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

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Executive Board Meetings
April 12, 13, 2005
Synopsis

__Tuesday April 12, 2005__
Thom McDaniel called the meeting to order at 0830.

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

Michael Massoni was excused for scheduled vacation.

Karen Amos and Stacy Martin were excused for Medical Leave.

The Board discussed issues regarding conversions on Reserve.

Allyson Parker-Lauck was excused at 0850 to work on the newsletter.

Kathy Anderson presented the **Dallas Domicile** report for Karen Amos. Karen reported that there are still complaints in the Dallas Base that Scheduling is utilizing line holders when there are Reserves yet to be assigned a pairing. The Flight Attendants that brought this particular issue up were asked to write up the instances and send their write ups along with documentation to the Union so that their issue may be addressed when the Union meets with the Scheduling Department. The Tsunami Raffle is underway in Dallas and should be completed by the end of the month. The glass case and the red rack have been redone and updated and all Union materials, including Executive Board and Membership Meeting Minutes, have been distributed.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that the month of March was a hectic time for all Flight Attendants with the move to the new concourse. Bill has heard numerous complaints about the lounge and the set up of the new facilities. Bill has met with and made numerous phone calls to Management personnel regarding the concerns about the lounge. Nothing was accomplished at the local level. Most of the Flight Attendants' concerns related to the size of the lounge, the fact that there is no break room, no ironing area, or quiet area (meditation room). In addition, the luggage room is too small. Bill did learn that since the old lounge did not contain any of these amenities, they were not included in the plans for the new lounge. There soon will be an area to iron. Bill also learned that there is a break room down the hallway from the lounge. It is considered an employee break room. It contains coffee, tables, a microwave and smoking area. Bill mentioned the huge break room that the Supervisors have and learned that this is their conference room as well as eating area. Bill asked if the Flight Attendants could share it and was told 'no'. The reason Bill was given is that Flight Attendants are messy and would not take care of the break room. Bill is currently working on some ideas that might work for both the Flight Attendants and Management. Bill went on to say that this month was busy with Spring Break and the full flights and the Flight Attendants were kept busy. There were numerous meetings with Management. Some of the issues were handled at the local level which worked out for the Flight Attendants. The rest of the issues did go on to Dallas.

Mike McCarthy presented the **Chicago Domicile** report. Mike reported that there were only a few meetings with Management that resulted in discipline for the Flight Attendant. There were quite a few fact-finding meetings however. Management issued two Written Warnings and terminated a probationary.

Mike went on to report that the check-in phone has finally been installed on the 'A' concourse. The phone is located at the ATA/SWA customer service podium before gate A3 and the counter is freestanding so it will always be accessible. It is clearly marked on the handset 'Flight Attendant check-in phone'. Mike reported that the issue of Flight Attendants not being able to get their points was addressed with Base Manager Simon Reid. Simon assured Mike that he would get everyone on the same page. Simon stated that there were some new Supervisors who were hesitant to give out point totals because they might be giving out inaccurate totals. Mike informed the Board that the accessibility of passes and bids is once again becoming an issue. For March and April the bids were lost and not found until after bids closed. Mike addressed the issue with Simon and also did some research. Mike found that there is no COMAT runner scheduled for the weekends. If the bids come in on a Friday night, Saturday or Sunday they will be buried with the entire COMAT from the weekend. COMAT being low priority, is the last thing the ramp looks through. So, with a three day bid period they can sit there through a weekend or a bid period. Mike suggested to Simon that they input the COMAT air bill into CATS (Cargo Aid Tracking System) and have the air bill number e-mailed to each Base Manager. Simon said he would look into this. Mike also relayed that Flight Attendants have been expressing frustration with only being able to get ten non-rev passes at a time. PM commuters are most annoyed because the office is closed when they come in and are trying to get home. The quick fix answer that Mike has been given is that the G.O. has cut back on the number of passes they print in order to cut costs and that every Flight Attendant does not need a whole pad of passes. They believe that ten at a time is plenty. Finally, Mike reported that he, in a joint effort with the Inflight Office, the Chicago Police Department and Illinois State Trooper, Doug Witmore a self defense class has been made available free of charge to all Flight Attendants. The class is not limited to only MDW based Flight Attendants, but the class is held in Chicago. The sheet to sign up for the class is located in the Inflight office close to the entrance. The schedule is very flexible and classes can be taken week after week if needed to complete. The class is not intended to be a replacement for the advanced TSA Training. It is only to serve as a learning aid for urban living.

