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

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Executive Board Meeting
April 10 & 11, 2007
Synopsis

Tuesday April 10, 2007

Thom McDaniel called the Meeting to order at 0830.

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

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

The Board discussed potential topics to address with the Southwest Airlines Management Representative expected to enter the Meeting as a guest within the hour.

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

Susan Kern read aloud the **TWU International Membership Pledge**.

Naomi Hudson, Vice President of Employee Relations, and Mike Hafner, Vice President of Inflight, entered the Meeting as guests at 0905. Mike updated the Board on problems that the Company was facing updating the 'Ford Aircraft' to match the rest of the fleet. Mike stated that the 'Ford Aircraft' may be converted by the end of 2007. Mike stated that his department had asked the Inflight Supervisors to meet the 'Ford Aircraft' during turns at the gate to address the concerns of the crews working on the planes. Michael Massoni discussed with Mike the possibility of only scheduling these aircraft to fly long hauls because of the difficulties faced by our Flight Attendant on short flights. Mike updated the Board on the facilities issues being faced in Oakland. Mike stated that after the renovations and expansions in Oakland, Southwest Airlines should have a total of 15 gates in June 2008. Mike reported that Southwest Airlines had previously operated with only 10 gates. Southwest Airlines will still operate 2 gates in Terminal One. Michael Broadhead reported to Mike and Naomi that he had heard a comment made by the Trainer during his Recurrent Training Class regarding the A and C Position Flight Attendant tidying the aircraft and conflicts in the Flight Attendant Manual. Michael reported that Candyce in Phoenix had stated that if a FAA Inspector was onboard the aircraft that Flight Attendants should follow the Manual, otherwise, they should follow established procedure. Stacy Martin asked that Naomi publish information regarding UM Procedures to other employee groups. Naomi stated that she, "would be disappointed if a Flight Attendant were disciplined for violating a safety procedure but had done it in the spirit of cooperation of helping out a coworker". Kyle Whiteley expressed his thanks to Mike for the reprinting of the recent UNITY publication and Scholarship Applications that were inadvertently thrown away by cleaning employees at the MDW Base. Mike and Naomi discussed with the Board procedures for ensuring UNITY publications were received at the Inflight Bases in a timely manner. Michael Broadhead discussed the preparedness of Inflight Management to host Flight Attendants sleeping in the Lounge during irregular operations. Naomi stated that there would be a New Hire Class of Flight Attendants every month for the rest of the year. There was discussion about the opening of the LAS Base. Mike stated that the exact date of the Vacancy Bid has not yet been determined.

Naomi Hudson and Mike Hafner were excused at 1005.

TWU Local 556 Grievance Staff Members Catherine Rea and Lyn Montgomery and Grievance Committee Chair Denny Sebesta entered the Meeting at 1010 to discuss with the Board the merits of a Grievance.

The Grievant entered the Meeting at 1030 to discuss with the Board the merits of the Grievance.

The Grievant, Catherine Rea and Lyn Montgomery were excused from the Meeting at 1040.

Jill van der Werff made a **motion** to table a Grievance until later in the day – April 10, 2007. Brett Nevarez **seconded** the motion. The motion **carried**.

Denny Sebesta was excused from the Meeting at 1045.

The Board took a break at 1050 and reconvened at 1105.

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

Denny Sebesta and Garry Drummond were guests at the Meeting.

Denny Sebesta presented the **Grievance Committee Report**. There was no written report submitted.

The Board discussed the **Reserve Pass/Fly Settlement**.

Catherine Rea entered the Meeting at 1135 to discuss a Grievance.

There was discussion.

A Grievant entered the Meeting at 1145 to discuss with the Executive Board the merits of the Grievance.

Catherine Rea and the Grievant were excused from the Meeting at 1215.

Susan Kern made a **motion** to proceed on two Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board went to lunch at 1230 and reconvened at 1345.

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

Garry Drummond and Denny Sebesta were guests at the Meeting.

Gayle Ross submitted **Amegy Account Checks** numbered 10563 through 10606 for Executive Board Members to review.

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

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

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

Lyn Montgomery entered the Meeting at 1404 to discuss a Grievance.

A Grievant entered the Meeting at 1420 to discuss the merits of the Grievance.

Lyn Montgomery and the Grievant were excused at 1443.

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

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

Kyle Whiteley made a **motion** to proceed on a Grievance. Gayle Ross **seconded** the motion. The motion **carried**.

