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

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Executive Board Meeting
December 11, 12 & 13, 2007
Synopsis

December October 11, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Stacy Martin led the Board in reciting the **Pledge of Allegiance**.

Brett Nevarez read aloud the **TWU International Membership Pledge**.

Thom McDaniel, Brett Nevarez, Jill van der Werff and Kyle Whiteley, charged by Members Victor Conejo and Greg Hofer with violations of the TWU Constitution under Article XIX, were recused from the discussion regarding the charges at 0845.

Michael Massoni chaired the Meeting.

Ed Cloutman, Legal Counsel for the Local, entered the Meeting at 0845.

After considering the advice of Legal Counsel, the Board **agreed** that the charges submitted by Members Victor Conejo and Greg Hofer must comport with the subsections of Article XIX, including form, timeliness and substance. In this case, charges must refer to acts not older than 60 days from the date the charges were received, in that these charges address wording of e-mails that were easily and instantly available to the Membership. Furthermore, the Board **agreed** that the acts complained of must be found to violate the TWU Constitution or be acts unbecoming a Member of the Union. The Board **agreed** that Article XIX addresses the suspension of Members, not Officers. To the extent that suspension from office is sought by these charges, Article XIX cannot be used as the basis for such remedy.

Ed Cloutman was excused at 0910.

The Board took a break at 0910 and reconvened at 0920.

Board Members present were Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Gwen Dunivent, Susan Kern, Mark Torrez, John DiPippa and Lucy White-Lehman.

The Executive Board **agreed** that the propriety of the charges was predicated in part by the timeliness of the evidence submitted by both Greg Hofer and Victor Conejo in support of their charges.
The charges made by Greg Hofer were received at the Union Office on November 14, 2007. The Board **agreed** that Greg's charges could relate back to conduct only as early as September 15, 2007. The charges made by Victor Conejo were received at the Office on November 19, 2007. The Board **agreed** that Victor's charges could relate back to conduct only as early as September 20, 2007.

The Executive Board **agreed** to consider Greg Hofer's Exhibits numbered 2, 4, 6, 7, 10, 11 & 12 as evidence when deciding the propriety of his charges against Brett Nevarez, Allyson Parker-Lauck, Thom McDaniel & Kyle Whiteley. The Board **agreed** that Greg Hofer's Exhibit 1 would not be considered as evidence in support of his charges because it was dated September 12, 2007. The Board **agreed** that Exhibit 3, pertaining to Member Denny Sebesta, would not be considered because it was dated September 12, 2007 and therefore untimely. The Board **agreed** that Exhibit 5, pertaining to Member Jill van der Werff, would not be considered because it was dated September 14, 2007 and therefore untimely. The Board **agreed** not to consider Exhibit 8 as evidence in support of Greg's charges because it related only to Member Kevin Onstead who was not named in the charges. The Board **agreed** that an Exhibit 9 was listed but not contained in the charges as evidence. The Board **agreed** not to consider Exhibit 13 because it was not relevant to the charges being considered.

The Executive Board **agreed** to consider Victor Conejo's Exhibits numbered 4, 10, 11 & 12 as evidence when deciding the propriety of his charges against Allyson Parker-Lauck only. The Board **agreed** that Victor Conejo's Exhibit 1, pertaining to Member Brett Nevarez, would not be considered as evidence in support of his charges because it was dated September 12, 2007 and therefore untimely. The Board **agreed** that Exhibit 2, pertaining to Member Brett Nevarez, would not be considered because it was dated September 16, 2007 and therefore untimely. The Board **agreed** that Exhibit 3, pertaining to Member Denny Sebesta, would not be considered because it was dated September 12, 2007 and therefore untimely. The Board **agreed** that Exhibit 5, pertaining to Member Jill van der Werff, would not be considered because it was dated September 14, 2007 and therefore untimely. The Board **agreed** that Exhibit 6, pertaining to Member Thom McDaniel, would not be considered because it was dated September 18, 2007 and therefore untimely. The Board **agreed** that Exhibit 7, pertaining to Kyle Whiteley, would not be considered because it was dated September 15, 2007 and therefore untimely. The Board **agreed** not to consider Exhibit 8 as evidence in support of Victor's charges because it related only to Member Kevin Onstead who was not named in the charges. The Board **agreed** that an Exhibit 9 was listed but not contained in the charges as evidence. The Board **agreed** not to consider Exhibit 13 because it was not relevant to the charges being considered.

Jerry Lindemann made a **motion** to enter into Executive Session at 1000. Stacy Martin **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to exit Executive Session at 1135. Mark Torrez **seconded** the motion. The motion **carried**.

In the matter of the charges filed by Member Greg Hofer, Mark Torrez **moved** to conduct a Roll Call Vote. Lucy White-Lehman **seconded** the motion. The motion **carried**.

The Executive Board reviewed the charges of Member Greg Hofer against Members Thom McDaniel, Brett Nevarez, Jill van der Werff, Denny Sebesta, Allyson Parker-Lauck and Kyle Whiteley. A **Roll Call Vote** was conducted to ascertain the propriety of the charges.

"<u>Charge 1:</u>
Engaging in conduct unbecoming a Member:
Violating our International Constitutions Article 19.1 by engaging in conduct unbecoming a Member of the Union."

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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

(b) the charges are untimely;

Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

"<u>Charge 2:</u>
Violating the TWU of America Officers Oath of Office:
Violating our International Constitution Oath of Office… "to conduct myself at all times as becomes a Member and Officer of the TWU".

