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

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Executive Board Meetings
August 16, 17, 18, 19, 2005
Synopsis

<u>Tuesday, August 16, 2005</u>
Thom McDaniel called the meeting to order at 0915.

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

Stacy Martin was excused due to a Medical Leave.

Domicile Reports
Karen Amos presented the **Dallas Domicile** report. Karen reported that in June there were no discipline meetings in Dallas. There was one Flight Attendant that had a mandatory fitness for duty examination with the Company Doctor and requested Union representation for the appointment. The Company Doctor would not release the Flight Attendant back to work, which is the position that the Flight Attendant's personal doctor had taken. On another subject, the Base Managers have asked their Union Domicile Base Representatives to meet for lunch once a month to have better communication and to bridge the gap between Management and the Union. On the 29th of June Karen met Jan McNutt for lunch. Karen reported that there were no discipline meetings in the Dallas base during the month of July. Karen stated that Grievance Staff Member Shae Grajeda worked on an attendance point issue that did not result in discipline and the outcome was favorable for the Flight Attendant. In other base business, Joy McGrath went back on line as a Flight Attendant on the 15th of July. Karen went on to say that Henry Townsend was named Dallas Base Manager and stepped into his new position the last week in July. Prior to Henry's appointment several Members expressed concerns with a few of the candidates that were being interviewed. In general the Dallas Base Members seem pleased with the selection of Henry as Base Manager. Karen continued in her report by addressing The Wright Amendment which has been the primary issue for the Dallas Base. Petitions were not being completed at the expected rate, therefore Vic Zachary under a directive from Colleen Barrett, pulled Flight Attendants in both the Dallas and Houston bases to help expedite the attainment of signatures as well as keeping the work groups in both bases informed and motivated towards reaching the goal of obtaining 300,000 petition signatures. The battle of appealing the Wright Amendment has just begun and hopefully the Board will be addressing this issue, what role the Union should play in this fight, and how to implement Union involvement. Colleen requested that the Company and the Union split the cost of the lost

time for the pulls for the Flight Attendants working on the Wright Amendment project. Karen went on to report that Kelley Martin and Jill Van Der Werff worked the Wright Amendment project in the Houston base and Vince Eakes, Julie Humphries worked along side Karen in the Dallas base. All those involved gave 110 percent and the result was immense. Karen went on to say that the Ticket Agents, Ground Personnel and the Base Supervisors were all very helpful during this project. Karen asked the Board to please take time to thank all of the Flight Attendants who worked on this project for all their hard work. Susan Goodman with Governmental Affairs oversees many of the Wright Amendment activities and has requested that all employee groups attend their town hall meetings in their district as American Airlines is stacking the meetings in opposition of repealing the Wright Amendment. Karen suggested that the Board look at a letter writing campaign out of Dallas and Houston. In other base business, numerous Flight Attendants have expressed displeasure with the new boarding procedure of having to stand at the over wing exit area during the entire boarding process. They feel that by following this procedure that it is virtually impossible not be in the way of passengers. One suggestion made to alleviate this dilemma would be to allow those passengers that are willing to sit at the over wing exit area to preboard. There has also been concern over the newly implemented procedure that dictates that 3 Flight Attendants shall be on board the aircraft during boarding, however when the new procedure is explained in its entirety the Flight Attendants apprehension is somewhat eased. When explained that Flight Attendants may utilize other crew members during the boarding process and that they can get off the aircraft during deplaning but have to be back in their boarding position prior to boarding their apprehension subsided somewhat. In other base business, Karen stated that she has been attending Open Time to review and implement consistent Open Time procedures. Two different procedures have been drawn up and it will be up to the Flight Attendant group to decide on which set of procedures they wish to implement. The choice will be made at August Open Time. Once the web based edition of Maestro is in place the Open Time issue should be alleviated. Lastly, Karen informed the Board that all Union publications have been distributed and the Union red rack has been updated.