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

Gayle Ross made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

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

Brett Nevarez **called for the question**. Gayle Ross **seconded** the motion. The motion **carried**.

The motion on the floor **did not carry**.

Michael Massoni left the Meeting at 1540.

Thom McDaniel made a **motion** to reconsider the motion to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Gayle Ross was excused for personal reasons at 1545.

The Board took a break at 1547 and reconvened at 1553.

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

Gayle Ross was excused for personal reasons.

Garry Drummond, Lyn Montgomery and Denny Sebesta were guests at the Meeting.

A Grievant entered the Meeting at 1610 to discuss with the Board the merits of the Grievance.

The Grievant and Lyn Montgomery were excused at 1630.

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

Denny Sebesta was excused from the Meeting at 1642.

There was discussion regarding proposed settlements that had been made by Management to settle Grievances filed for Flight Attendants who had been disciplined after deviations from UM procedures. The Board **agreed** that the Grievance Committee would decline the offers of settlement from Management. The Board **agreed** to offer help to Southwest Airlines Management to develop new UM Procedures.

The Board discussed the upcoming **TWU Local 556 Executive Board World Tour**.

Stacy Martin was excused at 1715 for personal reasons.

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

The Board recessed at 1745.

Wednesday April 11, 2007

Thom McDaniel called the Meeting to order at 0830.

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

The Board conducted a **Roll Call** to establish Board Members' compliance with **Bylaw Article VII (g) for fourth quarter 2006.**

Thom McDaniel	flew pairing HS03	dated March 8th

Michael Massoni	flew pairing PE89	dated March 30th
Stacy Martin	conducted Lounge Mobilization	dated January 19th & 20th
Gayle Ross	conducted Lounge Mobilization	dated March 22nd &23rd
Cuyler Thompson	flew pairing BD38	dated March 21st
Allyson Parker-Lauck	flew pairing OS91	dated January 17th
Brett Nevarez	flew pairing PE56	dated March 21st
Michael Broadhead	flew pairing PS88	dated March 28th
Gwen Dunivent	conducted Lounge Mobilization	dated March 22nd &23rd
Susan Kern	flew pairing FA27	dated February 7th
Lucy White-Lehman	flew pairing BS86	dated March 1st
Jill van der Werff	flew pairing HS53	dated February 7th
Mark Torrez	flew pairing OT00	dated March 17th
Kyle Whiteley	flew pairing MG38	dated March 25th

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

There was discussion.

Allyson Parker-Lauck made a **motion** to approve the March 2007 Executive Board Meeting Minutes. Gayle Ross **seconded** the motion. The motion **carried**.

Lucy White-Lehman left the Meeting at 1000.

The Board **agreed** that the President's signature would no longer appear on the final copy of Executive Board Meeting and Membership Meeting Minutes.

Allyson Parker-Lauck made a **motion** for the Recording Secretary to present the draft minutes from the previous Board Meeting on the first day of Boards and present the final Minutes and Synopsis for Executive Board approval on the last day of Boards. Michael Massoni **seconded** the motion. The motion **carried**.

The Board took a break at 1013 and reconvened at 1030.

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

Thom McDaniel presented one piece of correspondence for the Board to review.

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

Thom reported that the Staff and Office overall are operating very well. There has not been a Staff Meeting since the last Executive Board Meeting due to Staff vacations, travel, and arbitration preparation; however there is one scheduled for May 1. Thom has not been able to perform Quarterly Staff Evaluations, however they will be completed the second week of May and he will present the 1st Quarter Staff Report at the May Executive Board Meeting. Thom is currently working on seeking an administrative assistant for the office to assist Officers and Staff Members in non-grievance related office tasks. Thom has completed all preparatory tasks for the World Tour and will be sending out the COPE Drive Contest details to Shop Stewards this week. Thom reported that he participated in the TWU International Strategic Planning Session March 19-22 representing TWU Local 556. The session was very productive and should produce a great roadmap for the future of TWU. Thom has worked very closely with the Local 556 Arbitration Team to prepare for the upcoming Open Time Arbitration on April 19 and 20. Unfortunately Thom will have to miss the MDW and BWI legs of the World Tour, but these were the only dates available for this important case. Thom reported that he would be attending the Labor Arbitration Institute Meeting in Chicago on May 2-4 with Members of the BOA and Arbitration Teams and possibly attending the National Academy of Arbitrators Meeting May 23-26. Thom also continues to work closely with the Grievance Team on Membership and Contract issues. Thom has continued to work with Jamie Horwitz on Flight Attendant issues. Local 556 did receive recognition in the press for a release that was distributed regarding maintaining the support on cell phones on commercial aircraft during flight. Thom and Jamie continue to work with Portia Reddick-White on public relations involving Labor, airline and Flight Attendant issues. Since the last Executive Board Meeting Thom has worked with Greg Hofer on the updated Q and A as a supplement to the Contract. Greg is now off medical leave and is reviewing the Contract and past settlement letters to begin this daunting task. Thom asked all Executive Board Members to provide him with a list of FAQs to help this process. Thom thanked those who attended the New Hire dinner the previous evening. Thom and Gayle Ross will be doing the New Hire Presentation for Class 231 that began on April 2 on April 20. The class started with approximately 125 candidates including David Garcia from Mustang Consulting, the SMU class that did a study on SWA Flight Attendants. Thom submitted articles for UNITY and assisted with the editing of the publication. Thom also reviewed Executive Board and Membership Meeting Minutes for distribution to the Membership. Thom continues to work with Executive Board Members on individual projects whenever the need arises.

