



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

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Executive Board Meetings February 15, 16, 2005 Synopsis

Tuesday, February 15, 2005

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Bill Bernal, Mike McCarthy, Mark Torrez and Lucy White-Lehman.

Thomas Mitchell was on Medical Leave.

Karen Amos was on Medical Leave.

Stacy Martin was excused to attend to personal business.

Jimmy West was excused for bereavement.

Domicile Reports

Bill Bernal verbally presented the **Phoenix Domicile** report. No written report was submitted.

Mike McCarthy submitted the **Chicago Domicile** report. Mike McCarthy presented the **Chicago Domicile** report. Mike reported that there have been 12 meetings with Management, mostly over attendance issues. A majority of the meetings resulted in a favorable outcome; however there were two terminations. One termination was over a sick call to attend a mandatory meeting, the other was a probationary employee who deployed a slide. Mike also reported that the Chicago Membership Meeting was well attended. Six Shop Stewards were re-elected and four new Stewards were elected. Also, the MDW Lounge Mobilization celebrating the 30 year affiliation of the Southwest Airlines Flight Attendants with Transport Workers Union was held on February 5. Mike stated that being a Saturday, the turn out was low but all enjoyed the Union provided goodies, cake and pizza. Mike also reported that two new Supervisors joined the MDW office, Ben Adis and Tommy McGrew started to work in the office in January.

Mark Torrez presented the **Oakland Domicile** report. Mark informed the Board of recent discipline cases in Oakland. Mark also informed the Board that the Base Orientation for newly hired Flight Attendants took place in late January. This new class is the first to be based in Oakland directly after training in quite some time. The Membership is excited about the new growth in the Oakland base. They are also impressed with the quality of the new class. The Membership warmly received the new hires throughout the day as they visited the lounge and after their orientation was over. Mark reported that on February 14, in conjunction with the Valentines Day festivities staged by base Management, the Oakland base celebrated the 30th anniversary of the SWA Flight Attendants' affiliation with Transport Workers Union. Many of the items provided by TWU International were given away. Also, a significant amount of money was raised for Tsunami relief efforts during the course of the day and will continue for the rest of the month with the help of one of the Administrative Assistants in the Inflight Office. Mark expressed thanks to them for their help with the effort to raise money for this great cause.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy stated that the 'B' concourse check-in phone was removed last week due to construction. Lucy reported that she spoke to Tonja Harler about this issue and Tonja is making arrangements for another check-in phone to be installed this week. Lucy asked Tonja to consider choosing a central location on the 'B' terminal (B9, B8 or B10) to make the phone accessible for all Flight Attendants. The A terminal will open in May. Inflight plans to move into the new

facilities at the end of May. The new lounge, Inflight office and Training will be located outside Security on the Mezzanine level. The Mezzanine level is up one floor and you will need to use an elevator to access the lounge. Lucy also reported that on 1/16 a new employee shuttle service started. The MAA is running the new service. The 40 foot busses are brand new with plenty of luggage space and seating. The employee shuttle has 9 busses dedicated to the employee lot with 13 spare busses available if needed. The MAA is conducting periodic checks to survey the service. Lucy reported that Supervisor Jen Scott's last day in the office was on 2/14. Baltimore is currently short 4 Supervisors. Lucy reported that Baltimore will conduct interviews this week to fill the Inflight Supervisor positions. Baltimore has 2 new Administrative Assistants- Lisa Carpenter and Morgan Moore. Lisa Carpenter worked with Station Sales for 7 years and Morgan Moore was a Baltimore Flight Attendant for approximately 3 years.

Lucy White-Lehman presented the Inflight Audit Review Committee report. Lucy reported that the initial meeting for the Inflight Audit Review Committee was on 2/7/00. The follow up meeting is scheduled for 2/15/00. The project is scheduled to last approximately 6 weeks.

