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

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Executive Board Meeting
December 6, 7 & 8, 2006
SYNOPSIS

Wednesday December 6, 2006

Thom McDaniel called the Meeting to order at 1330.

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

Lucy White-Lehman was excused for vacation.

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

Thom McDaniel expressed his thanks to those Board Members involved and noted that the recent Shop Steward Training and TWU Holiday Open House were both outstanding accomplishments.

The Board recited the Pledge of Allegiance to the Flag of the United States of America.

Brett Nevarez read the Membership Pledge of the Transportation Workers Union.

Board Members began bidding for weeks to cover Officer on Call for 2007. Cuyler Thompson bid for Lucy White-Lehman in her absence.

Thom McDaniel presented to the Board copies of the judgment from Sam A. Lindsay, United States District Judge, in which the results of the 2006 election for the office of First-Vice-President were certified.

Thom McDaniel presented a letter that he had written regarding an agreement with the United States Department of Labor to Mr. James Devine, District Director of the Department.

Michael Massoni made a **motion** to accept the language of the letter to James D. Devine, US DOL, OLMS. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Thom reported that since the last Executive Board Meeting he has been very busy in numerous areas. Thom attended all Membership Meetings during the month of October. The Meetings were reasonably well-attended for the fourth quarter. The Shop Steward Elections went very well, and all were very excited about the November training. The new Board of Elections was elected. They are Sonia Hall, Jannah Dalak, and Chris Sullivan with Kelley Martin as alternate. The January Membership Meetings are scheduled and the Membership has been notified in Unity Update, Union glass cases, the website, and hotline. Thom attended the Southwest Airlines Labor briefing on October 19 with Gwen Dunivent, Denny Sebesta, and Stacy Martin. Thom has continued handling Union Office issues as well as supporting and assisting the Grievance Staff. Thom will be resuming the complete role of Office Manager on January 1 and with the support of the Executive Board, hopes to implement some changes in the Policy and Procedure Manual to manage the office more effectively. Thom has participated in one fact-finding meeting and two step two hearings as well as numerous meetings with Denny Sebesta and Inflight Management to resolve outstanding grievances. Most meetings have been very productive and the Grievance Staff under Denny's leadership is doing an outstanding job. Thom and Denny have also met with Joe Harris, SWA VP of Labor Relations and the outcome has been positive. Thom has testified in three arbitrations and feels confident that the Union will prevail. Thom also reported that he and Denny Sebesta were scheduled to meet with Brendan Conlon to discuss the new Pass/Fly Reserve system as dictated by the agreement, however the meeting had to be cancelled. They are currently trying to reschedule the meeting. Thom and Denny are also trying to resolve the Reserve Overlap Grievance prior to going to Arbitration. Thom has participated in New Hire presentations and attended New Hire dinners in November and December. Thom reported that new COPE participation continues to be very high and extended thanks to Susan Kern and Stacy Martin for donating pink passes to raffle for the new class. The New Hire presentation for Class 229 will be on December 18. SWA expects to have a class every month in 2007. Thom attended the Shop Steward Training and Open House and both were very well received. Thanks for everyone's hard work on these extraordinary successes. Thom worked with Jamie Horwitz on PR issues including Thanksgiving Travel Tips with new TSA procedure. Thanks to everyone who helped especially Members April Bozarth and Maria-Teresa Rockafellow-Hank for their TV interviews in LAS. Jamie will be coordinating more media opportunities around Christmas holiday travel. Thom and Jamie are currently working on placing op-ed articles about Flight Attendant issues in newspapers around the country. Thom will attend a meeting with APFA and FAA representatives about the Flight Attendant Fatigue Study, rescheduled for January 11, 2006. The meeting was previously rescheduled from November 30 due to bad weather preventing the CAMI representatives from attending. Thom has also discussed hosting a Coalition of Flight Attendants meeting at the new TWU Local 556 headquarters in late January or early February to discuss the FAA reauthorization bill that will go before Congress this year as well as other legislation that affects our Flight Attendants. All Union representing Flight Attendants in the United States will be invited. Thom expressed his appreciation to the Executive Board for a successful Strategic Planning Retreat and looks forward to implementing many of the ideas proposed by the Executive Board.

