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

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Executive Board Meeting
April 15th, 16th &17th, 2008
Synopsis

Tuesday
April 15th, 2008

Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Allyson Parker-Lauck, Lucy White-Lehman, Susan Kern, Jill van der Werff, John DiPippa, Kevin Onstead and Mark Torrez.

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Brett Nevarez was excused to address the ongoing Critical Incident Stress Management (CISM) Training at Southwest Airlines Headquarters which was attended by two new Flight Attendant Assistance Program (FAAP)/ Drug and Alcohol Committee Members.

Kevin Onstead led the Board in reciting the **Pledge of Allegiance**.

Cuyler Thompson read aloud the Membership Pledge from the **TWU International Constitution**.

Thom McDaniel noted that the Executive Board would be hosting a dinner for the New Hire Class of Flight Attendants that evening at their hotel. He reminded the Executive Board that they had volunteered to answer phones during the lunch hour that day so that the TWU Local 556 Grievance Team could lunch together outside of the Union Office. The Chair noted last minute additions and changes to the published Executive Board Meeting Agenda.

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

> *Thom McDaniel reported that he had attended the Coalition of Flight Attendants Meeting in Washington DC with Michael Massoni on March 17 and 18. Issues discussed were Flight Attendant Legislative Issues, the FAA Fatigue Study, FAA Reauthorization, formalizing the structure of the Coalition, and a support campaign for upcoming Flight Attendant negotiations. Thom has attended the Negotiating Team Base Tours in Chicago, Orlando, Houston, and Baltimore with corresponding Membership Meetings in each base. The visits have been well*

received and meetings have been productive including the election of several new Shop Stewards. The Negotiating Team will be conducting Dallas, Oakland, Las Vegas, and Phoenix over the week following the Board Meeting and looks forward to meeting with the remainder of the bases. Thom extended thanks to the Domicile Executive Board Members or their designees for their hard work on the lounge mobilizations. Thom also held meeting a with the Negotiating Team and advisors on April 2 to update the strategic plan and prepare for upcoming Negotiations. The Section 6 letter was sent to the Company on April 1 and preparations for negotiations are on track. Thom met with Gary Kelly on March 24 to follow up on his request for revising priority for uniformed crew members commuting to work. Gary seemed open to discussing the idea further and future meetings are forthcoming. Thom attended the Congressional hearings on FAA oversight in Washington DC resulting from the recent $10.2 million fine assessed against Southwest Airlines for missing FAA inspections required by airworthiness directives. Also attending were Michael Massoni, Gwen Dunivent, and Portia Reddick-White. TWU Local 556 remains committed to making sure that Southwest Airlines provides a safe working environment for our Members and will continue to be involved in the process of guaranteeing that our Company is in compliance with all FAA directives. Thom also attended the TWU COPE and Legislative Conference in Washington DC April 6-9 with Michael Massoni, Susan Kern, and Steven Romero representing TWU Local 556. While on Capitol Hill, Local 556 lobbied on HR 2744, the technical corrections language for the Family Medical Leave Act (FMLA). As a result of their efforts, the FMLA now has the 218 cosponsors, enough to be guaranteed House passage. Thom extended a special thanks to Local 556 Members Portia Reddick-White and Gwen Dunivent as well as President Jim Little and the rest of the TWU Legislative and COPE Staff for a great conference. Thom participated in a discussion with Southwest Airlines Labor Attorney Eric Carr for the Southwest Academy of Arbitrators Meeting on March 28. The panel discussion was on the effects of arbitration when a grievant is reinstated. The topic was well received and there will be follow up at future meetings. Thom will also sit on a panel with SWAPA President Carl Kuwitsky and Southwest Airlines Vice President of Labor Relations Joe Harris and attorney Eric Carr for the National Academy of Arbitrators on May 22 at their annual meeting. The topic is on Labor Relations and Arbitration at Southwest Airlines. Thom met with TWU Local 555 Members regarding support for each other negotiating efforts. TWU Local 555 and 556 look forward to working together for the good of all of our Members at the bargaining table. Thom notified the Executive Board that he would be attending the Southwest Airlines Labor Summit and SWA Labor Quarterly Labor Briefing on Thursday, April 17 and would report on the results in the next EB Meeting. Thom reminded the Executive Board that the New Hire Dinner would be held that evening and all EB Members were expected to attend. He also reported that he and Jerry Lindemann would be doing the New Hire Presentation on April 18. In closing Thom reported that in spite of a busy schedule, he had continued to assist the Grievance Team and Executive Board when requested. He held interviews for Grievance Chair on March 31 and would be asking the Executive Board to approve his selection this week. Thom thanked the Executive Board for their hard work and excellent representation for Local 556 Members.

