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

2520 West Mockingbird Lane • Dallas, Texas 75235 • (214) 352-9110 • (800) 969-7932 • Fax (214) 357-9870

Executive Board Meetings
April 11, 12, 2006
Synopsis

Tuesday, April 11, 2006
Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Ron Regan, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Stacy Martin and Bill Bernal.

Mark Torrez excused due to vacation.

Karen Amos, Mike McCarthy, Lucy White-Lehman and Jimmy West were in transit.

The Board reviewed a proposed settlement from the Company on a contractual group grievance.

Domicile Reports
Karen Amos updated the Board on the **Dallas Domicile.** There was no written report submitted.

Stacy Martin presented the **Houston Domicile** Report. He reported that all Union materials were distributed in a timely manner. The glass case and the red rack were updated. Stacy went on to say that FA's continue to have questions regarding what Management is doing with the new staffing procedures. Also, HOU has had its share of FTR's and No-Shows related to the new CWA system. We currently have grievances pending on both of these matters.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that March was a slow month for Phoenix. The Red Rack was updated and filings taken care of. Bill is still receiving questions on the lounge remodeling and when it will take place. The parking situation is still a hot point with the Phoenix Flight Attendants. They are moving the carpool people to the old rental car return. He is continuing to receive complaints about the west and east lots, but no one has written them up.

Mike McCarthy updated the Board on the **Chicago Domicile.** There was no written report submitted.

Marcy Vinyard discussed the **Officer** report with the Board. There was no written report submitted.

Committee Reports
Mike Sims verbally presented the **Grievance Committee** report. There was no written report submitted.

Michael Massoni presented the **Safety Team** Report. Michael reported that there are eight (8) Aviation Safety & Health Data Base (ASHDI) Reports currently under review. As of this date, TWU has received 142 ASHDI Incident Reports. Michael said that 106 of them have been accepted.

The Southwest Airlines Event Notification System (ENS) fielded 55 events during the last 30 days. Eight were declared Emergencies. Michael stated that the ENS has fielded 205 events during 2006.

Michael updated the Board on the Flight #1248 NTSB investigation. He reported that the investigation would be ongoing for 12-16 months.

He also reported that the System Analysis Team (SAT) Safety Audit has moved into its third full month with TWU participation on both the "Operations and Human Factors Justification Groups".

Michael reported that the Federal Air Marshall Service (FAMS) has assumed management of the Crew Member Self Defense Training (CMSDT) program from TSA. The Federal Air Marshal Service is in the process of updating the curriculum which includes decreasing the number of days required to complete the program from 3 to 1 and allowing crewmembers to attend as many times as they want throughout the year. A stake holder new curriculum demonstration and critique will be conducted by FAMS in the last week of April of which we will be attending. Once agreed to by all stake holders the new program will be rolled out and remarketed in the hopes of attaining greater Flight Attendant and Pilot participation.

Michael reported that the stake-holders in our Reciprocal Cabin Seat Agreement(s) will meet in April to discuss any problems or operational issues as well as recommendations from participants on the continuation or cancellation of the program with American. They will also address prospects for additional agreements with other carriers. This will depend on the American agreement's final disposition.

Jimmy West and Lucy White-Lehman entered the meeting at 0915.

Lucy White-Lehman updated the Board on events at the **Baltimore Domicile**. There was no written report submitted.

Jimmy West updated the Board on events at the **Orlando Domicile** report. There was no written report submitted.

The Board discussed the issue of assigning the asterisk for credit for sitting Reserve on the Bidding Down on Reserve grievance. The Grievance Committee is currently in discussions with the Company on this matter.

Michael Massoni presented the **Health and Safety Committee** (HASC) Report for Gayle Ross. Gayle reported that she and Michael Massoni met with the HASC in with the in both March and April. Headquarters will be publishing an Onboard dedicated to Safety and were asked to include information about Date-Rape Drugs and Turbulence.

Gayle requested that our Health Coordinator call Flight Attendants after they have been injured in turbulence to insure that they are receiving the appropriate handling by the Company. The Company will be providing us an updated list of these injuries.

Gayle is awaiting the outcome of a discussion between Paula Gaudet and Daryl Krause regarding Flight Attendant's use of our Fatigue Policy when a hotel is at fault. She is also waiting for a response from TWU International regarding a request for research funding.

Gayle stated that she and Ron Freer have both requested the FMLA calculation formula from Sue Ann Chaffin numerous times. Once received, we may publish this formula in our Unity magazine.

Karen Amos updated the Board on the **Uniform Committee**. There was no written report submitted.

Ron Regan spoke to the Board regarding the **New Hire** and **COPE Committees**. There were no written reports submitted.

Kathy Anderson presented the **Professional Standards Committee** for the Eastern Division for Jean Chandler Brooks. Jean reported receiving a total of 23 calls during the last month. Twenty-one were solved favorably and 3 involved pilots.