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

Cuyler Thompson submitted the **Baltimore Base Report** for Lucy White-Lehman:

There have been three fact finding meetings since October's Board Meeting; none of the meetings resulted in suspension or termination. The Assistant Base Manager position was not filled. Lucy attended New Hire Base Orientation on 10/24 and distributed New Hire Welcome Cards and Union pins. The September Unity Update never arrived in Baltimore. A letter to the Membership was distributed to the BWI Membership on 11/27 explaining that the shipment was lost by SWA Cargo. October UNITY was received on 10/31 and placed into the boxes on 11/3. The Toys for Tots box was set up in the Inflight Lounge and Provisioning Warehouse the first week of November. BWI Flight Attendant Denise Waynick donated two bikes (boy and girl's) and a large bag of toys to Toys for Tots. This is something that Denise has done every year since TWU started the Toys for Tots drive. There have already been two drop offs to the Marines since the boxes were set up. BWI Flight Attendant Jackie Metzger and her son Trevor did one of the drop off's on 11/24 and the Marines did a pick up at Provisioning on 11/29. BWI has two new Supervisors: Patricia Grimaldi #81282, who graduated from Inflight Training in September and Monika Vasquez #79379, who was a BWI Flight Attendant for approximately 8 months before going into the office.

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

We finally have our check-in phone outside of security at Dallas Love Field, and construction has not yet begun, so things are good in the base. I did an early-voting lounge mobilization, armed with early voting location lists for all surrounding counties, which was very well received. The Get Out the Vote program that the AFL-CIO sponsors, which I participated in, was a great success in that we elected a record number of labor-friendly candidates in Dallas County. Gayle and I attended a day of Go Team Training which was valuable and informative. I also attended the Report of Earnings to Labor at Headquarters with several other officers, which is always an interesting experience. Brett and I, along with Becky, worked hard to restore a Dallas Flight Attendant to work who had been battling substance addiction. I look forward to an increased role on the Drug and Alcohol Committee. We are experiencing a spirit of mutual respect and cooperation with the management of the Dallas base, which I am very grateful for. I have participated in three arbitrations along with the other members of the Board of Adjustment team. We have received a decision in the Sept. 7th arbitration, and were thrilled to return that grievant to work. We are anxiously awaiting the decision from the other two arbitrations and are preparing to present our first Board of Adjustment on December 15th. Our team is really coming together and learning together, and it was very rewarding to get a "win" on our first effort. International Rep. Garry Drummond presented that case and did an excellent job. I am thrilled to be a part of this team and look forward to what challenges the New Year will bring.

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

Jill reported that the Toys for Tots boxes and signs were in place thanks to Michael McNeil and Crystal Rains. The vast majority of meetings with Management have been handled by our Shop Stewards. The Flight Attendants who transferred into Houston received a letter in their boxes welcoming them to the Houston base. The New Hires received similar letters with their Union pins. Victor Conejo distributed Unity Update this month. The construction on our lounge is still not completed.

Susan Kern presented the **Orlando Base Repor**t. There was no written report submitted.

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

> *I am so excited to have my new Shop Stewards ready to go and am so proud of the group of Flight Attendants that have stepped up to work for our Membership. I am pleased to report that Chicago has been fairly quiet over the past couple of weeks with regards to discipline. I wanted to mention that I have not been receiving notices from the Grievance Staff with regards to meetings that are scheduled in my base. On a related note, my base is very short on the number of supervisors that work in our office. One of our current Supervisors is transferring to the Marketing Department and another is going to be online beginning January 15. I am planning on having a thank-you lunch for our current Supervisor Staff and Coordinators. 'Toys For Tots' is underway, we have received some toys and I have recently sent out an email requesting more. There will not be any more updates on construction projects until the second phase begins. My Red Rack and Union Glass Case are up to date as well as decorated for the holidays.*

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

> *Mark began his report by stating that he has received much positive feedback about Shop Steward training. His new Stewards have already started assisting in different base activities such as fact finding meetings, toys 4 tots, California State Conference, and publications distribution. Mark stated that early in November the new concourse opened in OAK. There have been problems with Flight Attendants not being able to drop their liquor papers due to construction. Mark is working with Base Manager Doreen Warner to resolve this issue. Mark continued that the Toys for Tots drive is in progress thanks to OAK Shop Stewards Don Silva and Heather Joy. There are boxes in the Inflight lounge and office as well as posters up and a CWA message sent to all OAK Flight Attendants. The flyer regarding the lost shipment of Unity Magazine was passed out as well as the current issue of Unity Update. Finally, Mark stated that a new check in phone has been reinstalled at the ticket counter on the far right side. It is in the same location it used to be in. Although the phone is operational, he found out that an RBF will be distributed once all other bases have their check in phones in place. All publications have been distributed and the red rack and glass case have been updated.*

