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

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TWU Local 556 Executive Board Meeting
December 15th-19th, 2008
Synopsis

Monday

December 15th, 2008
Thom McDaniel called the Meeting to order at 0830.

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

Stacy Martin was excused due to illness.

Michael McNeil was absent.

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

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

Allyson Parker-Lauck presented her report as **Board Member at Large**. There was no written report submitted.

Gwen Dunivent presented the **Dallas Domicile Report**. There was no written report submitted.

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

Kyle Whiteley presented the **Chicago Domicile Report**. There was no written report submitted.

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

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

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

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

> *Life has been very busy in the Baltimore base. The previous two weeks have been non-stop Fact Finding Meetings, with multiple ones scheduled on many days. Most cases were wrapped*

up at the end of last week, and many resulted in no discipline or warning letters being issued. The issues that were being discussed vary greatly, and there have recently been reports of many concerns about New Hire Flight Attendants. Base Manager Jamie Willard and Audrey Stone continue to meet regularly to discuss the BWI Base and any concerns either party may have. Audrey brought up ideas for "TWU University" to be implemented at the base level, and Jamie was very supportive. She expressed interest in collaborating with the Union on this project, and we also went over potential changes to Base Orientation presentations regarding the role of Union Representatives. BWI Supervisor Rachel Loudermilk was promoted to an Assistant Base Manager position, and is replacing former Asst. Manager Lydia DaCosta, who is no longer with SWA. Shop Steward Stephanie Roberts attended "Safety Day" in DAL earlier this month. The "Toys for Tots" program has been incredibly successful this year, and continues through the end of this week. TWU Local 555 recently had a picketing event that was well attended by their Members and a few Flight Attendants came out to show their support. Audrey Stone will begin writing an eConnection in 2009 and is currently collecting email addresses. All publications are distributed and up to date.

The Board discussed reports from several Domicile Executive Board Members of changes to the Transportation Security Administration's practice of not allowing non-uniformed Crewmembers to pass through Airport Security without a security document after showing their Southwest Airlines Crew Identification. Michael Massoni **agreed** to speak with John Chaussee, Director of Airport Security with Southwest Airlines about the reports.

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

Here is the stat report for CISM for the month of November. It was a pretty quiet month. Sonya Lacore has been named as my CISM Management Liaison. I am hoping to meet with her and Michael Massoni early January. Happy Holidays to you!
Total Incidents called into the hotline: 24
A/C Mechanical- 6
Confidential Issue- 1
Depressurization- 1
F/A Personal issue- 2
Injury-2
Medical Emergency- 6
Other- 2
Turbulence-3
Assault on Crewmember- 1

Kyle Whiteley presented the **Scheduling Committee 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 = 1:

Report	*Acceptance Deadline*
ASHDI 1641 (Safety Related – LAV Fluid Leak)	*Wed 01/28/2009*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3298+ / 218

Accepted Reports to date (TWU) =147
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
10/10/08 through 12/13/08 = 246
Emergencies Declared = 31
ALL OF 2008 to Date = 940
ALL OF 2007 = 940
ALL OF 2006 = 858
On Thursday, December 11th at 10:00 a.m. we had a ***Full Activation Emergency Response Notification Test****. Here are the results:*

Calls handled by the system:	*Outbound calls*	*= 1844*
	Inbound calls	*= 162*
	Total calls	*= 2006*