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

The Board discussed the theme of the July issue of UNITY Magazine.

Brett Nevarez discussed information that he would provide to Executive Board Members for the Executive Board World Tour regarding the **Flight Attendant Assistance Program** (FAAP).

Lucy White-Lehman presented the **Baltimore Domicile Report**. There was no written report submitted.

Gwen Dunivent submitted the **Dallas Domicile Report:**

We continue to have new faces on the Leadership team in Dallas. I met with all three Base Managers last week, and they assured me that their priority is to get a strong team in place and *keep them. Henry is very enthusiastic that these new people will be "fantastic" additions to the team. First we have Bryan Smith, who has been a Chicago-based Flight Attendant since 2004, and has moved to Dallas to accept the Supervisor position. Then we also have Ed Schneider, who started with Southwest in 1994 in Customer Service, then became a Flight Attendant and flew for eight and a half years, before becoming a Recurrent Training Supervisor in December 2004. Hopefully these will be the last new faces for a while. I have discussed a Crew-dedicated line at Security with Henry several times, and have asked to be put in touch with whoever I need to be in order to help this process along. The TSA continue to maintain that "its not budgeted ", so we now we need to work on improving that budget. I attended Accident Investigation Orientation at the National Transportation Safety Board March 28-30, as part of the Safety Team and Go Team. This was a fascinating course at the beautiful new NTSB Academy in Ashburn, Virginia. Representatives from many airlines, including charter and cargo carriers, aircraft and aircraft part manufacturers, and several safety-oriented regulatory agencies were in the class, which was completely full. We discussed party status on the crash site, and how all the different parties will interact during the different phases of the investigation. We also visited the reconstructed aircraft that was TWA Flight 800, which exploded off of Long Island in 1996, and learned about the ordeal that was involved in the investigation and subsequent findings of that accident. The entire experience was very educational and sobering. The red rack and glass case are up to date and all publications have been distributed.*

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

Houston continues to be fairly quiet. I've been notified of approximately 6 meetings in the last couple of months. The discontinuation of specific gate assignments has been implemented and we are no longer using the "A" concourse. Yeah! Shop Steward Crystal Rains did a lounge mobilization for me in order to promote the Satellite Survey and she has asked me to write a letter of recommendation for the Paul Gaynor Scholarship. Shop Steward Michael McNeil had a meeting with Caroline which he stopped. There is nothing in our contract stating that 4th be occupied by the least junior Flight Attendant. Michael and I had a subsequent meeting with Caroline to discuss what went wrong on both sides and both parties felt the issue was resolved. Shop Steward Javi Garcia did the follow-up counseling meeting. I discussed the securing of all Union materials with Kevin and we agreed that the present system worked for both of us. Kevin asked for notification from us as to when materials are "comatted" so the base knows when to be expecting them. I requested an informal meeting with Kevin, Caroline, Scott, Nora and Brian with available Shop Stewards in order to build relationships. I asked Kevin to provide the food and beverages and we'll meet in a conference room near the HOU offices and will be meeting in late May. I spoke with Duane, who is Inflight Management's safety representative, and he agreed to message me when the station has their monthly safety meetings. They are typically scheduled on the 3rd Thursday of every month. I put letters in the mailboxes of Flight Attendants transferring into the base introducing myself and asking for contact information. I haven't heard from a single one as of yet!! I also sent out an Email reminder of the quarterly Membership Meeting to the HOU Flight Attendants who requested them and asked for a reply so I could update my contact list. I will distribute another request for contact information to all HOU Flight Attendants in May. HOU Flight Attendant Sandy Wheeler won the raffle for the MS150 and has already had a 3 day trip pulled with pay! Shop Steward Crystal Rains and I were interviewed by graduate students of the U of H Clear Lake regarding a Labor Relations Study they're doing. All publications have been distributed and the red rack and glass case are up to date.