There was discussion regarding the fact that several recent shipments of ***UNITY*** Magazine and *Unity Update* were lost in transit by Southwest Airlines Cargo. Allyson Parker-Lauck noted that a short note was written to the Members in the Baltimore and Oakland Bases explaining why these issues were not received at the Bases. Mark and Lucy placed the notes in the Flight Attendants' mailboxes.

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

> *Since we last met, PHX has had four terminations. One turned to a resignation and two were probationary F/A's with a combined effect of attendance and/or attitude/conflict with coworkers. The other two non probationary were attendance/points. One crew was suspended for delay of flight and no grievance was filed. There have been 6-8 fact findings meetings. The Toys for Tots campaign was put in high gear on Nov 13. Flight Ops allowed a box for money donations and a CWA message to all pilots. I got Dave Kissman to put a CWA msg on all PHX F/A's screens. I also created and printed a flyer for all mailboxes using Shop Stewards. I shared the flyer with all DEBM's. Set up a program for all Shop Stewards to spend time in the*

lounge as way to introduce them to base. I offered them out of my budget in exchange for six hours in the lounge-4 TFP. I offered am and pm shifts. I gave an agenda of what to accomplish that included, getting to know the Inflight office, spend time in the lounge getting to know peers, learn how to answer some questions, find information and direct people to the right source. In PHX we end the Toys for Tots campaign on 12th of December. Shop Stewards trained in November have already been used and have really come onboard. Two of them did their first meeting right after training on a complex case and they have shown a great interest in becoming informed and wanting to help. We had our last meeting with Inflight/Provo committee meeting in November and they asked me to stay onboard for the next round of two years. If DEBM's have someone in their base they think would be effective in working on joint problems and solutions, please encourage them. You should see the call for new members sometime after the first of the year. On our last meeting we took the charge on a mandate to address the costly practice of overstocking and we are committed to finding a way to get more wine onboard, get the reds out of the cold, and get rid of Bud Select. The Heart program has been discontinued with incentives. There are no new PROVO cities for 2007 due to only 19 flow lines going more than two flights w/o provo. Provo vans are being utilized in places like PDX to fix that shortage without the expense of making it a provo city. PHX Supv Gary Anderson turned in his resignation and is going back on line. I distributed Unity update to the base on November 30th. Lounge construction delayed again by city. Continue to distribute information via my E Connection emails and the requests to be added to it each week when I am in the lounge please me. It means folks are talking about it. I have continued to spend time in the lounge on and on the phone and using emails to broadcast our Locals accomplishments like the strategic planning session. I use information from that to inform our F/A's of our business plan and solid foundation of our Local.

- *I spoke to Brendan Conlon and he pulled numbers last week, and in the first few weeks of the new prompt I suggested to him, FTR have dropped already by 40 percent and he sees them continuing to drop each day over day. He is very pleased with that. I have used this example to many of my coworkers of how the Union works with the Company to solve problems that help all of us.*
- *I scheduled myself and one Shop Steward to attend the next staff meeting of PHX Inflight on December 20th to answer questions and to do some basic information exchange. This is done to raise overall awareness of Shop Stewards role and to clarify any misinformation.*
- *I had a very successful week in working aggressively to prevent the 2 PHX F/A's involved in the lost UM on Nov. 27th from being unfairly disciplined. It was a complex case, and ultimately our information relative to FAR's given to the base was used "upward" and thus prevented them from losing their jobs or being suspended.*
    - *The Capt and Ops told the working crew to get off the plane before revenue customers in an effort to speed the swap along.*
    - *Crew members complied and resulted in the UM being left, even after the A reaffirmed twice the Ops Agents would bring the Um and wheelchairs over.*
    - *Ultimately it did not happen and UM was later found sleeping on the plane in the hangar by a mechanic. Um was taken back to terminal and put on flight to HOU.*
- *I put first notes into Laborsoft! Quite easy!*
- *And of course the big shocking news everyone is talking about is the prospect of the new Delta being headquartered in PHX with the hostile bid submitted by US Airways now being reviewed by the judge and creditors of the old bankrupt Delta. The new airline*

would have 850 airplanes and 85,000 employees and would certainly bring changes in the industry, many of which could be huge gains for SWA.

