyard was excused for Maternity Leave.

Bill Bernal was excused due to scheduled vacation.

Lucy White was excused due to scheduled vacation.

Jimmy West presented the **Uniform Committee** report. Jimmy reported that there is no scheduled production date on the new uniforms. Documentation of the current uniform pieces is being compiled to alleviate future confusion when pieces are added or deleted.

Mike Sims presented the **Grievance Committee** report. Mike reported that since the Board last convened, a termination case was presented to a Board of Adjustment. The panel voted 4-0 to reinstate the grievant with full back pay. Mike expressed special thanks to Garry Drummond, Michael Massoni, Kathy Anderson, Marcy Vinyard, Karen Amos, and the rest of Local's staff for putting their hearts and souls into this case. Due to the intense preparation of the Union, the Company could not prove their case. Mike reminded Board Members that all Grievance hearings will be coordinated through the Local office. There has been confusion between the Company and the Union on the scheduling of these meetings. Mike stressed the importance of deadlines and time limits with regard to this issue as well as the consequences for missing them. If Shop Stewards are conducting Fact Finding or Grievance meetings, they will be paid as soon as their notes are submitted.

Karen Amos made a motion that Mike Sims, Michael Massoni, and Marcy Vinyard attend The Chicago Program on Labor Law and Labor Arbitration April 29-30, 2004. The Local will cover the cost for tuition for each at \$375, as well as their accommodations. Kathy Anderson seconded the motion. **All voting Members voted in favor.**

Kathy Anderson presented the **Professional Standards** report for Jean Chandler. Jean thanked the Board for continued support. The committee continues to generate activity and achieve favorable results. Jean reported that the phone calls for the 4th Quarter were as follows:

- Referrals received- 30
- Resolved favorably-27
- Referrals involving the Pilot group- 4

Allyson Parker-Lauck presented the **Publications Committee** report. The January issues of "The Contract Connection" and **UNITY** Magazine have been shipped to the domiciles. At the time of the writing of this report, Allyson has been informed that "The Contract Connection" was distributed system-wide, and that **UNITY** has been distributed in HOU, PHX, OAK, MDW and MCO. Distribution must be completed by the 15th. The timeliness of the distribution of this issue is of utmost importance, as the issue contains a time-sensitive Scheduling Survey which is only open for a limited time. Allyson reiterated to the Board that deadlines continue to be an issue. Allyson requested that everyone be mindful of the standing deadlines:

- "The Contract Connection" – deadline is the 15th of the previous month.
- "UNITY Update" – deadline is the 25th of the previous month.
- "UNITY" Magazine – deadline is the 10th of the previous month.

As always, these deadlines may need to be adjusted as holiday schedules, printing time requirements, and as the Communications Coordinator's workload and schedule require. Allyson asked that Officers attempt to complete articles as early as possible.

Michael Patlan and Brent Harper, from the Inflight Training Department, entered the meeting at 0900 to update the Board on Recurrent Training 2004.

Garry Drummond entered the meeting at 0910.

Michael Patlan and Brent Harper were excused at 0920.

Karen Amos presented 2 grievances.

Michelle Zenici entered the meeting at 0940 to present new information on a grievance.

Michelle Zenici was excused at 0945.

Gayle Ross entered the meeting at 0945 to update the Board on 4 grievances.

Mike Sims and Garry Drummond were excused at 1000 to participate in a Labor Summit conference call.

The Board reviewed 2 grievances.

Gayle Ross was excused at 1025.

Becky Parker entered the meeting at 1025 to present 3 grievances.

Mike Sims and Garry Drummond entered the meeting at 1035.

Becky Parker was excused at 1055.

Garry Drummond was excused at 1055.

Kathy Anderson presented November 2003 Executive Board Meeting Minutes for approval.

Jimmy West made a motion to approve the minutes as amended. Allyson Parker-Lauck seconded the motion. **All voting Members voted to approve the minutes as amended.**

The Board discussed changing cell phone accounts.