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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

(b) the charges are untimely;

Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea

Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

"Charge 3: Specific to Nevarez and Parker-Lauck
Improperly disclosing confidential matters of the Union.
Violated our Local 556 Bylaw, Article 4.c. No Member shall improperly disclose confidential matters of the Union.

Charge 3B:
Violated Membership Pledge of the TWU of America, AFL-CIO
…not to make known any private business of the Union…"

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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

(b) the charges are untimely;

Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay

Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	Yea

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Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

"Charge 4:
Violated Article 9, Section J of our Local 556 Bylaws:
Article 9, Section J states that the Local 556 EB will appoint two Members to the Union negotiating Team and two Members shall be elected through a ballot election by the Membership."

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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Stacy Martin	Nay

Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Michael Massoni	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
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Lucy White-Lehman	Yea

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Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

"<u>Charge 5:</u>
Damaging the interest and welfare of the International Union or the Local Union
Article 19, Section 3, o"

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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

(b) the charges are untimely;

Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	Yea

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Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

In the matter of the charges filed by Member Victor Conejo, Lucy White-Lehman **moved** to conduct a Roll Call Vote. Mark Torrez **seconded** the motion. The motion **carried**.

The Executive Board reviewed the charges of Member Victor Conejo against Members Thom McDaniel, Brett Nevarez, Jill van der Werff, Denny Sebesta, Allyson Parker-Lauck and Kyle Whiteley. A **Roll Call Vote** was conducted to ascertain the propriety of the charges.

"<u>Charge 1:</u>
Engaging in conduct unbecoming a Member:
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Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	Yea

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Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
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Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Mark Torrez	Yea
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Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay

John DiPippa	Nay
Lucy White-Lehman	Nay

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Improperly disclosing confidential matters of the Union.
Violated our Local 556 Bylaw, Article 4.c. No Member shall improperly disclose confidential matters of the Union.

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Violated Membership Pledge of the TWU of America, AFL-CIO
…not to make known any private business of the Union…”

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Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	Yea

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Mark Torrez	Nay
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Lucy White-Lehman	Nay

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Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

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Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea

Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	Yea

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Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

"Charge 5:
Damaging the interest and welfare of the International Union or the Local Union Article 19, Section 3, o"

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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

(b) the charges are untimely;

Michael Massoni	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	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	Yea
Stacy Martin	Yea
Jerry Lindemann	Yea
Cuyler Thompson	Yea
Gwen Dunivent	Yea
Susan Kern	Yea
Mark Torrez	Yea
John DiPippa	Yea
Lucy White-Lehman	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	Nay
Stacy Martin	Nay
Jerry Lindemann	Nay
Cuyler Thompson	Nay
Gwen Dunivent	Nay
Susan Kern	Nay
Mark Torrez	Nay
John DiPippa	Nay
Lucy White-Lehman	Nay

Pursuant to Article XIX of the TWU Constitution, the Board **deemed** the charges filed by Members Victor Conejo and Greg Hofer improper. Cuyler Thompson, Recording Secretary, **agreed** to notify Victor and Greg, in writing, immediately.

The Board went to lunch at 1150 and reconvened at 1315.

Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Mark Torrez, Kyle Whiteley, Susan Kern, Lucy White-Lehman, Jill van der Werff and John DiPippa.

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

It was noted that Mike Hafner, Southwest Airlines Vice President of Inflight, would be a guest at the Meeting later in the day. The Board discussed potential topics of conversation.

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

> *Thom McDaniel reported that since the last Executive Board Meeting in October, he had completed the fourth Membership Meetings in BWI and MDW. Thom thanks Michael Massoni for conducting the OAK and PHX Meetings while he attended the International Executive Council Meeting on October 22 and 23. Thom attended the Civil and Human Rights Committee Meeting in conjunction with the TWU Women's Committee Meeting with Gwen Dunivent, chairperson of the ATD Working Women's Committee and Shop Stewards Michael McNeil and Stephanie Tillman. At the meeting, Local 556 Members and International Legislative Representative Portia Reddick-White gave a presentation on women in history and*