Thom McDaniel informed the Board that he will email the Shop Stewards regarding changes to the **COPE Enrollment Drive** and contest and the dates for the COPE Convention.

Brett Nevarez submitted to the Board copies of a letter that Kyle Whiteley had written to the Shop Stewards regarding Scheduling issues.

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

The next scheduled survey is going to be in May. The survey will focus on questions regarding the reduction in four day trips. I have asked that our Shop Stewards take part and submit questions that they feel would benefit the Membership. I will present these questions to the Board to determine which questions will end up on our survey. We are currently planning to launch the survey in coordination with lounge visits from the Scheduling Committee Chair Team. More information will be forthcoming over the next few months.

Gayle Ross, now **Health Committee Chair**, submitted the **Health Committee Report:**

The meeting regarding the "fatigue" study was postponed until next month. I am working on providing a short – term disability option to our Membership. I am researching companies and their policies. I am pleased to report that after years of persistence SWA is now providing hearing aid insurance to all employees. Gwen and Gayle attended "Go – Team" training at headquarters. I am pleased Stacy has agreed to let me chair the Health Committee, while he continues to work on health issues on a daily basis in the office.

Michael Massoni presented the **Safety Team Report**:

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety & Health Data Base (ASHDI) *– Reports Under Review =* ***1****:*

Report	***Acceptance Deadline***
ASHDI 1422 (SANITATION OF FIRST AID EQUIP)	*Sat 12/09/2006*

ASHDI Incident Reports received to date:

- *All Sponsor Unions / TWU =* ***1701+ / 161***
- *Accepted Reports to date (TWU) =* ***122***
- *See Attached Detail*

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

- *10/07/06 through 12/01/06 =* ***130*** ****ALL OF 2006 to Date =* ***765********

- *Emergencies Declared = **24***

*In January of this year, following our tragic accident at Chicago Midway, the FAA requested the Company to conduct a voluntary **System Analysis Team ("SAT")** evaluation of several aspects of our Flight Operations procedures that were possibly implicated in the Flight #1248 accident. A team comprised of subject matter experts from our Flight Operations, Inflight, Ground Operations, Safety, Dispatch, Maintenance, and General Counsel Departments, along with a number of FAA Inspectors from our Certificate Management Office and Union representatives from SWAPA, TWU 556, and SAEA, was charged with developing and executing a collaborative action plan to ensure the Company properly manages operational risks. The purpose of the SAT evaluation was not to find fault or determine accident causes; rather, it was to identify risks and develop intervention strategies to foster the highest level of safety in our ongoing operations. Over the course of eight months, the SAT conducted a comprehensive self-analysis of all Southwest operating procedures; Flight Ops, Inflight, and Dispatch training programs; and safety and incident reporting data relating to the following topics: Flight Crew Procedures for Approach and Landing, Takeoffs and Landings on Contaminated Runways, Operations at Minimum Length Airports, Use of Auto brakes and Thrust Reversers, Emergency Evacuation Procedures, and Crew Resource Management ("CRM"). The SAT Team submitted to Southwest's Senior Leadership and the FAA an extraordinary Final Report with findings and recommendations that will greatly enhance the safety of our flight operations. The report garnered considerable praise for Southwest from the FAA and laid the groundwork for a number of critical improvements to our operating procedures. Among the key SAT recommendations already implemented are new Pilot procedures concerning programming the Onboard Performance Computer ("OPC") for the most restrictive runway braking action condition; initiating a specific Callout from the non flying Pilot if the thrust reverser fails to deploy; and employing auto brakes for landing on a routine basis. Following further study by teams in Flight Operations and Inflight, additional SAT recommendations will be incorporated in our operations manuals and training curricula within the next six to ten months, including: adoption of a 15% stopping distance safety margin for landing distance calculations; enhanced Pilot training on runway braking conditions and friction measurement readings; OPC modifications to improve computer displays showing thrust reverser settings required to achieve calculated aircraft stopping distances; potential revisions to aircraft crosswind and tailwind takeoff and landing limitations, and improvements in emergency evacuation procedures and CRM training. Recommendations concerning Inflight procedures have already begun to be incorporated in our latest bulletins and/or manual revisions (e.g.: revised megaphone procedures, new Flight Attendant Brace position(s) etc…). RT 2007 curricula will incorporate still further procedural enhancements to better Inflight operational safety. The Company expressed a deep gratitude to all the SAT participants, including the TWU Local 556 Safety Team for their incredibly hard work and dedication toward the goal of ensuring Southwest continues to operate at the highest possible level of aviation safety.*