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

There isn't a great deal to report from Orlando. We have 2 new Supervisors who are in the class that graduates on April 24, and one who has come back on-line. Jim Mitchell, the new Assistant Base Manager, is handling most of the fact-finding meetings. There have been many requests by Probationary Flight Attendants for Union assistance when Management requests a meeting to discuss feedback from the Crew Evaluation forms. Many are using our new check-in phone, and many have expressed an interest in allowing non-commuters to participate in the Satellite Survey. Construction is supposed to start soon on the lounge, and the contractor's commitment is to finish within 12 weeks once they begin. Unfortunately, the GOAA will still be involved so it may very well slow things down. On March 18-21 I was in Tallahassee and participated in the Florida AFL-CIO Lobbying days. There were several instructional seminars and the balance of the time was spent lobbying legislators on such issues as homeowners insurance, property taxes, and an amendment to clarify the background checks within the Jessica Lunsford Act. All publications and notices have been distributed, and the Red Rack and Union Case are up to date.

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

After the debacle of our Unity Update and Scholarship applications being thrown away, I was finally able to locate the replacement copies and have placed them all in the files. The World Tour flyers have been distributed as well. Construction is now underway on the second phase of the Lounge renovations. Simon has informed me that it should be complete within 60 days. This past week, a lot of attention has been placed on the crash-pads surrounding the airport. This was started by a Sun-Times reporter who feels the crash-pads pose a fire hazard. With the added attention being given to the public about where Flight Attendants stay, I put out a notice to my email groups, on the forums, and TWU Website encouraging that extra safety measures are taken. While we did have a Flight Attendant mugged the day the article came out, the police feel that this was not due to the added attention from the papers, but a repeat offender in the area. So far, we are unaware of which crash pads have been shut down, although there are reports that one or two have been closed. The Shop Stewards in Chicago have been given a special invitation to the World Tour event, and I have heard that we should see them come and go throughout the day. Red Rack and Glass Case are up to date, although the Glass case will be taken down for awhile because the wall it hangs on is going away.

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

Allyson Parker-Lauck made a **motion** to send Mark Torrez to the California State Conference (CSC) Legislative Conference. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Thom McDaniel presented the **COPE Committee Report**. There was no written report submitted.

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

During Primary line writing, Lisa Trafton presented the idea to consolidate the additional pairings that the reduced 4-day schedule generated on what would have been the 15% 3-on, 3-off lines. From December through April, we had been spreading the additional pairings over approximately 40-45% of the lines in an effort to not hit one seniority group with all the additional flying. The result of the additional pairings being spread over so many lines was basically a reduction in what one's seniority should hold. Consolidating these additional pairings over only 15% of the lines has left almost 80% of the lines more pure. This also has made it possible for us *to not have as many trips left in open time. The lines for the May, June, and July schedules will be built in this new manner to end the "test." We believe that these lines will benefit those wishing to maximize vacation pay, as well as those that wish to create overlap situations for VJA pay. This currently appears to be the best solution to the line writing issues we continue to face. Keep in mind the Company is now able to reflow the aircraft monthly, as well as adding four airplanes per month and normal holiday transitions. Because of this change, we have felt it necessary to adjust the dates for the Scheduling Survey. We will be in the lounges toward the end of June, and run the survey July 1 – 21. This month, we also tested not running the Special Sort at the end of line building in six of the Crew Bases. This allows us to have all the clean lines at the front of the bid packet and the less pure lines at the end. This is pretty much the way the lines used to be built 10 years ago. Baltimore was sorted in error this month, which will not happen in June. To date, I have received 12 positive responses and 2 negative. Here are the dates the Scheduling Committee will be in the Crew Lounges. We will be there from first check in until 3:00 p.m. local time.*

Dallas	*June 11*
Houston	*June 15*
Phoenix	*June 21*
Oakland	*June 22*
Baltimore	*June 27*
Chicago	*June 28*
Orlando	*June 29*

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

The results of the Satellite Base Study will be available next week. To date, just over 1,500 Flight Attendants have responded to the survey. The Bases with the highest level of response have been from MDW (27.7%), OAK (27.3%), and BWI (15.6%). Currently, the highest numbers of commuters have been from Los Angeles Airports, including BUR, LAX, ONT and SNA (154). The second highest is BNA (141), followed by SAT (118), and ABQ (103). When the survey is complete, the data will be broken down to which base these Flight Attendants commute from. I will email the results to the Executive Board Members shortly after the April 14 cut off date.

