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

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Executive Board Meeting
August 12th, 13th & 14th, 2008
Synopsis

Tuesday

August 12th, 2008
Michael Massoni called the Meeting to order at 0830.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Kyle Whiteley was excused for vacation.

Michael McNeil was excused due to illness.

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

Jerry Lindemann read aloud the **TWU International Membership Pledge.**

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

Brett Nevarez presented his **Officer's Report as Board Member at Large** and **Drug and Alcohol Committee Chairman**. There was no written report submitted.

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

Susan Kern made a **motion** to donate $100 to the Hospice Foundation of America in memory of Hank Wasiniak, deceased Orlando Recurrent Training Supervisor. Stacy Martin **seconded** the motion. The motion **carried**.

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

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

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

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

> *Audrey Stone met with Jamie Willard on July 31st. Jamie continues to be receptive to suggestions about improving customer service for the Flight Attendants, and both were happy to discuss that the number of Flight Attendant meetings has gone down for Baltimore. Part of the Negotiating Team conducted a mini-base tour, and Audrey Stone participated in a Lounge Mobilization with Negotiating Team Members Val Lorien and Don Shipman. Distributions of Union publications are up to date.*

Gwen Dunivent presented the **COPE Committee Report**. There was no written report submitted.

Jerry Lindemann left the Meeting at 0930.

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

> *The total Incidents called into the hotline in July were 37*
> *A/C Mechanical - 10*
> *Assault on Employee - 2*
> *Bomb Threat - 2*
> *Confidential - 2*
> *Depressurization - 3*
> *Employee Fatality - 1*
> *Injury (serious) - 3*
> *Medical Emergency - 6*
> *Non Work Related - 3*
> *Passenger Misconduct - 2*
> *Turbulence - 2 (one was code 6)*
> *Suicide of Employee - 1*
> *We had 6 "Jumpseat" Interventions recorded.*
> *This was an extremely busy month for the CISM Team. We spoke to over 120 Flight Attendants in the month of July.*

Brett Nevarez presented the **Scheduling Committee Report**. There was no written report submitted.

Brett Nevarez **agreed** that he and Thom McDaniel would discuss with the Inflight Crew Planning and Initial Training Departments the request of the Executive Board that New Hire Flight Attendants not be assigned turn or two-day lines during their first month. Board Members agreed that these lines are unnecessarily difficult for the New Hires.

Michael Massoni presented the **Safety Team Report**. There was no written report submitted.

The Board took a break at 1015 and reconvened at 1032.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Kyle Whiteley was excused for vacation.

Michael McNeil was excused due to illness.

Jerry Lindemann was absent.

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

Cuyler Thompson presented the **Professional Standards Committee Report** for by Jean Chandler Brooks, Eastern Division Co-chair:

Calls	*21*
Calls involving pilots	*2*
Calls resolved favorably	*21*

The Board **agreed** that Michael Massoni and Gwen Dunivent would speak to Vice President of Inflight Mike Hafner regarding issues with the Professional Standards Committee.

Jerry Lindemann returned to the Meeting at 1056.

Jerry Lindemann left the Meeting at 1058.

Cuyler Thompson presented the **Professional Standards Committee Report** for by Lori Powell, Western Division Co-chair:

Total Calls	*14*
Worked	*14*
Involving Pilots	*1*

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

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

Audrey Stone requested that Executive Board Members give her a Real Life Story to be published in the monthly **Shop Steward Connection**.

Jerry Lindemann returned to the Meeting at 1116.

The Board discussed potential topics for the **Point/Counterpoint** in the October issue of UNITY Magazine. The Board **agreed** that the topic would be whether obliterating information from their personnel files was a good idea for Flight Attendants.

Stacy Martin was excused at 1125 to attend to computer issues.

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

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

Cuyler Thompson was excused at 1137 to attend to computer issues.

Stacy Martin recorded the minutes of the Meeting.

The Board discussed the Minimum Crew issue.

Susan Kern spoke about the upcoming Shop Steward Training.

Cuyler Thompson returned to the Meeting as Recording Secretary at 1150.