Jean reported that the last month has been a very challenging one for her committee. She expressed her extreme gratitude to Sandy Peterson and Michael Foley for their support and for "stepping in" to answer the "Hotline". Jean also thanked Lorie Powell, Karen Amos, Michael Broadhead, Sandy Peterson, Mike Foley, Edith Benham, Lezli Ritcherson, Kevin McKenzie and Craig Lackey for their help and stated that they have been very supportive.

Kathy Anderson presented the **Professional Standards Committee** for the Western Division for Lorie Powell. Lorie reported receiving a total of 9 calls. Four of them were resolved, and two involved pilots.

Allyson Parker-Lauck presented the **Publications Committee** Report. She reported on the status of publication distribution and updated the Board on upcoming deadlines.

The Board discussed issues with shipping Union publications via COMAT. Publications may not be delivered in a timely manner and some publications have been damaged.

Thom updated the Board on the Labor Summit. Thom McDaniel reported that he and Cuyler Thompson attended the SWA Labor Summit at SWAPA Headquarters on April 4, 2006. Other labor groups attending the summit were TWU Local 555, SWAPA, SAEA, SWAPIA, and Teamsters. Thom reported on the recent Local 556 Elections as well as other ongoing Flight Attendant issues. Thom invited all attending groups to attend the Texas Labor-Management conference in San Antonio in July. Other Labor groups reported on their current and ongoing Membership issues. Teamsters discussed Membership involvement efforts. SWAPA discussed a vote by their Executive Board to initiate a Membership Recall Election of their Treasurer, their upcoming negotiations opening on June 5, Age 60 progress, Code Sharing, and the Flight 1248 investigation. TWU Local 555 updated the summit on recent elections, their efforts to get out the vote on their upcoming Contract Extension Vote, the Company's "Redefining Excellence" Program, and the announcement of SWA's expansion to Dulles. SAEA discussed problems in settling grievances with Management, Contract Negotiation Preparation, and high workloads. SWAPIA discussed negotiations to discuss their pay scale which is much lower than the rest of the industry making hiring difficult. SWAPIA Members are considering affiliating with TWU after a representation election was narrowly defeated last year. TWU Local 555 will host the next SWA Labor Summit on July 11 at the SWAPA Headquarters.

Michael Massoni was excused at 1045 to go to a meeting with the Safety Analysis Team.

The Board reviewed a grievance.

Mike Sims updated the Board on an arbitration decision.

The Board reviewed seven (7) grievances.

The Board reviewed charges and complaints filed by Members against other Members. The Board agreed to take additional time to review these charges and there was no resolution at this time.

Local 556 Legal Counsel Ed Cloutman entered the meeting at 1400.

Ed Cloutman was excused at 1505.

The Board reviewed two (2) grievances.

The Board discussed the time frames for discipline grievances involving the People Services Department. Thom McDaniel will obtain legal opinions on filing grievances on these matters.

The Board discussed the Company's practice of sending forms to a Flight Attendant's Doctor's office to ask about the Flight Attendant's appointment information. The Board discussed and agreed that the issue should be clarified to the Membership as well as the individual Member's rights in this matter. Michael Massoni and National Health Coordinator, Gayle Ross will work on this project.

Kathy Anderson took a roll call on officer compliance with Article VII (g) of the bylaws.

Thom McDaniel- Yes
Michael Massoni- Yes
Marcy Vinyard- Yes
Mike Sims- Yes
Allyson Parker Lauck- Yes
Stacy Martin- Yes
Bill Bernal- Yes
Lucy White-Lehman- Yes
Mike McCarthy- Yes
Karen Amos- No
Jimmy West- Yes
Kathy Anderson- Yes

Kathy Anderson verified that Mark Torrez was in compliance.

Michael Massoni made a motion to excuse Karen Amos for flying obligations for the First Quarter 2006. Jimmy West seconded the motion. The motion **carried.**

Stacy Martin made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1640.

The Board hosted a dinner for the New Hire Class from 1800- 1930. Officers and Staff in attendance were Thom McDaniel, Michael Massoni, Stacy Martin, Ron Regan, Mike McCarthy, Allyson Parker-Lauck and Gayle Ross.

Wednesday, April 12, 2006
Thom McDaniel called the meeting to order at 0830.

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

Mark Torrez was excused due to vacation.

Kathy Anderson was excused due to illness.

Allyson Parker-Lauck recorded the minutes in Kathy Anderson absence.

Ron Regan presented the February 2006 Financial Report.

Lone Star Checks #9679-9729 were presented.

Mike McCarthy made a motion to approve the Financial Report. Michael Massoni seconded the motion. The motion **carried**.

Ron Regan updated the Board on the status of dues collection. So far, over $20,000 in past dues were brought in for 2005.