In Stacy Martin's absence, Thom McDaniel updated the Board on **Houston Domicile** business. Thom informed the Board that the Union red rack has been updated and all Union material has been distributed.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the last month in the Phoenix base has been very busy due to the hiring of a new Base Manager as well as new Supervisors. Bill did meet with the new Base Manager, Jamie Willard to learn a little about her. Vic Zachary sat in on this first meeting as well. Bill informed the Board that he handled a few meetings with Jamie and one case did go on to the grievance process and two were handled at the local level with no discipline issued. There was talk about some changes that might be coming in the future, but nothing concrete. In other matters, Bill stated that July was a busy month with Labor issues in the State of Arizona. Bill attended meetings with the Miners towards the end of the month and advised them of ways to organize their informational picking events. Bill stated that his language skills came in handy due to the fact that most of the Miners only spoke Spanish. Bill informed the Board that the Arizona AFL-CIO convention was the second week and Bill stated that he learned many new things that may help the Membership in the future. Bill stated that a collection took place for the now striking Miners and over $1000 was raised to help buy 20,000 lbs of food that was delivered to Kearney, Arizona. Bill, along with the delegates attended an informational picketing for CWA union members at there biggest location. This brought media to the event which opened management eyes. Saturday at midnight should have been the deadline for a strike with 91% of members voting for it. Qwest asked for more meetings and no strike was called. The convention educated Bill more on organizing Labor and how to handle questions from other airlines wanting representation. The first two weeks of August also kept Bill very busy. Maria Dixon Ph.D and her group of SMU students visited the Phoenix Base. The students are studying the Southwest Airlines Flight Attendant group. The students gave interested Flight Attendants a survey to fill out which will be taken back to class with the students to later be compiled for the study. The response was great in PHX with the percentage around the 20%. Professor Dixon informed Bill that she more than pleased with the response.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that there were only a few meetings with Management one of which resulted in a termination, and the others resulted in no discipline. Mike stated that in August, the Chicago base became the largest base. He also added that the airport has reached its current parking capacity and no more flights will be added until the new parking garage opens. Dr. Maria Dixon from SMU along with her students visited the Flight Attendant lounge on August 4th and 5th with surveys for the Flight Attendants to fill out. Her class has been researching the Southwest Airlines Flight Attendants for the past year. The response from the Flight Attendants was positive and many were eager to share their thoughts with the Dr. Dixon and her students.

Mark Torrez presented the **Oakland Domicile** report. Mark reported that many changes have taken place in the Oakland Inflight office since his last report. Base Manager, Jamie Willard has moved to the Phoenix base to take over the Base Manager position vacated by Kathy Peters. There has not been anyone appointed to replace Jamie at this time. Also, several Supervisors have recently gone back out on line and at least one has left Southwest Airlines. Mark stated that he will follow up with Treasurer Ron Regan to ensure that their dues are instituted. Mark also requested that pending the election of Oakland delegates in California to the TWU Convention, he would like to take them to the California State Conference meeting in Las Vegas the day before the convention.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy reported that Assistant Base Manager, Renee Eggleston went back on line as of August 16, 2005. Renee had been promoted to Assistant Base Manager August 2, 2004. Laurie Hayden sent out an RBF on August 10, 2005 stating that Base Manager, Tonja Harler will no longer be the Baltimore Base Manager, effective immediately. As of this report, Tonja's new position has not been announced. Administrative Assistant, Morgan Moore, went back on line at the end of July. She flew for approximately four years and was in the office for four months. The latest issue in the Baltimore base has been the elevator to the lounge. Since the lounge opened in May, the elevator is consistently out of service. It is usually out for a week at the time. There is a small bag room near the elevator for the Flight Attendants to use, but it is overflowing with bags due to the broken elevator. The only option left to the Flight Attendants is to carry their bags up the steps to the lounge. Recently, a Baltimore Flight Attendant fell down the steps while trying to carry her bags up the steps to the lounge. Unfortunately, it took an accident for this situation to get the attention needed. Lucy informed the Board that she attended the New Hire Base Orientation on July 26, 2005 and distributed New Hire Welcome cards as well as Union pins. Lucy reported that the Union Red Rack and Glass Case have been organized and updated.

Jimmy West presented the **Orlando Domicile** report. No written report was submitted.

Mike Sims presented his **Officer** report at this time. Mike updated the Board on legal matters.

Marcy Vinyard presented her **Officer** report at this time. Marcy updated the Board on the following:

- Current and future staffing needs for the office
- Scheduling issues she has recently worked on- including the No Show Policy, the Trading Position Policy and the Commuter Policy RBF
- Issues she is currently working on- including Attendance History, Self Notification and Reserve Out of Order policies and procedures