Kyle Whiteley presented to the Board copies of the most current statistics of the ongoing **Satellite Base Survey**. He also presented copies of a report detailing the number of visits to the TWU Local 556 Website. During March, there were 23,067 visits to our website.

Gayle Ross submitted the **Health Committee Report**:

The Executive Board approved Colonial Insurance as our insurance representative. We will be offering Accident On & Off the Job, Short Term Disability, and Cancer policies to the TWU 556 Membership. Southwest Airlines has agreed to let us Payroll deduct these deductions. Lori Whitaker from Colonial will be joining us on our "World Tour" to answer questions. We will begin enrollment in May and will need the support of the DEBM's and Shop Stewards to help with the enrollment process through the first week of June. The insurance will become effective July 1, 2007. A huge thank you to Joe Harris, Vice-President of Labor & Employee Relations for supporting TWU 556 and its' members in our quest for a line item deduction on the SWA payroll. Gwen Dunivent and I met with Met Life representatives regarding a possible group rate opportunity for our Members regarding Auto & Home insurance policies. These would be available on our web site to our Members to enroll at anytime. They would contact our Met Life representative and arrange their billing and enrollment individually, but with the group discount! If they enroll in either policy they receive free Identity Theft coverage as a bonus. I will discuss *this opportunity with the Executive Board this month for approval. Stacy Martin and I met with a Thrivent Financial representative regarding Long Term Care Insurance. SWAPA is presently offering this insurance and we agreed to meet and hear the proposal. This insurance would be offered in the same manner as the Auto & Home insurance via our web site as an individual enrollment and billing. I will discuss this with the Executive Board in May. I have been very busy preparing information for our "World Tour" and setting up the enrollment and billing process for our Colonial Insurance opportunity. This has been a huge undertaking, but something I have dreamt about and am so excited for our Union to offer our Members! This dream has become a reality and I thank the Executive Board for their support in making it possible. This is a huge opportunity for our Membership. I attended the HASC meeting with Michael Massoni and discussed the possibility of having hand sanitizer available in the galley. We also discussed the new oxygen mask which will be available next year.*

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 3:

Report	*Acceptance Deadline*	
ASHDI 1422 (SANITATION OF FIRST AID EQUIP)	*Thurs*	*04/20/2007*
ASHDI 1504 (CRM GROUND OPS/IFSCHEDULING)	*Thurs*	*06/28/2007*
ASHDI 1509 (TURBULENCE)	*Fri*	*07/06/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 1804+ / 161
Accepted Reports to date (TWU) = 123
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
03/12/07 through 04/07/07 = 57 *Emergencies Declared = 19*
ALL OF 2007 to Date = 264
ALL OF 2006 = 858
Standing / Scheduled Meetings:
Friday April 20th, 2007 @ 11:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety.
Attached are the invitation, registration and guidelines for the 2007 Safety at Southwest Conference to be held June 13th & 14th. The TWU 556 Safety Team has been invited and would include: The National Safety & Health Coordinators and the DEBM (or their designee) from each of the seven domiciles. Registration will be done online via the Freedom net. Please inform the National Safety Coordinator of your intent to attend or who you have designated to attend no later than April 25th, 2007. Once you have been registered, a confirmation letter along with a Polo Shirt order form will be sent to you. There is a deadline to turn in shirt sizes, so please comply with the REGISTRATION DEADLINE and once you have received the shirt order form, please complete it and follow the instructions to fax it back ASAP! Southwest Airlines will be conducting an Emergency Response Exercise with the Tulsa International Airport on Wednesday May 9th, 2007 from approximately 0800 until 1800 CDT. TWU Local 556 will take this opportunity to also conduct a fully coordinated exercise of our emergency response plan. This will be the first time Southwest's emergency response exercise will be in conjunction with an airport's Tri-Annual Drill and should prove to make this the most realistic drill to date. All involved parties will continue to make communication of critical information during the initial emergency response phase paramount. Similar to previous exercises, we will activate our internal Emergency Response Plan (ERP) and follow it by the numbers including Go-Team deployment,

