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

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Executive Board Meeting
August 14th & 15th, 2007
Synopsis

<u>Tuesday August 14, 2007</u>

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for illness.

Susan Kern led the Board in reciting the **Pledge of Allegiance**.

Gwen Dunivent read aloud the **TWU International Membership Pledge**.

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

> *Thom McDaniel reported that in the very short time since the last Executive Board Meeting, he has held a staff meeting and offered Stacy Martin the position of Office Manager and he accepted. The Union Office and Grievance Staff continue to operate well. Due to an aggressive BOA and Arbitration schedule, several temporary workers have been filling in, and they are doing an excellent job. Thom and Jerry Lindemann did the New Hire Presentation on July 30. Class 235 was receptive to the Union as many of them are former Union Members and appreciate the value of a strong Union. The only noticeable exception was one New Hire going through training to become a Supervisor. He initially refused to fill out Union paperwork like the rest of the class. Jerry addressed the problem with the Training Managers reminding them that all candidates are required to fill out the paperwork so it is on file in case they go on line. They disagreed, so Jerry requested that the candidate not sit through the Union presentation if he was not going to be part of the Union. An Inflight Training Manager then required that the candidate fill out the paperwork. Voluntary COPE contributions were very high and Thom donated a buddy pass for a drawing for new COPE Members pledging at least one dollar a month. Thom updated the Board on Membership Meetings. So far, the OAK, PHX, and DAL meetings have taken place. The meetings are long due to the large agenda and*

discussion over Bylaw amendments. Thom notified the EB of the error regarding the Bylaw Amendment to Amendment # 35 which should have been ruled out of order at the OAK meeting, but inadvertently was not. For consistency in voting and in order not to interrupt a vote in progress, Amendment # 35 will be ruled out of order at the end of the round of meetings. Thom thanked Michael Massoni for presiding at the OAK and PHX meetings, due to a schedule conflict caused by an Arbitration that he was required to testify in. Thom continues working with the Executive Board, Grievance Team and Advisors on other issues. The Board will be further updated on other issues in the Grievance Report.

The Board discussed the **3rd Membership Meetings of 2007** currently being conducted at all Domiciles. There was discussion regarding the procedures by which motions to amend the TWU Local 556 Bylaws should be handled.

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

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

Cuyler Thompson submitted the **Baltimore Domicile Report** for Domicile Executive Board Member Lucy White-Lehman:

There were three Fact Finding Meetings scheduled this month, done by Shop Stewards and one Step Two Hearing done by Lucy. The meetings were regarding: points, reading on jump seat, and Probationary Flight Attendant evaluations. The discipline issued were two terminations and one three day suspension. The Step Two Hearing was regarding a No Show. The Flight Attendant was trying to commute to work, but the fueler over-fueled the Aircraft resulting in the 4th Flight Attendant and one revenue passenger being pulled. The Flight Attendant was told the commuter policy did not apply to this situation and received a No Show. The Step Two was settled by Jim Melnick removing the No Show with no pay. Shop Steward Karla Kozak did a Lounge Mobilization on July 29th to help encourage Flight Attendants to take the Scheduling survey. Shop Steward Ian Johnson attended New Hire Base Orientation on July 24, while I was at Boards. All publications receive have been distributed. The Red Rack and Glass case are updated.

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

Jill van der Werff submitted the **Houston Domicile Report**:

I've done several meetings in HOU, since Boards last Month. One involved a 3-day suspension, one a removal of a no-show, and one that led to a final warning on points. Scott Wells has left the HOU base to go to LAS as Base Manager. The position of Asst. Base Manager has been posted and closed as of Friday, so Kevin Clark should be interviewing and choosing Scott's replacement soon. I'd like to thank all of our Flight Attendants who came to DAL to interview for an appointment to the Negotiating Team and I'd like to Congratulate Denny Sebesta and Don Shipman on being appointed to the Team. Thank you to Victor Conejo for distributing Unity Update for me. The glass case and red rack are up to date.

