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

One Brookriver Place 7929 Brookriver Drive, Suite 750 Dallas, TX 75247 (214) 640-4700 (800) 969-7932
Fax (214) 357-9870 www.twu556.org Hotline (800) 806-7992

Executive Board Meetings
August 15 & 16, 2006
Synopsis

Tuesday August 15, 2006

Thom McDaniel called the Meeting to order at 0840.

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

Gayle Ross was excused for illness.

Michael Massoni and Michael Broadhead were excused for vacation.

Officer Reports

Thom McDaniel presented the **President's Report**. There was no written report submitted.

Allyson Parker-Lauck was excused for personal reasons at 0850.

Brett Nevarez presented his **Officer Report** as Board Member at Large. There was no written report submitted.

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

> *Lucy White-Lehman presented the Baltimore Base report. The liquor drop has been moved to B-4 Customer Service desk and is operational. The old space at B-2 where the liquor drop was located is now available as a baggage room. The elevator accessing the lounge on the Mezzanine level has finally had a keypad installed this month to secure the lounge from the Baggage Claim area. July was a busy month for Fact Finding Meetings in BWI. Lucy attended 5 Fact Finding meetings with only one resulting in discipline. The discipline was a 30-day suspension for sick leave abuse; In addition to the suspension, the sick call was converted to a N/S. The F/A who received the discipline called the office to ask a question. She did what SWA encourages F/A's to do, call the office for help. The conversation was nothing more than a misunderstanding by the Supervisor, resulting in a he said/she said situation. The conversation was not on tape and Management has no proof except for what the Supervisor said he heard. Jim Melnick informed Lucy that this came down to a credibility issue between*

the F/A and the Supervisor, based on the discipline it is obvious who won. The F/A has filed a grievance and is currently waiting for the decision from her Step 2 Hearing with Helen Hancock in MCO. Lucy reported that she has received numerous phone calls from F/A's complaining about the pairings: the abundance of 4 day trips in OT, lack of SIPS, lack of commutable trips, the lack of 2-days and the lack of turns in BWI. July Unity was distributed on August 3rd. BWI was short approximately 100 copies. I attended New Hire Base Orientation on July 25th.

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

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

Allyson Parker-Lauck returned to the Meeting at 0909.

Jill van der Werff made a **motion** that TWU donate $100 to the Animal Shelter, in lieu of flowers, in Flight Attendant Cindy Rhode's memory. Brett Nevarez **seconded** the motion. The motion **carried**.

Susan Kern submitted the **Orlando Domicile Report**:

Susan Kern presented the Orlando Domicile Report. Susan reported to the Board that she attended the New Hire Orientation Meeting in the base on July 25 and at that time had a conversation with Helen Hancock regarding acquisition of the coveted glass case key. Susan reports she finally received a copy of the key on August 10. One of MCO's Supervisors, Sabastian Page, has recently become a Recurrent Trainer. Susan attended the August 10th Membership Meeting where she had discussions with Members in attendance regarding the Board of Election and Shop Steward positions. There seems to be general satisfaction among the Membership in MCO with the Reserve asterisk resolution; however, the concern over the quality of lines and VR lines continues to grow. Many Members have expressed eagerness for the Scheduling Survey due out on August 15, and there will be Lounge Mobilizations to encourage Members to participate in the Survey. Unity Magazine was distributed in early August, and the Red Rack and Union Case have been updated, including the posting of the Crewmember Self-Defense Poster within the glass case.

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

The Chicago Domicile report was presented by Kyle Whiteley. Kyle announced that construction on the new office and lounge areas are underway. The estimated completion date is October 6. The second phase of the lounge construction will begin the first quarter of 2007 and continue until July. The MDW office staff has announced that the extended hours will begin the first week of October to coincide with the completion of the new Customer Service desk. He went on to add that he has made contact with Yolanda Gabriel, the Chicago Inflight Safety Rep. He will attempt to attend the meetings or send a Flight Attendant to voice our concerns on the first Tuesday of each month. Kyle was informed by Yolanda that the ground personnel are very concerned with Flight Attendants opening the door prior to the jetway being fully docked and the auto leveler being engaged. He will make sure that this is addressed in a future Chicago Unity article. Kyle informed Yolanda that the road behind the airport parking lot is in need of a crosswalk or other signage to slow the cars down. This pathway is utilized by a lot of Flight Attendants, Pilots, as well as other airport employees. There will be a safety fair on August 31 for the entire MDW base. Kyle stated that his survey harvested about 200 email addresses and *a data base has been set up to mail out meeting notifications. There is still a lot of talk about Crew Scheduling hiding trips or not placing trips in Open Time. Kyle concluded that the Union's Glass Case and Red Rack are both up to date. Unity has been distributed. Kyle added that the Chicago base is in need of additional Shop Stewards.*