Stacy Martin presented the **Office Manager's Report**. There was no written report submitted.

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

Thom McDaniel reported that TWU Local 555 would be hosting a picnic at Friendship Park for its Membership at the Houston Station. TWU 555 extended an invitation to the Houston Flight Attendants and planned to place a flyer in their mailboxes at the Base. Thom reported that the Leadership of TWU 555 had asked for a $500 donation from TWU 556 to help pay for the $1700 cost of the picnic.

Michael Massoni made a **motion** to put forth $500 in funds for the jointly sponsored picnic to be held in Houston on May 6th, 2008. Kyle Whiteley **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** to honor Kelley Martin, Michael McNeil and Crystal Rains for their contribution to Local 556 Union-related activities. Susan Kern **seconded** the motion. The motion **carried**.

There was discussion regarding the new Monster energy drink scheduled to be offered aboard Southwest Airlines aircraft at a cost of $3. The Board discussed the change and the potential violation of the Scope Agreement contained in the Contract between the Flight Attendants of TWU and Southwest Airlines. Thom McDaniel **agreed** to discuss the concerns of the Local with Southwest Airlines Management and report back to the Executive Board.

Denny Sebesta, Grievance Chair, entered the Meeting at 0915 to present the **Grievance Committee Report**. There was no written report submitted.

Becky Parker entered the Meeting at 0919 to discuss a Grievance.

Brett Nevarez entered the Meeting at 0920.

The Grievant entered the Meeting at 0940 to discuss the merits of a Grievance.

The Grievant and Becky Parker were excused at 0950.

John DiPippa made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 0955 and reconvened at 1020.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Lucy White-Lehman, Susan Kern, Jill van der Werff, John DiPippa, Kevin Onstead and Mark Torrez.

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Denny Sebesta was a guest at the Meeting.

Denny Sebesta **agreed** to file a Grievance regarding Management's violation of Article 19, Letter 3(g) of the Contract between the Flight Attendants of TWU and Southwest Airlines after conferring with the Local's Legal Counsel. She **agreed** to notify the Board after her conversation with Counsel and filing the Grievance.

Allyson Parker-Lauck made a **motion** to revisit a Grievance. Jerry Lindemann **seconded** the motion. The motion **carried**.

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

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

Catherine Rea entered the Meeting at 1109 to discuss a Grievance.

Lucy White-Lehman left the Meeting at 1115.

The Executive Board placed a conference call to a Grievant at 1124 to discuss the merits of the Grievance.

Lucy White-Lehman returned to the Meeting at 1132.

Catherine Rea was excused at 1152.

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

The Board went to lunch at 1250 and reconvened at 1336.

Board Members present were Thom McDaniel, Michael Massoni, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Lucy White-Lehman, Susan Kern, Jill van der Werff, John DiPippa, Kevin Onstead and Mark Torrez.

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C. Stacy Martin was excused to write a brief for an arbitration.

Denny Sebesta was a guest at the Meeting.

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

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

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

Brett Nevarez made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Lucy White-Lehman left the Meeting at 1412.

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

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

Lucy White-Lehman returned to the Meeting at 1426.

Brett Nevarez made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

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

Kathy Anderson entered the Meeting at 1447 to discuss the merits of a Grievance and was excused at 1454.

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

The Board took a break at 1510 and reconvened at 1530.

Board Members present were Thom McDaniel, Michael Massoni, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Lucy White-Lehman, Susan Kern, Jill van der Werff, John DiPippa, Kevin Onstead and Mark Torrez.

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C. Stacy Martin was excused to write a brief for an arbitration.

Denny Sebesta was a guest at the Meeting.

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

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

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

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

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

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

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

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

Brett Nevarez made a **motion** not to proceed on a Grievance. Kevin Onstead **seconded** the motion.

Kimberly James entered the Meeting at 1643 to discuss the merits of a Grievance and was excused at 1645.

John Parrott entered the Meeting at 1646 to discuss the merits of a Grievance and was excused at 1648.

The motion on the floor **carried**.

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

Stacy Martin and John Parrott entered the Meeting at 1701.