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

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

> *The Chicago lounge will have two televisions! In an attempt to get all the lounges to have the same amenities, management tried to get rid of our big screen TV, which the Flight Attendants purchased. I sent out emails, and included the information in a lounge mob. David Curry realized how passionate the Flight Attendants were about keeping the TV, and allowed us to keep it. There were five TWU 556 Members at the Presidential Forum held at Soldier Field. It was an interesting event, and given more time to spread the word, I believe more Flight Attendants would have attended. We have had a few terminations in the past couple of weeks. We are also seeing an increase in Fact Finding meetings due to continued Unaccompanied Minor issues. The liquor drop safe has arrived in Chicago, and will be delivered to the freight house this week. Hopefully, the safe will be in operation at the beginning of next week. All publications, as well as Red Rack and Union Glass case, are up-to-date.*

Michael Broadhead presented the **Phoenix Domicile Report**. There was no written report submitted.

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

There was discussion regarding Domicile Executive Board Members and Shop Stewards having business lunches with Inflight Base Management.

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

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for illness.

Michael Massoni submitted the **Safety Committee Report** and the **Health Committee Report**:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 11:

Report	*Acceptance Deadline*
ASHDI 1509 (TURBULENCE)	*Mon 08/20/2007*
ASHDI 1523 (SAFETY/CRM)	*Mon 08/20/2007*
ASHDI 1526 (SAFETY)	*Thu 09/20/2007*
ASHDI 1532 (BLOOD BORN PATHOGEN)	*Fri 09/28/2007*
ASHDI 1533 (SAFETY/UM)	*Mon 10/15/2007*
ASHDI 1538 (AIR QUALITY INCLUDING TEMPERATURE)	*Mon 11/5/2007*
ASHDI 1539 (AIR QUALITY INCLUDING TEMPERATURE)	*Mon 11/5/2007*
ASHDI 1540 (AIR QUALITY/INCLUDING TEMPERATURE)	*Mon 11/12/2007*
ASHDI 1541 (SECURITY/PAX/EMP MISCONDUCT)	*Mon 11/12/2007*
ASHDI 1542 (SECURITY/PAX/EMP MISCONDUCT)	*Mon 11/12/2007*
ASHDI 1543 (GENERAL SAFETY/SECURITY)	*Mon 11/12/2007*

ASHDI Incident Reports received to date:

All Sponsor Unions / TWU = 2002+ / 172
Accepted Reports to date (TWU) = 126
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
07/21/07 through 08/14/07 = 71 Emergencies Declared = 19
ALL OF 2007 to Date = 621
ALL OF 2006 = 858
On Tuesday August 7th at 9:00 A. M. CDT there was a test of the Dialogic automated emergency response notification system of which we are subscribed to. The system performed well according to the system reports reviewed. This was also a joint test with the Technology Flight in Trouble (FIT) notification running at the same time (as it would during a real emergency). Here are the results. Outbound Contact attempts = 1584 Inbound Contact attempts = 165 Total Contact attempts = 1749 First round of calls took 1 hour and 3 minutes Out of 126 Teams 10 Teams with no response (8%) 29 Teams with partial response (23%) Out of 556 persons to contact with 481 required to fill all teams 357 contacted, 74% of required, and 64% of total possible There are quite a few folks out on vacation which kept us from scoring higher, otherwise, a very good test.
Joint (Southwest Airlines / Union) Blood Borne Pathogen Recurrent Training will be offered sometime in October. All Go-Team members will be required to attend this class as the OSHA/NTSB standards of currency for site investigators has changed. Further information should be available in the September Safety Team Report to the Executive Board.
Standing / Scheduled Meetings:
Monday August 20th, 2007 @ 11:00 CDT – Inflight Injury Prevention Team (IIPT) Core Group meeting
Monday August 20th, 2007 @ 13:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety
Open Discussion Items:
ASAP Program Update – Planned Meeting in the week of August 20th, 2007
ASHDI / Irregularity Report (SOPI) Reconciliation Issues – Disagreement w/Inflight Regulatory Compliance Department

There was discussion regarding Management's response to Irregularity Reports (IRs) when requested by Flight Attendants.

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

Calls received	*22*
Calls involving pilots	*2*
Calls resolved favorably	*21*

Cuyler Thompson submitted the **Care and Concern Committee Report** for Chair Lucy White-Lehman:

Lucy sent eighteen Care and Concern Cards during July.

Jerry Lindemann made a **motion** to donate to hospitalized Oakland Flight Attendant Kevin Schaaf in the amount of $100. Brett Nevarez **seconded** the motion. The motion **carried**.

