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

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Executive Board Meetings
January 10, 11, 12, 2005
Synopsis

Monday, January 10, 2005
Thom McDaniel called the meeting to order at 1450.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Kathy Anderson, Mike Sims, Karen Amos, Stacy Martin, Bill Bernal, Lucy White-Lehman and Jimmy West.

Thomas Mitchell was excused due to personal illness.

Allyson Parker-Lauck, Mike McCarthy and Mark Torrez were in transit.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that the Dallas Base was not pleased with the rescheduling that took place over the holidays. The Deal is a Deal campaign went well and Members were happy to sign the cards. Karen informed the Board that the Toys for Tots program went very well. Karen reported that the Union Red Rack is updated and all publications have been distributed.

Stacy Martin presented the **Houston Domicile** report. Stacy reported that Jill Van der Werff took the lead in ensuring the Toys for Tots drive was a success. This year the Houston Membership really stepped up and the drive in Houston was more productive than it has ever been. Stacy reported that all Union material was distributed in a timely manner. Stacy also reported that the Houston Flight Attendants were not at all happy about the Maestro Home Access system over the Christmas holidays. The Flight Attendants asked that the Union take the appropriate measures outlined in the Contract.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that December was busy with the holiday fiasco that the Company put the Flight Attendant group through on Christmas. Bill stated that he countless calls about Maestro being shut down, the reroutes and unscheduled RON's. Bill instructed all Flight Attendants to write up their situations and to fax their reports to the Union office. Bill reported on the meetings with Management in which he represented Members. Some issues were settled at a local level and the remaining issues were handled in Dallas by the Grievance Staff. Bill reported that the Phoenix experienced a great turnout for the Toys for Tots drive and he expressed thanks to Brent Kasper for handling the drive and thanks to those who donated to this worthy cause. Bill also thanked Mark Savage for helping out at the Phoenix base while Bill was taking care of some personal business. Bill informed the Board that there was a great turnout for the "A Deal is a Deal" campaign and Brent and Mark were very effective in handling this project. Bill reported he helped out with two rallies with the AFL-CIO in December. Bill walked with fellow union members in protest of a worksite using non-union employees after agreeing to use Union Brother and Sisters for the project. The second event was a meeting to plan for the future of the Labor movement and a brain storming session on encouraging Union members to be more involved.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy reported that the Flight Attendant who was terminated on probation because of a suspension for a delay of flight on his first trip on his first overnight out of training is now an OPS agent in BWI. The former Flight Attendant was not hired back by Laurie Hayden as a Flight Attendant but was offered an OPS agent position by Mike Ryan. He started his new job the last week in December. Lucy informed the Board that Baltimore Supervisor, Randall Miller, was promoted to Training Supervisor in Baltimore. Lucy informed the Board that the Toys for Tots drive was very successful. There were an estimated 75 to 100 toys donated by Flight Attendants. There were a total of 4 drop off's to the Marines with toys. Lucy expressed thanks to Pamela Hartley for her help in organizing the toy drive in 2004.

Alyson Parker-Lauck and Mark Torrez entered the meeting at 1515.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the Orlando base has been very busy with discipline and fact-finding meetings that have resulted in nothing. Jimmy informed the Board that there have been several meetings with Flight Attendants who had attendance points totaling 9.5. In these meetings, Management has been presenting a letter and asking for the Flight Attendant's signature but the Flight Attendants, as well as the Union have reservations. Jimmy asked that this letter be discussed in New Business later in these Board Meetings. Jimmy reported on other discipline issues in the Orlando base. Jimmy informed the Board that there are three additional Inflight Supervisors in Orlando. He also reported on the dubious conduct of some of the Orlando Inflight Supervisors over the Christmas holiday crisis.

Mark Torrez presented the **Oakland Domicile** report. Mark stated that since his last report much has happened in the Oakland crew base. The Toys for Tots drive was successful. Mark was able to deliver two full boxes to the Marine Corps reserve base in Alameda, CA. Staff Sgt. Chavezlopez was very appreciative of the donations. In addition, Mark reported that with the help of several Oakland Flight Attendants, all Union correspondence was distributed. Mark also reported on the lounge mobilizations held January 4 and 5, 2005. Mark expressed thanks to LPC Val Lorien for his assistance with this event. Mark informed the Board that he will be attending the TWU International California State Conference on January 14, 2005 in Sacramento. Mark reported that since his last meetings with Base Manager, Jamie Willard, meetings have been conducted in a much more respectful manner. Mark did express a complaint about a Supervisor of which he has discussed with Ms. Willard. Mark also updated the Board on the proceedings of last month's special assignment. Finally, Mark expressed his thanks to the Board Members who helped out returning phone calls during the Christmas 2004 crisis.