Marcy reported that she continues to meet with the Scheduling Department on a regular basis and asked that if Officers have any Scheduling issues, to see her directly. Marcy requested that if any Officers have any comments regarding the Staff or staffing issues, to please address her directly.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported that the Local currently has the lowest number of grievances on the books than in quite a while. The Union is not filing as many grievances, and Daryl Krause is working to get cases off of books. With Russell McCrady overseeing Scheduling, most Contract issues have been worked out prior to the filing of a grievance. Mike reported that there have been an unprecedented number of cases settled and the Grievance Staff has been very productive in working out issues with the Company. In addition, Management has not been issuing discipline as gratuitously as they were in the past and the discipline that has been issued has been more even handed. Mike reported on several pending cases that are to be slated for Board of Adjustment or Arbitration in September. Mike informed the Board of some of the new methods that are being used in the preparation of grievances. Mike has asked the members of the Grievance Staff to prioritize their cases. In the last month, the Grievance Team has been going through the grievance book studying the merits of each case. Kathy Anderson has been instrumental in helping with several of the cases in terms of building them for Board of Adjustment and Arbitration. The Grievance Staff, Gayle Ross, Amy Neeper and Becky Parker have been doing even more intensive research on their cases and have made some nice discoveries in the cases that have uncovered very useful information that may affect the merit of other cases. Mike advised the Board of some of the cases that the Board will be reviewing this week. Mike informed the Board of the proposed settlements from the Company for the Board review. Mike also advised the Board Members of the Arbitration decisions that have come in that are available for their review.

Kathy Anderson presented the **Civil and Human Rights** report for Portia Reddick White. Portia requested to address the Board in October to report on the work she is doing on a Civil and Human Rights network system.

Kathy Anderson presented the **Legislative** report for Portia Reddick White. Portia reported on the following issues that affect Flight Attendants that are being discussed legislatively:

- Cell Phone Usage onboard airborne aircraft

- Flight Attendant Fatigue Issues
- FMLA

Portia stated that in her legislative work with TWU International, they acknowledge that OSHA should extend coverage to Flight Attendants; however Portia stated that the OSHA issue will be included in efforts regarding the FAA.

Michael Massoni presented the **Safety Team** report. Michael reported on the following open and/or resolved action items:

- Aviation Safety & Health Data Base (ASHDI)
- Southwest Airlines Event Notification System (ENS)
- Minimum Crew for Boarding & OWWE Procedure Changes
- Turbulence Related Injury Avoidance Initiative
- The Crew from Southwest Flight 117 (BUR Specific Threat and Evacuation)
- Cabin Security Mirror Update
- Open Discussion Items

Michael informed the Board of his standing meetings for the month of August.

Karen Amos presented the **Uniform Committee** report. Karen reported that the Uniform Committee met on July 13, 2005 and discussed the following topics:

- The Appearance Standards Committee is headed by Paula Gaudet and Shelly Ball. This committee will address grooming issues.
- Direct Order/ Direct Ship update: This type of ordering became available to the Flight Attendants as of February 2005. Customer Service and Ground Ops will be able to order by this means as of the last week in September 2005. (Special orders will still go through an order form supplied at ones base or from Management)
- Fabric wear testing and actual choices of fabrics of each uniform piece will be reviewed in depth in the October Uniform Committee Meeting. Cost of fabrics will be a factor.
- Cintas has a new committee person that addresses the fit of a garment. If there is a great variance in fit when a uniform piece is received it will/can be deemed defective and will be replaced.
- Pilots will have a new uniform as of September 2005.

Karen reported that there was discussion of uniform surveys for each department. Karen stated that she and Lauren Peck thought that the survey for the Flight Attendant group could possibly be done in a joint effort between the Uniform Committee and the Union. Karen also informed the Board on changes in the procedures for the ordering of uniform pieces in other departments in the Company. Karen informed the Board that the next Uniform meeting will be Wednesday, October 12, 2005

The Board addressed a letter of interest from Oakland Flight Attendant Val Lorien to be a member of the Uniform Committee. The Board the agreed that Val attend October 12 meeting and his future committee appointment will be addressed in Uniform Committee budget discussions for Fiscal Year

2005-2006. Uniform Committee Chair, Karen Amos will notify Val Lorien of the Executive Board's agreement.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that the July 2005 issue of UNITY Magazine has been distributed, and the August issue of UNITY Update is completed and would be distributed within the next few days. The Executive Board will be conducting another UNITY and UNITY Update brainstorming session during the August Executive Board Meeting to line up themes and article topics for upcoming issues. Allyson informed the Board on deadlines and word counts for upcoming articles.

Thom McDaniel presented the award from the Texas AFL-CIO Local 556 for the ***UNITY*** Magazine and the Unity Update to the Board for the work done on these publications.

The Board discussed whether to participate in a Point/Counter Point article on the Wright Amendment for the ATD Insider. Thom McDaniel will obtain additional information and will report back to the Board.

Kathy Anderson presented the **Professional Standards Committee** report for Chairpersons Jean Chandler and Lorie Powell.

Jean Chandler, Professional Standards East Coast Chair reported the following information:

- Referrals-15
- Resolved favorably-13
- Referrals involving Pilot group-3

Jean went on to state in her report that Carole Adams and Michael Broadhead teamed up again in July for the New Hire presentation. Their purpose was to use the Power Point presentation as a guide with to the New Hires. Carole Adams will assume sole responsibility for this position in September. Jean along with Lorie Powell will attend the September presentation to preview it in the event a need for a substitute may arise.