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

It was noted that the Dallas Session of the 4th Membership Meeting scheduled for October 2007 would be held in the new office space recently rented for the TWU Local 556 Negotiating Team adjacent to the Local Union Office. This would save the Local approximately $1,000 per annum.

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

> *The results of the Scheduling Committee follow up survey are now available.*
> *Responses by base:*
> *BWI- 15.3%* *DAL- 8.9%*
> *HOU-8.3%* *MCO- 8.0%*
> *MDW- 23.0%* *OAK- 15.2*
> *PHX- 21.2%*
> *Responses to each question:*
> ***In order of your personal preference, what would be your first choice?***
> *Choice A - 24%*
> *Reduced 4-day schedule, and spread out the additional pairings. (Like Dec-Apr lines)*
> *Choice B - 48.6%*
> *Reduced 4-day schedule; consolidate additional pairings as much as possible. (Like May-July)*
> *Choice C - 27.5%*
> *Return to the higher 4-day schedule, and all that goes with it. (Like the lines before Dec '06)*
> ***What is your second choice?***
> *Choice A - 45.8%*
> *Reduced 4-day schedule, and spread out the additional pairings. (Like Dec-Apr lines)*
> *Choice B - 37.4%*
> *Reduced 4-day schedule; consolidate additional pairings as much as possible. (Like May-July)*
> *Choice C - 16.8%*
> *Return to the higher 4-day schedule, and all that goes with it. (Like the lines before Dec '06)*
> ***What is your least favorite choice?***
> *Choice A - 29%*
> *Reduced 4-day schedule, and spread out the additional pairings. (Like Dec-Apr lines)*
> *Choice B – 13.7%*
> *Reduced 4-day schedule; consolidate additional pairings as much as possible. (Like May-July)*
> *Choice C – 57.3%*
> *Return to the higher 4-day schedule, and all that goes with it. (Like the lines before Dec '06)*
> *We received lots of great feedback, and are using that information to request changes from Management in the Line Writing process, as well as to identify educational issues for the Membership. The next survey will be conducted by the Negotiating Team.*

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

> *In May 2007, the committee, represented by Michael McNeil and Portia Reddick White presented a PowerPoint presentation to the Executive Board highlighting an innovative approach to involve all bases in CHRC projects. The PowerPoint is available for all DEBM to use and the offer to have it presented in each lounge by the presenters was suggested after the*

presentation. A request was made to the chair by Board Member, Kyle Whiteley for committee information to be posted on the website. The following information has been provided: "The Civil and Human Rights Committee (CHRC) has a dual purpose: to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of our Members. A subcommittee of the committee the Working Women's Committee was established to focus on issues to support, inspire, motivate and affect positive change within our workforce. The CHRC members have been and are involved with several labor constituency groups like APRI – A. Philip Randolph Institute, APALA- Asian Pacific American Labor Alliance, PAW – Pride at Work, CLUW- Coalition of Labor Union Women, CBTU-Coalition of Black Trade Unionists, LCLAA-Labor Council for Latin American Advancement, and ARA- Alliance for Retired Americans. Understanding the dual major purpose of the committee the CHRC has set out to become involved in aiding our work communities as well as home communities with volunteerism in various areas to promote working and living together without discrimination. Those interested in becoming more involved in community projects or constituency groups are urged to speak to their perspective DEBM." Hopefully, posting this information on the website will be helpful in getting interested Members to participate on our committee. The constituency groups that have been mentioned are all constituency groups that I have been involved with and can provide information as to how to join and be more active with them. They are also the constituency groups that are mentioned in the TWU Constitution. Finally, please let me know exactly what the outcome of the May visit regarding the proposal. I believe that it was well accepted, however, I have only a vague idea how the Board would like to proceed.