Allyson Parker-Lauck presented her **Officer Report** at this time. Allyson reported that since the last meeting of the Executive Board, she assisted Oakland Domicile Executive Board Member Mark Torrez in representing Flight Attendants in two disciplinary/fact finding meetings. One meeting resulted in the termination of a Probationary Employee, and the other meeting resulted in a letter of warning. Both meetings were conducted professionally by Oakland Inflight Management.

Marcy Vinyard presented her **Officer Report** at this time. Marcy reported that the office continues to be extremely busy due to the aftermath of the holiday fiasco and the continuing scheduling challenges. The Office Staff has been swamped with never ending phone calls, faxes and write-ups. Everyone has been overwhelmed and is staying very busy. Because of the volume of work in the Union office, Marcy asked that the Board Members be conscious of the Staff's time. They are all very busy and only have so many hours to get their work done. Marcy also asked that Domicile Board Members inform their Membership that if they would call the office and speak with someone before faxing information, that would prevent their issue from being overlooked or paperwork from being lost. Marcy informed the Board that Amy Neeper was pulled full time starting in January and is the latest addition to the Grievance Staff. Marcy stated that Amy will be a great asset to the Team. Amy will be sharing an office with Staff Member, Gayle Ross. Marcy also reported that she and Mike Sims had a grievance meeting with Management last week and they have a meeting with Becky Stout and Roy Hood in Scheduling set for Thursday of this week. Marcy asked Board Members to submit any Scheduling issues they would like to have addressed in the meeting. Marcy reminded Board Members to submit their time sheets at the end of every month. She also reminded them that if they do a fact-finding meeting, to submit a time sheet and pay will be processed upon receipt of the notes from the meeting. Marcy asked that Board Members remind their Shop Stewards to do the same.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported that there are currently seventy-eight open grievances. There is a grievance going to Board of Adjustment at the end of January, but Mike hopes to have a settlement before then. Mike stated that the majority of the grievances have to do with the ongoing Contractual violations that are taking place with regard to Scheduling. Mike will be scheduling meetings with Management regarding these issues soon. Mike reminded Board Members that when representing a Flight Attendant at fact-finding meetings regarding points, to have the Flight Attendant request a copy of their file.

Mike McCarthy entered the meeting at 1540.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that the Toys for Tots program had another successful year. Over 200 toys and multiple checks and gift cards were delivered to the Marines collection center. Mike also reported on the frustration that the Membership felt with the shutting down of Maestro over the 23rd to the 25th of December. He stated that his phone started ringing in the morning and did not stop until after the New Years Day. Mike acknowledged that Scheduling tried to help in a few instances when he contacted them for Members but, they were still double covering and deadheading a lot of Flight Attendants around the system in a seemingly mindless manner. Many Flight Attendants have been added to the Group Grievance filed by the Union in the hopes of an end to the practice.

Michael Massoni presented the **Safety Team** report. Michael reported on the following open and/or resolved action items:

- Aviation Safety & Health Data Base (ASHDI) Reports currently under review
- Southwest Airlines Event Notification System (ENS) fielded events for the period
- Flight Attendant Certification
- Extended Off-Shore Operations
- Crew Member Self-Defense Training (CMSDT)
- 2005 Revision to the Flight Attendant Accident Response Guide (ARG)

Michael also reported on the following open discussion items:

- Combining TWU Local 556 Go-Team Command Center with SWAPA
- ENS forwarding to CISM vs. ENS for CISM
- Bloodbourne Pathogen Currency/Credentials of Go-Team Members
- The TWU Local 556 Accident Response Manual upcoming revision

Michael informed the Board of the following standing meetings:

- Wednesday January 14, 2005 at 1500- Inflight Training (Combined Meeting)
- Wednesday January 14, 2005 at 1500- Inflight Services Directors (Combined Meeting)
- Thursday January 15, 2005 at 0900- Jim Wimberly, EVP Operations

Karen Amos presented the **Uniform Committee** report. Karen reported that not all Flight Attendants have received their new wings and belts. Management has informed the Flight Attendants that they are to not mix the old wings or belts with new wings or belts. The old wings and old belt are to be worn until both new items are received. In filling out the forms for the new wings and belts, many Flight Attendants did not designate a belt size on the order form therefore Cintas was unable to fill the order. In these instances the Flight Attendant will need to reorder the belt denoting a size. There is a rumor floating about the system that the blue uniform pants are going to be discontinued. This is not true, however this rumor might have generated from the fact that currently the flat front pant is only offered in tan not blue. At this time there is no talk of deleting the blue pant from the uniform options. The new skirt/ skort is currently being wear tested by a few Flight Attendants. This piece is being considered a new item to be added to the uniform items offered by the Company. There has been an issue with the belt loops and they will have to be relocated, however this should not hold up production, if the Company gives the go ahead on the item.