****A **CONFIDENTIAL** Full Copy of SAT Final Report and Recommendations has been provided for Executive Board Review****

Global Cabin Air Quality Executive (GCAQE)

TWU Local 556 First Vice President & National Safety Coordinator, Michael Massoni attended the inaugural meeting of the Global Cabin Air Quality Executive (GCAQE) in London on October 5th and 6th, 2006. Michael represented both Local 556 and our International (who funded the trip in its entirety). Through this inaugural meeting of the

GCAQE the group was able to define itself and its objective as: A global coalition of health and safety advocates committed to raising awareness of the effects of contaminated cabin air amongst Crewmembers, the public and regulators. Educate all as to the physical signs, physiological effects, and long term health ramifications of exposure. And finally, to promote change within our industry to ensure the safest cabin air possible for Crew and the traveling public. This meeting also gave us pause and clarity on just how important of an issue cabin air quality is to all of us who call the aircraft cabin our work place. The Local 556 Safety Team has been active on the issue for many years now and has collaborated with all the major Flight Attendant Unions to both inform our Members of the potential hazards of poor cabin air quality as well as the importance of timely reporting of suspected exposure incidents. Our International has coordinated efforts with us on raising awareness on the poor cabin air quality through its affiliations with the International Transport Workers Federation (ITF) and the Transportation Trades Department (TTD). The Local 556 Safety Team was also instrumental obtaining resources from our International to help fund the development of a Tricrysalphospate (TCP) Biomarker Blood Test that will aid in verifying exposure incidents. Our work on the issue of cabin air quality is still only in its infancy and we look forward to being a productive and active participant in the Global Cabin Air Quality Executive.
****See attached charts on TCP Biomarker Blood Test Plan and progress****

- ***<u>Standing / Scheduled Meetings</u>:***
  - *Friday December 8th, 2006 - Technical Debrief WN2877 16SEP06 Severe Turbulence Event*
  - *Thursday December 14, 2006 at 14:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety*

The Board took a break at 1505 and reconvened at 1515.

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

Lucy White-Lehman was excused for vacation.

Garry Drummond and Tim Mullaney were guests at the Meeting.

Tim Mullaney, as a representative of **Investment Advisors International, Inc.**, presented the Board with two potential investment policies to consider regarding the fiduciary responsibilities of the Local's Leadership and an Investment Management Proposal geared specifically for his perceived investment goals for the Local.

Tim Mullaney was excused at 1545.

Becky Parker and Denny Sebesta entered the Meeting at 1545 to discuss a Grievance.

The Grievant entered the Meeting at 1550 to discuss with the Board the merits of the Grievance.

The Grievant and Becky Parker were excused at 1608.

There was discussion.

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

Amy Neeper entered the Meeting at 1615 to discuss a Grievance.

The Grievant entered the Meeting at 1622 to discuss with the Board the merits of the Grievance.

Amy Neeper and the Grievant were excused at 1700.

There was discussion.

Kyle Whiteley made a motion to **proceed** on the Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

The Board discussed a proposal from Southwest Airlines Management to settle **Group Grievance #3296**, slated for arbitration on December 11th. The Board **agreed** to read over the proposal after hours and discuss the matter the following morning.

Kyle Whiteley made a **motion** to adjourn. Michael Massoni **seconded** the motion. There was no vote taken on the motion on the floor.

<u>Thursday December 7, 2006</u>

Thom McDaniel called the Meeting to order at 0830.

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

Lucy White-Lehman was excused for vacation.

Garry Drummond was a guest at the Meeting.

