



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

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Executive Board Meetings February 9, 10, 11 2004 Synopsis

Monday, February 9, 2004

Michael Massoni called the meeting to order at 1400.

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

Thom McDaniel was excused due to illness.

Marcy Vinyard was excused for Maternity Leave.

Mark Torrez was excused for scheduled vacation.

Thom McDaniel entered the meeting at 1405.

Domicile Reports

Karen Amos presented the **Dallas Domicile** report. Karen reported that Dallas Supervisor, Jan McNutt was announced as the new Dallas Assistant Base Manager. Jan has been a Flight Attendant with Southwest Airlines since March of 1998. She has been a Supervisor for about one year. Her promotion was effective August 1, 2003 but was not announced until January 2004. Karen reported that Fields Williams is a new Lead Precinct Captain in Dallas and Janice Robinson has become a Precinct Captain. Both of these Flight Attendants are highly respected by their peers and will be beneficial to the work of the Local. Please take time to congratulate them and thank them for their willingness to be involved. Karen reported that there was only one discipline issue in Dallas in January which was regarding disrespectful behavior toward a Supervisor. The issue is pending and has not been filed as a grievance. Karen reported that the Jim Parker memo addressing Holiday Pay incensed the Dallas Flight Attendants. Flight Attendants who were once hesitant to be involved are now willing to step up and do whatever it takes to get a Contract. Karen, along with Vince Eakes held Lounge Mobilizations, February 5th and 6th. Karen reported that the Red Rack and the Union Bulletin Board are current.

Stacy Martin presented the **Houston Domicile** report. Stacy informed the Board that all Union material in Houston has been placed in the Red Rack, Flight Attendant mailboxes, and glass case in a timely manner. Stacy performed these duties with the help of numerous Flight Attendants. Stacy reported that there have been several grievance hearings conducted, including one termination. One termination was for a drug test, but the Flight Attendant chose not to grieve it. Stacy reported that the Super Bowl leafleting was completed, and there was a positive response for the event. Flight Attendants continue to be upbeat about the work the Union is doing, and Stacy expects a good turnout for Informational picketing.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the month of January kept him very busy with grievance meetings. There were 3 terminations and 3 30-day suspensions. Bill met with Kathy Peters numerous times on these issues and could not get any of these disciplines reduced. Bill reported that Phoenix has had great support from the Flight Attendants at the base with issues regarding the Contract Negotiations. The Membership meeting was a great success with over 50 Flight Attendants attending. The new parking program in Phoenix has started and there are a lot of complaints. Bill reported that the primary issue has been the cost. The price went from \$55 a month to \$16 a month and now it is \$102 (\$82 if you car pool). They opened an east lot and the west Mohave lot. If you choose to park in the east lot, you must show proof that you live in the east valley. The cost is \$16 a month and they have told us that the price will be going up. Bill has received calls from Flight Attendants about the schedule of the buses and how often they run. Bill met with the person in charge of this and Bill was told that it would be rectified. The problem is when one bus goes on break, it has employees on it and the second bus just passes it by. Bill has begun to email the new mayor of Phoenix about the possibility of getting the issue of airport parking on the agenda. During the holiday season there were so many empty spaces and Bill made sure that the city knew this. Hopefully a new agreement may be reached soon.

Mike McCarthy presented the **Chicago Domicile** report verbally and did not submit a written report.

Mark Torrez presented the **Oakland Domicile** report verbally.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that during the lounge mobilizations at the end of January, the Negotiating Team received great support from the Baltimore Flight Attendants. The Baltimore Inflight Department has been interviewing applicants for Assistant Base Manager. None of the Baltimore supervisors applied for the position. Lucy stated that she has received several calls regarding sick calls and FMLA reporting that Baltimore Supervisors have not been assisting Flight Attendants when they call the Inflight office to report an FMLA intermittent sick call. The supervisors have been telling Flight Attendants that their personal supervisor is to handle the FMLA call. Several Flight Attendants have had to follow-up 3 to 4 times with the office because their supervisor was on vacation or off for a block of days in order to ensure the sick call was coded correctly. Any of the supervisors should be able to assist a Flight Attendant with a FMLA call and should not be passed off.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that Orlando had one termination for refusal to fly and one UTC that was removed. The SOS cards were signed and have been turned in. The Flight Attendants are very anxious to get a Contract and Jimmy expects a large turnout for the picketing event this Friday.

Mike Sims presented his **Officer Report** at this time. Mike emphasized the importance of confidentiality.