Time to complete first round calls was 63 minutes. Out of 127 teams, 9 had no response (system was unable to contact anyone on the team). This is a 93% response rate by teams, and a slight increase over the last test. Out of 549 persons possible to contact, all are now required to respond. We had 409 respond for a response rate of 74.5% at the person level (an improvement over 69.4%). 18 of the 127 teams had only a partial response (<50% of compliment). This was a significant improvement over the last test. Overall the test proved our automated system is working properly and within the performance criteria we require.
The FAA Fatigue Study *is in process and some of our Members have been asked to participate. All facets of the study are being managed by the FAA out of the Civil Aerospace Medical Institute (the research arm of the FAA). If you receive calls on this issue we would like you to convey to our Members that we fully endorse the survey and strongly encourage their participation, should they have been chosen to take part in it. This study will help the FAA and Industry more fully understand Flight Attendant's challenging work environment and may help create better duty time and rest regulations in the future. Here is the most current study summary: The Feasibility Study was solicited last week, as a call for volunteers to test out our equipment and procedures in preparation for the full Flight Attendant Fatigue study to begin in January. The timeline for this small (9 max) study is beginning now for recruitment; training on how to use the equipment beginning December 9; data collection beginning on December 12, continuing to December 21. This is to be an equipment/procedures test only, not a performance data collection. This "Feasibility Study" is being conducted by our Cooperative Agreement partner IBR, not CAMI, so this will be anonymous to the FAA. The same goes for the full study. Projected start of recruitment for the full Flight Attendant Fatigue Field study will begin on January 5, with volunteers invited to send contact information to IBR. Within 2 weeks (and probably sooner), the first selectee(s) will be contacted by IBR. First participants will start data collection @ January 19th. Tom Nesthus noted that the process for selection is set up by IBR to choose a representative sample of all interested groups, ranging in seniority and in type of flights, specifically so that no one group or interest would have an unfair representation and no unfair influence. The selection process is for statistical scientific purposes, and is designed so that no group, interest, or individual could skew the results.*
For the Full FA Fatigue Study, we are looking for 210 volunteers, but we only have equipment enough to run 40 or so at any given time, so this study will be spread out over a period of 5-6 months. Everyone who volunteers will be contacted, but may not be asked to start for a period

of several months down the road. And as noted above, not everyone who volunteers will be selected for scientific and representational reasons. A complete update to the study and it's progression was reported, via conference call, to the Coalition of Flight Attendants in New York City last week. The 4th Quarter Safety Representative Meeting was held on December 3rd in attendance representing the TWU 556 Safety Team was: Michael Massoni, Gwen Dunivent, John Dipippa, Mark Torrez, Stephanie Roberts and Justin Whittington. Topical details included: An Air Quality Study is going to be performed on 40 of our flights with SWA being the 1st domestic carrier to participate. The only other carrier participating is Singapore Airlines. The air quality test will involve a survey for passengers and crew members to fill out during the flight. The individual conducting the tests will be onboard and the machine that will be used to measure the air quality will be under their seat and a sensor will be taped to the back of the seatback at breathing level. The tester will be sitting in the mid part of the cabin, but not in the OWWE and will provide the tests and pens and will collect them at the end of the flight. We had the opportunity to see a beta version of one of the online RT screens. Some of the benefits of online RT are a shorter class time and the elimination of the home study and online exam. The RT team has enough online content for 4 hours with the FAA maximum being 5 hours. The top 5 Injuries YTD are as follows: Object being lifted or handled, Turbulence, Slip/Trip/Fall, Pushing/Pulling, and Collision with a fixed object. In regards to the lifting injuries, the bulk of them came from lifting passengers bags. The YTD dollar amount based on claims filed for lifting injuries is $1,185,388.81 as of 10/08. One of the main reasons for smoke in the cabin can be attributed to inoperative Gasper Fans. MX doesn't usually service these fans until they go out, but now they have decided to install a vibration monitor, which will let them know if a Gasper Fan is out of balance as this is usually a precursor to failure of the part. Ground Ops QA came and visited us and they said they perform audits on Deicing, Flight Paperwork, and the Ramp area. They announce to the station when they are coming out the 1st time and if they see problems, they address them then. Finally, they come back a second time for an unannounced visit to see if proper Safety procedures are being followed. On the Regulatory front, a question was posed to Brent Harper about checking a passenger's bag if it is too heavy. According to Brent, we don't have the right to tell a passenger that their bag is too heavy and we will have to check it. One other question posed to Brent was about checking UM's bags and Brent said that this is a discrimination issue. Lastly, we got to see the new AirNotes and that the information on the note follows the format of filling out an online Irregularity Report (IR).