Michael Massoni left the Meeting at 1152.

Stacy Martin chaired the Meeting.

Jerry Lindemann left the Meeting at 1155.

Cuyler Thompson **agreed** to find out which Shop Stewards needed TWU Local 556 Shirts and their necessary sizes during the upcoming Shop Steward Training Sessions. Audrey Stone **agreed** to take care of ordering the shirts.

The Board went to lunch at 1200. Cuyler Thompson, Susan Kern, Brett Nevarez and Jerry Lindemann answered the Local Office telephones so that the Local 556 Grievance Team could leave the Office and have lunch together. The Board reconvened at 1330.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Kyle Whiteley was excused for vacation.

Michael McNeil was excused due to illness.

Cuyler Thompson, Recording Secretary, submitted copies to Executive Board Members of formal charges filed by Member Greg Hofer against TWU Local 556 President Thom McDaniel under Articles XIX, XX and XXI of the TWU International Constitution. Greg charged Thom with conduct unbecoming a Member and an Officer of the Union and with conduct in violation of the TWU Constitution.

Brett Nevarez made a **motion** that all voting pertaining to charges filed by Member Greg Hofer against President Thom McDaniel be recorded by a Roll Call Vote. Kevin Onstead **seconded** the motion. The motion **carried**.

The Board reviewed and discussed the charges as filed by Greg Hofer. The Executive Board **agreed** that Article XIX of the TWU International Constitution provided for discipline if charges filed by a Member or Members of TWU that another Member or Members of TWU have violated the Constitution or engaged in conduct unbecoming a Member of the Union were found to be proper.

The Executive Board examined **Charge 1, Engaging in Conduct Unbecoming a Member of the Union** under Article XIX and a Roll Call Vote was conducted. According to the TWU Constitution, the charges shall be considered improper if:

(a) the charges do not state the exact nature of the alleged offense;

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

(b) the charges are untimely;

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

(c) the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;

Michael Massoni	Chair
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Audrey Stone	Yea
Allyson Parker-Lauck	Yea
Brett Nevarez	Yea
Kevin Onstead	Yea

(d) the charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

The Board **agreed** that since the act complained of did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union under Article XIX, a trial was not warranted as provided for under Article XX. The Board also **agreed** that since the act complained of did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, there was no need to suspend Thom McDaniel under Article XXI.

The Executive Board examined **Charge 2, Engaging in Conduct Unbecoming an Officer of the Union** under Article XIX and a Roll Call Vote was conducted. According to the TWU Constitution, the charges shall be considered improper if:

(a) the charges do not state the exact nature of the alleged offense;

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay

Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

(b) the charges are untimely;

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

(c) the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;

Michael Massoni	Chair
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Audrey Stone	Yea
Allyson Parker-Lauck	Yea
Brett Nevarez	Yea
Kevin Onstead	Yea

(d) the charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay

Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

The Board **agreed** that since the act complained of did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union under Article XIX, a trial was not warranted as provided for under Article XX. The Board also **agreed** that since the act complained of did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, there was no need to suspend Thom McDaniel under Article XXI.

The Executive Board examined **Charge 3, Engaging in Conduct in Violation of the Union Constitution** under Article XIX and a Roll Call Vote was conducted. According to the TWU Constitution, the charges shall be considered improper if:

(a) the charges do not state the exact nature of the alleged offense;

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

(b) the charges are untimely;

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

(c) the act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;

Michael Massoni	Chair
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Audrey Stone	Yea
Allyson Parker-Lauck	Yea
Brett Nevarez	Yea
Kevin Onstead	Yea

(d) the charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.

Michael Massoni	Chair
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Audrey Stone	Nay
Allyson Parker-Lauck	Nay
Brett Nevarez	Nay
Kevin Onstead	Nay

The Board **agreed** that since the act complained of did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union under Article XIX, a trial was not warranted as provided for under Article XX. The Board also **agreed** that since the act complained of did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, there was no need to suspend Thom McDaniel under Article XXI.