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

Cuyler Thompson submitted the **Phoenix Domicile Report** for Michael Broadhead:

In the month of July, while on the "special project" of the office relocation, I spent a total of nine days in Dallas working solely on the move out of the old office. The entire project was divided into two areas of responsibility: 1) Old building projects and 2) New building projects. I oversaw most projects associated with project area #1-the move out of the old building. I primarily oversaw the preparations directly involved with packing common areas, sorting and other required preparations for the move out of the old building at 2520 W. Mockingbird Lane. This also included a complete revamp of the storage unit that has been divided into two distinct areas: 1) Negotiations and 2) documents required by DOL to be on hand for the current seven year requirement. Several Staff and Officers were taken to the storage unit in an effort to show where it is, how to enter, how it is laid out and what is there in the event documents need to be located. As we left the building with the movers, my last project was removing the old TWU Local 556 sign that was on the front of the bldg as a "final goodbye". Note: I am too short to reach the one on the back of the building☺! I also spent time at the new office assisting with creation and design of the new "file room" and the new Local's "Library" located inside the BOA room. In the new office building I completed the setting up the office supply areas and the hanging of all framed pictures in common areas. Southwest was gracious to provide additional framed art work for free for the new offices-see the newest additions being the classic 737-700 in revised livery in the lobby and others. Note: PHX Inflight Supervisor Arnie Cogan <u>donated</u> to the Local the matted photograph he took of the new NBA aircraft. He was gracious to <u>donate</u> that very expensive piece of photography that was matted and had a wall frame attached and he also paid for the shipping. A gesture of gratitude from the Office of the Local would be in order. I am also working with a sign making shop just a few blocks away for the main signage that will hang on the main entrance lobby wall. It will be 8 feet long and 3 feet high. It is the wall that currently has nothing hanging on it. It will closely resemble the "banner" on the home page of the TWU Local 556 website.

My regular duties as PHX DEBM included:

- *Completed the compilation of the blue forms for the newly created "PHX E-Connnection" for base specific communication from me using email addresses for PHX based F/A's. In the first round of distribution, I received nearly 180 forms filled out from PHX F/A's. All names and addresses have been input and stored and as of July 31 I had sent out two "updates". The response has been **<u>extremely</u>** positive as emails, phone calls and messages on my CWA screen have been all positive and very appreciative. Sample attached for review.*
- *Participated in four meetings with Management at the base level. Discipline issues covered were:*
    - *1 NS for RT training*
    - *3 Accused of sick call abuse*
- *Had Shop Stewards or other F/A's used for two meetings with Management while I was in Dallas*
- *Had Shop Steward distribute Unity Update as I was in Dallas*
- *Had Shop Steward distribute UNITY as I was in Dallas*

Briefed the PHX Inflight Office of my "extra project" duties and amount of time and days I would be in Dallas during July as to give them a "heads up" on where I would be and how I would be relying on Shop Stewards in my absence. I sent an email to the Asst. Base Managers and asked them to advise their staff of the same so that all would know that I was in the office in Dallas. I also "introduced" myself to the Base Manager in PHX, Dave Kissman. But introducing myself to Dave Kissman is really a "déjà *vu" as I used to work at America West with Dave and his wife many years ago. His wife is still a Flight Attendant there today. Many know that Dave came from Ground Ops and many report he is very fair. I also know Dave to be a very nice person. Vic Zachary reported to me that Dave Kissman will complete Inflight Training and will do an "OE".*

Brett Nevarez made a **motion** to approve the Phoenix Domicile Report as submitted. Lucy White-Lehman **seconded** the motion. The motion **carried**.