manning the Go Team Command Center (GTCC) and communications and coordination tests from the field to GTCC/TWU HDQ and vise-versa. Revisions to the TWU 556 Emergency Response Manual will be sent to each Executive Board Member on or before April 30th, 2007. Please ensure your manuals are updated as soon as you receive the revision and as always have them easily accessible to you at all times at home or when traveling. Southwest Airlines Corporate Safety has implemented the Safety Performance Team, an Internal Evaluation Program. The mission of the Safety Performance Team is: To promote the highest levels of safety for Customers by continually evaluating the effectiveness and efficiency of SWA operating processes. The Safety Performance Team will accomplish this by identifying opportunities for improvements, which result in minimizing operating risks to the Company and Customers. (See attached for full overview of the program). Safety Performance will meet at least once a quarter with the TWU Local 556 National Safety Coordinator to review any findings related to Flight Attendant Safety and coordinate appropriate responses to better operational safety. Beginning sometime this quarter, Southwest Airlines Spirit Magazine will have a new Flight Service page that will include enhanced safety & security directives for our customers. These new directives are delivered through a series of pictorial icons that are more easily and quickly understood. The page also sports (for the first time) language concerning FAR 121.580 – Prohibition on Interference with Crew Members. This new flight service page is a product of cooperation between the Company, the magazine publisher and all the players within Inflight safety not the least of which was input and suggestions taken from the monthly Health and Safety/Security Coordination (HASC) meetings with the TWU 556 Safety Team. (See attached example)

The Executive Board discussed potential office space for the **TWU Local 556 Negotiating Team**.

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

Cuyler Thompson submitted the **Professional Standards Committee Report** for the Co-Chair of the Western Region, Lori Powell:

Total Calls Received: 13
Total Calls Worked: 13
Gone to Management: 1

Highlights: Several Calls were regarding non-payment of trip trades. Those calls that were referred to Southwest Airlines Management involved alleged personal threats, safety related issues, sabotaging galleys, pouring out soft drinks on galley and unlatching latches. This was very interesting to say the least. Mike Foley chose to resign from the Committee. He is in school and one of the Shop Stewards. He did not feel he could commit 100%. Mike has done a great job and I assured him he would be welcome back anytime. Jean and I are working on sending a letter to the Bases just to refresh what we do and do not handle. Several of the calls regarding the non-payment of trip trades were sent to us from the Bases according to the incoming calls. Lots of new folks!

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

Calls 18
Calls involving pilots 2
Calls resolved favorably 18

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

The Uniform Committee meeting was held on March 21st. The Committee discussed the revisions of the maternity wear and a timeline in which to complete the revisions. The new logo was altered to read Southwest rather than Southwest Airlines and the lettering will be in silver. The logo composition is referred to as fiberlock and will no longer be embroidered on the uniform. The Committee approved the new logo. The new wear test uniform items will be issued around May 10th and phase II of the wear testing program will commence at this time. Due to the fabric issue of the shirts the pants will probably be rolled out first rather than waiting to roll out the shirt and pants together. This is subject to further discussion and I will keep you updated as information is forwarded to me. The Committee discussed putting out information on how to best care for the upcoming items. Regarding the questions that were asked by the Board during the Uniform presentation that was given, the following information should address those questions. I asked the Uniform Committee if Michael Broadhead could be placed on the wear test list and unfortunately at this point and time that is not possible. The wear test pieces have been custom designed and are only offered at this time in the sizes that have been issued to previous wear testers. Adding someone at this point would be an additional cost at Southwest Airlines expense .and would delay the wear test timeline. Winglets were not considered when the new logo was designed. The reasoning behind this was unclear and no one could state why. One possibility could be that the general public does not yet associate winglets with airplanes as they are a rather new addition to airplane fleets. Suzanne Ferrari offered to look into this question further and bring the information to the next meeting. The grommets on the blazer will be discussed in the future. The grommets on the sweaters will be moved as the sweater will no longer be unisex but rather male and female specific. I also requested, for the second time, that our account total be revamped to resemble that of a online bank account in that it would have a running total which would allow one to ensure their allotment was done correctly, as two people have incurred problems with their accounts and did not receive their correct annual allotment.