Mark Torrez presented the **Oakland Domicile** report. Mark stated that there have been only two fact finding meetings in the last month. One meeting resulted in no discipline and the other resulted in a written warning, which will be grieved. Mark stated that the interesting fact about these meetings was that they were both resulted from "bad" customer letters. In the meeting that resulted in discipline, Management took the customer's word over that of the Flight Attendant. Newly hired Flight Attendants continue to come to the Oakland base. While Flight Attendants are happy to work with them, there have been several complaints about the probationary vacancy system. In recent lounge mobilizations, Mark found that the bottom 65% of the Flight Attendants in Oakland are upset because of the turnover rate of New Hires in Oakland. He continued that what is happening in Oakland is that the New Hires come in to the base their first month, have a line, and then leave for another base their remaining five months to sit reserve. This speeds up the rotation in Oakland, meaning Flight Attendants are having to sit reserve more frequently than normal. This is a major problem for this primarily commuter base. During his lounge mobilizations last month, Mark did his best to explain that vacancy bidding is contractual and that there isn't much the Union could do about this situation. Another big issue with the Oakland Flight Attendants has been Maestro. Mark has received correspondence from Oakland Flight Attendants regarding their lack of ability to log on to the system on the 23rd of each month. Mark submitted a letter from an Oakland Flight Attendant documenting her experiences on attempting to log on to the system. Oakland Flight Attendants feel they are being harmed by the current system. Again, during recent lounge mobilizations in Oakland, Mark explained to Flight Attendants that the reason Oakland has such a nearly impossible time logging onto Maestro on the 23rd, is due to the timing of Open Time being dropped. Baltimore and Orlando have virtually no problems logging on; it gets more difficult as Chicago, Houston and Dallas begin to try to logon, and then very difficult as Phoenix starts, and then nearly impossible as Oakland starts. Oakland Flight Attendants want to see a change in the way Open Time is staggered to equalize the harm done by this antiquated system until the new web based system is activated. Mark wanted to commend all the Oakland Flight Attendants who participated in the survey done by Maria Dixon and several of her SMU students. The Oakland Flight Attendants were very candid with them and offered much good information to the class. The students had no real incidents during their time in the lounge. Base Manager Jamie Willard informed Mark that a second liquor drop safe to be placed in the bag room in Terminal 2 of Oakland has officially been ordered. She stated that this safe will be significantly smaller than the main one in the lounge but should be able to accommodate all liquor drops. In other base news Mark reported that parking security is still an issue. There is still not adequate security for employee parking in neither the Neil Armstrong lot (main SWA employee lot), or the employee lot at the old United Maintenance hangar. Mark stated that he will be filing a grievance regarding this matter. Mark went on to say that Oakland continues to have both computer and printer problems in the lounge. On a consistent basis, a number of terminals don't work. Though Mark was assured by Base Management that the terminals are checked every morning and found to be operable, he discovered otherwise. The Supervisor whose duty it is to check the state of the lounge computers stated that he only checks them when Flight Attendants tell him there is a problem. Mark sees that there is a problem with this reporting system so he is going to start an educational campaign in Oakland to inform Flight Attendants to whom they should report computer problems. On an administrative note, Mark stated that all minutes have been distributed in Oakland as well as the Unity Update. He would like to thank Franklin Costa and Parissan Kazemi for their help in the distribution. He continued that Oakland was approximately 25 issues short. Mark also stated that there continues to be a problem with Hotel Committee letters being placed in the red rack instead of the Hotel Committee mailbox located in the corner of the lounge next to the pay phone. Also, he reported a failure of the Inflight office to place Scheduling Committee response letters in Flight Attendant mailboxes. All response letters were placed in Mark's mailbox for distribution. Also, Mark made the Executive Board aware that the California Doctor designation form was again a problem. Mark stated that though he greatly appreciated Thom McDaniel's efforts to get the Company to do the right thing and make the form available to Flight Attendants, the Membership could not afford to wait any longer to fill out updated forms. Mark pointed out that many things have changed regarding designated Doctor information and the Members needed to update their doctors. Also, Mark stated that the Base Coordinator estimated that only 20% of Oakland Flight Attendants actually had forms in their file. This is a serious problem and those Members going out on an OJI without this form on file are being harmed. Mark requested permission to print out enough forms for the current Oakland Membership and suggested that the Union continue to work with the Company on getting a file available for downloading (similar to a pass request form) that could be printed out for the lounge. He also stated that he will be making it a talking point at Base Orientations and with Flight Attendants who transfer in to Oakland from other bases. Finally, Mark stated that the Oakland Membership continue to complain of feeling slighted by the decision to leave the Flight Attendant lounge in Terminal 1 even though the rest of the operation (including gates in Terminal 1) is all moving to the extended and renovated Terminal 2. Many Flight Attendants have inquired about signing a petition to encourage SWA to fight for the Flight Attendants to move along with everyone else. Several Flight Attendants have volunteered for this project.