Cuyler Thompson reported to the Executive Board that due to the many projects he was currently working on, he would not be moving forward as Chair of the **Project Redesign Committee**. Audrey Stone, Mark Torrez and Brett Nevarez **agreed** to continue to chair the committee.

Jerry Lindemann left the Meeting at 1440.

The Board **agreed** Gwen Dunivent, Stacy Martin, and John Parrott would write the job descriptions for the positions of Grievance Team Member and Administrative Assistant to be included in the Local's Policies and Procedures Manual.

The Board took a break at 1500 and reconvened at 1520.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Kyle Whiteley was excused for vacation.

Michael McNeil was excused due to illness.

Jerry Lindemann was absent.

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

Jerry Lindemann returned to the Meeting at 1535.

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

Brett Nevarez made a **motion** to approve the June 2008 Financial Report. Kevin Onstead **seconded** the motion. The motion **carried**.

Jerry Lindemann **agreed** to sell the Local's old van, bought for the TWU Local 556 Negotiating Team in 2002.

The Board **agreed** that Jerry Lindemann would coordinate with all Committee Chairs before submitting a proposed **2008-2009 TWU Local 556 Budget** for approval at the September 2008 Executive Board Meeting.

The Board discussed plans regarding how to best celebrate Herb Kelleher's and Colleen Barrett's retirement from Southwest Airlines.

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

> *After many calls and emails, the Company and Cintas finally acknowledged that uniform defects consisting of the pilling and wearing of the uniform are not isolated cases but a major problem. Thanks to the many phone calls and emails to Suzanne Ferrari (suzanne.ferrari@wnco.com) and Paula Gaudet (paula.gaudet@wnco.com) regarding this issue, the Company put out an RBF on July 29th to address how defected items can be returned to Cintas. Other Flight Attendants have written about the longstanding issue of two identical uniform items having different measurements. Val approached Suzanne Ferrari and agreed that this would be considered a defect and the item is eligible for exchange even if it has been worn or washed. The defective uniform items should be sent back as "defective…too short or too long". They will be sent to Cintas' Quality Control for review and Quality Control will measure the specifications and make the determination that it's a true defect. The new Inflight*

Apron has been delayed because the pockets are being modified to carry the new handheld device for the Cashless Cabin. We still plan on having both bib aprons and waist aprons with the ability to embroider the Flight Attendant's name. It's uncertain whether the apron will carry the Southwest logo or not. The projected release date for the Cintas' Uniform Survey is next month.

The Board discussed the Sprint mobile phone service currently being used by the Executive Board. It was noted that the service did not work well in the cities in which some Members of the Executive Board reside. Jerry Lindemann **agreed** to contact TWU Local 556 CPA Albee Richardson in order to determine if the Executive Board could provide a monthly stipend of $50 to Executive Board Members who wanted to use their own cell phone in lieu of carrying an additional phone issued by the Union. Mark Torrez noted that all possible attempts should be made to utilize a unionized cell phone carrier.

Brett Nevarez made a **motion** to recess until 0830 the following day. Mark Torrez **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Meeting at 1645.

<u>Wednesday</u>
August 13th, 2008

Thom McDaniel called the Meeting to order at 0830.

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

John Parrott, Local Grievance Chair, was a guest at the Meeting.

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

Monthly Grievance Meeting – The monthly grievance meeting was held on Friday, August 1st. Stacy Martin and John Parrott attend. 11 grievances were discussed that involved both discipline and contractual issues.
GRIEVANCES - As of Friday, August 8th, the Union has a total of 103 active grievances. The Grievance breakdown is as follows:

Termination Cases:	*16*	-	*15.5%*
Contract:	*45*	-	*43.7%*
Non Termination:	*15*	-	*14.6%*
Groups:	*27*	-	*26.2%*

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Catherine Rea and Jamie Littleford entered the Meeting at 0900 to discuss the merits of a Grievance.

The Board spoke with a Grievant at 0904 via Conference Call regarding the merits of the case.

Catherine Rea and Jamie Littleford were excused at 0915.

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

Allyson Parker-Lauck made a **motion** to proceed on a Grievance. Cuyler Thompson **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**.