Marcy Vinyard presented her **Officer Report** at this time. Marcy reported that the 30 year anniversary party with TWU is scheduled for February 16. TWU International is also putting together a video about the history of the Local. Several Flight Attendants who were instrumental in organizing the Local will be interviewed, as well as former Union Officers. This video will be presented at the TWU International Convention in September of this year. Marcy expressed thanks to the following people who agreed to be interviewed for the video:

- Former Original Flight Attendant and Organizer Paula Womack
- Former President and Original Charter Member Susan Goodman
- Former Officer and Original Charter Member Rebekka Kelly
- Former Negotiator and Original Charter Member Shell Brummell
- Former President Mary Longobardi
- Former President Kay McKinney
- Former President Paul Sweetin
- Former Vice President Dean Hervochon

Allyson Parker-Lauck presented her **Officer Report** at this time. Since the last meeting of the Executive Board, Allyson has assisted Oakland Domicile Board Member Mark Torrez in two meetings representing Oakland Flight Attendants. Allyson reported that she and Mark conducted a Lounge Mobilization on February 14 in recognition of the 30-year anniversary of the affiliation between SWA Flight Attendants and TWU. Allyson and Mark provided snacks and coffee, and TWU International provided some nice items for give-away, which were very much enjoyed by the Oakland Flight Attendants. Allyson and Mark also started the Oakland raffle of 2 green passes to raise money for tsunami victims. Over \$200 was raised on the morning of the 14th, and the raffle will continue until the end of the month.

Lucy White-Lehman was excused at 0850 to attend the Inflight Audit Committee meeting.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported that there are currently 83 grievances on the books. The Grievance Committee continues to address the cases that stem from the Christmas fiasco as well as other Contractual disagreements with Inflight Management. Mike has notified Inflight Labor Relations that the Union plans to proceed all the way to arbitration if necessary. Mike stated that there is one termination grievance proceeding to arbitration on February 17. TWU International Representative Garry Drummond will be presenting the case and Marcy Vinyard will serve as co-counsel. Mike went on to say that there is a grievance on a Contractual issue proceeding to arbitration on March 23 and 24. Attorney Mark Richard has been secured to present the case. Mike informed the Board that there are currently two termination cases and one contractual case in the queue for arbitration. Mike will advise the Board as soon as the dates are secured. Mike also reported that there will be a joint Board of Adjustment training on March 20 with the Company. Michael Broadhead has agreed to write a training guide that will be submitted to the Company to be used as the training manual for both parties. Michael will be in the office this week developing the product. Mike reminded the Board that the number one

reason Flight Attendants are terminated continues to be points under the attendance policy. Mike also reported that Flight Attendants continue to incriminate themselves on Scheduling tapes when making a sick call. Inflight Management investigates every sick call that may seem suspicious and too many Flight Attendants are out of a job as a result.

Michael Massoni postponed the **Safety Team** report until next month.

Kathy Anderson presented the **Professional Standards Eastern Division** report for Jean Chandler. Jean reported on the following:

- Referrals received- 4
- Resolved favorably- 4
- Referrals involving the Pilot group- 1

Jean asked that the Board revisit the monies allotted for the Co-Chair positions. The pay for the Co-Chair position has not increased since 2002. Jean asked that the position be reviewed for comparable pay to the other committee chairs. The workload has increased each year and the time for the additional training of the new committee members should be considered.

Craig Lackey submitted the **Professional Standards Committee Western Region** report. Craig reported that there were 4 calls received and gave a brief overview of the nature of the calls.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that the January 2005 issue of **UNITY** Magazine was delivered from the printer on January 14, and was shipped and distributed in all bases except Houston on or around January 17. The shipment to Houston never arrived, and after a thorough and exhaustive search, was deemed lost. A reprint was ordered for the Houston base and was distributed in mid February. February marked the 30-year anniversary of the affiliation between SWA Flight Attendants and TWU and Allyson assisted 2nd Vice President Marcy Vinyard in creating the invitations for a reception to be held February 16. Invitees included many past officers of the Local, those who assisted in organizing the Local, and others who played significant roles in the forming of the Local. Allyson plans to include a full story on the event in the April issue of **UNITY** Magazine.