<u>Standing Committee Reports</u>

Cuyler Thompson submitted the **CISM Report** for Co-chairs B.R. Ricks and Pat Gilmore:

First of all I want to thank this BOARD for allowing myself and three other CISM Team Members to attend the NTSB Training in July. We received needed education regarding accident investigations and responding to victims/family needs in the event of a serious accident. This Team needs this information and I can assure you that this will all be shared at our future RT in 2007. We also hope to send another group of 4 in November to the same training. July was a busy month for us. Following are the incidents that we were notified of and assisted our F/As.
AC Incidents - 2-
F/A Illnesses on line -6 (not injury related)
Turbulence injury -1
Death In Flight -2
Medical emergencies -3
Bomb Threat -1
Security Threat (Pax to Pax) -1
Suicide threat of Crew Member -1 (successfully diverted)
Personal issues- 4
Alleged Assault of Crew Member on RON -1

We want to express our concern that we are not being notified of all incidents. With the changes going on in all departments, we all know that we miss many. But through word of mouth it is amazing how much we all find out on-line. BR and I will begin AGAIN with the rounds of introducing ourselves to Brendan Conlon/IF Sched to emphasize the importance of the CISM Mission. BECAUSE IT IS THE RIGHT THING TO DO. BR and I are finalizing our contacts with the Crisis Planning Committee and the new NXT system for immediate notifications of incidents. And our CISM Pilot Team is right beside us. We both would like to share our reports with you. If you could let us know when we can do so, please call. BR will be at HDQ with me tomorrow.

Vice Chairs Kyle Whiteley and Brett Nevarez submitted the **Scheduling Committee Report**:

Kyle Whiteley and Brett Nevarez presented the Scheduling Committee report. Regretfully, we were informed that the number of four-day trips would remain around 18% for the rest of the year. The October schedule was run with a target of only 14% four-day trips. The best the computer could generate was 16% four-days at the expense of turns. The reason for all the four-day trips remains that we have a larger number of aircraft not overnighting in base cities as well as the continued productivity push. With the exception of one new aircraft all new planes had been placed in outstations. Kyle explained that to lower the number of four-day trips we would have to achieve a minimum of 34% of our planes in domicile or open a new *base. Our current number of planes in domicile is between 31-32%. Lisa Trafton will be sending out a monthly listing after line building so Board Members will have a better feel for what happened with regards to each base. Brett Nevarez then informed the Board that all the Scheduling Chairs attended a meeting with Brendan and Tim. We requested that we be allowed to have more Flight Attendants come in to build lines. Brendan is giving us the additional hours for a 3 month trial. We will have 48 hours for primary line building and 48 hours to build vacation relief lines. This will allow the Committee to have one person build DAL and MCO while the other line builders focus on one base each. Brett further explained that each line builder had been paid different amounts based on where they commute from; with our new trial budget, in order to staff 6 people, the Company will be paying 8 TFP to each Committee Member. Lisa will notify existing line builders of this change. There will be a briefing in the morning prior to our line builders starting to discuss specific issues they may encounter. Brett explained that we have had several people show interest in observing the Committee to see if they wish to join. We agreed to bring in two people a month to watch the process to see if line building was for them. By adding Members to the Committee, we will provide more staffing to cover vacations and scheduling conflicts. There are training facilities available that run the programs our Committee Member's use. Having a training session could be a good way for interested parties to have a hands on line building experience. This training could be scheduled during a down time that would be more convenient for planning and SC Members. The CMS training will be covered further as we finalize who will be joining the Team. We have agreed that the target building days for primary lines will be the last Wednesday and Thursday of the month. These days can change if last minute adjustments are required by planning. VR line building will remain on the 13th of each month. Kyle informed the Board that he and Lisa agreed that during months the 13th falls during Board days, Brett and Kyle would be available but would be attending the Board meeting. Brendan agreed to send a CWA message to all Flight Attendants when the scheduling survey goes online. During our meeting, Brendan mentioned that 180 Flight Attendants had not worked one trip in the past 12 months. He also asked for our input with regards to a PBS and a new base. There will be additional meetings scheduled to further discuss both of these issues.*

Thom McDaniel and Gwen Dunivent were excused at 0937 to speak to the New Hire Flight Attendant Class at Company Headquarters.