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

Cuyler Thompson made a **motion** to revisit a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 0947 and reconvened at 1000.

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

Jerry Lindemann was excused to call the Local’s Certified Public Accountant.

John Parrott and Jamie Littleford were guests at the Meeting.

A Grievant entered the Meeting at 1009 to discuss the merits of a Grievance.

Jamie and the Grievant were excused at 1037.

Jerry Lindemann entered the Meeting at 1039.

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

John Parrott was excused at 1105.

Michael Massoni was excused for Union Business at 1111.

The Board discussed Union Confidentiality.

Michael Massoni returned to the Meeting at 1119.

The Board discussed the **Minimum Crew Requirement**.

The Board went to lunch at 1130 and reconvened at 1300.

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

The Board discussed and revisited a Grievance.

Audrey Stone was excused at 1313 to attend to computer issues.

Audrey Stone returned to the Meeting at 1318.

Becky Parker entered the Meeting at 1342.

A Grievant entered the Meeting at 1347 to discuss the merits of a Grievance.

Becky and the Grievant were excused at 1356.

Stacy Martin made a **motion** to a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

John Parrott was excused at 1400.

There was discussion regarding the fact that the Executive Board had agreed that Thom McDaniel would request from Mike Hafner, Vice President of Inflight, any and all correspondence that had occurred between Southwest Airlines and the FAA regarding the **Minimum Crew Requirements**.

Thom presented copies of a letter from Mike Hafner in which Mike had attached a copy of the request for exemption that Southwest Airlines had filed with the FAA regarding Minimum Crew Requirements. There was discussion regarding the fact that according to Mike Hafner, there only appeared to be one piece of correspondence and that the correspondence only consisted of a repeated request of an exemption originally granted to Southwest Airlines regarding Minimum Crew two years ago.

The Board discussed problems with Ground Operations and the new Unaccompanied Minor Procedures.

The Board discussed potential topics of conversation for SWA Inflight Management Representatives who were complaint scheduled to be guests at the Executive Board Meeting the following day.

The Board took a break at 1515 and reconvened at 1530.

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

Jerry Lindemann was absent.

Cuyler Thompson submitted the **July 2008 Executive Board Meeting Minutes** for review.

Jerry Lindemann returned to the Meeting at 1337.

The Board reviewed and made corrections to the Minutes.

Jerry Lindemann left the Meeting at 1608.

Cuyler Thompson submitted the **Special July 2008 Executive Board Meeting Synopsis** for review.

Jerry Lindemann returned to the Meeting at 1616.

The Board reviewed and made corrections to the Synopsis.

The Board **agreed** that Publication Committee Chair Allyson Parker-Lauck would be given the wireless card originally approved by the Executive Board for Kyle Whiteley's use as TWU Local 556 Webmaster.

Michael Massoni presented a report for Gwen Dunivent regarding the recent **Southwest Airlines Labor Summit**. There was no written report submitted.

Cuyler Thompson presented a letter of complaint to the Executive Board regarding "Hostilities, Selective Discipline and other Complaints" received from Treasurer Jerry Lindemann. The Board discussed Jerry Lindemann's complaint. Jerry **agreed** that since he no longer wanted the Executive Board to take action on his complaint, he would notify the Board of that fact in writing.

Mark Torrez made a **motion** to recess until 0830 the following day. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1722

Thursday

August 14th, 2008

Thom McDaniel called the Meeting to order at 0830.