John Parrott was excused at 1703.

John DiPippa made a **motion** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Denny Sebesta was excused at 1712.

Kevin Onstead made a **motion** to recess. Jerry Lindemann **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1718.

Wednesday

April 16, 2008

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Lucy White-Lehman, Susan Kern, Jill van der Werff, John DiPippa, Kevin Onstead and Mark Torrez.

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

The Board discussed potential topics of discussion for the Southwest Airlines Management Representatives scheduled to be guests at the Meeting later in the day.

Brett Nevarez made a **motion** to donate $100 to the Texas AFL-CIO Scholarship Fund in the name of Maggie Kitching, mother of Texas AFL-CIO President Becky Moeller. Jerry Lindemann **seconded** the motion. The motion **carried**.

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

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

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

Kyle Whiteley presented the **Chicago Domicile Report**. There was no written report submitted.

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

John DiPippa presented the **Phoenix Domicile Report**. There was no written report submitted.

Kevin Onstead presented the **Las Vegas Domicile Report**. There was no written report submitted.

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

The Board **agreed** that Brett Nevarez, as Chair of the Drug and Alcohol Committee, would ask Gwen Dunivent and Portia Reddick-White to involve the Coalition of Flight Attendants and pursue legislation that would incorporate a Human Intervention Motivation Study (HIMS) program into Federal Aviation Regulations.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 4:

Report	*Acceptance Deadline*
ASHDI 1558 (POOR JUMPSEAT DESIGN)	*Wed 04/30/2008*
ASHDI 1588 (MCI SECURITY CHECK POINT)	*Mon 04/14/2008*
ASHDI 1590 (SEVERE TURBULENCE)	*Mon 06/09/2008*
ASHDI 1592 (SAFETY/SECURITY - CRM)	*Thurs 06/26/2008*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3028+ / 182
Accepted Reports to date (TWU) = 139
See Attached Detail
Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 03/10/08 through 04/14/08 = 87
Emergencies Declared = 29
ALL OF 2008 to Date = 536
ALL OF 2007 = 940
ALL OF 2006 = 858
On April 3, 2008, Herb Kelleher and Gary Kelly testified at the Transportation and infrastructure Appropriations Committee Inquiry & Hearings in Washington DC. In our ongoing commitment to safety, President Thom McDaniel, 1st Vice President and National Safety/Security Coordinator Michael Massoni, Dallas Executive Board Member and Safety Team Member Gwen Dunivent, and TWU International Legislative Representative Portia Reddick White attended the Congressional Hearings in Washington DC. The FAA admitted a breakdown in their oversight of Southwest Airlines on a regional level. Southwest Airlines fully admitted that the A/C involved should not have been flown past the inspection date. At this time, all Southwest Airlines A/C are in full regulatory compliance and we are committed to elevating safety to the highest priority of our corporate culture. All issues have been resolved and additional procedures have been put in place to make certain that SWA is in compliance with all regulatory directives and maintenance requirements. Your Union Leaders will continue to work with SWA to ensure SWA remains the safest airline in the air for our Employees and our Customers. The TWU Local 556 Safety Team will be attending the FAA Shared Vision of Flight Safety Conference, May 27-29, 2008 in San Diego. Team Members that will be attending are: Michael Massoni, Stacy Martin and Gwen Dunivent. This year's conference offers insight into best practices in flight safety directly from the people who research and plan, develop, execute and manage some of the most successful programs in the industry. Other topics that will be covered are Human Factors, Maintenance, Management, Operations, Military, or Labor Associations, this conference will provide invaluable real-world program insights and networking opportunities with more than 500 aviation professionals. Perspectives on the current status and future of flight safety programs will be given by respected aviation thought-leaders, as well as 90-minute tutorials and 30-60 minute presentations that span the educational interests of the commercial, military, corporate and government sectors.
Standing / Scheduled Meetings:
Thursday April 17th, 2008 – Buy-on-Board/Cashless Cabin Proof of Process Meeting with Inflight Services Steering Committee
Thursday April 17th, 2008 – Health and Safety/Security Coordination (HASC) with Inflight Services, Safety & Regulatory Compliance and Corporate Safety
Open Discussion Items:
Aircraft Operator Standard Security Program (AOSSP) 4.5 Boarding of Federal Air Marshals (Attachment for EB review only SSI per 49 C.F.R PARTS 15 AND 1520)
IIPT Meeting (Mark Torrez)
Global Cabin Air Quality Executive (GCAQE) Scheduled Meeting in May
Safety at Southwest Conference June 25th & 26th (Heads-up for DEBMS)
Prefer registration commitment by 04/30/08
Registration cut-off 06/11/08

Mark Torrez presented a report pertaining to an **Inflight Injury Prevention Team** meeting that he had attended. There was no written report submitted.