Lorie Powell, Professional Standards West Coast Chair reported the following information:

- Calls received -13
- Calls Worked -9
- Calls Unresolved -2
- Regarding the Pilots -2

Lorie stated that the 4 calls that were not worked were regarding non-payment of trip trades and calls on which the Flight Attendant could not be heard.

Thom McDaniel presented the **New Hire Committee** report. Thom informed the Board that the Local hosted a New Hire Dinner on July 14, 2005. Thom notified the Board that a date for the New Hire Dinner for September would have to be determined due to the Board attending the TWU International Convention during that time.

Kathy Anderson presented the **CISM Committee** report for Pat Gilmore and BR Ricks. The CISM Team reported on the following calls handled with Flight Attendants:

- Medical incidents – 2- Both required diversion of flight
- Medical incidents CPR/AED - 1 and required diversion of flight
- Level 1/2 Security – 1 reported
- Level 4 Security – 2 reported
    - 1 diversion
    - 1 return to gate with full evacuation - Required defusing and debriefing
- Aircraft Incidents -1
- Duty related injury to F/A - 3
- Other duty related incidents - 9

Karen Amos presented the **Drug and Alcohol Committee** report. Karen reported that during months of June and July, two Flight Attendants sought assistance and were placed into treatment programs. Karen will continue to follow up with these individuals. In July, Karen met with Patty French the National Health Coordinator of APFA. Patty supplied the Union with a packet of basic information that is used by the nine referral representatives who work under her, as well as a copy of the APFA Employee Assistance Program Handbook. Patty will be sending a copy of AFA's Drug and Alcohol Policy. She also extended an invitation to TWU Local 556 to attend an EAP Coordinator Conference and Professional Standards Training Program that will be offered on September 27, 28 and 29th. Karen provided a copy of the agenda for the Executive Board to review and discuss the need for attendance.

The Board agreed that the appropriate Committee Chairs attend EAP Coordinator Conference and Professional Standards Training Seminar September 27, 28, and 29 of 2005. On Days 1 and 2 Karen Amos and Gayle Ross will attend and on Day 3 Jean Chandler-Brooks and Lorie Powell would attend the Professional Standards portion.

The Board broke for lunch and reconvened at 1330.

Flight Attendant Cory Wells entered the meeting at 1330 to address the Board on his concerns on the procedures followed by the Company on Vacancy Bids.

Cory Wells was excused at 1400 and the Board discussed the information in the material Cory had distributed. The Board agreed to discuss this issue later in these proceedings during the Newsletter Brainstorm session.

Becky Parker entered the meeting at 1415 to present a grievance.

The grievant entered the meeting at 1440 to address the Board.

Becky Parker and the grievant were excused at 1515.

The Board continued discussions on the grievance. Becky Parker entered the meeting at 1610 to answer questions from the Board on the case.

Becky Parker was excused at 1630.

The Board reviewed 4 grievances.

Michael Massoni presented the **Health Committee** report for Gayle Ross. Gayle reported that she and Michael Massoni have been attending monthly Health & Safety Coordinator meetings at Headquarters. Gayle stated that she has requested personal Oxygen adaptors be available for the CPR mask used in Recurrent Training. Paula Gaudet is checking into methods used by other airlines in handling the masks for RT. Gayle stated that Paula was very receptive to this idea. Gayle asked if the adaptors could be available to all if they were for purchase if desired. Paula will report back to Gayle with her findings. Gayle advised the Board that she and Sarah Schulte have been discussing information for the Recurrent Training Home Study for 2006. Gayle has requested that a page be placed in the book to address Noise Induced Hearing Loss. Gayle provided Sarah with several pages of information on this topic and Sarah is currently looking over the information. Gayle stated that she is currently working on an article for UNITY regarding HIPAA. Gayle stated that she has learned a great deal from some of the work SWAPA has done and she can use that in her article to better inform the Flight Attendants. Gayle is also researching OJI, FMLA and a new Meningitis vaccine for future articles. Gayle also stated that she and Michael Massoni have been working on a budget for the Health Committee and that there are several classes she is interested in taking.

The Board reviewed 4 grievances.

The Board discussed topics to discuss during Daryl Krause's visit scheduled for the following day.

Mike McCarthy made a motion to contribute $100 to the Tennessee School for the Blind, in memory of SWA Provisioner Dennis Campbell who passed away August 15, 2005. Karen Amos seconded the motion. The motion **carried.**

Jimmy West made a motion to adjourn. Karen Amos seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1815.

Wednesday, August 17, 2005
Thom McDaniel called the meeting to order at 0830.