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

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

> *Thom reported that since the last Executive Board Meeting, his main focus had been on Negotiations. Thom and the Negotiating Team are pleased with the progress being made at the table and are cautiously optimistic that they will be able to reach Tentative Agreements on all non-economic issues at the table. Dan Akins is currently processing data to assist the NT with economic proposals. Thom reminded the Executive Board that Negotiations could slow down when economic talks begin and to spread the message of patience and unity. The Negotiation Team currently has meetings scheduled through the end of September. Thom attended the Coalition of Flight Attendants meeting hosted by the United Steel Workers in Memphis on July 30-31. There was good discussion regarding coordinated efforts for upcoming Contract Negotiations. The Coalition agreed on a bag tag to show solidarity and each group will take it back to their individual Unions for approval. The next Coalition meeting will be hosted by TWU Local 556 during the first week of December. Thom reported that he would be attending Membership Meetings the following week in BWI, MDW, MCO, and HOU. Due to Negotiations, Michael Massoni will chair the meetings in OAK, LAS, and PHX. Thom is in the process of scheduling the last Membership Meetings of the year for the month of October. Cuyler Thompson and Susan Kern will be conducting Shop Steward Training in conjunction with the upcoming Meetings. Thom continues to work with John Parrott and the rest of the Grievance Team on Board of Adjustments and Arbitration issues. Through a recent meeting with the Company, they hope to resolve the Open Time functionality grievance as well as Employee Relations timelines. The Grievance Team is proceeding on several important arbitration issues. Thom also reported that the Union had gained access to the BNA Arbitration library through the International. Thom designated John Parrott as the license holder for the Union and all access should go through John. Thom continues to try to work on Minimum Crew issues with the Company. Thom has discovered that to this date, he has not*

been copied on key correspondence with the FAA and asked for the Executive Boards support in seeking other ways to find relief for our Members. This remains to be a priority for our Union as the Company has chosen once again to wait to see if they receive an exemption. Thom reported that he, Jerry Lindemann and Keenan Ryan had attended that Class 243 New Hire presentation. The class was very excited about joining Local 556 and that Contract Negotiations are going well. There was such a good response with the COPE drawing that they raffled off two passes. Thom thanked the EB Members who attended the New Hire Dinner. The New Hire Presentation for Class 244 will be on September 5 at 9:00 with the New Hire Dinner on September 11 and graduation on September 12. Thom McDaniel will be representing Local 556 at the TWU International Executive Council Meeting on October 13-15 in San Francisco. Following the Executive Council Meeting the TWU Civil and Human Rights/Women's Committee Meeting will be held on October 16 and 17. Thom asked EB Members to make recommendations for Member attendees especially in Oakland due to the close proximity. Thom continues to work with the Executive Board, Grievance Team, Negotiating Team, Management on many issues for our Members. Thom also maintains an open door policy to all Members at any time.

Thom McDaniel presented three pieces of correspondence for the Executive Board to review.

The Board discussed correspondence from Mike Hafner that Thom McDaniel had received in response to the request that Mike provide the Executive Board with all correspondence between Southwest Airlines and the FAA regarding the Minimum Crew issue. The only correspondence that Mike had provided was the request for exemption that Southwest Airlines had again filed to the **Minimum Crew Requirements**.

There was discussion regarding the fact that New Hire Flight Attendants were being issued a debit card good for $35 to use on their multi-day Operating Experiences. This card was to be used to cover meal expenses and was issued by the Inflight Training Department.

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

The Board discussed the upcoming **Shop Steward Training** and again asked that the Domicile Executive Board Members make personal contact with their Shop Stewards and invite them to the training. Cuyler Thompson reminded the DEBMs that they would be providing lunch at the training.

The Board discussed Union Confidentiality.

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

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

Southwest Airlines Management Representatives, Vice President of Inflight Mike Hafner, Director of Crew Scheduling/Audit, Planning/Automation Brendan Conlon and Senior Director of Employee Resources and Base Operations, entered the Meeting at 1054.