Stacy Martin **chaired** the Meeting.

Kyle Whiteley submitted the **Survey Committee Report**:

Kyle Whiteley read the survey report. Kyle notified the Board that all the questions had been successfully entered into the computer system and the survey was ready to go. Kyle had been in touch with Michael Massoni last week and was informed that there was a security issue with regards to our website. The survey will be online as soon as this issue is resolved. A notice will be placed on the web site to notify our Membership of the delay.

Stacy Martin presented the **Health Committee Report.** There was no written report submitted.

Allyson Parker-Lauck submitted the **Scholarship Committee Report**:

As of the July 15, 2006 extended deadline, 4 applications were received for the Shanna M. Martin Memorial Scholarship. The Scholarship Committee has not been able to make a final *selection since one of the Members of the Committee has been on medical leave. The Committee anticipates having a decision within the next two weeks, and the winners will be announced in the October issue of UNITY Magazine.*

The Board took a break at 1015 and reconvened at 1035.

Board Members present were Stacy Martin, Cuyler Thompson, Jill van der Werff, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Brett Nevarez and Allyson Parker-Lauck.

Gayle Ross was excused for illness.

Michael Massoni and Michael Broadhead were excused for vacation.

Gwen Dunivent and Thom McDaniel were excused to give the Union's presentation to the New Hire Flight Attendant Class at Company Headquarters.

Cuyler Thompson submitted the **Professional Standards Committee Report East** for Co-Chair Jean Chandler Brooks:

PROFESSIONAL STANDARDS Monthly Summation for July 2006 submitted by Jean Chandler Brooks Co-chair Eastern Division (BWI,MCO,MDW,HOU)
Calls 23
Calls involving Pilots 2
Calls resolved favorably 22
The passenger loads are high, and our volume of calls has increased proportionately. Tentatively, we would like to schedule a training session for October. This will be both the Pilot and Flight Attendant Committee Members.

Cuyler Thompson submitted the **Professional Standards Committee Report West** for Co-Chair Lorie Powell:

Total Calls	*13*
Gone to Mgmt	*3*
Involving Pilots	*1*
Total Worked	*10*

Cuyler Thompson submitted the **Uniform Committee Report** for Karen Amos:

The last Uniform Committee meeting was canceled without explanation. A trip to the Cintas factory in Chicago is scheduled for August 21st and 22nd. Hopefully at this event we will be able to get a time line as to the wear testing of the new uniform pieces as well as an expected roll out date. For those that are new to the Board I will give you a brief overview of what the Uniform Committee has worked on for the last year and a half. The Committee has been working on new fabrics for all uniform pieces as well as changing the cut of the uniform so that it is more comfortable, wears better and the fit is more flattering. The pants will be offered in flat front and single pleat. The navy pant color will be adjusted so that it may be worn with the blazer. The width of the pant leg will be increased by one inch at the bottom to alleviate the tapered look that is out of style. The female shirts will be tailored and actually be cut for females. (Females currently wear a male shirt with the exception of the button placement) The *shirt tail length will be lengthened so it will not be difficult to keep tucked in. The denim shirt will be phased out and a new blue shirt will replace it. We are still addressing the issue of flat front shorts and a skirt for females. Thom McDanielhas requested that I bring up the issue of male facial hair. I will do so in MDW and follow up with the Board in September. There are two note-worthy changes to the uniform section of the new "Flight Attendant Handbook". The first being that there is no longer a time frame in which to wear the shorts. The second is the verbiage in the handbook referring to socks now states "socks must be ankle-height" and Members are not quite sure what this means. Are socklets acceptable? I am not sure; however, they are worn by many, so I will let you know.*

Allyson Parker-Lauck submitted the **Publications Committee Report:**

Allyson Parker-Lauck reported that the July issue of UNITY has been distributed in all bases. The August issue of UNITY Update is underway and will be sent to the printer by the end of the week. As requested by the Executive Board, Allyson is researching the option of using recycled paper in our Publications. She has spoken with Steve Echols of Reilly Echols Printing, and he informed her that Reilly Echols already uses paper consisting of 10% pre-consumer recycled paper for as many applications as possible, including both of our publications, UNITY Magazine and UNITY Update. Post-consumer recycled paper will be more expensive, and he will be providing a cost comparison in the next few days. Since the Union needed new stationery to reflect the Union Office's new location, Allyson designed 5 options for new letterhead. She presented these samples to the Board for their review and approval. Allyson also reported that she has now sent two emails to the Committee Chairs whose pictures are not available on the website, but has received no response from them. She will follow up with phone calls to each of them before the next meeting of the Executive Board.