Thom gave an update on the Employment Non-Discrimination Act that recently passed the House of Representatives and is currently in the Senate. Thom assisted HOU DEBM Jill Van Der Werff with the HOU Lounge Mobilization on October 31 to highlight the Ghost Rides being conducted by Management. The nationwide Lounge Mobilizations were a huge success and the ghost rides were discontinued shortly after this effective Union action. Thom reported that he has been working with the Association of Flight Attendants and the Association of Professional Flight Attendants as well as other Coalition Members to sponsor a Flight Attendant Strategic Bargaining Summit on January 8 and 9, 2008 in Washington D.C. The goal is to bring all Flight Attendant Unions together to discuss how we can work together as most head into negotiations in 2008. All Members of the Local 556 Negotiating Team will attend and one highlight of the event will be a panel discussion of all large Southwest Labor Groups including TWU 555 and 556, SWAPA, and AMFA. Various experts will also speak to the group including Local 556 advisors, Dan Akins, Mark Richard, Jamie Horwitz and other airline and strategic experts. Following the summit on January 10, there will be a regular meeting of the Coalition of Flight Attendants to discuss labor, safety, health, and legislative issues specific to Flight Attendants. Thom and Jerry Lindemann did the New Hire presentation for Class 238 on November 6 for approximately 130 new Flight Attendants. The New Hire Dinner was held the same night. Thom extended thanks to the Officers, Office Team Members, and Negotiators who attended. Class 238 was very appreciative of the presentation and the dinner and a large percentage joined COPE to support elected officials who support working people. This was the last class for the year. Thom has attended several meetings to resolve contractual issues with Grievance Chairperson Denny Sebesta. Among the issues that were addressed were extreme reduced rest on unscheduled RONs, Charters, Open Time Functionality, and the combining of picked up and traded Reserve Days. All issues were resolved except extreme reduced rest on unscheduled RONs which will have to be addressed in Contract Negotiations. Thom did express his disappointment that Management was not willing to reach a settlement on this issue. There was excellent news in that the Union and Management resolved the Open Time Functionality Grievances before Arbitration. Thom reported that the TWU Local 556 Executive Board Strategic Planning Retreat was held November 12-15 at Camp for All in Burton, TX. The retreat was a huge success and the EB has an industrious new plan for the upcoming year that included Membership involvement, Leadership development, and a successful Contract campaign. Thom reported that he worked the Kidd's Kids Charity Flight on November 19 bringing home children and their families from a wonderful weekend in Disneyworld. It was a great experience. Thom thanked Southwest Airlines for their contribution and the opportunity to participate on behalf of TWU Local 556. Thom is in compliance with Local 556 Bylaw VII (g) by flying Pairing (HB 58) on November 20 and 21. Thom participated in the Open Time Arbitration Remedy Hearing with Denny, Union Attorney Mark Richard, and Management Representatives on November 30. The call was scheduled for 1.5 hours, but after legal shenanigans attempted by Management Lawyer, Suzanne Sullivan ended up taking almost 4 hours. The briefs from the attorneys are due on December 14, and we hope to have a final remedy from Arbitrator Massey within 30 day. The final four issues being argued were a class remedy for the entire Membership (6.5 TFP), a cease and desist order, Southwest Airlines to reimburse the Union for one years pay for a full time employee to research the grievance, and the time a trip must remain in Open Time to be considered available for pick up or trade. Thom reported that he and Gwen Dunivent had a meeting with Laura Wright, Southwest Airlines Chief Financial Officer and Gregg Thorsen, Sr. Director Benefits, Payroll, and Finance on December 5 to discuss several benefits issues. Agenda items were inequity in the Buddy Pass Program for Flight Attendants, extending the deadline for Health Care Spending Accounts and disparity in Committed Partner Benefit and

Pass Privileges. Laura stated that she would review the Buddy Pass Program. She and Greg also discussed extension of the Health Care Spending Account deadline however stated that it would not happen this year due to automation and education that needed to be done. Regarding Committed Partner Benefits and Pass Privileges, Laura asked for input on other airline's Committed Partner plans and stated that they wanted SWA benefits to be available and accessible for the Employees they were intended for. Thom provided Laura and Gregg with details from many major airlines and they said that they would review them for possible improvements to the SWA Plans. Thom commended Stacy Martin and Denny Sebesta for excellent leadership on the Grievance and Office Teams. The office is running better than he has ever seen and representation for our Members is second to none. Thom informed the Executive Board the Shop Stewards Michael McNeil and Kelley Martin as well as Local 556 Member Laura Martinez are assisting the TWU International Organizing Committee with the Continental Airlines Organizing Drive in the New York area. All associated expenses including lost time and per diem will be reimbursed by the TWU International. Thom reported that the four election complaints that were filed regarding the recent Negotiator Election have been denied. Thom immediately brought the Negotiating Team in to begin research and education for upcoming negotiations. Thom met with the entire Team as well as Strategic Advisor Mark Richard on December 6 and 7 for a training and planning session. The Negotiating Team has hit the ground running and will be fully prepared to open on schedule. Thom met with Mike Hafner early on November 6 to discuss agenda items for his meeting with the Executive Board. On the agenda are "Buy On Board" demonstration as well as OAK parking and lounge issues, lack of "specials" reports, minimum crew updates, boarding before scheduled arrival when a flight is early, incorrect FMLA information in PHX, feedback on Flight 438 and notification of incidents, projected growth, and staffing for the holidays. Thom also asked Mike to reissue the memo regarding Flight Attendants not getting their advance if they owe the Company money and a Toys for Tots reminder. It was a productive meeting and Mike will have updates for the EB when he meets with them. Finally Thom notified the Executive Board that as a result of consensus from Board and Negotiating Team, the first Membership Meetings will be in conjunction with a world tour of the Negotiating Team later in the first quarter and early second quarter to follow up on the survey. This will give the NT the opportunity to spend more time in every base and gain feedback after the Negotiating Survey.

Vice President of Inflight Mike Hafner and Director of Crew Scheduling, Audit, Planning and Automation Brendan Conlon entered the Meeting at 1335. There was discussion regarding problems Crew Members commuting to work have faced since the Business Select boarding procedures were implemented. It was noted that some Operations Agents and Rampers were unaware of Flight Attendant's ability to check our luggage 'claim at gate'. Mike stated that if someone had a problem with their gate-checked luggage, they should speak to their Base Management. It was noted that Operations Agents were still not consistently providing the Specials Reports. Mike asked that Flight Attendants submit Irregularity Reports when an Agent does not give the Specials Report. Kyle spoke to Brendan about getting connecting gate information printed on this report to further customer service. Brendan indicated that this is possible, but may have to be rolled out with the new version of the Operations computer program due in 2008. There was discussion regarding problems with Operations Agents boarding flights prior to scheduled aircraft arrival times. Mike stated that Flight Attendants should report such events to Management. There is a change in the Ground Ops Manual that covers this issue, and providing that Operations doesn't have an unusual number of wheelchairs or specials, they should allow Flight Attendants that time for personal business. Mike stated that an IR should be written if necessary. Brendan Conlon spoke about staffing issues for the holidays. He reported to the Board that we are adequately staffed and that there were no 4-day pairings scheduled after December