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

The Board discussed trade marking HAVOC- (Helping Assist Very Outraged Customers) Michael Massoni made a motion to trademark HAVOC at the $100 petition fee. Marcy Vinyard seconded the motion. The motion **carried.**

The Board discussed the Joint Defense Agreement between the Company and the Union for a current lawsuit. Marcy Vinyard made a motion to accept the Joint Defense Agreement. Michael Massoni seconded the motion. The vote was suspended so that the Board Members could review the agreement.

The Board discussed the option of having a Flight Attendant as Co-Chair of the Hotel Committee and the financial obligations involved. The Board agreed to continue discussions later in these meetings.

Daryl Krause and Russell McCrady entered the meeting at 0905 to address the Board.

Michael Massoni excused at 0940 for a meeting with SWA Executive Vice President Jim Wimberley.

Daryl Krause and Russell McCrady were excused at 1000.

The Board took a break and reconvened at 1015.

Becky Parker entered the meeting at 1015 to offer new information on a grievance and was excused at 1050.

The Board reviewed the grievance and the new information.

Gayle Ross entered the meeting at 1050 to present 2 grievances and was excused.

Amy Neeper entered the meeting at 1135 to present a grievance.

A conference call was placed to the grievant at 1140 to discuss her grievance: The conference call ended at 1200.

The Board continued to discuss the grievance.

The Board broke for lunch and reconvened at 1330.

Michael Massoni entered the meeting the meeting at 1330.

Maria Dixon entered the meeting at 1330 to update the Board on the study her class at SMU is conducting on the SWA Flight Attendants.

Maria Dixon exited the meeting at 1425.

The Board returned to discussions on a grievance.

Amy Neeper entered the meeting at 1440 to present a grievance and was excused.

Becky Parker entered the meeting at 1455 to present a grievance.

The grievant entered the meeting at 1500 to address the Board.

Becky Parker and the grievant were excused at 1530.

The Board reviewed the grievance.

Amy Neeper and Becky Parker entered the meeting at 1550 to present 2 grievances and were excused at 1610.

Cindy Ritner entered the meeting at 1610 to present the **Scheduling Committee** report. Cindy reported on the following topics:

- SynStat introduction and overview
- Lisa Trafton's most recent efforts and cost savings of her going back on line
- Going paperless August 4, 2005 for the September Schedule
- Meeting with Joe Mayers and the results
- Schedule Policy Meeting on Friday, August 19, 2005
- Schedule Changes and how they affect the lines in the bases
- Lounge Visits by Members of the Scheduling Committee for October to survey the Membership and gain valuable feedback from the Membership
- Cost of on-line survey and single page copy in every Flight Attendant mail box

Cindy Ritner was excused at 1700.

The Board agreed to continue these Board Meetings through Friday.

Jimmy West made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1700.

<u>Thursday, August 18, 2005</u>
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thomas McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Mark Torrez, Lucy White-Lehman and Jimmy West.

Stacy Martin was excused due to Medical Leave.

Bill Bernal was excused for AFL-CIO business.

Mike McCarthy was running late.

Garry Drummond entered the meeting at 0830.

The Board returned to vote on the motion made earlier in the meeting by Marcy Vinyard to accept the Joint Defense Agreement between the Company and the Union; which was seconded by Michael Massoni. The motion **carried.**

The Board discussed Self Notification for Reserve. The Board had additional questions for Russell McCrady regarding how the screen would look. Marcy Vinyard will discuss the Board's concerns and report back later in these meetings.

The Board revisited the issue of participating in a Point/Counterpoint article for the ATD Insider. The Board agreed not to participate. Thom McDaniel will contact TWU International Vice President and Air Transport Division Director, Jim Little.

Gayle Ross entered the meeting at 0905 to present a grievance and was excused at 0915.

Mike McCarthy entered the meeting at 0925.

Amy Neeper entered the meeting at 0925 to present 2 grievances and then was excused.

Becky Parker entered the meeting at 0940 to present a grievance and was excused at 0950.

Gayle Ross entered the meeting at 1020 to present grievance.

The grievant entered the meeting at 1030 to address the Board.

The grievant was excused at 1110.

The Board continued to review the grievance.

Gayle Ross was excused at 1120.

Amy Neeper entered the meeting at 1125 to present a grievance and was excused at 1130.

Becky Parker entered the meeting at 1130 to present 3 grievances and was excused.

Ron Regan presented the May 2005 Financial Report for approval

Allyson Parker-Lauck made a motion to approve the May 2005 Financial Report. Michael Massoni seconded the motion. **All voting Members voted to approve the May 2005 Financial Report.**

Lone Star Checks #9084- 9150 were presented.