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

Cuyler Thompson presented the **Professional Standards Committee Report** for Western Regional Chair, Lorie Powell:

Total Calls	*12*
Gone to Mgmt	*2*
Resolved	*10*

The newest thing that I have encountered I have named "Cracking the Code". What does that mean? Putting a common password (1234) to password protect your trip and another Flight Attendant doing whatever they want with you trip because they have cracked the code!!!! This dishonest act cost a Flight Attendant their job because they were on probation, this was the nail in the coffin if you will. Not worth it.

Cuyler Thompson presented the **Professional Standards Committee Report** for Eastern Regional Chair, Jean Chandler-Brooks:

Calls	*22*
Calls involving pilots	*1*
Calls resolved favorably	*21*

(1 had already been sent to management)

The Board took a break at 0950 and reconvened at 1005.

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

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Southwest Airlines Management Representatives Naomi Hudson, Senior Director of Employee Resources and Base Operations, Director of Crew Scheduling/Audit/Planning/Automation Brendan Conlon and David Curry, Senior Director Inflight Standards and Training were guests at the Meeting. Initially, Management had nothing new to report to the Executive Board. Kevin Onstead discussed with Naomi the difficulties that the Flight Attendants and Pilots were having at the Las Vegas Airport and Parking facilities. Naomi stated that she would look into how Southwest Airlines would administer a plan whereby Flight Attendants would be reimbursed if they were required to pay to park in another parking lot because the Southwest Airlines-managed (paid for in advance by the Flight Attendant) was full. She noted that this was a 'fair request'. Thom asked Naomi if she knew why the Union and the Flight Attendants had been told by Ron Freer, Southwest Airlines Manager of Inflight Systems Projects, that CWA had been shut down and no trades were allowed to be processed after difficulties with the system arose after the release of Open Time on February 23rd. Thom reported to Naomi that the Union had informed Ron that the Union had information and evidence that in fact numerous trades were completed, contrary to what Ron had stated. Thom stated that Ron had not responded to the question for several weeks. Brendan Conlon stated that he would get a response from

Ron Freer for the Union. Thom inquired of Naomi regarding the appearance that Mike Mankin and Management had begun to systematically ignore and violate previous Settlement Agreements and Past Practices. He noted that there had been a huge increase in the number of Grievances filed which could be directly attributed to Mike's unwillingness to adhere to prior agreements. Naomi stated that she would attend the next Grievance Meeting if Thom McDaniel would agree to attend it as well. She believed that the recent problems were simply the result of poor communication between Management and Union Representatives at the Meetings. Thom agreed that there was frustration but noted that it seemed to primarily be attributed to Mike Mankin, Director of Employee Resources. There was discussion regarding the 'Cashless Cabin' Project. Brendan stated that Southwest Airlines had signed an agreement with a vendor of the onboard electronic devices and were "moving forward" with more focus groups. Management plans to begin testing the devices on or about May 17th. There was discussion regarding the fact that inflight service was already difficult on some of the shorter routes and the addition of the cashless cabin could make service more difficult or even unsafe. Michael Massoni asked if Management had held any meetings regarding the Safety Procedures involved. Naomi stated that there had been no such meetings. David Curry agreed with Michael Massoni and stated a Flight Attendant should not get up out of their jumpseat until he/she felt safe in doing so. He went on to say that, "if you don't get your drinks out….you don't get your drinks out". Michael Massoni reported that increasingly, OPS Agents are commencing boarding before the Flight Attendants have been given sufficient time to complete their required preflight safety duties. Michael asked that a procedure be put into place whereby the OPS Agent would verify with the A Flight Attendant that the aircraft was ready for boarding. Naomi stated that she would not do that, but would remind OPS to make sure that the Flight Attendants were ready before boarding the aircraft. Naomi noted that there had recently been several issues with Unaccompanied Minor Procedures not being followed by all departments. She stated that Management would address the issues soon. Thom reported to Naomi that the Executive Board may view Management's decision to introduce non-alcoholic energy drinks on board the aircraft to be sold by Flight Attendants as violation of the Scope Agreement contained in the Contract. He asked Naomi if Management had considered that the Union might feel this way. Naomi replied that Management had considered it but that they did not feel that it was a violation of the Scope Agreement. There was discussion regarding the fact that several Union Posters had been torn from the walls of the Inflight Lounges. Naomi stated that this had been at her direction. She went on to say that there were appropriate places in the Lounges that the Union was allowed to post materials; anything posted outside of this would be removed as to not damage the walls of the Lounges. She stated that, "You have Contractual avenues for posting Union material". Lucy White-Lehman initiated a discussion regarding the fact that some OPS Agents were closing the aircraft doors more than five minutes prior to departure and that this had caused several commuting Flight Attendants to miss their flights. Naomi stated that she would contact Reggie Barnes and try to rectify the problem. Naomi requested that Flight Attendants write up specific dates and flight numbers so that she could investigate the incidents. Mark Torrez asked Naomi if there had been a change in procedures for Fact-Finding Meetings that would require Base Managers to confiscate a Flight Attendant's ID Badge during the Meeting. Naomi stated that there had been no procedural change. She went on to say, "Let me correct that; that's easy". After some discussion regarding the matter, Naomi stated that she would remind Base Managers that Flight Attendants are not required to submit to a file review in order to receive a copy of their Personnel Files. David Curry agreed to set up a meeting with Michael Massoni regarding Inflight Training and Safety Procedures. Thom McDaniel asked Naomi if Management had decided who would be on their Negotiating Team. She stated that their team had been chosen but that she was not ready to share the choices at that time.