Cuyler Thompson presented the **Professional Standards Report** for the Eastern Division Chair Jean Chandler-Brooks:

CALLS	*17*
CALLS INVOLVING PILOTS	*1*
CALLS RESOLVED FAVORABLY	*17*

Cuyler Thompson presented the **Professional Standards Report** for the Western Division Chair Lori Powell:

CALLS RECEIVED	*11*
GONE TO MANAGEMENT	*1*
CALLS INVOLVING PILOTS	*1*
CALLS RESOLVED	*10*

Cuyler Thompson presented the **Uniform Committee Report** for Karen Amos:

The Uniform Committee will be meeting on December 6th to discuss the placement of the logo on uniform pieces. Based on the data from the wear test evaluations that were completed on October 1st the Committee Members will be receiving updated uniform wear test items at this meeting. The main areas of concern were fading of the navy pant, the pulling of the threads on the new shirts and a need to trim down the pant leg a minute amount.

Cuyler Thompson submitted the **Civil and Human Rights Committee Report** for Portia Reddick-White:

Recently, an issue regarding the lack of professionalism and courtesy coupled with a lack of tolerance for differences has been brought to my attention as chair of the CHRC. Apparently, a need to educate flight attendants and other company employees exist. In searching to meet this need other than having classes on diversity, expressing via one on one with lounge visits acknowledging different "special events, holidays, etc." is a method the committee should experiment with along with some sort of publication handouts. For those interested in getting involved with such activities please contact the committee chair, Portia Reddick White via email at p-reddick@twu.org. The annual AFL-CIO MLK celebration will be held Jan 11-15 in Houston, TX. All TWU Members are asked to participate. The community outreach that TWU participates in is indeed hard work yet rewarding to those who participate as well as something needed to those who we donate items to.

The Board **agreed** to reach out to the Houston Shop Stewards for their help and participation in the January 2007 Martin Luther King celebration.

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

Nine care and concern cards were sent in the month of October and November.

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

The Board discussed with Michael the fact that the Local's computer server is no longer able to handle the needs of the Local. The Board **agreed** that Michael Massoni would purchase a new server for the Local.

The Board discussed the TWU Local 556 Website.

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

It was noted that the TWU Executive Board would host a reception for the New Hire Class of Flight Attendants #229 at the Local's new Union Office that evening.

Gwen Dunivent presented the **Working Women in the Air Transport Division Committee Report**. There was no written report submitted.

Susan Kern submitted the **Shop Steward Sub-Committee Report**:

> *The Shop Steward Training held on Nov. 16 was a resounding success. Out of 85 Shop Stewards elected, 70 attended the training, and 63 of those people returned their evaluations; these have provided us with very useful information. The mock Fact Finding meeting was by far perceived as the most useful portion of the training. It was felt that the speakers did a great job, were very organized and professional, and using "band camp" stories was very instructional. Having an opportunity to mingle with and meet both members of the Grievance Staff along with other Shop Stewards, plus spend time with the Shop Stewards from their base was greatly appreciated. We will be looking to incorporate the items people felt were left out in future trainings. Linda Dill from the ATD will be sending Thom pictures from the training, and will start editing the video after Dec. 9. We will keep you updated on the progress with the editing and creation of a training DVD. Thank you to Thom McDaniel, Brett Nevarez, Michael Broadhead, Kyle Whiteley, Allyson Parker-Lauck, and Lucy White-Lehman for your excellent presentations. Our thanks to the rest of the Executive Board for your unwavering support in the production of the Shop Steward Training Seminar.*

Gayle Ross presented the **September and October 2006 Financial Reports**.

Michael Massoni made a **motion** to accept the September and October 2006 Financial Reports. Gwen Dunivent **seconded** the motion. The motion **carried**.

Gayle Ross made a **motion** to give Madeleine Howard (TWU Local 556 Executive Administrative Assistant), a $1500 take-home holiday bonus. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Board took a break at 0955 and reconvened at 1015.

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

Lucy White-Lehman was excused for vacation.

Garry Drummond and Denny Sebesta were guests at the Meeting.

The Board discussed the Company's proposed settlement to Group Grievance #3296.

Thom McDaniel and Denny Sebesta were excused at 1030 to draft a counter settlement to present to Management.

Michael Massoni chaired the Meeting.

Cuyler Thompson presented the **October and Special November Executive Board Meetings Minutes 2006**.