Thomas Mitchell informed the Board that the Financial Report will be delayed due to the Local not receiving the end of the Fiscal Year audit from the Local's CPA.

Ed Cloutman and Arbitrator Bill Babb entered the meeting at 1135 to discuss the lawsuit brought against the Local by Melissa Smith.

The Board attended a meeting with the Negotiating Team and Lead Precinct Captains scheduled for 1200- 1630.

The Board reconvened at 1700.

The Board reviewed and agreed upon updates to office policies and procedures.

Stacy Martin made a motion to adjourn. Mike McCarthy seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1800.

Wednesday, January 14, 2004

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Stacy Martin, Mike McCarthy, Mark Torrez, and Jimmy West.

Marcy Vinyard was excused for Maternity Leave.

Karen Amos was excused to attend a SWAPA Systems Board.

Bill Bernal was excused for a scheduled vacation.

Lucy White was excused for a scheduled vacation.

Correspondence

- Letter from the University of Arkansas at Little Rock to Thom McDaniel Re: President's School

Michael Massoni made a motion that the Local pay tuition and accommodations for Thom McDaniel to attend the University of Arkansas at Little Rock -Local Union Presidents' School: ***Leading in Hard Times***. Mike Sims seconded the motion. **All voting Members voted in favor.**

- Letter from Sonny Hall to Thom McDaniel expressing commitment and support from TWU International for the Local's Contract Negotiations.
- TWU Calendar.
- HERE Hotel Restaurant Employees.

Allyson Parker- Lauck made a motion to send \$100 to HERE for their relief fund. Kathy Anderson seconded the motion. The motion **carried**.

- Letter from Jennifer Opra- Re: Insurance
- Diana Vidisky of AFLAC – Information on Short Term Disability- Thomas Mitchell will look in to this.

Ed Cloutman entered the meeting at 0850 to advise the Board on the Department of Labor lawsuit.

Ed Cloutman was excused at 0930.

Ron Regan entered the meeting at 0935 to present 3 grievances.

Ron Regan was excused at 1015.

The Board agreed to revisit a past grievance.

Becky Parker entered the meeting at 1120 to present 1 grievance.

Becky Parker was excused at 1135.

The Board further discussed policies and procedures and agreed to examine office policy issues and to present ideas in the February Executive Board meetings.

The Board discussed holiday staffing issues.

Cindy Ritner entered the meeting at 1230 to present the **Scheduling Committee** report. Cindy reported on the Scheduling Survey that goes on line January 15 through February 5. Cindy also reported on the following:

- Aircraft delivery and retirement.
- Communication with SWAPA regarding the SYNstat program and support for the updated version of the line/pairing analyzer.
- Meetings with Crew Planning.

Cindy Ritner reminded the Board to communicate to the Membership the importance of taking the Scheduling Survey.

Cindy Ritner was excused at 1245.

The Board reviewed a draft of a letter intended to go out to the Membership regarding the Arbitrators' decision in the lawsuit brought against the Local by Melissa Smith.

Ron Regan entered the meeting at 1320 to brief the Board on a grievance.

A grievant entered the meeting to 1330 to address the Board on her grievance.

Garry Drummond entered the meeting at 1335.

Michael Massoni was excused at 1340 to attend a meeting at the Inflight Training Department.

The grievant was excused at 1350

Ron Reagan was excused at 1400.

Garry Drummond swore in Oakland Domicile Executive Board Member, Mark Torrez.

Garry Drummond updated the Board on a Local 555 Arbitration decision.

Michelle Zenici entered the meeting at 1415 to present 1 grievance

Michelle Zenici was excused at 1425.

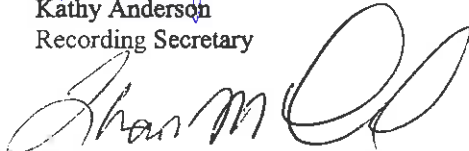
Jimmy West made a motion to adjourn. Stacy Martin seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1430.

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



Kathy Anderson
Recording Secretary



Thom McDaniel
President