Allyson Parker-Lauck presented her **Officer Report**. Allyson reported that there has been quite a bit of activity in the Oakland base since January. She has been working closely with Oakland Domicile Executive Board Member, Mark Torrez, helping with Fact Finding Meetings, and assisting in mobilizing the base. Allyson informed the Board that the January 28, 2004 Membership Meeting in Oakland was very well attended. Allyson reported that she did a short lounge mobilization for about 2 hours prior to the meeting, and talked to several Members who commuted in specifically for the meeting. Attendance in Oakland was more than twice the normal Membership Meeting attendance. Allyson reported that she conducted several lounge mobilizations, during the first week in February, in an attempt to inform the Oakland Membership on our current status of Contract Negotiations, and to collect signatures on the "S.O.S." (Save Our Southwest) cards that will be delivered to Jim Parker on February 13. The Oakland Membership is EXTREMELY supportive of the Negotiating Team and their efforts. They are ready for a new Contract, but are also willing to wait if necessary. They do not want to give up until we can achieve a Contract that will benefit our work group. Other Lounge Mobilizations were conducted

which include by Oakland Domicile Executive Board Member Mark Torrez also conducted his own lounge mobilizations, as did Oakland Lead Precinct Captains Cristina Wenzl, Michael Quattlebaum, and Val Lorian, and Oakland Precinct Captain Heather Joy. Additionally, Michael Quattlebaum has agreed to do three days of lounge mobilizations in the Oakland Lounge February 9-11. Allyson reported that during the first week of February, she represented three Oakland Flight Attendants in Fact Finding Meetings with Base Manager Jamie Willard. Two of the cases involved a Customer Complaint Letter, and one involved a Safety/Mechanical incident on the aircraft. Allyson reported that the Oakland Membership has been extremely responsive to the activities scheduled for February 13th. Allyson reported that they are hoping for a record turn-out at the event. Many Flight Attendants have assisted in getting the word out by volunteering to send Maestro Messages to all 1,022 Oakland Flight Attendants on the January seniority list. This volunteer effort was accomplished in less than 48 hours. Other improvements in the Oakland Base include a revamping of the Red Rack in the lounge so that it is organized and marked so that Flight Attendants can easily find materials. Also, Allyson will soon completely overhaul the Oakland Union Briefing Book. Currently, the book is too small to add new information, so a new book is on order. In conclusion, it is very important that the Union trains the Shop Stewards in Oakland to assist with Fact Finding and Disciplinary Meetings. Base Manager Jamie Willard explained that she has several cases to investigate, and will need to be scheduling additional meetings. The Oakland base has some excellent Shop Stewards and Allyson reported that she would like to coordinate a training session with Mark Torrez to train the Oakland Shop Stewards so that the Union can utilize them in representing Members in meetings with Management.

Committee Reports

Michael Massoni presented the **Safety Team** report. Michael updated the Board on the following:

- The Aviation Safety & Health Data Base (ASHDI) reports that are under review.
- The protocol taken in researching ASHDI reports.
- Inflight Training has requested that all new ASHDI reports that require action on the Company's part, be forwarded to them in addition to the Regional Directors Office.
- Southwest Airlines Event Notification System (ENS)- Fielded Events for this period.
- The TWU Local 556 Accident Response Manual- Revisions
- Standing Meetings- Thursday, February 12, 2004 with Inflight Training

Monday, February 16m 2004 in Phoenix with the Inflight

Services Directors- ASHDI Reconciliation

Mike Sims presented the **Grievance Committee** report. Mike updated the Board on pending grievances and detailed the upcoming Board of Adjustment schedule.

Thom McDaniel presented the **COPE Committee** report. Thom informed the Board that the TWU International COPE Convention is to be held March 1, 2, 3, 2004. Thom, along with Michael Massoni, Deborah Danish and Gwen Dunivent will attend. Thom intends to invite Flight Attendants to attend some of the meetings on Capitol Hill during the event Flight Attendant Legislative issues with Congressman and Senators.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that TWU Local 556 Publications have once again been well received. The January issue of the *UNITY* Magazine was delivered to the bases several days before the January 15th distribution date and the February 1st Contract Connection Newsletter was delivered on time as well. The February 15th issue of UNITY Update will be sent to the printer February 10th. This issue includes the results

from the January 2004 Scheduling Survey. Normally, the deadline for UNITY Update is the 25th of the month prior to the publication date (in the case of the February UNITY Update, the deadline was January 25th). Since the Scheduling Survey didn't close until February 5, the issue may be 2 or 3 days late being distributed to the bases. The deadlines for upcoming publications are as follows:

- February 15, 2004 – Deadline for the March 1, 2004 issue of The Contract Connection
- February 25, 2004 – Deadline for the March 15, 2004 issue of UNITY Update
- March 10, 2004 – Deadline for the April 15, 2004 issue of UNITY Magazine
- March 15, 2004 – Deadline for the April 1, 2004 issue of The Contract Connection

Allyson reported that the Negotiating Team has kept her busy with several new projects, mostly associated with the February 13, 2004 picketing events. These projects include:

- Picket Signs
- Mini Picket Signs for Press Kits
- Customer Handout Postcard
- New Bag Tag Insert Card

Lastly, Allyson reported that the Negotiating Team has been creating a weekly flier to be distributed to our Members with various messages. So far there are 3 fliers that have already been distributed, and a 4th which will be distributed the week of February 16th. These fliers include:

- "Then and Now" flier which illustrates the changes in the SWA Culture since Jim Parker became C.E.O.
- "Has the 'LUV' Airline Lost its Heart" flier which discusses Jim Parker's refusal to Negotiate a fair Contract for the Flight Attendants
- A flier reminding Flight Attendants of the February 13th picketing and leafleting events
- "Are You Prepared" flier which informs Flight Attendants of the importance of being financially ready to go on Strike if necessary. "I Don't Want to Strike, but I Will".

Allyson reported that it appears that she will continue to remain very busy as our Contract Campaign heats up. Due to this, she asks that all regular contributors to the TWU Local 556 publications remain diligent in observing the posted deadlines.

Michael Massoni presented a CISM report for Sheri Hightower. The report was not submitted in writing.

The Board placed a conference call to Jerry Lindemann at 1620 to discuss the registration of domain names for the Union website. The Board agreed to register a total of 5 domain names to link to the Local's website. The conference call ended at 1630.

The Board discussed a proposal by the landlord of the building the Local is leasing. The proposal included offers for the Local to purchase the building or to lease the other side of the building.

Jimmy West made a motion to adjourn. Lucy White seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1700.

Tuesday, February 10, 2004

Thom McDaniel called the meeting to order at 0835.

Board Members present were Thom McDaniel, Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Stacy Martin, Bill Bernal, Mike McCarthy, Lucy White, and Jimmy West.

Marcy Vinyard was excused for Maternity Leave.

Karen Amos was excused for medical reasons.

Mark Torrez was excused for scheduled vacation.

The Board reviewed 3 grievances.

Kathy Anderson presented the January 2004 Executive Board Meeting Minutes for approval. Michael Massoni made a motion to approve the minutes as amended. Allyson Parker-Lauck seconded the motion. **All voting Members voted to approve the minutes as amended.**

Thom McDaniel distributed a memorandum dated February 10, 2004, issued to all SWA Flight Attendants from the SWA Negotiating Team Re: Contract Negotiations.

Cindy Ritner and Denny Sebesta entered the meeting at 0920 to update the Board on Negotiations.

Cindy Ritner and Denny Sebesta were excused at 0950.

Thom McDaniel was excused at 0950 to work on Negotiating Team business. Michael Massoni chaired the meeting.

Becky Parker entered the meeting at 1005 to brief the Board on a grievance.

A grievant entered the meeting at 1015 to address the Board on his termination grievance.

Becky Parker and the grievant were excused at 1035.

The Board continued discussions on the grievance.

Gayle Ross entered the meeting at 1045 to present five grievances.

Karen Amos entered the meeting at 1105.

Gayle Ross was excused at 1205.

The Board broke for lunch.

The Board reconvened at 1300.

Thom McDaniel returned to the meeting at 1300.

The Board discussed Board procedures for the occasions when guests address the Board.

Becky Parker entered the meeting at 1330 to present 3 grievances:

Becky Parker was excused at 1430.

Jannah Dalak and BR Ricks entered the meeting at 1430 to discuss Board of Election issues. Sonia Hall was present via conference call.

The Board of Election was excused at 1505.

The Board recessed until 1600.

Denny Sebesta entered the meeting at 1600.

Denny Sebesta along with Thom McDaniel updated the Board on Negotiations.

Denny Sebesta and Thom McDaniel were excused at 1710.

Michael Massoni chaired the meeting.

Thomas Mitchell distributed the Board of Election Fiscal Year 2003-2004 budget information to the Board of Election and to the Executive Board.

Kathy Anderson presented the **Civil and Human Rights Committee** report for Portia Reddick. Portia reported that the TWU International, along with several members from TWU Locals, celebrated Martin Luther King Day in Orlando, Florida by participating in helping out the needy in the Orlando area with clothing items and marching in the Orlando MLK Day parade. Portia represented Local 556 and TWU International at this event. Portia hopes that other representatives from Local 556 will be able to attend the event with her next year.

Kathy Anderson presented the **COPE Legislative Report** for Portia Reddick. Portia reported that TWU International has established the TWU Legislative agenda to include: 2003 TWU Airline Legislative Agenda with the FAA reauthorization passed last year. The focus will be on fixing some of the negative pieces of that legislation, such as:

- Repealing the Alaska "cabotage" provision put in the FAA bill last year, or at least fighting its expansion. ("Cabotage" is the practice, illegal all over the world, of allowing foreign air carriers to perform domestic service.)
- Strengthening the Flight Attendant security training provision that was gutted in the FAA Conference report.
- Continued oversight on the new Foreign Maintenance Security regulations mandated in the FAA bill and fighting the trend of airlines' subcontracting work to domestic bases that have not FAA certification- which is legal today under some circumstances.
- Continuing the fight to relax the criminal background check policy.