Thom McDaniel reported on **COPE Committee** issues. A number of New Hires signed up for Cope and were entered into the drawing for a Pink Pass that was donated by Thom McDaniel.

Kathy Anderson presented the **Professional Standards Committee** report for Co-Chairs Jean Chandler-Brooks and Lorie Powell.

Jean Chandler Books Co-Chair Eastern Division (BWI, MCO, MDW, HOU) reported on the following:

- Referrals received-13
- Resolved favorably-12
- Referrals involving pilot group-2

Jean stated in her report that the new committee members are handling cases on rotation. Also, pending relocation of her Co-Chair, the 2005 budget has been delayed.

Lorie Powell Co-Chair Western Division (DAL, PHX, OAK) reported on the following:

- Total Calls- 18
- Referral worked-13
- Referrals resolved favorably-12
- Referrals involving Pilots- 0
- Referrals received then gone to Management-1
- Unresolved-1

Lorie reported that the committee has been receiving calls from Flight Attendants who are not paying Flight Attendants who pick up their trips. Lorie re-emphasized that this is not an issue that Professional Standards handles. Lorie also informed Management personnel. Lorie also stated that whenever Flight Attendants call the Professional Standards line, to speak clearly and if possible, not to use a cell phone.
Lorie reported that the Professional Standards Training in Dallas went well for the new and current members and that Michael Broadhead did a great job with the presentation.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that after the December Executive Board Meeting, she copied all of the publications files to the Local 556 server so that there is an electronic archive to supplement the hard-copy archive. These files will also come in handy for those who need to research back issues without having to page through the archive, and unlike the hard-copy archive, it will allow more than one person to access the files at one time. On Monday, December 27th, Allyson and Mike Sims began planning the "A DEAL'S A DEAL" campaign. Allyson completed the hand-out card that evening and sent it to the printer Tuesday morning. The cards were delivered Wednesday so the campaign would kick of in the lounge mobilizations the following Monday, January 3. The card was well received, and signed by hundreds, possibly thousands of Flight Attendants. The final total was not available at the time this report was written. Allyson reported that the January 2005 issue of ***UNITY*** Magazine should be delivered from the printer by January 14. The January issue was the first issue which contained a full color cover. MDW Executive Board Member Bunkie McCarthy took the photos for the cover and did an excellent job. The cover had a "stained glass" look, using a collage of "colorized" jewel toned photos. The issue is 32 pages, and the material for this issue is phenomenal thanks to the excellent work of all of the contributors. Additionally, the January issue contained a new article "POINT/COUNTERPOINT". This article was written by two Local 556 Members and discussed the pros and cons of the Membership Motion on a new Assessment Fee from their perspective. Due to the timeliness of this article, it is very important that the magazine be distributed before Monday, January 17. Since the Dallas Meeting took place before ***UNITY*** was distributed, Thom McDaniel made copies of the article so that the Members present could read it before voting on the motion. Allyson had planned to conduct a training session for Kathy Anderson and Mark Torrez after our January Board Meeting, but Mark Torrez will be attending a Labor Conference in Sacramento on January 13 and 14, so the training will be rescheduled for February or March.

Allyson set the deadlines for the 2005 Union publications as follows:

- January 25 – Deadline for the February 2005 UNITY Update Newsletter
- February 25 – Deadline for the March 2005 UNITY Update Newsletter
- March 10 – Deadline for the April 2005 UNITY Magazine
- April 25 – Deadline for the May 2005 UNITY Update Newsletter
- May 25 – Deadline for the June 2005 UNITY Update Newsletter*
- June 10 – Deadline for the July 2005 UNITY Magazine*
- July 25 – Deadline for the August 2005 UNITY Update Newsletter
- August 25 – Deadline for the September 2005 UNITY Update Newsletter
- September 10 – Deadline for the October 2005 UNITY Magazine
- October 25 – Deadline for the November 2005 UNITY Update Newsletter
- November 25 – Deadline for the December 2005 UNITY Update Newsletter
- December 10 – Deadline for the January 2006 UNITY Magazine

* These issues will be prepared by Mark Torrez and Kathy Anderson
Allyson reported that the new Union Bag Tags were shipped out the week of

January 7, 2005 and will be delivered to the Membership in the next week or two.

Thom McDaniel updated the Board on issues regarding New Hires including distribution of Union pins and the New Hire dinner the Local will host on Tuesday evening.

Mike McCarthy made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1710.

Tuesday,January 11, 2005
Thom McDaniel called the meeting to order at 0830.