17th. Mike told the Board that Inflight Management anticipated only five Initial Training classes in 2008. He reported that our attrition rate is very low: only 20 Flight Attendants per month. Brendan reported on the new Onboard Sales equipment and credit card purchases. The Company was in final negotiations with the equipment manufacturer. Brendan reported that Southwest had utilized a focus group of Flight Attendants to develop the program, and then followed up with a validation group to ensure the information gathered was accurate. The tests had shown that this system adds a minute to a minute and half total to taking drink orders. Management was anticipating a June or July rollout of the program. Flight Attendants would be given training prior to the system being placed in service. The new equipment would track sales, comps, and inventory as well as process credit cards. Flight Attendants would be able to cancel transactions if there was a problem and unable to do a service. Mike stated that Inflight Management would work to ensure that the Union is better notified after events such as those that happened on flight 438 where there was a severe engine malfunction. Mike stated that he was not fully aware of how bad the incident was until he saw the photographs. We explained that our main concern was that the crew was taken care of and provided adequate support and accommodations. Mark Torrez discussed safety issues in the Oakland employee parking area with Mike Hafner. Mike stated that Management and the Port Authority of Oakland were investigating the issue. Three individuals were arrested for vandalizing vehicles. Management and the FAA continue to work on the ‘minimum crew issue’. There had been no definitive resolution. Mike Hafner stated that he would prefer that Inflight Supervisors not give any information regarding FMLA as opposed to giving bad information.

John DiPippa left the Meeting at 1400.

John DiPippa returned to the Meeting at 1411.

Mike Hafner and Brendan Conlon were excused at 1438.

Denny Sebesta and Lyn Montgomery entered the Meeting at 1439 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via Conference Call regarding the merits of the Grievance at 1442.

Jerry Lindemann left the Meeting at 1455.

Jerry Lindemann returned to the Meeting at 1509.

Grievance Staff Member Lyn Montgomery was excused at 1528.

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

Grievance Staff Member Becky Parker entered the Meeting at 1535 to discuss the merits of a Grievance.

Jerry Lindemann left the Meeting at 1539.

The Executive Board spoke with a Grievant via Conference Call regarding the merits of the Grievance at 1542.

Jerry Lindemann returned to the Meeting at 1544.

Jerry Lindemann was excused to attend a Meeting at Southwest Airlines Headquarters regarding the Dues Recovery Database at 1550.

Becky Parker was excused from the Meeting at 1556.

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

For the benefit of those Board Members who had been charged and subsequently recused from the earlier discussion, it was noted that pursuant to Article XIX of the TWU Constitution, the Executive Board had **deemed** the charges filed by Members Victor Conejo and Greg Hofer improper.

The Board took a break at 1600 and reconvened at 1610.

Board Members present were Thom McDaniel, Michael Massoni, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Susan Kern, Mark Torrez, Jill van der Werff, John DiPippa, Lucy White-Lehman, Kyle Whiteley.

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Stacy Martin was excused for personal reasons.

Jerry Lindemann was excused to attend a Meeting at Southwest Airlines Headquarters regarding the Dues Recovery Database.

Brett Nevarez presented his reports as **Board Member at Large** and **Drug and Alcohol Committee Chair**. There were no written reports submitted.

Lucy White-Lehman submitted her **Baltimore Domicile Report**:

> *There were several meetings with BWI Base Management conducted since our last Executive Board Meeting. The meetings were regarding: reaching termination level points, 2 delay of flight cases, TSA write up, harassment investigation, suspension of pass privileges and Step Two Hearing involving an FTR. The discipline issued from these meetings were the following: no discipline for both delay of flight cases, Class V violation and denial of Step Two Hearing. The Flight Attendant with 12 points was allowed to retire with benefits by Management. The Flight Attendant was very appreciative of this opportunity to retire because she was a long term employee. Lucy set up the Toys for Tots boxes in Provisioning, Marketing, Cargo, People Department, and Inflight. The Toys for Tots drive is going very well and Ian Johnson, Shop Steward, did a drop off on December 10, 2007. Supervisor Christina Sweemley resigned in October and Jan Williams #86179 is the newest BWI Supervisor, graduating from class on November 15, 2007. The red rack and glass case were updated.*

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

The transition to paid parking at the City garage at Love Field has been postponed yet again to Dec. 31st. The City seems to be having issues getting the contract and applications prepared. The Toys for Tots drive has been a huge success in Dallas, primarily due to the efforts of Dallas Flight Attendant Sonja Ramirez who has put in countless volunteer hours, including organizing a bake sale that raised over $400.00, and hand painting a sign for the Parking Spot at Love Field so that the traveling public can participate as well. We now have over 1,000 Flight Attendants in Dallas. The theme in the Base at present seems to be the fear of minimums being forced on us by the Company in the upcoming Contract Negotiations. I have been extremely busy since the October Executive Board meeting. I have attended Crew Member Self Defense Training and Bloodborne Pathogen training. I continue to attend two monthly meetings due to my role on the Safety Team. The Health and Safety Committee, also known as HASC, includes members of Management and our Local's Safety Team, and we examine ASHDI reports and discuss solutions to on-going and individual safety issues that challenge our members on the aircraft every day. The Core Team of the In-flight Injury Prevention Team, also known as IIPT, is a brand new committee formed to steer the course and set the agenda for the entire IIPT , which will include several Safety Specialists from Southwest, as well as our Safety Team, and line holding Flight Attendants from across the system. The work on the IIPT is very exciting, and, based on the performance of other departments with similar committees; we should begin to see a measurable decline in our work group's injuries on the aircraft during the next year or so. I also attended the quarterly Turbulence Safety Team meeting, along with Michael Massoni and members of Flight Ops, Inflight, Dispatch, and Maintenance, where we examine de-identified actual turbulence events which resulted in Flight Attendant injuries, and try to figure out how to prevent a repeat situation in the future. Thom and I attended a meeting with Laura Wright and Gregg Thorsen from Employee Benefits regarding the inequities in the Buddy Pass Program. We asked for an explanation of how the formula was reached and explained that it ends up discriminating against the most senior Flight Attendants due to five weeks vacation and lower paying lines in Dallas. We also discussed the difficulties with the Committed Partner Program, and the undue challenges to qualifying. Laura promised to look at both issues and even asked us to research the Committed Partner Programs at other airlines, and come up with some suggestions. We also asked her to consider supporting some upcoming tax legislation. The Annual TWU Civil and Human Rights Conference was held in Atlantic City, New Jersey at the end of October. Thom, Michael McNeil, Stephanie Tillman, and myself represented TWU Local 556. Thom gave a great speech (without notes by the way) about a conference he attended on behalf of TWU International. We also had a meeting of the TWU International Women's Committee, and then broke into Divisional Women's Committees as well. I continue to do Fact Finding meetings at the Base, and the glass case has been updated, and all publications distributed.