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

As mentioned last month in our report, Michael McNeil is investing time and research in how to involve every base in year round activities that reflect the personality of each base in regards to a Civil and Human Rights Committee Project. The idea is to involve base Membership in an interest that they have. The Domicile Executive Board Member along with Michael would help Members to focus and nurture whatever interest that may evolve. Present base interest may be expounded on and promoted to include involvement as a Civil and Human Rights issue. Community charities, specific "walks" for causes and the volunteering of time in community based activities that already are interest of our Members should be brought to the attention of the CHR Committee so that we can contact those that are involved and see how we can expand and help motivate other Members to become involved. We believe that these types of projects will serve our communities well and help to educate our Membership. We are open to any and all suggestions from the Board and Membership as to the structure, involvement and success of this undertaking. The idea is to take what we have learned at the AFL-CIO Martin Luther King Birthday Celebration and make it a success year round in our bases and within our Membership. We want to use this as a tool to understanding the concepts of unionism as it relates to community involvement, the affects of social injustice and the fair treatment and concern that we should be willing to give and support with our time, efforts and supplies to those in need. Volunteering our time and efforts in communities nationwide will not only give us a heightened level of awareness *by those in our communities, and more involvement with community leaders, activist and legislators, it is also a time of genuine giving that Southwest Flight attendants will be able to give back to the communities that support us in various ways. Regarding the ATD Working Women's Committee: The new officers of the committee are Sharon Riffle – TWU Local #565, Sharon Polk – TWU Local #502, and Diana Tiggs- TWU Local #512. Local #556 has been involved with the committee since the inception. Past Officers Marcy Vinyard and Kathy Anderson, as well as present Domicile Executive Board Member, Gwen Dunivent and I have all attended at least one meeting. I served as co-chair of the committee until October and understand the concept, and the knowledge, and camaraderie that are being shared during the meetings. I would like to make a plea to Local #556 to continue to send representatives and strive to reach out in some shape or form to the women of our Local. It is understandable that the nature of our jobs as flight attendants, the flexibility and freedom that we seek does not lend well to having working women's committee meetings. However, we need to be creative and somehow invite and encourage more participation of our membership. The ATDWWC meetings are being sponsored in different locations. So, maybe if we get the word out via website, Unity and billboard that a meeting of the TWU ATDWWC is being held in a specific location, then perhaps we could get more of our members to volunteer and be involved. The next ATDWWC will be held in Tulsa, OK sometime this summer. When more information is available it will be forwarded. Again, I ask for a time in the May Executive Board schedule so that the committee may give a full visual presentation. I look forward to the Board's formal reply for the request.*

The Board went to lunch at 1215 and reconvened at 1330.

Board Members present were Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Allyson Parker-Lauck, Gwen Dunivent, Lucy White-Lehman, Mark Torrez, Kyle Whiteley, Michael Broadhead, Susan Kern and Jill van der Werff.

Thom McDaniel and Brett Nevarez were excused to prepare for the upcoming **Open Time Arbitration**.

Michael Massoni chaired the Meeting.

Gayle Ross presented the **TWU Local 556 February 2007 Financial Report**.

The Board conference called Albee Richardson, the **Local's Certified Public Accountant** at 1340 to discuss the accounting of the Local's savings interest.

Brett Nevarez entered the Meeting at 1352.

Responding to a question, Gayle Ross noted that she had returned the calls of those Members who had been billed incorrectly due to a technical problem with the **Dues Database**.

Allyson Parker-Lauck made a **motion** to approve the February 2007 Financial Report. Brett Nevarez **seconded** the motion. The motion **carried**.

Kyle Whiteley was excused to call Tim Chaffin, the Manager of Inflight Crew Planning, at 1356.

The Board conference called Portia Reddick-White to discuss the CHRC Report at 1400.

Lucy White-Lehman presented the **Care and Concern Committee Report**. There was no written report submitted.

Kyle Whiteley returned to the Meeting at 1410.

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

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

Gayle Ross presented the **New Hire Committee Report**. There was no written report submitted.

Allyson Parker-Lauck reported that the **New Hire Booklet** would be ready for publication in June.

Thom McDaniel returned to the meeting at 1417.

Susan Kern submitted the **Shop Steward Committee Report**:

> *On February 12th, I went to the TWU ATD office to review the preliminary cut of the Shop Steward training. I made some suggestions to Linda Dill, and she incorporated those changes plus titles into the video. We now have the tape in our possession and are awaiting information regarding the company in Texas that can transfer the data from the tape to DVD. We still need to make the transfer of the Shop Steward Training PowerPoint presentation to PDF format. I will contact Allyson to see if I can take on this project.*

Gayle Ross submitted to the Board copies of the **TWU Local 556 Budget** for fiscal year 2006-2007 which was approved in October 2006. Gayle also submitted copies of a report detailing what the Executive Board has spent so far.