OPEN DISCUSSION ITEMS:

Drug and Alcohol Testing Program Vendor, Testing Equipment and Laboratory Changes Reaction and Response

Health Coordinator Selection and Start Date

Michele Moore beginning January 2, 2009

TWU International Safety Department Reorganization and Task Force

Ed Watt – Mark Johnson – Michael Massoni

ASAP Progress Report

MOU Status – Technology Challenges – Timeline

STANDING MEETINGS:

Thursday December 18th, 2008 @ 0830 – VP of Labor Relations (Joe Harris)

Drug and Alcohol Program Changes

Friday December 19th, 2008 @ 1000 – HASC

Friday December 19th, 2008 @ 1200 – Michele Moore

TWU National Health Coordinator Appointee

Tuesday December 23rd, 2008 @ 1000 – TWU International
Safety Department Reorganization Task Force

Michael Massoni reported to the Board that he had chosen Flight Attendant Michelle Moore to fill the **TWU Local 556 Health Coordinator** position.

Thom McDaniel and the Executive Board congratulated Michael Massoni on his appointment by TWU International President Jim Little to serve as one of the three people on the newly created **TWU International Safety Department Reorganization Taskforce**.

The Board discussed the Professional Standards Committee. It was **agreed** that Gwen Dunivent and Michael Massoni would be discussing the matter further with Mike Hafner, Sonya Lacore and David Curry after Christmas.

The Board discussed the new **SecureScreen Concept Test** biometric security screening feature which would soon be tested by Southwest Airlines Flight Attendants based at BWI. Cuyler Thompson and Audrey Stone **agreed** to be the first Flight Attendants testing the new program.

The Board took a break at 1025 and reconvened at 1040.

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

Stacy Martin was excused due to illness.

Michael McNeil was absent.

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

Calls	*23*
Calls involving pilots	*2*
Calls resolved favorably	*22*

The Board again discussed the Professional Standards Committee.

Cuyler Thompson submitted the **Care and Concern Committee Report** for Chair Robin Hampton:

I spoke with Cuyler Thompson, Gwen Dunivent, Michael Massoni, and Lucy White-Lehman to piece together the information I needed to take over responsibilities until I am notified otherwise. I also spoke with Naomi Hudson, and she said she would give the email address: CareandConcern@twu556.org to the Base Managers and their Assistants to notify and send information regarding Care and Concern. Two Care and Concern cards were sent to Members. I received a few personal email notices about death in family; however I had neither addresses nor other information.

The Board discussed the Care and Concern Committee Chair position.

The Board discussed the fact that Michelle Moore, as Health Coordinator, had been pulled to work in the Local Union Office for the month of January, helping Stacy Martin to write a **Medical Leave Checklist** aiding Flight Attendant Members calling the Local Union Office.

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

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

Brett Nevarez presented the **Drug and Alcohol Committee Report**. There was no written report submitted.

Kyle Whiteley presented the **Survey Committee Report**. There was no written report submitted.

There was discussion regarding the Shop Steward Committee.

The Board went to lunch at 1152 and reconvened at 1320.

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

Stacy Martin was excused due to illness.

Jerry Lindemann was excused for Union business.

Michael McNeil was absent.

Cuyler Thompson was absent and returned at 1321.

Thom McDaniel was excused to confer with the Negotiating Team at 1324.

Michael Massoni chaired the Meeting.

The Board discussed recent Local Office Staff Meetings and the technology that would soon be implemented to enhance the customer service experience that our Members receive when they call the Local Union Office.

Thom McDaniel and the TWU Local 556 Negotiating Team entered the Meeting at 1338 to discuss the status of the ongoing Contract Negotiations between the Local and Southwest Airlines.

The Negotiating Team was excused and the Board took a break at 1450. The Board reconvened at 1505.

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

Stacy Martin was excused due to illness.

Jerry Lindemann was excused for Union business.

Michael McNeil was absent.

Mark Torrez, Brett Nevarez and Audrey Stone updated the Board on the progress of **Project Redesign 2009**.

The Board **agreed** that Mark Torrez's sub-committee of Project Redesign 2009 was invited to spend time in the Local Union Office after the first of the year. The sub-committee would be analyzing the structure of the Local Office in order to recommend possible improvements to its efficiency.

The Board **agreed** that it was appropriate to inform Members of the Project Redesign 2009 Committee that some of the Committee's goals could not be realized or implemented until 2011.

There was discussion regarding the wireless internet service that would soon be tested aboard Southwest Airlines aircraft.