The Board again discussed how the Recording Secretary would record Executive Board Meeting Minutes. The Board **agreed** that the Recording Secretary would edit Committee and Officer Reports submitted for inclusion in the Executive Board Meeting Minutes for spelling, grammar, capitalization, punctuation and physical structure but not for content. The Board **agreed** that the "comings and goings" of Board Members at Executive Board Meetings would no longer be noted in the Minutes and that these notations would be removed from the October 2006 Executive Board Meeting Minutes.

Brett Nevarez made a **motion** to approve the October and Special November Executive Board Meetings Minutes 2006. Kyle Whiteley **seconded** the motion. The motion **carried**.

Thom McDaniel returned to the Meeting at 1140.

The Board discussed Jamie Horwitz who handles the Local's **Public Relations**. It was noted that Oakland Flight Attendants Maria Teresa Rockefeller-Hank and April Bozarth had performed a fantastic job in front of the cameras during television interviews in Las Vegas pertaining to Thanksgiving travel. Both TWU and Southwest Airlines received positive coverage as a result.

Denny Sebesta entered the Meeting at 1150 to present and discuss a counterproposal to settle Group Grievance #3296.

Denny Sebesta was excused from the Meeting at 1200.

Michael Massoni chaired the Meeting.

Denny Sebesta and Catherine Rea entered the Meeting at 1205 to discuss a Grievance.

The Grievant entered the Meeting at 1220 to discuss with the Board the merits of the Grievance.

Catherine Rea and the Grievant were excused at 1300.

Cuyler Thompson made a **motion** to proceed on the Grievance. Stacy Martin **seconded** the motion. There was discussion. The motion **did not carry**.

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

The Board took a break at 1315 and reconvened at 1430.

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

Lucy White-Lehman was excused for vacation.

Garry Drummond was a guest at the Meeting.

Michael Massoni chaired the Meeting.

The Board discussed the possibility of TWU Local 556 sponsoring a **Short Term Disability Insurance for the Flight Attendants**. Gayle Ross presented copies of a proposal comparing policies from Colonial Life and AFLAC. The Board **agreed** that Gayle would research the companies further and if Southwest Airlines would agree to allow the insurance premiums to be payroll deducted.

Thom McDaniel returned to the Meeting at 1450.

Denny Sebesta and Amy Neeper entered the Meeting at 1450 to discuss a Grievance.

The Board conference-called the Grievant at 1453.

Amy Neeper was excused at 1505.

Allyson Parker-Lauck made a **motion** to table the Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Thom McDaniel presented to the Board copies of a proposal from the Company regarding Flight Attendant Attendance Point Histories. There was discussion. The Board **agreed** that the Grievance Committee would research further settlement on the issue.

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

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

Brett Nevarez made a **motion** to proceed on aGrievance. Michael Broadhead **seconded** the motion. The motion **carried**.

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

Brett Nevarez made a **motion** to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board Members left the Meeting at 1615.

The Executive Board hosted a reception at the TWU Local 556 Union Office for Flight Attendant New Hire Class #130.

Friday December 8, 2006

Thom McDaniel called the Meeting to order at 0830.

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

Lucy White-Lehman was excused for vacation.

Denny Sebesta was a guest at the Meeting.

Denny Sebesta submitted the Grievance Committee Report:

> *GRIEVANCE MEETINGS*
> *Meeting November 2 – Met with Vice President, Joe Harris and Sr. Director Inflight Employee Resources, Naomi Hudson. Ed Cloutman, Thom, Denny and Becky were in attendance for the Union. We discussed problems with Attendance Points Records and Discussion logs. Joe asked what Management can do from this point forward. Management sent potential Settlement Letter for Union to review.*
> *Meeting November 27 – Cancelled due to death in Inflight Department.*
> *Meeting November 28 – Inflight Management , Thom, Denny and Michael M. were in attendance. Discussed Labor Force web-based application with Management. We are going to work together to develop a template for discipline grievances on labor Soft. Both parties agreed that we should move toward utilizing email for transmittal of majority of documents pertaining to grievances. We are striving for early January 2007. Inflight Management is reviewing a web-based application called Pro-Law for their use in-house. Legal depart currently uses it.*
> *GRIEVANCES*
> *As of Friday, December 1, the Union has a total of 75 active grievances.*
> *(October update to EB was 88 grievances).*
> *GRIEVANCE STAFF TRAINING*
> *January 23 & 24 - TWU International Education Director, Bob Weschler and Arbitrator David Alexander will teach Strategic Grievance Handling and Arbitration Connection to the Grievance Process. The training will be held at our Local Union office.*

Allyson Parker-Lauck made a **motion** to table a Grievance. Michael Broadhead **seconded** the motion. The motion **carried**.