The Management Representatives were excused at 1055.

Thom McDaniel presented a proposal from the Public Relations Office representing the upcoming Broadway Musical *Boeing! Boeing!*. The Board **agreed** to move forward promoting and partnering with the premiere of the musical for the benefit of our Members.

The Board **agreed** to provide two hotel rooms for attendees of the AFL-CIO Labor Caucus in Austin, Texas on May 6, 2008.

Stacy Martin left the Meeting at 1105.

Cuyler Thompson presented the **Uniform Committee Report** for Chair Val Lorien:

> *Val met with Paula Gaudet on March 24th to discuss the Uniform rollout for Inflight. Many issues have been resolved and solutions are still being developed. Another "RBF" will be coming out addressing the most recent uniform issues. Cintas made an error on rollout when male items were offered on the website to female employees. Items were removed as quickly as possible and Cintas has replaced or credited all returns from female employees. Val got verification from Cintas that if the male pieces have been worn, washed, or altered by a female employee, they will be accepted regardless of condition. Cintas just asks that they put down their employee number and order number and indicate if they would like a credit or exchange. The original order number can be found on Cintas.com under by calling 1-(800)-UNIFORM. A lot of controversy has come up over the women not being able to order male uniform items. The official response is that the females should not have to wear the male pieces because they are a new tailored, fitted style that fits women more appropriately. Because of the darts in the shirts, the female shirts cannot have a pocket. Cintas has sent a list of female employees who ordered male items over to the company. Val got assurances from Paula that since most Flight Attendants didn't know of the new policy, no Flight Attendants will be penalized if they send back or don't wear the male uniform items. Shipping costs remain at $5 despite the return slip stating that it'll cost $8. Cintas does not have a record of any employee being charged $8 for a return, but promised to rectify the situation as soon it's brought to their attention. Other than the above information, there have been no changes to previous uniform policies. Males that need an XXL or larger will have to pay slighter more for a shirt that contains more fabric. Females that need to special order a "tall" size will have to pay 1.5x more than regular price for a special order. Val is currently trying to get Suzanne Ferrari to order a women's "tall" in at least one of the shirt styles. Suzanne stated that minimum "cut" requirements prohibit stocking all items in tall, and with so few requests she does not currently see any justification for a tall size. Val has gotten numerous complaints on the issue and believes that there is justification if people know who to complain to. Please have your fellow female Flight Attendants email Suzanne at suzanne.ferrari@wnco.com or call her at (214) 792-4515 and tell her you'd like a tall size. In the mean time, if someone does need a tall size, please tell them to contact their base manager. They're the only ones who can make such requests. Lastly, the Cintas website is approved only for Internet Explorer 5.0 or higher. Safari for Macintosh computers is currently on their project list, so in the mean time, tell a Flight Attendant to use a lounge computer if they're having trouble ordering on their Mac. As always, please contact Val for any questions or concerns.*