Jill van der Werff presented the **Houston Domicile Report**. There was no written report submitted.

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

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

Kyle Whiteley presented the Chicago Base Report. He stated that the Toys for Tots annual drive had been a huge success, and wanted the minutes to reflect his gratitude to his Flight Attendants for their generosity. Kyle reported he had recently been notified of a Supervisor discouraging a Member to have Union Representation at a meeting. There was another incident of a Crew Member not being allowed to fax a document to the Union office. Kyle has *been in contact with the Base Manager to ensure these types of issues do not happen in the future. Kyle passed on that he had heard from several Flight Attendants regarding the enforcement of the preboarding rules with the implementation of Business Select. Crew Members have communicated to Kyle that they are very worried about having their luggage lost. Kyle asked that this issue be discussed with Mike Hafner during the Management visit to the Executive Board. Kyle's Union Red Rack and glass case are up to date and decorated thanks to the work of Christine Seper.*

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.

Michael Massoni submitted the **Safety Committee Report**:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 10:

Report	*Acceptance Deadline*
ASHDI 1509 (TURBULENCE)	*Tue 12/18/2007*
ASHDI 1523 (SAFETY/CRM)	*Tue 12/18/2007*
ASHDI 1526 (SAFETY)	*Tue 12/18/2007*
ASHDI 1532 (BLOOD BORN PATHOGEN)	*Tue 12/18/2007*
ASHDI 1533 (SAFETY/UM)	*Tue 12/18/2007*
ASHDI 1539 (AIR QUALITY INCLUDING TEMPERATURE)	*Tue 12/18/2007*
ASHDI 1540 (AIR QUALITY/INCLUDING TEMPERATURE)	*Tue 12/18/2007*
ASHDI 1541 (SECURITY/PAX/EMP MISCONDUCT)	*Tue 12/18/2007*
ASHDI 1542 (SECURITY/PAX/EMP MISCONDUCT)	*Tue 12/18/2007*
ASHDI 1543 (GENERAL SAFETY/SECURITY)	*Tue 12/18/2007*
ASHDI 1558 (POOR JUMPSEAT DESIGN)	*Mon 01/20/2007*
ASHDI 1569 (GENERAL SAFETY/SECURITY)	*Tue 01/21/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 2077+ / 175
Accepted Reports to date (TWU) = 128
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
10/16/07 through 12/07/07 = 166 *Emergencies Declared = 37*
ALL OF 2007 to Date = 940
ALL OF 2006 = 858
A meeting between the TWU Local 556 Safety Coordinator, Inflight Regulatory Compliance and Flight Operations took place concerning Excessive Taxi Speeds. During the meeting Flight Data Acquisition Program (FDAP) data was reviewed and it was determined that the Southwest Airlines Flight Operations manual standards of 30kts maximum on straight extended taxi ways and 20kts maximum on taxi turns was generally being adhered to. However, the exceptions were serious enough to make this an awareness issue within Flight Operations training (RT/New Hire/Upgrade) and for us to revisit the data later in the New Year.
An additional meeting between the TWU Local 556 Safety Coordinator, Inflight Regulatory Compliance and Flight Operations took place concerning the bulletin 2007-4 Flight Deck Access Procedures. A consensus was reached in that additional changes in procedures may be required to ensure adequate layers of protection. A follow-up meeting with be taking place in

January to discuss required changes and implementation. Members of the TWU Local 556 Safety Team will be attending the 25th Annual International Aircraft Cabin Safety Symposium on February 11-14, 2008. Safety Team Members that will be in attendance are: Michael Massoni, Stacy Martin and Gwen Dunivent. As the symposium falls over Executive Board week for February, the aforementioned Executive Board/Safety Team Members will not be attending the February Executive Board meeting.
Standing / Scheduled Meetings:
Tuesday December 4th, 2007 @ 13:00-15:00 CDT – Turbulence Safety Action Team (TSAT) with Inflight Services, Flight Operations, Dispatch, SWAPA and Corporate Safety
Monday December 10th, 2007 @ 1300-1700 CDT – IIPT Core Group, SWA HDQ
Tuesday December 18th, 2007 @ 13:00-15:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight Services, Regulatory Compliance and Corporate Safety
Open Discussion Items:
Attachment: OSHA 300 Logs through 11/21/2007
Attachment: TSAT Events Q4 2007
Attachment: Monthly Injury Statistics (October 2007)
IIPT Core Group Update (Gwen)

Cuyler Thompson submitted the **Professional Standards Report** for Lorie Powell, Western Regional Chair:

Total Calls	*16*
Worked	*16*
Resolved	*16*

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

Calls	*16*
Calls involving pilots	*2*
Calls resolved favorably	*15 (one still pending)*

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

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

Thirteen Care and Concern cards were sent in September/October/November/December.