Cuyler Thompson submitted the **Legislative Report** for TWU Legislative Representative Portia Reddick-White:

FAA Reauthorization Bills have been introduced and passed in the Senate Commerce, Science and Transportation Committee (S. 1300) as well as the House Transportation and Infrastructure Committee (HR 2881). Both bills seek to "authorize funding for the Federal Aviation Administration for fiscal year 2008 through 2011 to improve aviation safety and capacity, to modernize the air traffic control system and for other purposes". Some of the "other purposes" are important to our Membership because they deal directly with Flight Attendant issues. S. 1300 has the following provisions specifically regarding Flight Attendants included in the legislation: (1) a flight crew fatigue initiation that authorizes the FAA to implement the findings of the Flight Attendant fatigue study encouraging the FAA to collaborate directly with others currently engaged in fatigue mitigation, (2) clarification of the FAA's work with the Occupational Safety and Health Administration (OSHA) to ensure workplace safety and requiring FAA to establish a plan and a coordinating body to examine and make recommendations to apply appropriate OSHA requirements to the aircraft cabin, (3) a human intervention management study for flight crews, (4)requirement for minimum English language skills for Flight Attendants of certificate holders on flights operated between points inside the United States and (5) a process by which airline labor integration issues would be solved. In contrast HR 2881 has the following provisions that relate specifically to Flight Attendants: (1) implementing the Flight Attendant fatigue study recommendations and reporting to Congress by March 2009 on the process including an analysis of (a) a survey of field operations of Flight Attendants (b) a study of incident reports regarding Flight Attendant fatigue (c)field research on the effects of such fatigue and (d)a validating of models for assessing Flight Attendant fatigue,(2)complete work begun under the August 2000 Memorandum of Understanding between the FAA and OSHA including FAA standards, measures and obligations of employers regarding such, and (3)develop a human intervention *and motivation study program for flight crewmembers. Neither bill has been presented on either chambers floor. The process is expected to be delayed by the proposed $25 modernization fee in S. 1300. General aviation is opposed to the fee and has vowed to fight the bills progress on the Senate floor. Other interest in the bills are (1) adding an amendment that would require foreign repair stations be certified and inspected as well as safety requirements like drug and alcohol testing be implemented and (2) the proposed sunset of the age 60 rule for pilots and (3) the inclusion of language that protects passengers rights during flight delays (passenger bill of rights). Presently, we are working to get more cosigners on Congressman Tim Bishop's (NY-D) bill "Airline Flight Crew Medical Leave Act" – HR 2744. This bill clarifies that an airline crewmember that has been paid for or completed 60 percent of their company's monthly hour or trip guarantee also qualifies for FMLA coverage. Presently, a link on the TWU website legislative page is available to those who would like to join in the grassroots campaign to get more cosigners on the bill. We like to have as many cosigners as possible to encourage adoption by legislators. A Senate version of the bill is expected to be introduced by Sen. Hillary Clinton (NY-D) sometime this session. Finally, as a result of ongoing issues with TSA not including TWU's Local #556 in deliberations pertaining to flight crew security, etc. the TWU Department of Legislation and Political Affairs (DLPA) suggests the following to Local #556's Board and will assist Local #556 with the following when requested to do so: (1) write a letter and visit the Chair of the Homeland Security Subcommittee on Transportation Security and Infrastructure Protection (this committee has oversight of the TSA) and (2) write a letter and visit the local Congressional Representative (Cong .Eddie Bernice Johnson who happens to be on the Transportation and Infrastructure Committee who has oversight of the FAA) asking for assistance with the issue. I have more thoughts on the issue and am willing to discuss at your discretion. The DLPA is once again accepting applications for the DLPA Internship Program. Applications may be obtained from the twu.org website. They must be accompanied with a letter of recommendation from the president of the local and received by the DLPA by September 30, 2007. Please pass the information on to all interested Members! This year's program thus far has been exceptional and, as the coordinator of the program, I look forward to more Flight Attendants becoming involved.*

Thom McDaniel **agreed** to write a letter to Portia Reddick-White expressing the opinion of the Executive Board regarding the proposals of the CHRC.

Cuyler Thompson presented the **Working Minutes of the July 2007 Executive Board** Meeting for the Executive Board to review. The Board reviewed the Minutes and made corrections.

Brett Nevarez was excused to attend a Fact Finding Meeting with a Member at 1140.

The Board went to lunch at 1155 and reconvened at 1400.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Michael Broadhead, Mark Torrez, Gwen Dunivent, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for illness.

Brett Nevarez was excused to attend a Fact Finding Meeting with a Member.

The Board **agreed** to schedule some the 4^{th} Membership Meetings of 2007 during weekends and afternoons.

The Board discussed and updated the **2007 TWU Local 556 Strategic Plan**.

Brett Nevarez entered the Meeting at 1422.

Jerry Lindemann, Secretary-Treasurer, presented the **June 2007 Financial Report**.