The Board **agreed** that the Local's Office Staff and Committee Chairs would be offered TWU Local 556 business cards to be paid for from the Office Supplies budget.

Cuyler Thompson submitted the **Civil and Human Rights Committee Report** for Portia Reddick-White:

The International will hold a meeting of the Civil and Human Rights Division at the Rio Hotel and Casino, Thursday September 14, 2006 beginning at 9:00 a.m. Local #556 is represented on the newly established Civil & Human Rights Steering Committee by our President, Thom McDaniel. As such, it would be great to send at least two other representatives to the meeting. (The 2005-2006 budget should allow for these representatives to attend.) On Friday, September 15, 2006 at 9:00 a.m., the TWU Women's Committee which is under the umbrella of the Civil and Human Rights Division will be meeting. The newly appointed Director of the TWU Civil and Human Rights Division Sandra Burleson, President of Local #260 will be presiding over the meetings. The 2007 AFL-CIO MLK Celebration will take place in Houston, TX January 11-15 2007. Hopefully, we will be able to have a good number of representatives participate in this event seeing that we have a domicile in Houston. Please keep in mind that TWU generally participates in the annual parade (which is held on the actually birthday of Dr. King this year, January 15th) and community services (usually on the Friday and/or Saturday preceding the parade). An effort to involve the Houston domicile in the annual event is forthcoming.

Special Committee Reports

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

Lucy White-Lehman sent six care and concern cards for the month of July.

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

Allyson Parker Lauck **agreed** to notify the Scholarship Applicants of the delay in the announcement of the TWU Local 556 Scholarship Awards due to the illness of Scholarship Committee Member Maria Dixon.

Cuyler Thompson submitted the **Safety Team Report** for Michael Massoni:

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety & Health Data Base (ASHDI) *– Reports Under Review =* ***4****:*

Report	*Acceptance Deadline*
ASHDI 1297 (SECURITY)	*Thu 08/31/2006*
ASHDI 1312 (POOR CRM / TURBULENCE)	*Thu 08/31/2006*
ASHDI 1378 (CARRY-ON LUGGAGE-FAR)	*Thu 09/07/2006*
ASHDI 1409 (SAFETY RELATED)	*Tue 10/31/2006*

ASHDI Incident Reports received to date:

- *All Sponsor Unions / TWU =* ***1585+/ 150***
- *Accepted Reports to date (TWU) =* ***117***
- *See Attached Detail*

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

- *07/10/06 through 08/11/06 =* ***97*** ****ALL OF 2006 to Date =* ***505********
- *Emergencies Declared =* ***23***

London Terrorist Incident *– Local 556 Safety Team responded to the incident quickly by establishing communications with SWA Management as soon as the incident was verified by the Department of Homeland Security. Three different communications went out via our website and the hotline. Attached is the final security directive received from TSA for your review. We will update any and all security directive changes as they become available. ***please note: security directives are SSI and should not leave the premises*** Southwest Airlines Inflight Training Department in conjunction with our Safety Team polled other carriers and the FAA on* ***"Best Practices" in the area of Flight Attendant brace positions****. Through this polling it determined that Southwest's F/A brace position procedures need to be* *revised and aligned with the best practices as defined by our industry and the FAA's Civil Aeronautical & Space Medical Institute (CAMI). The change will more than likely take place with the next F/A manual revision. The TSA has implemented the revised 1 day **Crew Member Self Defense Training (CMSDT)**. We have received the new posters and want to begin additional marketing efforts to encourage enrollment and participation of as many Flight Attendants as possible. Please cross check with one another that these posters are hung in you perspective lounges. We are still recommending that all Officers take the revised training to better understand what CMSDT is and how to effectively market it to our Members.*

- ***Standing / Scheduled Meetings**:*
  - *Thursday August 10, 2006 at 10:30 CDT – TSAT Debrief for ASHDI 1212 (Severe Turbulence Incident).*
  - *Thursday August 31, 2006 at 13:30 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety*

Thom McDaniel and Gwen Dunivent returned to the Meeting 1127.