Cuyler Thompson presented the **October 2008 Executive Board Meeting Minutes** for review. The Board made corrections to the Minutes.

The Board **agreed** that Kyle Whiteley would act as the **TWU Local 556 Strategic Plan Facilitator**.

The Board **agreed** that Allyson Parker-Lauck and Audrey Stone would facilitate the Executive Board's plan to offer extended office hours on weekends.

The Board **agreed** to postpone the announcement of the Local's intentions to expand Local Office Hours until Michael Massoni could confirm at the January Executive Board Meeting that the technology needed for the project was in place. Allyson Parker-Lauck **agreed** to email Massoni with specific requests to make of the Local's telephone service carrier, AT&T.

Kevin Onstead **agreed** to provide Thom with a copy of the letter that he received from Union Plus. Kevin reported that the letter had been received by several of our Members and appeared to be incorrectly advising all Union Plus Credit Card Holders that they were no longer Members in good standing at TWU Local 556 and that their card interest rates had been raised to reflect that. The Board **agreed** that Thom McDaniel, upon receipt of the copy of the letter from Kevin, would write a letter to **Union Plus** regarding the issue.

Michael Massoni read aloud an email from Board of Election Chair Sonia Hall in which she reported that Flight Attendant Chris Sullivan resigned as a Member of the Board of Election.

Kevin Onstead made a **motion** to recess. Brett Nevarez **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1646.

Tuesday

December 16, 2008
Thom McDaniel called the meeting to order at 0830.

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

Stacy Martin was excused due to illness.

Michael McNeil was absent.

Grievance Chair John Parrott was a guest at the Meeting. John submitted the **Grievance Committee Report**:

The Monthly Grievance Meeting was held on Wednesday, November 12th. John Parrott, Stacy Martin, and Becky Parker attended. 9 grievances were discussed that involved both discipline and contractual issues. 1 Contractual Case was settled. As of Monday, December 15th, the Union had a total of 135 active grievances. The Grievance breakdown is as follows:

Termination Cases:	*25*	*-*	*18.5%*	*From October 13th – December 15th*	
Contract:	*70*	*-*	*51.9%*	*Grievances Filed:*	*40*
Non Termination:	*17*	*-*	*12.6%*	*Withdrawn:*	*10*
Groups:	*23*	*-*	*17.0%*	*Settled:*	*6*

Cuyler Thompson made a **motion** to revisit a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to accept the proposed settlement to a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

Thom McDaniel, as Lead Negotiator, was excused to attend scheduled Contract Negotiations with Southwest Airlines Management at 0900.

Michael Massoni chaired the Meeting.

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

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

The Board discussed the Board of Adjustment process.

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

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

The Board took a break at 0948 and reconvened at 1000.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations with Southwest Airlines Management.

Stacy Martin was excused due to illness.

Michael McNeil was absent.

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

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

Michael Massoni and Gwen Dunivent **agreed** to discuss with Thom McDaniel and the TWU Local 555 Leadership what to do about the widening rift between our work groups on the job. The Board **agreed** to talk to Management about the issue the following day as well.

Jerry Lindemann left the Meeting at 1036.

Michael Massoni left the Meeting at 1045.

Cuyler Thompson chaired the Meeting.

Michael Massoni returned to the Meeting at 1052.

Allyson Parker-Lauck was excused to attend to computer issues.

Susan Kern made a **motion** not to proceed on a Grievance. Brett Nevarez **seconded** the motion.

Thom McDaniel returned to the Meeting at 1057.

Jerry Lindemann returned to the Meeting at 1100.

Brett Nevarez **called for the question**. Kevin Onstead **seconded** the motion. The motion **carried**.

John Parrott and Grievance Team Member Sara King entered the Meeting at 1115.

Cuyler Thompson made a **motion** to table discussion regarding a Grievance pending contact with the Grievant. Audrey Stone **seconded** the motion. The motion **carried**.

Sara King was excused at 1123.

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

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

Cuyler Thompson made a **motion** to table a Grievance awaiting further information. Susan Kern **seconded** the motion. The motion **carried**.

John Parrott was excused at 1142.

Thom McDaniel updated the Executive Board on the progress of the ongoing Contract Negotiations.