There was discussion.

Thom McDaniel made a **motion** to accept the June 2007 Financial Report. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board discussed the **2007-2008 TWU Local 556 Budget**.

Jerry Lindemann agreed to submit, after conferring with those affected, **budget templates** for each Committee Chair and Executive Board Member at the September 2007 Executive Board Meeting.

The Board took a break at 1545 and reconvened at 1600.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for illness.

Cuyler Thompson presented a proposal for **Enhanced Customer Service**. Stacy Martin and Thom McDaniel **agreed** to solicit input on the proposal at the next TWU Local 556 Office Staff Meeting and to submit their findings at the September 2007 Executive Board Meeting.

Gwen Dunivent made a **motion** to recess until 0830 the following morning. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1717.

Wednesday August 15, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern, Allyson Parker-Lauck and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Gwen Dunivent was excused to attend the Dallas Central Labor Council Meeting.

Thom McDaniel presented three pieces of **correspondence** for Board review.

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

The Board reviewed and approved the revised **TWU Local 556 New Hire Booklet** to be presented during the Union's Presentation to future New Hire Flight Attendant classes.

Jill van der Werff, Allyson Parker-Lauck and Brett Nevarez **agreed** to travel to Dallas and answer telephones in the Local Union Office during the Dallas Session of the Membership Meetings so that the Office could function uninterrupted.

Denny Sebesta, Grievance Chair, entered the Meeting at 0905. Denny submitted the **Grievance Committee Report**:

> <u>*GRIEVANCE MEETINGS*</u>
> *August 7 – Meeting with V.P Inflight, Director Employee Resources and Director Scheduling. Thom and Denny attended for the Union. The Union has had discussion with Management regarding the extreme reduced rest situations experienced by crews over the past several months. Since the Directors were not willing to work on a solution, we requested the V.P. Inflight participate in our meeting to share the Union's concerns. Management agreed to review the issue and get back with us. During this meeting we also discussed the following:*
>
> 1. *Overlap Group Grievance - Management's position is that many Reserve Flight Attendan's want to be released early on last day of month in order to be legal to pick up a trip in new month for VJA. In addition, Management wants the ability to adjust the release time for an AM Reserve on last day of month to 1100 (Local Time) when it's known the Reserve is not going to be used. This adjustment would make the Reserve legal for her/his pairing in new month. *NOTE: Management asked for an extension in order to gather data to prove to the Union that many Reserve's, AM, PM and RR have requested to be released early in order to pick up in the new month. As of Aug. 15, no data has been provided.*
> 2. *VJA Preference. Management said the VJA preference list is not a live report and must be printed to work from. Management suggested that we work on possible Letter of Understanding and educate the Flight Attendants.*
>
> *Due to time constraints, we were not able to discuss any other outstanding issues.*
> *August 20 – Next scheduled meeting.*
> <u>*GRIEVANCES*</u>
> *As of Friday, August 10, the Union has a total of 85 active grievances.*

Gwen Dunivent entered the Meeting at 0915.

The Board **agreed** that Domicile Executive Board Members would copy and distribute the letter into Flight Attendants' mailboxes on Monday August 20, 2007 which explained Inflight Management's recent decision to abide by neither the Contract nor the Grievance Settlement from December 2006 regarding Reserve Overlap. Thom McDaniel **agreed** to author the letter and email it to Domicile Executive Board Members before Monday.

The Board took a break at 1000 and reconvened at 1015.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Michael Broadhead, Mark Torrez, Gwen Dunivent, Kyle Whiteley, Susan Kern, Allyson Parker-Lauck and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Denny Sebesta was a guest at the Meeting.

The Board discussed the 'D-LUVly video', which had been released the previous day on the TWU Local 556 Website. The video was created and released in response to Management's creation of the **'D Flight Attendant'** position, an attempt to allow Inflight Supervisors to ride on the 4^{th} Jumpseat and monitor the performance of working Flight Attendants.

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

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

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

Michael Massoni made a **motion** not to proceed on a Grievance. Michael Broadhead **seconded** the motion. The motion **did not carry**.

Mark Torrez made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to reconsider two Grievances. Gwen Dunivent **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** to proceed on two Grievances. Kyle Whiteley **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck complimented John Parrott on his Grievance handling. It was noted by the Board that John's Grievances were consistently well-documented and organized.