Lucy White-Lehman presented the **Baltimore Domicile** report. Lucy reported that the Baltimore Base has a new Supervisor, Rachel Loudermilk. Mike Lutz attended Base Orientation on March 29, 2005 and was told by several new hire Flight Attendants that they bought tickets to get to the Base Orientation because all the flights were booked full after the holiday weekend. Most of the new hire Flight Attendants bought tickets from MCO to BWI. Lucy also reported that new hire Flight Attendants are still being required to attend a mandatory initial conference with their Supervisor after they complete their first trip. These meetings are being scheduled around the Supervisor's schedule, not the Flight Attendant's schedule. In addition, the New Hires are not being paid for these mandatory meetings. Lucy stated that the red rack and glass case have been updated. Lucy distributed the new hire welcome card with a union pin for classes 212 and 213. With regard to her other duties, Lucy reported that, the final meeting of the Scheduling Audit Review Committee's final meeting will be April 19. The last meeting was held on April 4.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that the glitch on the computers that causes FTRs and No Shows upon check-in appears to have returned. Jimmy has learned that Flight Attendants in both Orlando and Oakland are experiencing this problem. Jimmy suggested that the Union remind Flight Attendants to use the check-in phone in addition to the computer to ensure their check-in was processed. Jimmy also reported that Flight Attendants are concerned because Scheduling does not update the Reserve line-up and they cannot see where they are in the line-up or know if they have been used out of order. In other base business, Jimmy reported that Orlando had one termination. He also informed the Board that construction has begun on the SWA terminal to add six new gates.

Allyson Parker-Lauck entered the meeting at 0935.