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

Kyle Whiteley made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to proceed on Group Grievance #19.2, Article 12.5.E – Jury Duty Trips. Cuyler Thompson **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**.

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

Denny Sebesta was excused at 0915.

The Board discussed the **Publications Committee**.

The Board **agreed** that future Executive Board Meetings would be scheduled for three days, beginning at 0830 on the Tuesday of the second full week of each month. Board Members traveling from out of town would be paid for a travel day in order to arrive on Monday and attend the New Hire Dinner that evening.

The Board **agreed** that the January Executive Board Meeting would be scheduled for January 9-11 and the February Meeting would be held February 20-22.

The Board took a break at 1000 and reconvened at 1025.

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

Lucy White-Lehman was excused for vacation.

The Board discussed Board Members' pay affected by a cancelled day of Board Meetings.

The Board **agreed** that Brett Nevarez would contact Heather Healy of Association of Flight Attendants (AFA) for assistance in training the new members of the TWU Flight Attendant Assistance Program (FAAP). Once scheduled, the Board **agreed** to pay for Heather's hotel, airfare, etc.

The Local's Grievance and Office Staff entered the Meeting to join the Executive Board presenting Madeleine Howard with a Christmas bonus.

The Board discussed opportunities for Executive Board Members to hear the opinions of and have 'face-time' with the Membership.

The Board went to lunch at 1100 and reconvened at 1250.

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

Lucy White-Lehman was excused for vacation.

Thom McDaniel presented copies of proposed changes to the **Policies and Procedures Manual** regarding the Local's Office Attendance Policy.

It was noted that Thom McDaniel is now the **TWU Local 556 Office Manager**.

Allyson Parker-Lauck made a **motion** to change the Policies and Procedures Manual, section 3.4 (D), to strike bullet point 3. Gwen Dunivent **seconded** the motion. The motion **carried**.

Thom McDaniel presented the Board with copies of the **TWU Local 556 Strategic Plan for 2007**.

Denny Sebesta entered the Meeting at 1335 to discuss a counter-counter-proposal from Management to settle Group Grievance #3296.

Allyson Parker-Lauck made a **motion** to accept the settlement for Grievance #3296. Jill van der Werff **seconded** the motion. The motion **carried**.

Denny Sebesta was excused at 1345.

The Board continued to discuss the Local's Strategic Plan.

Mark Torrez submitted to the Board copies of a job description for a proposed position of **Project Coordinator**.

Michael Massoni and Michael Broadhead were excused to attend a Safety Team meeting at Company Headquarters at 1445.

Denny Sebesta entered the Meeting to discuss the latest proposal from Company Management on a settlement to Group Grievance #3296 at 1508 and was excused at 1511.

The Board continued to discuss the Local's Strategic Plan.

The Board took a break at 1520 and reconvened at 1535.

Board Members present were Thom McDaniel, Gayle Ross, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Allyson Parker-Lauck, and Brett Nevarez.

Lucy White-Lehman was excused for vacation.

Michael Massoni and Michael Broadhead were excused to attend a Safety Team meeting at Company Headquarters.

Thom McDaniel made a **motion** that Local 556 donate $100 to Blake Odell Clark Scholarship Fund in honor of Houston Flight Attendant Mike McNeil. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board continued to discuss the Local's Strategic Plan.

Gwen Dunivent made a **motion** to adopt the Strategic Plan. Brett Nevarez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to adjourn. Mark Torrez **seconded** the motion.

The motion was ruled **out of order**.

Gayle Ross made a **motion** to table the scheduled TWU Local 556 Budget discussion until the January 2007 Board Meeting. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 1545 and reconvened at 1635.

Board Members present were Michael Massoni, Gayle Ross, Cuyler Thompson, Allyson Parker-Lauck, Michael Broadhead and Kyle Whiteley.

Thom McDaniel, Stacy Martin, Brett Nevarez, Jill van der Werff, Mark Torrez, and Susan Kern were excused from Laborsoft training.

Lucy White-Lehman was excused for vacation.

The Meeting was adjourned due to the lack of a quorum at 1640.

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

Cuyler Thompson
Recording Secretary

Thom McDaniel
President