Cuyler Thompson presented the **Arizona AFL-CIO Executive Council Meeting** Report for Member Michael Broadhead:

Call to order 10:15am
Reviewed and discussed the AFL-CIO "Turn around America Health Care" Presentation.
Video is available to post on TWU Local 556 website
Viewed the new video "Defining John McCain" highlighting his anti labor record
Video is available to post on TWU Local 556 website
Reviewed Treasurers Report
Executive Director Report-Legislative issues progress and concerns
Area Labor Federation ReportsFour organizations reported
Audit by the National AFL-CIO Report completed on Arizona Organization
No major concerns, mostly procedural or further "checks and balances" added
Working lunch
Discussion on allegations between Sherri Van Horsen and Rebekah Friend
Previewed the "Fire Mary Peters" (Secretary of Dept. of Transportation) campaign launched by AFL-CIO
Good and Welfare: Cemetery Lindo in PHX community service project
Meeting adjourned at 3:00pm

Thom McDaniel requested that Executive Board Members email him with their recommendations for Members to work on AFL-CIO Grassroots Projects and Campaigns.

Stacy Martin returned to the Meeting at 1121.

John DiPippa made a **motion** to approve a $250 expenditure for the use of paying for lunch at the next quarterly meeting of the Executive Council of the Arizona AFL-CIO to be held on June 19, 2008. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Twenty seven Care and Concern cards were sent in January/February/March/April. Lucy asked Jamie to update the plaque with the last two Flight Attendants that had passed: Donna Cargill and Paula Nast. Lucy contacted all the bases to remind them to fax all care and concern notices to the union office.

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

Allyson Parker-Lauck and Kyle Whiteley **agreed** to author and administer a Union Survey in order to poll the Members as to the effectiveness of the Local's communication avenues with the Membership.

Cuyler Thompson submitted the **Shop Steward Committee Report**:

Cuyler reported that he and Co-Chair Susan Kern would be conducting continuing Shop Steward Training in conjunction with the next round of Membership Meetings during the summer. Cuyler reminded Executive Board Members that they had promised to help Audrey Stone, the new author of the Shop Steward Connection, with content each month.

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

Michael Massoni **agreed** to author and email instructions regarding how to check phone messages in the General Union Message Inbox for Executive Board Members who are sitting Officer-On-Call on weekends and holidays.

The Board conducted a Roll Call to establish Board Members' compliance with TWU **Local 556 Bylaw Article VII (g)** for the first quarter of 2008:

Thom McDaniel	flew pairing HD69	dated January 30th
Michael Massoni	flew pairing PS25	dated March 28th
Stacy Martin	flew pairing DS59	dated March 21st
Jerry Lindemann	flew pairing HE87	dated March 21st
Cuyler Thompson	flew pairing BS58	dated January 3rd
Brett Nevarez	flew pairing LC59	dated March 27th
Allyson Parker-Lauck	flew pairing MS73	dated March 30th
Lucy White-Lehman	flew pairing BT09	dated February 6th
Susan Kern	flew pairing FF16	dated March 22nd
Jill van der Werff	flew pairing HC26	dated January 9th
Gwen Dunivent	flew pairing DS02	dated March 16th
John DiPippa	flew pairing PS17	dated March 20th
Kevin Onstead	flew pairing LV68	dated February 10th
Mark Torrez	flew pairing OF42	dated March 28th
Kyle Whiteley	flew pairing MS51	dated February 9th

Jerry Lindemann discussed with the Executive Board the fact that one of the Certificates of Deposit in which the Union had invested had recently matured and needed to be reinvested. Jerry also reported that some of the Union's assets were invested with Bear/Stearns and should possibly be invested elsewhere. Jerry recommended investing with Pershing Investment Manager Services. Jerry agreed to bring more information to the Board after the lunch break.

The Board went to lunch at 1200 and reconvened at 1330.

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

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Jerry Lindemann, Treasurer, presented the **February 2008 TWU Local 556 Financial Report**. Jerry was excused to make corrections at 1345.

Stacy Martin left the Meeting at 1346.

Denny Sebesta and Lyn Montgomery entered the Meeting at 1346 to discuss a Grievance.

Jerry Lindemann returned at 1353.

A Grievant entered the Meeting at 1416 to discuss the merits of the Grievance.

The Grievant and Lyn Montgomery were excused at 1509.