Marcy Vinyard presented her **Officer report**. Marcy reported that the Shop Steward Training will be held on Thursday, April 14 at the Holiday Inn in Dallas. Currently, thirty-three Shop Stewards have RSVP'd that they will be attending the training. Shop Stewards from all seven different bases will be in attendance. Marcy along with Mike Sims, Kathy Anderson, Garry Drummond, Jim Gannon, Bob Weschsler, Thom McDaniel, Bunkie McCarthy and Allyson Parker-Lauck contributed in developing the training program. Marcy and Mike will be teaching most of the training. The training will teach the Shop Stewards to effectively represent our Members in fact- finding meetings with Management. Marcy notified the Board that Grievance Staff Member Michelle Zenici will be leaving at the end of April due to Maternity Leave. Michelle has been a tremendous asset to the Grievance Team for the past two years and she will be greatly missed.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported that the Local currently has 86 outstanding grievances. The Grievance Team continues to settle a record number of issues with the Company however; there are on going difficulties with Maestro and Scheduling issues. The Grievance Team is working to resolve those issues. The Company has made settlement offers and the Board will review them during this session. Mike reported that there are two termination cases slated for Board of Adjustment this month. Mike will report to the Board immediately on the disposition of the cases. The number one reason Flight Attendants are terminated continues to be reaching twelve points under the attendance policy. In addition, there have been several discipline cases due to alleged misbehavior on non-revenue travel. Mike reported that the Union conducted a joint Board of Adjustment training session with the Company under Articles 19 and 20 of the Contract. The Union and the Company now have a panel of people that will serve on Board of Adjustment for one year. The training was a success and it is anticipated that it will yield continued excellent results for the Union at Board of Adjustment. Several issues are proceeding to arbitration in the next few months. In May, the case that will be argued is the grievance regarding the Scheduling practice of not returning Flight Attendants to their domicile at the earliest possible time. TWU Local 556 Negotiations Advisor and Labor Attorney Mark Richard has been hired as counsel. In addition, three terminations will be argued before an arbitrator in the next few months. Finally, Mike reported that the Local is currently waiting for an Arbitrator's decision on two cases; one is a termination and the other is the case regarding liquor money time-lines. The decision is expected on the termination case in May and the Contract issue should be decided by mid-summer.

Thom McDaniel presented the **COPE** report. Thom reported that on March 30, 2005, TWU Local 556 along with the Association of Professional Flight Attendants (APFA) representing American Airlines Flight Attendants jointly hosted a Summit on Flight Attendant Fatigue. The summit focused on the problem of Flight Attendants being unable to perform safety, security and customer service duties due to lack of rest brought about by new concessionary contracts that have increased duty days and reduced rest. There were 60 participants from 5 Unions representing 14 different carriers. Summit participants will continue to work together to persuade the FAA and Congress that regulations should be revised to ensure that Flight Attendants have reasonable duty days, receive adequate rest, and have no-fault fatigue policies like most pilot groups and Southwest Airlines Flight Attendants. Thom also reported that a number of New Hires signed up for COPE and were entered into a drawing for a Pink Pass that he donated.

Kathy Anderson presented the **Professional Standards Eastern Division** report for Jean Chandler. Jean reported that the committee continues to strive to bridge the gap in the work place. As always, they experience a high success rate.

Jean reported the following:

- Referrals received--7
- Resolved favorably--7
- Referrals involving Pilot group--1

Allyson Parker-Lauck presented the **Publication Committee** report. Allyson reported that the April 2005 issue of UNITY Magazine was being printed and should be delivered from the printer by the week of April 20th. During the week of April 4, Allyson assisted Mike Sims on his presentation at the joint Board of Adjustment training held on April 7. Allyson also assisted Marcy Vinyard on the materials for the April 14 Shop Steward Training.

Kathy Anderson presented the **Drug and Alcohol Committee** report for Karen Amos. Karen reported that the Drug and Alcohol Committee assisted two Flight Attendants who were in need of treatment for drug addiction. In both instances the employees notified Management of their situations and Management worked with the Union to ensure that the employees were placed on a medical leave so that their jobs were not in jeopardy. In the past six months there seems to be an increase in the number of cases handled by the Drug and Alcohol Committee. Karen stated that it is impossible to tell if this is due to the increasing number of Flight Attendants or if drug and alcohol abuse is on the rise. There is definitely an increase in the number of cases involving abuse of street drugs. Karen spoke with APFA's National Coordinator of Health and Safety regarding the prescription Marinol. Marinol is a prescription form of THC, which is prescribed in cases involving anorexia, cancer or AIDS. Marinol increases ones appetite thus stabilizing ones weight. It is a legal prescription; however it would show on a drug test as a positive for THC, which could be confused with use of Marijuana. The use of Marinol would probably have to be looked at on a case by case issue and the employee would not only have to have a valid prescription but would have to be able to demonstrate that they can perform their duties with no impairment of their ability to perform safety sensitive functions.