The Board went to lunch at 1130 and reconvened at 1300.

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

Gayle Ross was excused for illness.

Michael Massoni and Michael Broadhead were excused for vacation.

Gwen Dunivent submitted the **Working Women's Committee in the ATD Committee Report**:

I attended the Working Women's Committee in Hurst, Texas on August 8th and 9th. There were fifteen Locals within the Air Transport Division represented. Our guest speakers included Tommie Hutto-Blake, the President of the APFA, Peggy Sterling, the most senior female Executive Officer at American Airlines, Mary Beth Riddell, Senior Securities Analyst at American Airlines, and Delissa Brown, President of TWU Local 171. Sister Portia White gave a presentation and led an exercise on building Sisterhood. Sister Sharon Riffle, TWU Local 565, gave a presentation on Living Wills. I gave a short presentation on the Bryn Mawr Summer School for Women Workers, which started in 1921. This Committee continues to grow in Membership and wisdom and I appreciate the Executive Board's continued support.

Denny Sebesta, **Grievance Chair**, entered the Meeting at 1334.

Denny Sebesta submitted the **Grievance Committee Report**:

GRIEVANCE MEETINGS
***Meeting August 1** – Meeting with V.P. Labor and Employee Relations. Thom McDaniel, Michael Massoni and Denny Sebesta were in attendance. Thom and Denny requested this meeting to discuss directional shifts due to Labor Relations or interpretation:*

- ***Time Limits –*** *Union has a problem with Company redefining Inflight's time limits: reasonable knowledge for fact finding vs. reasonable suspicion, and length of time to render a decision. Joe said the redefinitions have* <u>*not*</u> *come from his department. He understands that in dealing with harassment, an investigator needs to speak with all parties involved before they can substantiate the facts. He has revamped the investigation protocol due to hearsay and opinion problems. All statements from witnesses must now be signed. People Services does not render the discipline, they only substantiate the facts. *Joe agreed that three (3) months to do an investigation for harassment is too long and very disturbing.* ***<u>It should be pursued with urgency.</u>*** *He said that he would speak with Pam Anderson, Employee Resources Mgr about the "fruits" (his word!) of the investigation. Inflight is provided all of the documentation/facts from People Services before they render a decision.*
- ***Precedent Cases –*** *Union explained that we currently have a problem with Labor Relations on a case that should have already been settled. There is a previous precedent settlement which would apply, however, Management wants to settle with language that conflicts with precedent settlement. Union will settle case as non-precedent but Management is not willing. Joe is concerned that the case has not been settled out just because Management won't settle non-precedent/non-referral. He is looking into it.*
- ***Joe Harris' Role –*** *He sees this as our Contract and his role is as a facilitator between two (2) owners - Co. and Union. His door is always open to talk.*

Conference Call August 1 *– Director Employee Relations, Naomi Hudson and Director of Scheduling, Brendan Conlon. Thom and Denny were present.*

- *Follow up to our meeting on Sick Leave Abuse vs. No Show. Management wants to make sure the Flight Attendant is not avoiding their responsibility for sick call. Management has decided that if a Flight Attendant calls and identifies that they have a personal problem or trade problem and talks about calling in sick, the Scheduler will direct the Flight Attendant to speak with their Supervisor for assistance. This procedure should begin within the next couple of weeks. This should help those that don't understand the difference in sick leave for a legitimate illness for themselves vs. No Show.*

The Next Scheduled Meeting is set for August 30 – *Director of Scheduling, Manager of Scheduling and Manager Employee Resources.*

- *Continue discussion on outstanding Maestro/CWA Group Grievances and Scheduling issues.*

<u>GRIEVANCES</u>

- *Since July 11, the Grievance Team has been successful in overturning four (4) Terminations through the Grievance process. I do not have definitive numbers, but the entire Team has negotiated removal of many points to include UTC's, MBL's, and FTR's; two (2) Suspensions reduced to written warnings; one (1) compensatory day awarded and compensation for many Flight Attendants throughout the ranks.*
- *As of Friday, August 11, the Union has a total of* ***82*** *active grievances.*