Ron Regan updated the Board on the Local's computer system. The server is near capacity and the Local will have to spend around $600 to buy more server space. There is not enough room to put on additional back-up software. This should be accomplished within the next week to 10 days.

Ron Regan updated the Board on the status of the Union's phone system. Last weekend the system went down due to software failure. Some phones are not forwarding correctly, and the new software should correct this problem.

Ron Regan presented the Board with a letter dated December 29, 2004 from the Local's CPA, Albee Richardson, regarding the importance of the Financial Secretary position and additional duties.

Ron Regan updated the Board on how the training is going with the newly elected Financial Secretary-Treasurer, Gayle Ross.

The Board reviewed the following correspondence:

- Letter to All TWU Local Presidents from International President James Little Re: Changes at TWU International
- Letter to All ATD Locals- All Presidents, Officers and Members from TWU Vice President and Assistant ATD Director Gary Yingst and TWU-ATD Communications Coordinator/ATD-Insider Co-Editor Re :ATD- Insider Publication
- Letter to TWU Local 556 from Road Warriors IBB Local 484 Re: Thank you for the donation and support in their cause with Celanese
- Letter to friends of Labor from United Farm Workers President Arturo Rodriguez Re: the "Pace Setter" machine

Jimmy West made a motion to donate $100 to the United Farm Workers. Karen Amos seconded the motion. The motion **carried**.

- Flier from TWU Local 555- Houston Re: TWU Local 555 Houston Family Picnic May 3, 2006
- Letter To Whom It May Concern from Eastern Regional Trainer and Founder- Director Ruth Abney Re: Runway on the Runway in Baltimore

Lucy White-Lehman made a motion to spend $400 to buy a table at the Runway on the Runway event. Karen Amos seconded the motion. The motion **carried**.

The Board reviewed the minutes from the March, 2006 Executive Board Meeting.

Mike McCarthy made a motion to approve the minutes as amended. Bill Bernal seconded the motion. The motion **carried**.

The Board reviewed a grievance.

Kathy Anderson entered the meeting at 0945 and resumed the recording the minutes.

A Grievant entered the meeting at 0945 to address the Board on a termination.

The Grievant was excused at 1010.

The Board discussed the Grievance.

The Board reviewed three charges against Members in good standing filed by Ali Bahreman.

Charge #1

Stacy Martin recused himself from the meeting at 1030 because he was named in the charge.

Jimmy West made a motion that votes be done by roll call. Allyson Parker-Lauck seconded the motion. The motion **carried**.

Lucy White-Lehman took over recording the minutes at 1050.

At 1050 Thom McDaniel, Allyson Parker-Lauck, Mike Massoni, and Kathy Anderson recused themselves from the discussion.

Marcy Vinyard assumed the chair.

The Board conferenced legal counsel Ed Cloutman .

At 1107, Bunkie McCarthy went to get the Executive Board members who excused themselves.

Allyson Parker-Lauck, Kathy Anderson, and Mike Massoni entered the meeting at 1110.

Lucy White-Lehman continued to record the minutes.

Thom McDaniel recused himself because he is a member of the International Committee on Appeals.

Mike Massoni assumed the chair.

Jimmy West made a motion to refer Charge #1 to the International Committee of Appeals due to potential conflict of interest of Board Members. Ron Regan seconded the motion.

Marcy Vinyard- Yea
Ron Regan- Yea
Kathy Anderson- Yea
Allyson Parker-Lauck- Yea
Mike Sims- Yea
Jimmy West- Yea

Karen Amos- Yea
Bill Bernal- Yea
Bunkie McCarthy- Yea
Lucy White-Lehman- Yea

The motion **carried.**

The Board called legal counsel Ed Cloutman.

1123-1133- Break

Lucy White-Lehman continued to take minutes.

The Board reviewed Ali Bahreman's Charges according to the TWU International Constitution against certain Members of Local 556 to determine if they are proper pursuant to the TWU International Constitution.

Thom McDaniel and Kathy Anderson recused themselves from the discussion of Charge #2 because they were directly named in the charge.

Mike Sims served in the capacity of Recording Secretary.

Lucy White-Lehman recused herself from the discussion of Charge #2 due to potential conflict of interest. Lucy was excused at 1146.

Charge #2
Michael Massoni read the charge to the Board.

The Board considered each letter of Article IX of the TWU Constitution to determine if charge 2 is proper.

Letter (a)- "***The charges do not state the exact nature of the alleged offense as required by Section of this Article.***"

Discussion-

A vote of yea states the charges are not the exact nature of the alleged offense.