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

Thomas Mitchell was excused due to personal illness.

Kathy Anderson presented the December 2004 Executive Board Meeting minutes

Allyson Parker-Lauck made a motion to approve the minutes as amended. Jimmy West seconded the motion. The motion **carried.**

Michelle Zenici entered the meeting at 0930 to present a grievance.

Michelle Zenici was excused from the meeting at 0945.

Gayle Ross entered the meeting at 0945 to present a grievance.

Gayle Ross was excused at 1000.

The Board took a 20 minute break.

The Board reconvened at 1020.

Becky Parker entered the meeting at 1020 to present a grievance.

The grievant was contacted via conference call at 1105 to allow him to address the Board on his grievance.

The conference call ended at 1125.

The Board continued to review the grievance.

Becky Parker was excused at 1200.

The Board adjourned for lunch at 1200.

The Board reconvened at 1405.

Tanya McGrath entered the meeting at 1405 to present a grievance.

Thom McDaniel was excused at 1410 to attend a meeting with TWU International and Southwest Airlines Management.

Michael Massoni chaired the meeting.

The Board reviewed 4 grievances.

Allyson Parker-Lauck made a motion to create an ad hoc committee to research the election of the Convention delegates. Jimmy West seconded the motion. The motion **carried.** Marcy Vinyard and Stacy Martin will co- chair the committee.

The Executive Board Members bid Emergency On-Call weeks for 2005.

The 2005 Flight Attendant Summit will be held in March. Michael Massoni will research the cost of hosting the summit at the restaurant at the Renaissance Hotels and Resorts. Michael Massoni will report back to the Board in February.

The Board discussed and agreed to move Executive Board Meeting days to Tuesday- Thursday.

Thom McDaniel entered the meeting at 1600.

The Board reviewed a proposal from the Public Relations Team at Tricom Associates on the Local's future PR campaign.

The Board continued the discussion on the Flight Attendant Summit that will take place in March of this year.

The Board discussed procedures of dealing with representing Members with the People Relations Department.

Marcy Vinyard made a motion to adjourn. Jimmy West seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1700.

The Board hosted a dinner for the New Hire Class from 1800-1930.

Wednesday,January 12, 2005
Michael Massoni called the meeting to order at 0830.

Board Members present were Michael Massoni, Marcy Vinyard, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Mark Torrez, Lucy White-Lehman, and Jimmy West.

Thom McDaniel was excused to do a radio interview.

Thomas Mitchell was excused due to personal illness.

The Board reviewed a proposal from "Geeks on Call" to service the computers at the Local.

Colleen Barrett and Donna Conover entered the meeting at 0900.

Thom McDaniel entered the meeting at 0910.

Colleen Barrett and Donna Conover were excused at 1020.

The Board agreed to invite Colleen Barrett and Donna Conover to address the Executive Board at the monthly Board meetings.

The Board discussed the formation of the Inflight Operations Audit Committee. The Board selected Lucy White-Lehman to represent the Local on the Committee.

The Board agreed to give Tammye Walker-Jones a retirement gift not to exceed $50.

Stacy Martin made a motion to make a donation of $100 through Southwest Airlines to the Tsunami Relief Effort. Jimmy West seconded the motion. **All voting Members voted in favor.**

The Board reviewed 2 grievances.

Mike Sims made a motion to that the Local contract "Geeks on Call" to service the office computers provided they meet the standards as a Labor friendly contractor. Marcy Vinyard seconded the motion. The motion **carried**. Michael Massoni will research and report back to the Board.

The Board discussed the Shop Steward Training scheduled for February 17, 2005.

Correspondence
The Board reviewed the following correspondence:

- Letter from Thom McDaniel to Donna Conover RE: Management's violation of Articles 11 and 9 of the CBA.
- Letter from an MCO Flight Attendant to Local 556 and SWA Management RE: New Contract

The Board discussed the Emergency On-Call system. The Board agreed to ensure that response time is minimal, to utilize all available resources and to always be available. The Board is also looking in to publishing a newsletter article of the function of the Emergency On-Call system.

Jimmy West was excused at1155.

The Board discussed that February 5, 2005 would be the 30th anniversary of the Southwest Airlines Flight Attendants affiliation with Transport Workers Union. The Board agreed to host a party to celebrate the occasion. The party is scheduled for February 16, 2005. Domicile Executive Board Members will be in the Lounges to celebrate with the Membership starting February 5, 2005.

The Board discussed upcoming pulls for Union business.

Stacy Martin made a motion to adjourn. Michael Massoni seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1225.

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

Kathy Anderson
Kathy Anderson
Recording Secretary

Thom McDaniel
Thom McDaniel
President