The Board went to lunch at 1155 and reconvened at 1334.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations with Southwest Airlines Management.

Stacy Martin was excused due to illness.

Michael McNeil was absent.

John Parrott and Grievance Team Member Lyn Montgomery were guests at the Meeting.

The Grievant entered the Meeting at 1355 to discuss the merits of the Grievance.

Lyn Montgomery and the Grievant were excused at 1408.

Thom McDaniel returned to the Meeting at 1410.

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

Sara King entered the Meeting at 1420 to discuss the merits of a Grievance.

Cuyler Thompson made a **motion** to revisit a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

The Board spoke with a Grievant via conference call.

Sara King was excused at 1442.

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

Grievance Team Member Chris St. Julian entered the Meeting at 1455 to discuss the merits of a Grievance.

The Board spoke with a Grievant via conference call to discuss the merits of the Grievance at 1517.

The Board spoke with Southwest Airlines Pilot Don Renfro via conference call regarding the machines used to alcohol test Flight Attendants and Pilots as required by the Federal Aviation Administration.

Chris St. Julian was excused at 1548.

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

John Parrott was excused at 1550.

Jerry Lindemann left the Meeting at 1606.

The Board reviewed and updated the **2009 TWU Local 556 Strategic Plan**.

Jerry Lindemann returned to the Meeting at 1637.

The Board discussed potential topics of conversation for the meeting with Southwest Airlines Management scheduled to take place during the Executive Board Meeting the following day.

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

The Chair recessed the Meeting at 1727.

Wednesday

December 17, 2008

Thom McDaniel called the Meeting to order at 0830.

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

Michael McNeil was absent.

The Board continued to discuss potential topics of conversation for the meeting with Southwest Airlines Management scheduled to take place during the Executive Board Meeting that day.

The Board **agreed** to excuse Michael Massoni from the January Executive Board Meeting so that he could attend the International Safety Task Force Meeting.

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

> *The last Uniform Committee meeting was on December 2nd. Val was not aware of the meeting because he was not sent notice of the meeting. David Curry fixed the situation to make sure that there won't be any further mix ups. Paula Gaudet's RBF on 11/24 stated that the Cintas Uniform Survey showed that there will be a "focus on the sweater, a dress, and the windbreaker," even though this was never discussed with the Uniform Committee or Val. It is clear at this time, the Uniform Committee and Inflight Standards is making decisions with no Flight Attendant (and thus no Union) input whatsoever. Thom is going to attend a meeting with Val on January 14th with Mike Hafner to discuss uniform and communication issues. The Union's Uniform Survey results and feedback will be used to provide future direction for the Flight Attendant uniform and appearance standards. A more substantive update will be given at the end of January.*

Cuyler Thompson submitted a letter from Flight Attendant Michael Broadhead, a Member of the Arizona AFL-CIO Executive Council:

> *Based on information I have, TWU Local 556 currently pays per capita to the Arizona AFL-CIO for 750 PHX F/A's. At current, PHX has 1,548 F/A's. Of that number, roughly 15 percent show addresses that are not in the state of Arizona-or roughly 232. Looking at those numbers and their difference, that shows roughly 1,316 with Arizona mailing addresses. Deducting 750 from 1316 gives a difference of 566. I am requesting that TWU Local 556 Executive Board approve an increase in the number of per capita members it pays to the Arizona AFL-CIO. I am requesting an increase of 400 members for a total per capita membership payment of 1,150 Members to more accurately reflect our long term numbers of PHX based F/A's actually residing in Arizona.*

There was discussion.

Thom McDaniel was excused to attend scheduled Contract Negotiations with Southwest Airlines Management at 0845.

Michael Massoni chaired the Meeting.

The Board **agreed** that Gwen Dunivent would respond to Michael Broadhead's request to increase the per capita payment that the Local makes to the Arizona AFL-CIO. Jerry Lindemann **agreed** to research our fair share to all of the AFL-CIO State, Local and National Organizations and report back to the Executive Board at the January Executive Board Meeting.

John Parrott and Grievance Team Member Jamie Lynch entered the Meeting at 0911 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0925 to discuss the merits of the Grievance.

Jamie Lynch and the Grievant were excused at 0943.