The Board reviewed 2 grievances.

Kathy Anderson presented the **Air Transport Division Working Women's Committee** Report for Gwen Dunivent. Gwen reported that the March meeting opened with a presentation by J.W. Johnson, Director of the TWU International Civil & Human Rights Department entitled "Leadership Roles". J.W. stressed the importance of knowing the bylaws and constitution of each member's Local. He also said members should be encouraged to volunteer by the leaders setting the example of volunteering. He stressed that good leaders are good communicators, good listeners, and good role models. Next, TWU International Representative, Susan Resch told the story of her journey from being a founding member of her local to becoming an International Representative. She spoke about the challenges her Local faced when it was new and how one by one, the union met those challenges. She reminded those present that public support is necessary in any campaign and gave good suggestions for getting good media exposure. In the afternoon, Peggy Olstein-Weidman spoke about her journey from Eastern Airlines to the International. She presented good examples of what perseverance can accomplish. Linda Dill followed Peggy with a talk about building the Working Women's Committee inside each Local. Portia Reddick White followed Linda with an inspiring lecture about being a productive and informed Union member. Portia spoke about the "ABC"s of being a good Union leader- "Awareness, Benefit, Communication, Dependability, and Education". She led a lively discussion on the challenges of leadership, and important things to remember when one is in a leadership role. Local 556 2nd Vice President Marcy Vinyard and Local 556 Recording Secretary Kathy Anderson were present for the Monday meeting. Before adjourning, Gwen presented an article from the Star-Telegram about how American Airlines is asking their Unions for advice in critical areas to help keep their company alive. Tuesday morning opened with Peggy speaking about women's health awareness. She highlighted several areas that women need to pay special attention to and gave some good suggestions. Portia followed Peggy with a valuable Legislative update. She presented those present with a packet introducing each of the freshmen women in the U.S. Congress. This was valuable as it may help working women anticipate how some may vote on key women's issues and Labor issues. Those present also discussed Social Security and how to participate in the fight. Portia also spoke about violence against women and very eloquently set the stage for the close of the afternoon. Next Linda conducted the business meeting, including updates on the formation of WWCs in each Local, and the dates for the July meeting. After lunch, ATD Director & International Vice President, Jim Little's daughter, Aubrie Beck, who is a third degree Black Belt, put on a great self defense workshop. This was fun and informative as each took turns on the mats trying out the moves she and her partner were teaching. The course material was invaluable, especially for the women who travel for a living, and get used to moving around alone at night. The meeting adjourned after Aubrie's class.

Garry Drummond entered the meeting at 1355 to update the Board on TWU International matters.

The Board reviewed 3 grievances.

Garry Drummond was excused at 1410.

Tanya McGrath entered the meeting to present 2 grievances.

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

The Board discussed the matter of the Hotel Committee instructing Flight Attendants to place hotel surveys and other Hotel Committee correspondence in the Union Red Rack.

Correspondence

The Board reviewed the following correspondence:

- Letter to All TWU Local Presidents from Michael T. O'Brien TWU International President Re: Local 100 Solidarity Fund

Jimmy West made a motion to send Local 100 $1000 for the Local 100 Solidarity Fund.
Bill Bernal seconded the motion. The motion **carried.**