Ron Regan presented the June 2005 Financial Report for approval.

Marcy Vinyard made a motion to approve the June 2005 Financial Report. Mike Sims seconded the motion. **All voting Members voted to approve the Financial Report.**

Lone Star Checks # 9151- 9227 were presented.

Ron Regan distributed a letter reminding Committee Chairs to prepare their committee budgets for the Fiscal Year 2005-2006 for the budget discussions that will take place at the next meeting of the Executive Board meetings.

Ron Regan distributed information on properties in the area of the building that the Local is currently leasing. The Board continued discussions on the real estate needs of the Local.

Allyson Parker-Lauck made a motion to hire a real estate broker to research real estate options for the Local to review and present at Membership Meetings Broker services not to exceed $675. Marcy Vinyard seconded the motion. The motion **carried.**

The Board agreed that Ron Regan will seek bids from 3 Real Estate Brokers and/or Agents.

Ron Regan updated the Board on the dues recovery project.

Ron Regan updated the Board on his research into Errors and Omissions Insurance.

The Board discussed the dues medical refund. Ron Regan explained that when a Flight attendant does not have medical insurance with the Company because they have insurance through their spouses' company, they get a medical refund of $25.00 on their paycheck. If a Flight Attendant is on a no pay leave, they will get this refund and dues have been taken out of this amount. The Board agreed to not make this $25.00 refund as a part of compensation that would allow the Union to charge dues. The Board agreed to continue the dues medical refund.

The Board reviewed 3 grievances.

The bylaws call for a Board agreement to defer the approval of the fiscal year budget. Due to the plans for the Board to attend the TWU International Convention in September, there will be no September Executive Board Meetings in September and the Board agreed to postpone approval of the Fiscal Year Budget 2005-2006.

The Board discussed seniority issues regarding a Supervisor who left the position of Flight Attendant to become a Base Administrator then became a Base Supervisor and now is interested in going back on line.

Marcy Vinyard made a motion that that Base Coordinator position is not protected by the CBA. Jimmy West seconded the motion. The motion **carried.**

The Board agreed to purchase shirts for the delegates attending the TWU International Convention.

Kathy Anderson presented the news document regarding the United Steelworkers document for Bill Bernal.

Mike Sims made a motion to **table** in order to receive additional information from Bill. Marcy Vinyard seconded the motion. The motion **carried.**

Kathy Anderson presented the outcome of the vote on the motions to amend the bylaws. The Board agreed to place the results on the Local's website and to post the results in the Union glass case in each Flight Attendant lounge. Kathy will work with Michael Massoni on posting the results on the website. Kathy will send the results to the Domicile Executive Board Members to be posted in the glass cases.

The Board agreed that no further involvement from the Local is needed and to keep the Hotel Committee the way it is.

Thom McDaniel was excused at 1630. Michael Massoni chaired the meeting.

The Board discussed ideas for the UNITY Publications. In a Membership Meeting, Nancy Potts suggested publishing the names of Flight Attendants who have passed away in the Union Publications. The Board agreed with this idea and also agreed that publishing other milestones such as retirements and births and marriages. This page will be "Editor's Choice". As Chair of the Care and Concern Committee, Jimmy West will research these issues for future publications.

The Board discussed topics for future Hotlines.

Mike Sims made a motion to adjourn. Mark Torrez seconded the motion. The motion **did not carry.**

The Board revisited the issue of the Mandatory Initial Conference that New Hires are being required to attend with their Supervisors. Mike Sims updated the Board on his discussions with Management regarding this issue.

Lucy White-Lehman made a motion that the Local purchase a copy of Roberts Rules of Order-Revised for each Board Member. Jimmy West seconded the motion. The motion **carried.**

Mark Torrez asked to take delegates to the California State Conference being held in Las Vegas the day before the TWU International Convention.

Mark Torrez made a motion to bring up to 3 delegates to California State Conference in Las Vegas. Each delegate would require a hotel for one night and one day of pay pending their election as delegate to the TWU International Convention. Karen Amos seconded the motion.

Mark Torrez made a motion to amend the motion to strike 6.5 pay. Lucy White-Lehman seconded the motion.

The motion as amended passed.

Ron Regan made a motion to adjourn. Mark Torrez seconded the motion. The motion **carried.**

Michael Massoni adjourned the meeting at 1745.

Friday August 19, 2005
Thom McDaniel called the meeting to order at 0830.

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

Stacy Martin was excused due to Medical Leave.

Bill Bernal was excused for work with the AFL-CIO.

Jimmy West was delayed due to a meeting at the Executive Offices.

The Board discussed whether to do Union business via conference call or email.

Jimmy West entered the meeting at 0845.