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

The Board took a break at 0953 and reconvened at 1005.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations with Southwest Airlines Management.

Michael McNeil was absent.

Southwest Airlines Management Representatives Mike Hafner, Naomi Hudson and Brendan Conlon were guests at the Meeting.

> *Naomi Hudson reported that the staffing of Southwest Airlines Inflight Management was "stable." She reported that "customer service delivery" by the Flight Attendants was a focus within the Inflight Department and that Unaccompanied Minors continued to be an issue. Naomi reported that she was "keeping tabs" on the Houston Flight Attendants who were injured recently during turbulence. There was discussion in which Naomi clarified that Flight Attendants could not stack luggage in the FWD Galley when checking bags as it blocked the FWD Galley Door. Michael Massoni reported that he was currently working with David Curry to change the boarding procedures to further ensure that Southwest Airlines was in compliance with the Minimum Crew requirements and thus not in danger of losing the recent partial exemptions granted by the FAA. There was a great deal of discussion regarding the fact that the Union believed that unless there were some changes to our boarding procedures, the Company was in danger of losing the partial exemption. The Union again expressed deep concern. Mike Hafner reported that there had been no LOIs regarding the Minimum Crew issue since the Company was granted the exemption. Naomi and Mike agreed that there had to be a change in procedures in order not to jeopardize our exemption. Mark Torrez and Kyle Whiteley discussed the fact that it had been reported to them by TSA that Flight Attendants had to have a fake security document to get thru security without a uniform. Hafner stated that he would look into that and let Michael Massoni know the outcome. Mark Torrez reported that there was a problem with the names of 4th Jumpseat occupants not being entered properly in CS2, causing a problem for downline commuters. There was discussion regarding the fact that Flight Attendants were on occasion not being allowed to leave the aircraft at the end of their duty day by the OPS Agents. Management stated that they would clarify the procedures for the Flight Attendants. Brendan, Naomi and Mike agreed that Flight Attendants could call to be released from Inflight Crew Scheduling if their aircraft arrived early. Cuyler Thompson discussed with Management the fact that Flight Attendant were having their Crewbags checked 'Claim at Gate'. Management stated that they were aware of the problem. John DiPippa asked a question regarding recycling. Mike Hafner stated that he would update the Executive Board on the outcome after he researched John's question. Audrey Stone asked if there could be a Union presence on the Green Team. Hafner stated that he would "take that back" to his office*

and get back to her. John DiPippa talked about Mary Jane shoes. Management agreed to communicate to the Flight Attendants that they were allowed to wear Mary Janes. Naomi stated that she would be meeting with Thom McDaniel, Val Lorien and the Uniform Committee soon. Mike Hafner reported that the Cashless Cabin Project had been meeting Management's expectations. Mike reported that he would find out what could be communicated to the Members regarding the success of the Cashless program. Naomi reported that there would be a focus on making sure that all Flight Attendants were wearing the right uniform in the coming year. Naomi expressed her thanks to the Executive Board for being allowed to attend the Executive Board Meetings as a guest on a regular basis.

Stacy Martin left and Management was excused at 1054.

Kyle Whiteley was excused at 1058 to call the Assistant Base Manager at the Chicago Domicile.

Stacy Martin returned to the Meeting at 1104.

John Parrott and Jamie Lynch entered the Meeting at 1105 to discuss the merits of a Grievance.

Kyle Whiteley returned to the Meeting at 1119.

A Grievant entered the Meeting at 1130 to discuss the merits of the Grievance.

The Grievant and Jamie Lynch were excused at 1142.

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

John Parrott was excused at 1150.

The Board went to lunch at 1200 and reconvened at 1346. Audrey Stone, Brett Nevarez, Michael Massoni and Stacy Martin answered Local Office phones during their lunch hour so that the TWU Local 556 Office Staff and Grievance Team could have lunch away from the Office.

Executive Board Members present were Michael Massoni, Cuyler Thompson, Brett Nevarez, John DiPippa, Kevin Onstead, Mark Torrez, Kyle Whiteley, Gwen Dunivent and Susan Kern.

Audrey Stone, Allyson Parker-Lauck and Stacy Martin were excused to answer phones.