- Letter to Thom McDaniel from Hubert Snead Interim Director of TWU California State Conference Re: Per capita dues
- Letter to Hubert Snead Interim Director of TWU California State Conference Re: In response to Mr. Snead's letter
- Letter to Colleen Barrett President Southwest Airlines cc: Thom McDaniel from a Flight Attendant Re: Concerns regarding some of the Cockpit Crews' attitudes toward male Flight Attendants
- Letter to a Flight Attendant from Thom McDaniel Re: In response to the Flight Attendant's letter
- E-mail to Thom McDaniel from Thomas Mitchell Re: Sending Certified letter of resignation
- Letter to Thom McDaniel from Thomas Mitchell Re: Hand written letter of resignation
- Letter to Thom McDaniel from AFA President Patricia Friend Re: Thank you for hosting the Flight Attendant Union Summit on Fatigue
- Letter to Thom McDaniel and Tommie Hutto-Blake President of APFA from Debbie Golombek Chair of the United Master Executive Council Government Affairs Committee Re: Thank you for hosting the Flight Attendant Union Summit on Fatigue
- Letter to Thom McDaniel and Tommie Hutto-Blake President of APFA from Guy Meek President of PFAA Re: Thank you for hosting the Flight Attendant Union Summit on Fatigue
- Letter to Thom McDaniel from Beverly Carmichael SWA Vice President Labor and Employee Relations Re: Quarterly Union Leadership Briefing meeting
- Thank you card to the Local Negotiating Team, Executive Board et al from Flight Attendant Wyletta Bennett Re: Thank you for the Contract

The Board discussed procedures for Flight Attendants obtaining calculations of attendance point roll off.

The Board discussed New Hires not being compensated for the mandatory initial conferences they are required to attend with their Supervisor after their first trip.

The Board discussed safety issues and Inflight Training.

The e-activist discussion will continue in June Boards. The Board will also review the goals Sheet from the Strategic Planning session they attended last November.

Marcy Vinyard updated the Board on what she has learned about the selection of delegates to the TWU International Convention.

The Board discussed ideas for future hotline topics.

The Board discussed topics to discuss with Daryl Krause and Tom Nealon tomorrow.

Mike McCarthy made a motion to adjourn. Kathy Anderson seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1710.

The Board hosted a dinner for the New Hires from 1800-1930.

Wednesday, April 13, 2005
Thom McDaniel called the meeting to order at 0830.

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

Michael Massoni was excused for scheduled vacation.

Karen Amos and Stacy Martin were excused for Medical Leave.

SWA Senior Vice President Chief Information Officer Technology, Tom Nealon and Vice President Inflight, Daryl Krause entered the meeting at 0830.

Garry Drummond entered the meeting at 0845.

Tom Nealon was excused at 0930.

Daryl Krause was excused at 1020.

The Board continued to talk about the topics discussed with Daryl Krause and Tom Nealon.

Mike McCarthy was excused at 1030 for a doctor's appointment.

Gayle Ross entered the meeting at 1030 to present a grievance.

Gayle Ross was excused at 1040.

The Board discussed ideas for future articles for the ***UNITY*** Magazine.

Cindy Ritner entered the meeting at 1100 to present the **Scheduling Committee** report. Cindy reported on the following:

- A/C Delivery
- Base Staffing Issues
- Average Work Day Targets
- Staff decrease in BWI
- Pairing Construction
- Test Schedule on Commuter City Pairs
- Reserve Utilization and Reduction of Sick calls
- Split Pairings
- Comment Cards
- SWAPA SYNStat
- Meeting with SWAPA Scheduling Committee
- Final recommendations from the Audit committee will be made on April 19

Cindy Ritner was excused at 1140.

The Board broke for lunch.

The Board reconvened at 1325.

Amy Neeper entered the meeting at 1325 to present a grievance.

The grievant addressed the Board via conference call at 1335 on her grievance.

Amy Neeper and a grievant entered the meeting at 1415 to address the Board on a grievance.

Amy Neeper and the grievant were excused at 1440.

Mike McCarthy entered the meeting at 1530.

The Board reviewed a grievance.

Becky Parker and a grievant entered the meeting at 1540 to present a grievance.

Becky Parker and the grievant were excused at 1620.

Gayle Ross entered the meeting at 1630 to address the Board on her interest in the position of Financial Secretary Treasurer.

Gayle Ross was excused at 1635.

Ron Regan entered the meeting at 1635 to address the Board on his interest in the position of Financial Secretary Treasurer.

Ron Regan was excused at 1645.

The Board discussed the candidates interested in the position of Financial Secretary Treasurer.

The Board appointed Ron Regan as Financial Secretary Treasurer.

Jimmy West made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1800.

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