The Board continued discussing business via email. The Board agreed to utilize conference calls on urgent or sensitive matters.

Michael Massoni was excused at 0850 to perform a debriefing with Flight Attendants.

Karen Amos brought up splitting the cost of the lost time for the Flight Attendants who participated in the Wright Amendment activities with the Company. Karen will put together a break-down and present to the Board later in these proceedings.

The Board reviewed Company proposed settlements to grievances and the Board agreed that further research was needed.

Marcy Vinyard presented information requested by the Board from Russell McCrady on how the display screen will appear on Self Notification on Reserve. The Board agreed that further research is needed to determine what other related areas the implementation of Self Notification would affect. The Board agreed to table this matter for further review.

The Board reviewed a proposal from the Company regarding attendance point history. The Board agreed that the proposal requires further review and consideration.

Ron Regan stated that he needs to be excused from the flying for the 3rd Quarter. Kathy Anderson stated that she may need to be excused from the 3rd Quarter but was not sure at this time.

From this point forward-

Lounge visit should be the same for all officers. The hours for each lounge visit may be accrued at one time or it may be an accumulation of the required hours. The length of one lounge visit is to be 9 hours.

Allyson Parker-Lauck made a motion to excuse Ron Regan from flying for 3rd Quarter. Mike Sims seconded the motion. The motion **carried.**

The Board discussed holding a brief Board Meeting at the Convention if needed.

Compliance with or excusals from Article VII letter (g) of the bylaws must be explained in Officer reports for the first month in each quarter. The Board will review requirements from the previous quarter in the first meeting of the new quarter as well. If an Officer does not attend the Executive Board Meeting, they must notify the Recording Secretary via email of their compliance status or they will not be considered in compliance.

Gayle Ross entered the meeting at 1100.

Jimmy West asked to be excused at 1200 to catch a flight.

The Board brainstormed on ideas for articles for ***UNITY***. Allyson Parker-Lauck stated that Gayle Ross has been asked to contribute a Health Department feature in the ***UNITY*** each quarter.

Thom McDaniel asked for a response from the editor when articles are received.

The Board discussed topics and themes for future Unity Publications.

Thom McDaniel proposed setting up a Scholarship sponsored by the Local for family members of Local 556 Members, which would be in honor of Shanna Martin wife of Houston Domicile Executive Board Member Stacy Martin. The details of the scholarship and implementation will be discussed during budget.

The Board discussed several ideas for themes and articles for future Unity Publications for Allyson Parker-Lauck to work with on future issues.

The following ideas were discussed:

- Family
- International Convention
- Toy Drive
- Point/ CounterPoint on Vacancy Bids
- Life after Negotiations
- Health and Stress
- New Years resolutions

The Board also discussed ideas for upcoming Spotlight Articles.

Mike McCarthy made a motion that Gwen Dunivent attend the CLUW Convention which would include compensation for 2 days of lost time and her hotel accommodations according to applicable pay agreement. TWU International will pay the registration fees. Kathy Anderson seconded the motion. The motion **carried.**

Allyson Parker-Lauck expressed concerns about office staffing during the upcoming the holidays. Office Manager, Marcy Vinyard had already asked Allyson to place an ad in the Unity Update and Marcy stated that she has had several responses and has interviews scheduled. Marcy stated that at this time there is a good pool of people to fill in when needed.

Allyson Parker-Lauck expressed concerns over staffing in the office during the convention. Office Manager Marcy Vinyard stated that the staffing of the office will be handled in the same manner it was handled during the last convention and more recently in the manner as when the Board attended the Strategic Planning Retreat last November.

Allyson Parker-Lauck wanted to know what the Maternity Policy is regarding the Office Staff. She also expressed concerns on the staffing of the office when Staff Members are out on Maternity Leave. Office Manager Marcy Vinyard stated that their leave will be treated as any other leave in the fact that the Company administers those leaves, not the Union. Marcy stated that the main concern is to always keep the Local adequately staffed and the Local has a qualified pool of people to call on when needed.

The Board discussed outstanding vacation time for former Local 556 Treasurer Thomas Mitchell that needs to be reconciled. Marcy Vinyard and the Local's Office Administrator Madeleine Howard will reconcile this issue with the Company.

Karen Amos was concerned that the Board conducted business without a quorum. The Board discussed the issue of quorum.

Allyson Parker-Lauck made a motion that a quorum is 7 Board Members present. Lucy White-Lehman seconded the motion. The motion **carried.**

Mark Torrez reported that he had to switch his vacancy bid to MDW during the time that he was on his charity bike ride in order to avoid reserve. He made the move strictly for bidding purposes so that he could successfully complete the Journey of Hope. Although he didn't move his residence nor fly out the base he understands that he violated a Local bylaw and will concede to appropriate action from the board.