Michael Massoni left the Meeting at 1500 to attend to Information Technology (IT) issues.

There was discussion.

Lucy White-Lehman was excused at 1507 to prepare for the upcoming Open Time Arbitration.

Gayle Ross left the Meeting at 1516.

Allyson Parker-Lauck made a **motion** to enter into **Executive Session** at 1516. Brett Nevarez **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to exit Executive Session at 1639. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Gwen Dunivent was excused to attend to computer problems.

Thom McDaniel and Michael Massoni were excused for a conference call.

Gayle Ross was absent.

Stacy Martin chaired the Meeting.

Gwen Dunivent returned to the Meeting at 1643.

Kyle Whiteley was excused to attend to computer issues at 1643.

The Board discussed the idea of allowing Flight Attendants to advertise in UNITY Publications. Allyson **agreed** to research the issue further and present the issue again at the May Executive Board Meeting.

On behalf of Office Manager Thom McDaniel, Allyson Parker-Lauck submitted to the Board copies of a proposed **TWU Local 556 Office Dress Code** for review.

Thom McDaniel returned to the Meeting at 1649.

Cuyler Thompson was excused to attend to computer issues at 1653.

Lucy White-Lehman recorded the minutes of the Meeting.

The Board continued to discuss the proposed Office Dress Code.

Allyson Parker-Lauck made a **motion** to accept the proposed office dress code. Brett Nevarez **seconded** the motion. The motion **carried**.

The Board signed an agreement with Enterprise Car Rental Agency to provide rental cars for Union business at a discounted rate. It was noted that the Board already had an exclusive agreement in place with Thrifty Car Rental. It was noted that Board Members could utilize either car agency.

Cuyler Thompson returned to the Meeting at 1705.

Thom McDaniel was excused to take a conference call at 1708.

Stacy Martin chaired the Meeting.

The Board **agreed** that Gwen Dunivent would contact the leadership of the United Way charitable organization and request that they develop a flyer for distribution in Flight Attendant's mailboxes detailing the volunteer opportunities available to our Members. Gwen **agreed** to present research on the costs of the flyer at the May Executive Board Meeting.

Gwen Dunivent reported to the Board on a meeting that she and Gayle Ross had attended at Company Headquarters regarding the **Critical Incident Stress Management (CISM) Committee**. Gwen reported that Southwest Airlines Management wanted to change the current staffing of the committee to allow for only one Chairman.

There was discussion regarding the fact that Inflight Scheduling had been refusing to allow Union Leaders to jetway trade with Members due to Scheduling's interpretation of Federal Aviation Regulations (FAR). The Board **agreed** that Thom McDaniel and Michael Massoni would address the issue with Southwest Airlines Management.

Stacy Martin was excused at 1730 for personal reasons.

Cuyler Thompson chaired the Meeting.

The Board discussed the fact that Inflight Supervisors at the Baltimore Base were boarding aircraft during turns at the gate and informing the A and C Position Flight Attendants that they were to remain at the front of the aircraft until all passengers had deplaned before they were allowed to begin tidying the aircraft. Lucy White-Lehman **agreed** to talk to Baltimore Inflight Base Manager Jim Melnick about the situation.

Gwen Dunivent reported to the Board that the **Employee Free Choice Act** was headed to the United States Senate for consideration. Gwen requested that Domicile Executive Board Members remind their Base Membership of the importance of contacting their Congressmen in support of this important legislation.

Gwen also reported that the **American Airlines Flight Attendants** would be picketing during the coming weeks to protest the large and vulgar bonuses that the Senior Executives of the AMR Corporation were scheduled to receive while the employees were still working under wage cuts.

The Board discussed **National Transportation Day** and the events which were taking place on May 17th, 2007.

Allyson Parker-Lauck was excused at 1750 to prepare for the upcoming Open Time Arbitration.

It was noted that Cuyler Thompson would not be in attendance at the June 2007 Executive Board Meeting due to vacation.

It was noted that Lucy White-Lehman would not be in attendance at the May 2007 Executive Board Meeting due to vacation.

Lucy White-Lehman made a **motion** to adjourn. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson adjourned the Meeting at 1800.

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

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Cuyler Thompson
Recording Secretary, TWU Local 556