Cuyler Thompson submitted the **Civil and Human Rights Committee (CHRC) Report** for Committee Member Stephanie Tillman:

I thought the Board Members might like to read my perspective on the things that we discussed at this year's ***Civil and Human Rights Convention in Atlantic City, NJ****. Gwen thought it would be a good idea to write to you and let you know about my experience at the convention. I remember one or two speakers making the valid point that we often mistake civil right as a color issue. Although it is a relevant genre of civil rights made famous in our country by race relations, it is not exclusive. Civil rights affect our entire country's well being for blacks, whites, Hispanics, Asians, women, gays/lesbians, workers, single mothers, care takers, parents,* *sick, tired and the weary just to name a few. Heck, the more I work, the more I need. The more I give the Company, the more I hope is not in vain. But it is not the Company's job entirely to protect my interests. From what I can see, civil right affects everyone who lives and breathes. It is important, I think, that we take some of the ideas from the conference to further educate our Local about issues that affect all of us. I will be doing some serious thinking about how I can be of service to our movement. Somehow we have to let our Members know their involvement and their voice matter from their houses to the White House. I wonder how people who work so much and have families and responsibilities can access this information. But I think where we lack support, is where we might be failing in educating, letting our coworkers know that, "Yes, we care about your child care issues. Yes, we are concerned about your quality of life. Yes, if you are gay/lesbian, you are protected and relevant and yes, by being a Member you make the working class, the majority of Americans a stronger class." If we do 80 percent of the work we should have benefits and labor relations that speak to our value. That is what the conference said to me. it also said, i can be a better employee and a better union member by being present at events like this. Informationals and Lounge visits (as suggested by Houston Shop Steward Michael McNeil) would be awesome. Also, maybe we could assign Shop Stewards to Flight Attendants, like how Supervisors are assigned to Flight Attendants. We can check up on them see how they are doing. I don't know really, just thinking out loud. It seems so large, the task at hand. But the convention showed me this is what Union Workers do: they make their lives about improving the quality of the lives of every day people. For the first time, I realized I don't have to be a Harvard graduate with 3 PhDs, or a wealthy business man, to have a relevant voice. All I need are the days I have lived, and the time I have spent working just to make it. That alone is enough to make what we have to say and protect, relevant. You know, it rained nonstop the entire weekend; I wonder if that was symbolic, if it were to show us how much work needs to be done. It rained hard. We have to work harder, and I am committed to just that. As I typed this email to you, I got word that it is still raining out there.*

John DiPippa left the Meeting at 1649.

Cuyler Thompson presented the **Working Minutes of the October 2007 Executive Board** Meeting for the Executive Board to review. Board Members made corrections to the Minutes.

John DiPippa returned to the Meeting at 1657.

Jerry Lindemann returned to the Meeting at 1715.

Brett Nevarez made a **motion** to recess the Meeting until 0830 the following morning. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Executive Board recessed at 1715.

Wednesday December 12, 2007

Thom McDaniel called the Meeting to order at 0830.

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

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

The Board reviewed and updated the **TWU Local 556 Strategic Plan for 2008**.

The Board took a break at 0950 and reconvened at 1008.

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

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Jerry Lindemann was excused at 1017 to retrieve material for the budget discussion.

Cuyler Thompson presented to the Board copies of the new **TWU Local 556 Confidentiality Agreement**. The Board **agreed** to adopt the new agreement; all Executive Board Members, Shop Stewards, Committee Chairs, Grievance Staff Members, Negotiating Team Members and other persons having access to confidential information would sign the new agreement. Cuyler **agreed** to send the new agreements via US Mail.

There was discussion regarding the fact that the Local could not contribute to AFL-CIO Elections.

There was discussion regarding upcoming Shop Steward appreciation meetings and training that would be conducted at the Base level.

Jerry Lindemann returned to the Meeting at 1024

The Board discussed the **TWU Local 556 2007-2008 Operating Budget**.

Jerry Lindemann and Michael Massoni left the Meeting at 1030.

The Executive Board **agreed** to answer the Local's Office phones during the week of the scheduled Executive Board Meeting each quarter so that the Office Staff may leave the Office for lunch.

The Executive Board **agreed** to conduct a Quarterly Office Staff/Executive Board Meeting during a working lunch on the second day of an Executive Board Meeting. Cuyler Thompson **agreed** to solicit agenda items for the Meeting from Executive Board and Grievance Staff Members. The Board **agreed** that the first Meeting would be scheduled for January 2008.

Brett Nevarez made a **motion** to give Madeleine Howard, TWU Local 556 Executive Administrative Assistant, a $1500 bonus for Christmas. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Lucy White-Lehman **agreed** to send congratulatory cards to those Flight Attendants who participated in the Southwest Airlines Project Early Retirement.

Jerry Lindemann returned to the Meeting at 1039.

Lyn Montgomery and Denny Sebesta entered the Meeting at 1043 to discuss a Grievance.

A Grievant entered the Meeting at 1105 to discuss the merits of the Grievance.

Lyn and the Grievant were excused at 1145.

John DiPippa left the Meeting at 1145.

John DiPippa returned to the meeting at 1152.

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

The Board went to lunch at 1211 and reconvened at 1315.