Denny Sebesta was excused from the Meeting at 1112.

The Board went to lunch at 1118 and reconvened at 1250.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Michael Broadhead, Mark Torrez, Gwen Dunivent, Kyle Whiteley, Susan Kern, Allyson Parker-Lauck and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

The Board **agreed** to revise the **TWU Local 556 Policies and Procedures Manual** in order to put in writing the current practice that Executive Board Members shall not be paid by the Union more than 'High Line' or 'High Line plus 15%' (if working full time in the Union Office) during any given month.

The Board discussed potential topics of conversation for a meeting with Southwest Airlines CEO Gary Kelly, scheduled to take place during the September 2007 Executive Board Meeting.

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

> *The TWU 556 Scheduling Committee Leadership met with Management on Monday, August 13. Several outstanding issues were discussed, as well as a number of new topics. First on the list was Las Vegas. As of August 13, 461 Flight Attendants have indicated Las Vegas as their first choice. One hundred ninety-one Flight Attendants headed to Las Vegas will be transferring from Oakland. Las Vegas will open with eight aircraft, and will only see minimal growth until the first part of next year. This delay in growth is an effort to keep from force basing over the holidays. So far, 855 Flight Attendants have not added Las Vegas to the vacancy bid. When the bid closes, those that have not bid for Las Vegas will have their bid card automatically altered to put Las Vegas as the eighth choice. October should be a fairly clean month for schedules with only two transitions. We will be adding thirteen aircraft from October to November. The additional aircraft will be added in the November five transition. That change will have a few of the additional aircraft added to Domiciles, bringing our in base aircraft percentage to 34%. There are still plans for September, October, and November classes. Our work in the DPOS system has been hampered by schedule planning asking that test schedules be run due to some upcoming schedule changes. We have asked that Brendan Conlon allow Lisa Trafton to spend four days a month working with Crew Planning on DPOS. We should have a response in the next week or two. Brendan also advised us that he will be writing educational pieces in future editions of On Board. His first article will be regarding trip trading during Open Time.*

Denny Sebesta and Grievance Staff Member Catherine Rea entered the Meeting at 1320 to discuss a Grievance.

The Grievant entered the Meeting at 1342 to discuss with the Board the merits of the Grievance.

The Grievant was excused from the Meeting at 1414.

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

The Board took a break at 1415 and reconvened at 1430.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Michael Broadhead, Mark Torrez, Gwen Dunivent, Kyle Whiteley, Susan Kern, Allyson Parker-Lauck and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Southwest Airlines Captain Roy White was a guest at the Meeting.

Captain White addressed the Board regarding the **Snowball Express**, a non-profit organization created to aid children and spouses who have lost parents and/or spouses who were serving in the U.S. Armed Forces after September 11, 2001. Captain White requested that the TWU Local 556 Executive Board adopt a resolution in support of the organization.

Captain White was excused from the Meeting at 1449.

Denny Sebesta entered the Meeting at 1450 to deliver a ruling on an arbitration.

Denny was excused at 1451.

Brett Nevarez made a **motion** to support a resolution endorsing Snowball Express. Kyle Whiteley **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July 2007 Executive Board Meeting Minutes** for board review.

Susan Kern made a **motion** to approve the July 2007 Executive Board Meeting Minutes as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **July 2007 Executive Board Meeting Synopsis** for board review.

Jerry Lindemann made a **motion** to approve the July 2007 Executive Board Meeting Synopsis as amended. Jill van der Werff **seconded** the motion. The motion **carried**.

Michael Broadhead updated the Board on his research regarding the potential establishment of some type of ‘catastrophic fund’ to benefit our Members. The Board **agreed** that Michael would invite representatives from Pegasus or Wings of Love, similarly established catastrophic funds, to address the Board during the September 2007 Executive Board Meeting.

The Board **agreed** that except for the two most recently elected Shop Stewards, the training expenses for Shop Stewards elected outside of the regularly scheduled elections would be paid from the Shop Steward Committee Budget.

The Board **agreed** that the names of Flight Attendants offered condolences or involved in work-related irregularities would appear in neither sanctioned nor unsanctioned Union publications unless previously published by Management or with the expressed permission of the Flight Attendant.

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

The Chair adjourned the Meeting at 1500.

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

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Cuyler Thompson
Recording Secretary