Thom McDaniel was excused to attend scheduled Contract Negotiations with Southwest Airlines Management.

Jerry Lindemann was excused for Union business.

Michael McNeil was absent.

Jerry Lindemann entered the Meeting at 1353.

Jerry Lindemann presented the **September 2008 Financial Report** for review.

Allyson Parker-Lauck and Stacy Martin returned to the Meeting at 1400.

Audrey Stone entered the Meeting at 1410.

Jerry Lindemann presented the **September 2008 Financial Report** for review.

Brett Nevarez made a **motion** to approve the September 2008 Financial Report. Mark Torrez **seconded** the motion. The motion **carried**.

Jerry Lindemann presented the **October 2008 Financial Report** for review.

Brett Nevarez made a **motion** to approve the October 2008 Financial Report. Mark Torrez **seconded** the motion. The motion **carried**.

Jerry Lindemann was excused at 1435.

The Board discussed the absence of Houston Domicile Executive Board Member Michael McNeil.

Brett Nevarez was excused for Union business at 1450.

There was more discussion regarding the TWU Local 556 Health Coordinator position.

Brett Nevarez returned to the Meeting at 1502.

Stacy Martin updated the Board regarding a discussion that he had with the Grievance Staff, as agreed upon by the Executive Board, about the importance of providing accurate information to our Members.

The Board took a break at 1536 and reconvened at 1615.

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

Thom McDaniel was excused to attend scheduled Contract Negotiations with Southwest Airlines Management.

Michael McNeil was absent.

Jerry Lindemann was excused for Union Business.

Cuyler Thompson presented the corrected **October 2008 Executive Board Meeting Minutes** for approval.

Thom McDaniel returned to the Meeting at 1630.

Brett Nevarez made a **motion** to approve the October 2008 Executive Board Meeting Minutes. Gwen Dunivent **seconded** the motion. The motion **carried**.

Thom McDaniel updated the Board regarding the day's Contract Negotiations.

Brett Nevarez made a **motion** to recess. Kevin Onstead **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1655.

<u>Thursday</u>

December 18, 2008

Thom McDaniel called the meeting to order at 0900.

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

Michael McNeil was absent.

Brett Nevarez left the Meeting at 0908.

Cory Wagner, a Financial Planner for the Thrivent Financial for Lutherans Company, entered the Meeting at 0915 to discuss offering **Long Term Care Insurance** to the Members of TWU Local 556.

Brett Nevarez returned to the Meeting at 0922.

Cory Wagner was excused at 0954.

Gwen Dunivent was excused for Union business.

The Board took a break at 1023 and reconvened at 1040.

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

Gwen Dunivent was excused to for Union business.

John DiPippa was excused to attend to computer issues.

Michael McNeil was absent.

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

> *Thom McDaniel reported that he and the Negotiating Team continue to meet with Management to reach a fair contract for our Members. Unfortunately since we have reached economics, talks have come to almost a screeching halt. While Management has repeatedly expressed a desire to negotiate a fair Contract, their proposals have not shown sufficient movement to support that goal. The next meeting with the Company will be January 7 and 8. If there is not*