The Executive Board discussed with Mike Hafner the fact that Thom McDaniel had, on behalf of the Board, written to Mike requesting all correspondence between the FAA and Southwest Airlines regarding the Minimum Crew Requirement. Mike Hafner had responded to Thom with a copy of one request for exemption. Mike reported that there had been additional correspondence but stated that he would only provide copies of correspondence between the FAA and Southwest Airlines if it was publicly available. Audrey Stone asked why the Executive Board could not see the correspondence. Mike reported that he would ask the Southwest Airlines Legal Department if he could provide the Executive Board with copies of all of the correspondence. Thom reported to Mike that it appeared that Southwest Airlines did not want the support of the Union regarding the Minimum Crew issue because the Union was being left out of the discussions and correspondence. Audrey Stone expressed the belief of the Executive Board that Management did not appear to be seeking any relief for the Flight Attendants and appeared to only be concerned with how the Minimum Crew Requirements were affecting the operation. Mark Torrez discussed again the Union's request that uniformed Crew Members be allowed to preboard in order to give some relief to the working Crew. There was discussion regarding why Management believed that the FAA would consider the preboarding Flight Attendants as being "on duty" and would have to call Inflight Scheduling to begin their duty day if standing in to give the Crew some relief. Mike stated that Management had asked the FAA for a definition regarding the start of a Flight Attendant's duty day if standing in and were waiting to hear back from them. Mike stated that after Management received the definition of when the duty day begins, in this case, then Management would ask for an exemption to the rule if need be. Naomi Hudson reported that all flight delays that were being blamed on Flight Attendants were being sent directly to her for review. Naomi reported that no Flight Attendants had been disciplined if they had caused a delay in boarding the aircraft due to leaving the aircraft to get food or to use the restroom. Executive Board Members made several suggestions on how Management could provide relief to Flight Attendants who were unable to get off of the aircraft during long duty days. The suggestions were not well-received by Naomi Hudson. The Board reported that OPS Agents were continuing to board the aircraft early, many times before a flight was scheduled to arrive. Mike requested that Flight Attendants write up the individual OPS Agents who are continuing to do this. The Executive Board reported that the problem is too widespread and requested that the issue be addressed by Management. Mike Hafner agreed to call every station manager and discuss the issue with them, reminding them that the Flight Attendants were not required to be in their boarding positions prior to an aircraft's scheduled arrival time. Michael Massoni requested that if RBFs were sent to other departments that could affect the job of a Flight Attendant, copies of those RBFs be sent to the Flight Attendants as well. Mike Hafner stated that if a Flight Attendant caused a reasonable delay for a reasonable reason on a reasonable frequency, no discipline would be issued. Mike stated that he would try to make more time available for Minimum Crew discussions. Mike stated that he would contact Michael Massoni and invite him to participate on the 'threshold exemption'. Mike stated that he would be sending a survey to all Flight Attendants, seeking to find out how they felt about the Minimum Crew Requirements and about Management's response. Mike asked if the Union's recent 'Wear It to Win It' contest had cost Southwest Airlines any money. The Board informed Mike that it had not. Mike reported that that is what he told the "callers". Michael Massoni stated that he would like to have more *conversations about future Reciprocal Cabin Agreements. Michael reminded Mike that Jim Wimberly and the Union were the creators of the Reciprocal Cabin Seat Agreement and not Paula Gaudet.*

Management was excused at 1200.

The Board took a break at 1204 and reconvened at 1215.

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

Kyle Whiteley was excused for vacation.

Gwen Dunivent and Michael McNeil were excused due to illness.

Cuyler Thompson submitted the **Special July 2008 Executive Board Meeting Synopsis** for review.

Allyson Parker-Lauck made a **motion** to approve the Special July 2008 Executive Board Meeting **Synopsis** as amended. Kevin Onstead **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **July 2008 Executive Board Meeting Minutes** for review.

Susan Kern made a **motion** to approve the July 2008 Executive Board Meeting Minutes as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Jerry Lindemann left the Meeting at 1230.

Allyson Parker-Lauck made a **motion** to excuse Susan Kern from the September 2008 Executive Board Meeting to that she could participate in the Apprenticeship program in the TWU International Legislative Affairs Department in Washington, D.C. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board tested complimentary samples of pre-packaged lunches, offered by the Company GoPicnic, which may be available to the Flight Attendants through the Union at a later date.

Jerry Lindemann returned to the Meeting at 1243.

John DiPippa made a **motion** to donate $100 to the Michael J. Quill memorial Fund. Mark Torrez **seconded** the motion. The motion **carried**.

Michael Massoni made a motion to adjourn at 1254. Mark Torrez seconded the motion. The motion carried.

Thom McDaniel adjourned the Meeting at 1254.

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

Cuyler Thompson
Recording Secretary