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

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Grievance Staff Member Becky Parker and Denny Sebesta entered the Meeting at 1320 to discuss a Grievance.

A Grievant entered the Meeting at 1338 to discuss the merits of the Grievance.

Becky and the Grievant were excused at 1352.

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

John DiPippa and Jerry Lindemann left the Meeting at 1358.

The motion on the floor **carried**.

John DiPippa returned to the Meeting at 1404.

Grievance Staff Member Catherine Rea entered the Meeting at 1405 to discuss a Grievance.

Jerry Lindemann returned to the Meeting at 1412.

A Grievant entered the Meeting at 1420 to discuss the Grievance.

The Grievant and Catherine were excused at 1450.

Lucy White-Lehman left the Meeting at 1450.

Jill van der Werff made a **motion** to table a Grievance. Kyle Whiteley **seconded** the motion. The motion **did not carry**.

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

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

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

Kevin Onstead was excused for personal reasons.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Scheduling Committee Chair Lisa Trafton was a guest at the Meeting. Lisa discussed Scheduling Committee issues with the Executive Board.

Michael Massoni left the Meeting at 1530.

Michael Massoni returned to the Meeting at 1540.

Lisa Trafton was excused from the Meeting at 1547.

Denny Sebesta entered the Meeting at 1548. There was discussion regarding FMLA procedures. Denny submitted the **Grievance Committee Report**:

> *November 5 – Monthly Grievance meeting. Denny and Stacy attended for the Union. Mike Mankin and Cindy Nagle and Michelle Lusk attended for the Company. We discussed discipline and contractual grievances during this meeting. Denny addressed a personnel file issue for a Member.*
> *December 3 – Monthly Grievance meeting. Denny and Stacy attended for the Union. Mike Mankin, Cindy Nagle and Brianna Grant attended for the Company. We discussed contractual grievances, charter issues, and problems with information requests during this meeting. There were 2 settlements that resulted from this meeting.*
> *December 5 – Meeting to discuss the Reserve Block(s) trading problem that was identified when the Reserve Pass/Fly was implemented. Thom and Denny attended for the Union. Mike Mankin, Brendan Conlon, Duke Jeffcoats, Henry Townsend and Brianna Grant attended for the Company. The Company presented a power point visual to help everyone understand how manual vs. automation would affect the process. Both parties agreed that the changes should*

be automated with SWA Technology department writing a new code. The automation changes will take 4 to 6 months to implement. We also discussed problems regarding Charters. We are working on a Letter of Understanding for Charter's to help clarify when a charter actually becomes a new Charter and should be re-bid. Denny and Mike Mankin signed a settlement letter that makes clear that Late Notice Charters must be confirmed. Denny researched the Negotiation notes and they are very clear on the intent. In the near future F/A's will be allowed to fax in a charter bid card to Crew Planning from any location. Henry said this should be made available within 60 days. Crew Planning will go with the in-box time (time stamp on fax) for receipt confirmation.
October 22 – Thom, Denny and Mark Richard had a conference call to discuss the Open Time Manipulation Arbitration remedy. During this call we identified the outstanding issues that Arbitrator Massey would need to rule on at another hearing in the near future.
October 30 – Mark Richard and Denny met for the initial prep on the Open Time Functionality Arbitration. This hearing is scheduled for December 6 & 7, 2007.
October 29 – Denny met with Brendan and Mike Mankin to further discuss the Open Time Manipulation remedy. On November 16, the Union and the Company signed the Open Time Manipulation letter which outlines Arbitrator Massey's decision and how it will be applied. This letter also included those Flight Attendants who received an individual monetary award.
November 2 – Conference call w/EB to discuss remedy on Open Time Functionality grievances. The EB approved the tentatively agreed to remedy that Thom, Denny and the Company worked on for the 5 cases included in the Dec 6 & 7 Arbitration. Grievance's 2981, 3088 and 3089, received a monetary award. A total of 151TFP's were paid to individual F/A's included in theses grievances.
November 16 – Letter sent to Arbitrator Massey to request a hearing for the 4 outstanding issues from the Open Time Manipulation Arbitration: Class Remedy, TWU Reimbursement 1 yr salary, How long a pairing must remain in OT to be made available for pickup or trade, and Cease and Desist.
November 30 – Conference call hearing for Open Time Manipulation outstanding issues. For the Union: Thom, Denny, Mark Richard, Jill was an observer. For the Company: Brendan Conlon, Mike Mankin, Lisa Smith and Susanne Sullivan. Post hearing briefs are due in two weeks.
As of Monday, December 10, the Union has a total of 84 active grievances.

Kevin Onstead entered the Meeting at 1600.

Kyle Whiteley and Brett Nevarez were excused at 1602 to attend a Scheduling Committee Meeting at Southwest Airlines Headquarters.

Denny Sebesta, Grievance Chair, and Stacy Martin, the Local's Office Manager, submitted copies of their proposed additions to the **TWU Local 556 Policies and Procedures Manual** regarding the duties of the Grievance Committee Chair and Office Manager Positions.

Gwen Dunivent made a **motion** to adopt the job descriptions as proposed to be added to the Policy and Procedures Manual. Mark Torrez **seconded** the motion. The motion **carried**.

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

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

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

Stacy Martin was excused at 1730 for personal reasons.

Kevin Onstead made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

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

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

John DiPippa made a **motion** not to proceed on a Grievance. Jerry Lindemann **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** to recess until 0830 the following morning. Kevin Onstead **seconded** the motion. The motion **carried**.

The Executive Board recessed at 1800.