<u>RESERVE PASS/FLY TESTING/TRAINING UPDATE</u>

The Union has collected many names for the upcoming training sessions. Thanks to the Executive Board for your recommendations. Beginning with the November schedule, the new Pass/Fly program will be in place. Denny and Shae have attended meetings to discuss the ongoing development, progress and implementation with Scheduling Automation/Tech Services. Below is an update:

User Acceptance Training

- ***Sept 25-29** – Tech Services will be testing the Pass/Fly program to alleviate production problems. They would like two (2) Flight Attendants for approximately 2 – 3 full days for testing the system.*
- ***Cost** - In order for Flight Attendants to participate in the testing, Management wants TWU to pay the lost time for the Flight Attendants participating in the testing phase. ****Tech Services said this is a big system change and the more testing ahead of time, the less user problems once system is rolled out.***

Denny and Shae's Recommendation:

- *Utilize line flying Flight Attendants in the Dallas area or EB Members who sit Reserve. Compensate them 6.5 TFP per day plus applicable per diem for each 8 hour day. ****Do not recommend taking Staff from the Union office since it would place a burden on the Grievance Team. It requires a full eight (8) hour day for up to three (3) days testing the system.***

Communication to Flight Attendants

- *Company - OnBoard, RBF, Company Email, Users Guide*
- *TWU Website, TWU Newsletters, Hotline*

Training the Trainers

- ***Oct. 4, at SWA Headquarters** - The Company will train four (4) Flight Attendants from each base for a total of 28 F/A's. They will pay each Flight Attendant 6.5 TFP plus applicable per diem for the one (1) day of training, as well as hotel accommodations with a meal voucher (up to $30) for those traveling long distance (OAK,BWI, MCO, PHX, MDW) who need to be in place by 8:00 or 9:00am. SWA total estimated cost for training and lounge visits - $35,000 to $40,000.*

  ****Due to limited seating and space, the Union office will only be allowed up to 3 attendees. This training session will include Denny, Shae and John from the Union Grievance Team. Inflight Base Supervisors and/or Coordinators will be chosen by Management from each base.***

Lounge Visits

- ***Oct 21 – 30-** The plan is to be in the domicile lounges for two (2) shifts per day. There is concern that training might extend to the holiday months so, once the training is in progress, the Union and the Company will reassess to see if additional dates are needed.*
- ***Tutorial CD** - Company is developing an online tutorial and a CD for Flight Attendants personal use. The CD's will be distributed to any F/A, they just need to request a copy from the Inflight Base.*
- ***CWA Migration** – Scheduled for October 18th, before trip trading opens on the 22nd.*

Denny Sebesta was excused from the Meeting at 1355 to ready the Grievance Staff for Grievance presentations.

Denny Sebesta and Becky Parker entered the Meeting at 1400 to discuss a Grievance.

Becky Parker was excused from the Meeting at 1415.

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

Amy Neeper entered the Meeting at 1425 to discuss a Grievance.

The Executive Board called the Grievant and discussed the merits of the Grievance at 1435.

Amy Neeper was excused at 1505.

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

The Board took a break at 1509 and reconvened at 1530.

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

Gayle Ross was excused for illness.

Michael Massoni and Michael Broadhead were excused for vacation.

Denny Sebesta and Catherine Rea entered the Meeting at 1530 to discuss a tabled Grievance.

Catherine Rea was excused at 1600.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

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

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

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

Thom McDaniel passed gavel to Mark Torrez.

Mark Torrez **chaired** the Meeting.

Thom McDaniel made a **motion** to proceed on a Group Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Mark Torrez passed the gavel back to Thom McDaniel.

Thom McDaniel **chaired** the Meeting.

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

Brett Nevarez made a **motion** to proceed on a Grievance. Lucy White-Lehman **seconded** the motion. The motion **did not carry**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Lucy White-Lehman **seconded** the motion. The motion **did not carry**.

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

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

The Board discussed potential topics of conversation for Senior Vice-President of Inflight and Provisioning Daryl Krause's visit to the Executive Board Meeting the following day.

Mark Torrez made a **motion** to adjourn. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1737.

Wednesday August 16, 2006

Thom McDaniel called the Meeting to order at 0835.

Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Brett Nevarez and Allyson Parker-Lauck.

Gayle Ross was excused for illness.

Jill van der Werff was excused for personal reasons.

Michael Massoni and Michael Broadhead were excused for vacation.

Garry Drummond, **TWU International Representative**, was a guest at the Meeting.

The Board **agreed** that Susan Kern would be the Co-Chair of the Shop Steward Committee with Cuyler Thompson.

Daryl Krause and Vic Zachary, West Coast Regional Director of Inflight, entered the Meeting at 0910 to discuss current issues pertaining to TWU Local 556 and the Company's Inflight Department.

Daryl Krause and Vic Zachary were excused at 1010.

The Board took a break at 1010 and reconvened at 1035.

Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Brett Nevarez and Allyson Parker-Lauck.

Gayle Ross was excused for illness.

Jill van der Werff was excused for personal reasons.

Michael Massoni and Michael Broadhead were excused for vacation.

Garry Drummond, TWU International Representative, was a guest at the Meeting.

Cuyler Thompson presented **Amegy Account Checks** numbered 9924-9991 for Treasurer Gayle Ross.

Cuyler Thompson presented the **June 2006 Financial Report** for Treasurer Gayle Ross.

Allyson Parker-Lauck made a **motion** to approve the June 2006 Financial Report. Gwen Dunivent **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to approve John Parrot as a full-time Member of the Grievance Staff. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

John Parrot entered the Meeting at 1040. The Board congratulated and welcomed John as a new member of the Local's Grievance Staff.

John Parrot was excused at 1042.

Denny Sebesta entered the Meeting at 1042.

Mark Torrez made a **motion** to proceed on two Grievances. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** not to proceed on a Grievance. Brett Nevarez **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 did not **carry**.

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

Gwen Dunivent was excused at 1125 to attend The Dallas Central Labor Council Leadership Luncheon.

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

The Board went to lunch at 1133 and reconvened at 1302.

Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Gwen Dunivent, Susan Kern, Kyle Whiteley, Mark Torrez, Lucy White-Lehman, Brett Nevarez and Allyson Parker-Lauck.

Gayle Ross was excused for illness.

Jill van der Werff was excused for personal reasons.

Michael Massoni and Michael Broadhead were excused for vacation.

Garry Drummond, TWU International Representative, was a guest at the Meeting.

Catherine Rea and Denny Sebesta entered the Meeting at 1304 to discuss a Grievance.

The Grievant entered the Meeting at 1315.

Catherine Rea and the Grievant were excused from the Meeting at 1328.

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

Denny Sebesta was excused 1348.

The Board **agreed** to pay for the Lost Time for two Flight Attendants to participate in the Company's testing phase of the CWA implementation Pass/Fly Program.

Correspondence

Thom McDaniel presented eight pieces of correspondence to the Board for review.

The Board **agreed** not to send money to any organization that is in conflict with the TWU Local 556 non-discrimination policy. Thom will write a letter to Harry Lombardo, TWU International Vice-President, informing him of the Local's decision and the reasons it has chosen not to contribute to the Brooklyn Council, Boy Scouts of America.

Cuyler Thompson presented Minutes of the **July 2006 Executive Board Meeting**.

Kyle Whiteley was excused at 1437 to call Simon Reid, Chicago Inflight Base Manager.

Kyle returned to the Meeting at 1443.

The Board **instructed** Cuyler Thompson, Recording Secretary, to revise the Minutes of the July 2006 Executive Board Meeting and to write future Executive Board Meeting Minutes to more closely comply with **Robert's Rules of Order**. Cuyler **agreed** to send copies of the corrected Minutes of the July 2006 to Board Members during the following week for their review and then to contact the Board Members via conference call to approve the changes.

The Board took a break at 1503 and reconvened at 1507

Gwen Dunivent made a **motion** to buy a table at the Labor Day Breakfast of the Dallas Central Labor Council.   Brett Nevarez **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck **submitted** a written request to be excused from the September 2006 Board Meeting. The Board **agreed** that Allyson's absence would be excused.

Mark Torrez made a **motion** to adjourn. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1543.

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

______________________________	___________________________
Cuyler Thompson	Thom McDaniel
Recording Secretary	President