Allyson Parker-Lauck made a motion that the Board go into Executive Session. Mike Sims seconded the motion. **All Board Members were in agreement.**

Michael Massoni made a motion to come out of Executive Session. Mike McCarthy seconded the motion. The motion **carried.**

The Board learned and discussed that Oakland Domicile Executive Board Member Mark Torrez violated Article VI (b) of the Local's bylaws by changing his domicile to Chicago.

Michael Massoni made a motion to suspend Mark Torrez as an Officer Representing the Oakland Domicile until September 1, 2005 for being in violation of Article VI (b) of the Local's bylaws. Mike McCarthy seconded the motion.

Mark Torrez recused himself from the meeting.

All voting Members voted to suspend Mark Torrez

Mark Torrez was excused from the remainder of the meeting.

The Board discussed whether to have another Strategic Planning Retreat this year.

Mike McCarthy made a motion that the Board hold a Strategic Planning Retreat for the Executive Board to be held in November of this year. Allyson Parker-Lauck seconded the motion. The motion **carried.**

The Board discussed the TWU International Convention. The Board agreed that delegates must attend all 5 days of the convention in order to participate as a delegate to the convention.

Lucy White-Lehman was excused to catch a flight.

Mike Sims made a motion to purchase a table at the AFL-CIO Labor Day Breakfast for $250. Mike McCarthy seconded the motion. The motion **carried.**

Marcy Vinyard made a motion to contribute $100 to the United Steelworkers for the miners. Mike Sims seconded the motion. The motion **carried.**

Kathy Anderson presented the June 2005 Executive Board Minutes for approval.
Mike McCarthy made a motion to **approve** the minutes. Mike Sims seconded the motion. The motion **carried.**

<u>Correspondence</u>
The Board reviewed the following correspondence:

- Letter to The Honorable Robert Brady, United States House of Representatives from Thom McDaniel Re: Asking for his support on the repeal of the Wright Amendment
- Letter to the Honorable Sheila Jackson Lee from Thom McDaniel Re: Asking for her support on the repeal of the Wright Amendment
- Letter to the Honorable Kay Granger from Thom McDaniel Re: Asking her to reconsider her decision not to support on the repeal of the Wright Amendment
- Letter to the Honorable Kenny Marchant from Thom McDaniel Re: Asking him to reconsider his decision not to support the repeal of the Wright Amendment
- Letter to the Honorable Michael Burgess from Thom McDaniel Re: Asking him to reconsider his decision not to support the repeal of the Wright Amendment
- Letter to the Honorable Joe Barton from Thom McDaniel Re: Asking him to reconsider his decision not to support the repeal of the Wright Amendment

- Letter to the Honorable Eddie Bernice Johnson from Thom McDaniel Re: Asking her to sign on as a co-sponsor top the "Right to Fly Act" HR 2646
- Letter to the Honorable Eddie Bernice Johnson from Thom McDaneil Re: Her opposition to the appeal of the Wright Amendment
- Letter to Mr. Larry Stenisch. Conference Chair and Mr. Albert P. Covigno, Conference Co-Chair from Thom McDaniel Re: Thanking them for the opportunity to introduce Colleen Barrett at the Texas Labor Management Conference 2005

The Board revisited the issue brought up earlier in these proceedings on splitting the cost of lost time with the Company for Flight Attendants who participated in the Wright Amendment activities.

Michael Massoni made a motion that the Local pay for 2 Flight Attendants for 2 days in 2 bases as originally agreed. Mike Sims seconded the motion. The motion **carried.**

The Board agreed to review goals set at the November 2004 Strategic Planning Session during the upcoming Strategic Planning Session in November 2005.

Marcy Vinyard made a motion to dispense with the printing and reading of the minutes for this meeting. Mike Sims seconded the motion. The motion **carried.**

The Board discussed the request made by Cindy Ritner for lounge visits by members of the Scheduling Committee to promote participation in the Scheduling Survey. The Board agreed it would not be necessary to have people in the lounges at this time.

The Board agreed to incorporate the Scheduling Survey into the upcoming Union Survey. The Board will review the survey before it is released.

Allyson Parker-Lauck made a motion that Gwen Dunivent and Thom McDaniel attend the Texas AFL-CIO Biennial Political Conference scheduled for September 26 & 27, 2005. Marcy Vinyard seconded the motion. The Local will cover lost time and hotel accommodations. The motion **carried.**

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

Thom McDaniel adjourned the meeting at 1515.

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

Kathy Anderson

Kathy Anderson
Recording Secretary

Thom McDaniel

Thom McDaniel
President