Roll call on vote on (a):

Marcy Vinyard: Nay
Ron Regan: Nay
Allyson Parker-Lauck: Nay
Mike Sims: Nay
Karen Amos: Nay
Stacy Martin: Nay
Bill Bernal: Nay
Jimmy West: Nay
Mike McCarthy: Nay

Resolved. The Board determined that the charges state the exact nature of the alleged offense pursuant to letter (a)

Letter (b)- *"The charges are untimely under Section 2 of this Article."*

Discussion-

A vote of yea states the charges are untimely.

Roll call vote on (b):

Marcy Vinyard: Nay
Ron Regan: Nay
Allyson Parker-Lauck: Yea
Mike Sims: Nay
Karen Amos: Nay
Stacy Martin: Yea
Bill Bernal: Nay
Jimmy West: Nay
Mike McCarthy: Yea

Resolved. The Board determined that the charges are timely pursuant to letter (b).

The Board broke for lunch at 1245 and reconvened at 1400

Letter (c)- ***"The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union."***

Discussion

A vote of yea states act complained does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union.

Roll call vote on (c):

Marcy Vinyard: Yea
Ron Regan: Yea
Allyson Parker-Lauck: Yea
Mike Sims: Yea
Karen Amos: Nay
Stacy Martin: Yea
Jimmy West: Nay
Bill Bernal: Yea
Mike McCarthy: Yea

Resolved. The Board determined that the charges do not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union pursuant to letter (c)

Letter (d) ***"The charges involve a question which should be decided by the membership at a membership meeting and not by the trial procedure."***

Discussion-

A vote of yea states the charges involve a question which should be decided by the membership meeting and not by a trial procedure.

Roll call vote on (d):

Marcy Vinyard: Yea
Ron Regan: Yea
Allyson Parker-Lauck: Yea
Mike Sims: Yea
Karen Amos: Yea
Stacy Martin: Yea
Jimmy West: Yea
Bill Bernal: Yea
Mike McCarthy: Yea

Resolved. The Board determined that the charges involve a question which should be decided by the membership meeting and not by a trial procedure.

Thom McDaniel, Kathy Anderson and Lucy White-Lehman returned to the meeting at 1530.

Thom McDaniel presented a counter proposal by the Union to the settlement letter offered by the Company.

The Board agreed to send the Union's Counter proposal to the Company.

Kathy Anderson took over the duties of Recording Secretary.

Charge 3:

Letter (a) "***The charges do not state the exact nature of the alleged offense as required by Section 1 of this Article.***"

Jimmy West called for the Question. Michael Massoni seconded the motion.

Roll call vote on (a):

Marcy Vinyard: Yea
Micahel Massoni :Yea
Ron Regan: Yea
Allyson Parker-Lauck: Yea
Mike Sims: Yea
Karen Amos: Yea
Stacy Martin: Yea
Jimmy West: Yea
Bill Bernal: Yea
Mike McCarthy: Yea
Lucy White-Lehman Yea
Kathy Anderson: Yea

The motion carried.

The Board determined that the charges do not state the exact nature of the offense as required.

Letter (b) *"The charges are untimely under Section 2 of this Article."*

Jimmy West called for the Question. Michael Massoni seconded the motion.

Roll call vote on (b):

Marcy Vinyard: Nay
Michael Massoni : Nay
Ron Regan: Nay
Allyson Parker-Lauck: Nay
Mike Sims: Nay
Karen Amos: Nay
Stacy Martin: Nay
Jimmy West: Nay
Bill Bernal: Nay
Mike McCarthy: Nay
Lucy White-Lehman Nay
Kathy Anderson: Nay

The motion carried.

Letter (c)- ***"The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union."***

Jimmy West called for the Question. Michael Massoni seconded the motion.

Roll call vote on (c):

Marcy Vinyard: Yea
Michael Massoni :Yea
Ron Regan: Yea
Allyson Parker-Lauck: Yea
Mike Sims: Yea
Karen Amos: Yea
Stacy Martin: Yea
Jimmy West: Yea
Bill Bernal: Yea
Mike McCarthy: Yea
Lucy White-Lehman: Yea
Kathy Anderson: Yea

The motion carried.

Letter (d)- ***"The charges involve a question to be decided by the membership at a membership meeting and not by the trial procedure."***

Jimmy West called for the Question. Michael Massoni seconded the motion.

Roll call vote on (d):

Marcy Vinyard: Yea
Michael Massoni : Yea
Ron Regan : Yea
Allyson Parker Lauck: Yea
Mike Sims: Yea
Karen Amos: Yea
Stacy Martin: Yea
Jimmy West: Yea
Bill Bernal: Yea
Mike McCarthy: Yea
Lucy White-Lehman: Yea
Kathy Anderson: Yea

The motion carried.

Charge #3 was deemed improper.

TWU Legal Counsel Ed Cloutman and Michael Massoni will notify the complainant.

The Board discussed six (6) Grievances.

The Board discussed Article VI (s) of the bylaws.

Lucy White-Lehman made a motion to adjourn. Karen Amos seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1730.

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