Marcy Vinyard updated the Board on her research on International Convention Delegates.

Thom McDaniel updated the Board on his Executive Council meeting last week.

Michael Massoni presented the draft of the "Report on the Examination of the Financial Statements" for Board review which was prepared by Albee Richardson, the Local's CPA.

Becky Parker and Amy Neeper entered the meeting at 1015.

The grievant entered the meeting at 1030 to address the Board on his grievance.

Becky Parker, Amy Neeper and the grievant were excused at 1055.

The Board reviewed three grievances.

Lucy White-Lehman entered the meeting at 1130.

Thom McDaniel updated the Board on the Flight Attendant Fatigue Summit to be co-hosted with APFA. The date for the Summit will be March 30 with a dinner on March 29.

Stacy Martin entered the meeting at 1320.

Michelle Zenici entered the meeting at 1320 to present four grievances.

Michelle Zenici was excused at 1400.

Gayle Ross entered the meeting to present six grievances.

Gayle Ross was excused.

Stacy Martin verbally presented the **Houston Domicile** report. No written report was submitted.

Marcy Vinyard discussed staffing issues and Intermittent FMLA for the office and offered an outline of the TWU Local 556 FMLA Policy and Procedures. Allyson Parker-Lauck made a motion to accept the TWU Local 556 FMLA Policy and Procedures. Lucy White-Lehman seconded the motion. The motion **carried**.

Kathy Anderson presented the January 2005 Executive Board Meeting Minutes for approval. Allyson Parker-Lauck made a motion to approve the minutes as amended. Stacy Martin seconded the motion. The motion **carried**.

The Board reviewed the Fiscal Year 2005 Budget.

Allyson Parker-Lauck made a motion to approve the budget. Mike McCarthy seconded the motion. The budget was approved.

The Board agreed to purchase a dishwasher for the office.

The Board discussed the out-going message on the Union after hours emergency call line.

Michael Massoni presented the October 2004 Financial Report for approval. Allyson Parker-Lauck made a motion to approve the October Financial Report. Marcy Vinyard seconded the motion. The motion **carried**.

Lone Star Check #s 8644-8645, 8649-8752 and 8771-8808 were presented.

Lucy White-Lehman updated the Board on the Inflight Audit Committee meeting she attended earlier in the day.

Mike Sims made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1925.

Wednesday February 16, 2005

Marcy Vinyard called the meeting to order at 0845.

Board Members present were Marcy Vinyard, Mike Sims, Allyson Parker-Lauck, Stacy Martin, Bill Bernal, Mike McCarthy, Mark Torrez, and Lucy White-Lehman.

Thom McDaniel, Michael Massoni and Kathy Anderson were excused for the Department of Labor vs. Transport Workers Union Local 556 trial

Jimmy West was excused for bereavement.

Thomas Mitchell and Karen Amos were excused due to Medical Leave.

Marcy Vinyard chaired the meeting.

Mike Sims recorded the minutes.

Donna Conover entered the meeting at 0900 to address the Board.

Donna Conover was excused at 1005

The Board took a break until 1030

A grievant entered the meeting at 1030 to discuss her grievance.

The grievant was excused at 1100.

The Board broke for lunch.

Marcy Vinyard called the meeting to order at 1300.

The Board placed a conference to a grievant to discuss her grievance.

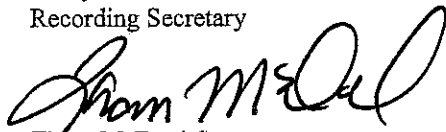
Mike Sims made motion to adjourn. Stacy Martin seconded the motion. The motion **carried**.

The meeting adjourned at 1345.

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



Kathy Anderson
Recording Secretary



Thom McDaniel
President