Thursday December 13, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Susan Kern, Mark Torrez, Jill van der Werff, John DiPippa, Lucy White-Lehman, Kevin Onstead, and Kyle Whiteley.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

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

Jerry Lindemann presented the **September and October 2007 Financial Reports**.

Susan Kern made a **motion** to approve the September 2007 Financial Report. Kevin Onstead **seconded** the motion. The motion **carried**.

Susan Kern made a **motion** to approve the October 2007 Financial Report. Kevin Onstead **seconded** the motion. The motion **carried**.

Jerry Lindemann presented to the Board for review copies of the TWU Local 556 **Projected Profit and Loss Overview** for the 2007-2008 fiscal year. There was discussion.

Thom McDaniel presented copies of four pieces of **correspondence.**

Thom McDaniel presented copies of a proposal from Bank of America offering discounted mortgage rates to our Members.

Thom presented copies of a written complaint from Member Victor Conejo. The Board discussed the complaint at length. Thom **agreed** to write a response to Victor and send copies to the Executive Board Members.

The Board took a break at 0952 and reconvened at 1010.

Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Susan Kern, Mark Torrez, Jill van der Werff, John DiPippa, Lucy White-Lehman, and Kevin Onstead.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Michael Massoni was excused to call Brent Harper.

Kyle Whiteley was excused to call Member.

Thom McDaniel presented to the Board copies of a Grievance filed by the TWU Local Grievance Staff in which the Staff requested to be paid premium pay for working on a contractual holidays.

The Board **agreed** to purchase lunch for those Staff Members working in the Union Office on New Years Eve day with Union funds.

The Board discussed what to do with old office equipment that is no longer in working order. Jerry Lindemann **agreed** to discuss the matter with Albee Richardson, the Local's Certified Public Accountant and report back to the Executive Board at the January 2008 Executive Board Meeting.

The Board again discussed Baltimore Member Chris Click's **Crew Scheduling Investigation (CSI)** proposal**.** The Board **agreed** to table discussions until after the ruling from Arbitrator Massey had been received regarding the Open Time Arbitration.

There was discussion regarding the establishment of **TWU Local 556 Election Guidelines**. The Board **agreed** that Sonia Hall, TWU Local 556 Board of Elections Chair, would write guidelines codifying the Local's elections to be included in the TWU Local 556 Policies and Procedures Manual. Thom McDaniel **agreed** to notify Sonia.

Kyle Whiteley and Michael Massoni returned to the Meeting at 1027.

Thom McDaniel presented to the Board copies of a letter that he had written to Laura Wright, CFO of Southwest Airlines, in which he provided information that he had compiled regarding domestic partner benefits and pass privileges at many other airlines Thom reported that he had encouraged Management to make Southwest Airlines committed partner programs more accessible and user friendly for our employees.

There was discussion regarding what the Local should do when Members refuse to pay Union Dues. Jerry Lindemann **agreed** to confer with Ed Cloutman to determine how many letters of notice a Flight Attendant should receive prior to being terminated for nonpayment of dues.

The Board discussed the seniority issue of a Member.

It was noted that the 2008 Southwest Airlines Inflight Recurrent Training test could be completed at home via computer.

Cuyler Thompson reported that Uniform Committee Chair Karen Amos would be submitting her final report at the January 2008 Executive Board Meeting.

Jerry Lindemann left the Meeting at 1100.

Mark Torrez was excused at 1117 to ask Val Lorien if he was still interested in the position of Uniform Committee Chair.

The Board **agreed** that Executive Board Members would not seek reimbursement for mileage between the Board Member's home and the airport.

Mark returned to the Meeting at 1125.

The Board **agreed** to offer the position of Uniform Committee Chair to Val Lorien.

The Board discussed Lorie Powell and the Professional Standards Committee. Michael Massoni **agreed** to talk to Lorie about matters of confidentiality.

The Board discussed confidentiality.

Stacy Martin presented the **Office Manager's Report**. There was no written report submitted. The Board discussed Office Staffing and commended Stacy in his role of Office Manager.

Stacy Martin **agreed** to notify Karen Amos that Val Lorien had been chosen to serve as the **TWU Local 556 Uniform Committee Chair**.

The Board went to lunch at 1150 and reconvened at 1215.

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

Jerry Lindemann was excused to meet with Albee Richardson.

Allyson Parker-Lauck was excused due to an ice storm in Tulsa.

Cuyler Thompson presented the **October 2007 Executive Board Meeting Minutes** for Board review.

Brett Nevarez made a **motion** to approve the October 2007 Executive Board Meeting Minutes as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **October 2007 Executive Board Meeting Synopsis** for Board review.

Lucy White-Lehman made a **motion** to approve the October 2007 Executive Board Meeting Synopsis as amended. Kevin Onstead **seconded** the motion. The motion **carried**.

Gwen Dunivent discussed FMLA Legislation and the importance of encouraging our Members to call their Congressman to voice their support.

The TWU Local 556 Office and Grievance Staff entered the Meeting at 1325.

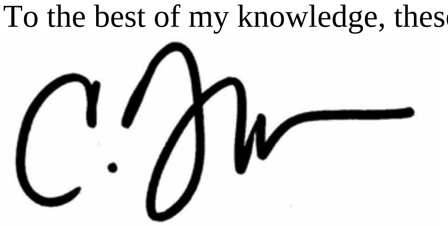
Madeleine Howard was recognized for her work in the Union Office and given a holiday bonus.

Gwen Dunivent made a **motion** to donate $100 to the Arizona State AFL-CIO for Lobbying Day. Susan Kern **seconded** the motion. The motion **carried**.

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

The Chair adjourned the Meeting at 1330.

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



Cuyler Thompson
Recording Secretary