real progress made in that meeting, the NT is considering direct communication with our Membership for feedback to share at the table. Thom notified the Executive Board that at the October International Executive Council Meeting, the IEC had unanimously accepted his proposal to make Herb Kelleher and Colleen Barrett honorary lifetime TWU Members for their contributions to the Labor Movement. The honorary positions will be non-dues paying and non- voting, and Herb and Colleen will be awarded their Memberships at the TWU Local 556 Open House reception this evening. TWU International President James Little will present the award on behalf of the Members of TWU Locals 556, 555, and 550. Thom presided over October Membership Meetings in HOU, OAK, PHX, and LAS. He was unable to attend the meeting in Dallas due to testifying in Arbitration for the Union and was unable to chair the meetings in MCO, MDW, and BWI due to Negotiations. Thom thanked Michael Massoni for filling in for him in the meetings he could not attend due to other Union business. Thom thanked the Executive Board for their hard work at the November EB Strategic Planning Retreat. Mark Richard has sent the plan back to the EB and it is off to a good start and will serve as an excellent roadmap for our Union. Thom reported that he met with SWAPA on several common issues including Code Sharing, Membership Mobilization, and biometric screening. Michael has also attended all meetings regarding regulatory issues. Thom has supported TWU Local 555 in informational picketing for a fair contract for their Members. Thom extended congratulations to the newly formed TWU Local 550, formerly SAEA who recently voted to represent SWA Dispatchers. Strong Unions at Southwest Airlines benefit all SWA Employees. Thom reported that he is in compliance with Bylaw flying requirements by flying pairing HC55 on November 25 and 26 and was very appreciative of the double time he received for illegal crew rest. Thom has worked with Stacy Martin on FMLA concerns for our FAs and has met with SWA VP of Labor Relations, Joe Harris in an effort to make sure all SWA Employees have FMLA fairly administered. Thom has also been involved in efforts to support the FMLA Technical Corrections Act for Flight Attendants. The bill is currently tied up in the Senate, but hopefully will be passed when the new Congress is seated. Thom and John Parrott have been working with the Inflight Automation Department to correct slow connections with the Open Time Release on the 23rd of the month. The meetings have been productive, however there are still improvements needed. In addition, the Company wants to explore future solutions that may include staggering days or revising hours. Thom has also worked on numerous grievance and arbitration issues with the entire Grievance Team. Thom and Michael Massoni attended the Coalition of Flight Attendants Meeting in New York December 9 and 10 hosted by TWU Local 556. TWU International graciously provided dinner and facilities for the meeting to limit the cost to the Local. The Coalition Meeting was attended by the Association of Flight Attendants, The Association of Professional Flight Attendants, the International Association of Machinists, and the United Steel Workers representing the vast majority of all Unionized Flight Attendants. The Coalition worked on legislative and regulatory issues and strategies for the upcoming year. The next meeting of the Coalition will be April 6-9 hosted by IAM and will be a combined Coalition Meeting with a Strategic Bargaining Session follow up. Thom presented to Class 246 on November 6 with Jerry Lindemann. The New Hire dinner was held on November 13 and was attended by several Grievance and Negotiating Team Members. Class 246 is scheduled to be the last class for quite a while, and was very appreciative of the Union presentation and dinner. Thom thanked the Executive Board, Grievance Teams, and Members for their hard work and involvement over the previous year and looks forward to hitting the ground running in 2009.

John DiPippa returned to the Meeting at 1048.

Gwen Dunivent returned to the Meeting at 1049.

Thom McDaniel presented six pieces of correspondence for Board review.

The Board agreed that **Audrey Stone** would attend the New Officer Training being offered at the George Meany Center for Labor Studies in January 2009.

Michael Massoni was excused to attend to computer issues at 1057.

Michael Massoni returned to the Meeting at 1107.

Kyle Whiteley made a **motion** to give TWU Local 556 Executive Assistant Madeleine Howard a holiday bonus of $2000 net. Stacy Martin **seconded** the motion. The motion **carried**.

Brett Nevarez read aloud a letter authored and sent to TWU Members by TWU International President Jim Little in support of Presidential Candidate Barack Obama.

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

There was discussion.

Jerry Lindemann left the Meeting at 1117.

Jerry Lindemann returned at 1134.

Members of the TWU Local 556 Negotiating Team, Grievance Team and Office Staff entered the Meeting at 1157. On behalf of the Officers, Staff and Membership of TWU Local 556, Thom McDaniel presented Madeleine Howard, TWU Local 556 Executive Assistant, a holiday bonus check in recognition of her work, dedication and contributions to the Local.

Cuyler Thompson presented the **October 2008 Executive Board Meeting Synopsis** for approval.

Brett Nevarez made a **motion** to approve the October 2008 Executive Board Meeting Synopsis. Gwen Dunivent **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting at 1203.

Michael Massoni chaired the Meeting.

The Board reviewed and made correction to the Minutes of the 3rd Membership Meeting of 2008.

There was discussion regarding the fact that a Member had violated the terms of the TWU Local 556 Website which stated that "Confidential Information furnished in tangible form shall not be duplicated by the Member".

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

Michael Massoni adjourned the Meeting at 1230.

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

Cuyler Thompson
Recording Secretary