Jerry Lindemann left the Meeting at 1510.

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

The Board took a break at 1515 and reconvened at 1540.

Board Members present were Michael Massoni, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Lucy White-Lehman, Kyle Whiteley, Susan Kern, Jill van der Werff, John DiPippa, Kevin Onstead and Mark Torrez.

Thom McDaniel and Stacy Martin were excused to attend to Union business.

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Michael Massoni chaired the Meeting.

Jerry Lindemann presented the revised **February 2008 TWU Local 556 Financial Report**.

Cuyler Thompson made a **motion** to approve the February 2008 Financial Report. Allyson Parker-Lauck **seconded** the motion. The motion **carried**.

Thom McDaniel and Stacy Martin returned to the Meeting at 1555.

Thom McDaniel chaired the Meeting.

Jerry Lindemann submitted copies of the **TWU Local 556 Budget Expenditures** for fiscal year 2007-2008 to date.

There was more discussion regarding the Union's investments. Jerry Lindemann **agreed** to research and present more information on Pershing Investment Manager Services as well as other investment options for the Local's assets.

Kyle Whiteley left the Meeting at 1619.

Kyle Whiteley returned to the Meeting at 1628.

The Board **agreed** that Jerry Lindemann would reinvest the maturing Certificate of Deposit (CD) in another CD at a rate of 4% which would mature in January 2009.

The Executive Board reviewed and updated the **TWU Local 556 Strategic Plan**.

Thom McDaniel reported to the Executive Board that he had interviewed John Parrott, Lyn Montgomery and Stacy Martin for the position of **TWU Local 556 Grievance Chair**, recently vacated by Denny Sebesta. Thom reported that he had chosen John Parrott to fill the position.

Kevin Onstead made a **motion** to approve John Parrott as the Local 556 Grievance Chair. Brett Nevarez **seconded** the motion.

There was discussion.

Michael Massoni **called for the question**. Kyle Whiteley **seconded** the motion. The motion **carried**.

The motion on the floor **carried**.

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

Thom McDaniel recessed the Meeting at 1800.

Thursday

April 17, 2008

Thom McDaniel called the Meeting to order at 0830.

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

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Thom McDaniel presented copies of the **Buddy Pass Analysis** that he had requested for the Executive Board and received from Laura Wright, Southwest Airlines Senior Vice President of Finance and Chief Financial Officer, who was in charge of the Buddy Pass Program. Thom noted that according to the information contained in the Analysis, Laura did not see the need to revisit the formula by which Management calculated the requirements for Crewmembers to be awarded Buddy Passes.

Thom McDaniel **agreed** to submit **Union Correspondence** at a later date.

The Board discussed the previously tabled **Open Time Monitor Proposal**, originally submitted by Member Chris Click. Kevin Onstead **agreed** to work with Don Shipman to ascertain the ability of the Union to generate a report from Crew Web Access (CWA) in the hours immediately before and after the daily 2100 and 0300 Open Time and Trip Trading Deadlines so that the Local Office could research Inflight Scheduling’s compliance with Contractual Open Time and Trip-Trading Language. The Board **agreed** to table further discussion pending further information.

Thom McDaniel and Michael Massoni were excused at 0920 to attend the Labor Briefing at Southwest Airlines Headquarters.

Stacy Martin chaired the Meeting.

Kevin Onstead made a **motion** to approve the purchase and use of a Sprint Broadband Card for maintaining the TWU Local 556 Website. Lucy White-Lehman **seconded** the motion. The motion **carried**.

The Board discussed the upcoming **Union Pin Raffle**. The Board tabled discussion regarding purchase of additional Union Pins pending further information until further information was procured during the upcoming break.

The Board took a break at 0950 and reconvened at 1005.

Stacy Martin chaired the Meeting.

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

Gwen Dunivent was excused to intern for the TWU International Legislative Department in Washington, D.C.

Thom McDaniel and Michael Massoni were excused to attend the Labor Briefing at Southwest Airlines Headquarters.

Jill van der Werff resigned her position as the Houston Domicile Executive Board Member.

Jill was excused at 1016.

Kyle Whiteley made a **motion** to appoint Michael McNeil as the new Houston Domicile Executive Board Member. Brett Nevarez **seconded** the motion.

There was discussion.

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

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

Stacy Martin adjourned the Meeting at 1030.

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

Cuyler Thompson
Recording Secretary