There are also several general issues that will be addressed.

The Board discussed reports that the Company is employing Inflight Supervisors who have not gone through Initial Training yet. The Domicile Executive Board Members of the bases where the rumors have occurred will research this issue and report back to the Board.

Karen Amos expressed concerns and asked for ideas to better to track Care and Concern Committee issues.

The Board reviewed a grievance.

Allyson Parker-Lauck made a motion to adjourn. Mike Sims seconded the motion. The motion carried.

Michael Massoni adjourned the meeting at 1800.

Wednesday, February 11, 2004

Michael Massoni called the meeting to order at 0830.

Board Members present were Michael Massoni, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Lucy White, and Jimmy White.

Thom McDaniel was excused for a meeting with SWAPA.

Marcy Vinyard was excused due to Maternity Leave.

Mark Torrez was excused due to scheduled vacation.

The Board discussed compensation of expenses incurred by LPCs and PCs while conducting Union business.

Thom McDaniel entered the meeting at 0850.

The Board continued discussions on the compensation of expenses incurred by LPCs and PCs while conducting Union business.

The Board discussed the inconsistencies of the calculation of point accumulation as well as the process of calculating points for sick calls less than 2 hours.

Allyson Parker-Lauck reported to the Board that she spoke with Oakland Base Manager, Jamie Willard regarding the concern that there are Supervisors who are working in a supervisory capacity before they have gone through Inflight Training. Jamie informed Allyson that these are "Supervisors in training" and will not be issuing discipline to Flight Attendants.

The Board agreed to a protocol for Board Members who need to conduct other Union business during Board Meetings.

Allyson Parker-Lauck informed the Board that she will have the final draft of policies and procedures ready for review in the March Board Meetings.

Correspondence

The Board reviewed the following correspondence:

- Letter from Tammye Walker-Jones to Thom McDaniel Re: The removal of employee social security numbers being deleted from paychecks and Insurance ID cards.
- Letter from Thom McDaniel to Tammye Walker-Jones thanking her for the quick results of the removal of the employee social security numbers being deleted from paychecks and ID cards.
- Letter from TWU Leadership in Philadelphia, Hubert Snead and Harry Lombardo from TWU International President, Sonny Hall Re: Support for Local 556.
- Letter to Flight Attendants from Thom McDaniel Re: the demonstration in Philadelphia.
- Letter from TWU International Representative, Garry Drummond to all TWU Members Re: support for Local 556.
- Letter from TWU International President Sonny Hall to Thom McDaniel Re: The Arbitrator decision on the lawsuit brought against the Local by Melissa Smith.
- Letter from Tammye Walker-Jones to a Member Re: gift certificate for attendance.
- Letter from TWU International President, Sonny Hall to TWU Presidents Re: Iowa Democratic caucuses.
- Letter from Jim Parker to Inflight Leadership Re: Negotiations.
- Letter from the TWU Local 556 Negotiating Team to the Inflight Leadership Team Re: Flight Attendant Negotiations.

Allyson Parker-Lauck made a motion that the Local donate \$100 to the UFCW (United Food and Commercial Workers) Strike Fund. Michael Massoni seconded the motion. **All voting Members voted in favor.**

The Board discussed the Local's phone system. The Board agreed to open 4 more incoming lines if feasible. Michael Massoni and Mike Sims will look at the phone system and report capabilities of the phone system and report next month.

Thom McDaniel updated the Board on the meeting he attended with SWAPA leadership earlier today.

Thomas Mitchell presented the Financial Report for October and November 2003.

Bear Stearns Check #s 1056-1064 and 1065-1069 were presented.

Lone Star Check #s 7741-7807 and 7808-7868 were presented.

Jimmy West made a motion to **approve** the Financial Report. Bill Bernal seconded the motion.
All voting Members voted to approve the Financial Report.

The Board agreed that Mike Sims and Michael Massoni should go ahead and make the changes to the phone system if they find solutions without reporting back to the Board next month.

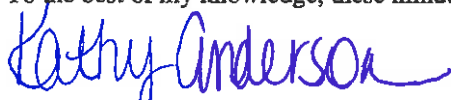
The Board discussed various Contract Negotiation issues.

The Domicile Executive Board Members expressed that they would like to be included in the grievance check list when the disposition of the grievance is being distributed.

Jimmy West made a motion to adjourn. Lucy White seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1500.

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



Kathy Anderson
Recording Secretary



Thom McDaniel
President