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
August 16, 17, 18, 19, 2004
Synopsis

<u>Monday, August 16, 2004</u>
Thom McDaniel called the meeting at 1450.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Stacy Martin, Mike McCarthy, and Lucy White.

Karen Amos was excused due to personal illness.

Jimmy West was excused to attend to personal business.

Bill Bernal was excused to attend to Union business.

Mark Torrez was in transit.

Domicile Reports
Kathy Anderson presented the **Dallas Domicile** report for Karen Amos. Karen reported that the overwhelming majority of the Dallas Base is extremely excited about the passing of the new contract. Many Flight Attendants have called and asked that their expressions of gratitude be passed along to the Negotiating Team and the Executive Board for all the hard work and devotion put forth towards achieving this contract. Karen informed the Board that there were 2 incidents in the Dallas Base that could have led to possible discipline, but both issues were resolved favorably. Karen asked those present to remind the Membership that it is only advisable to travel on a red incentive pass when one is on a medical leave, as this triggers Ground personnel to question why a Flight Attendant would waste a red pass when they are on active status and could use regular passes. Karen stated that she has requested that a Read Before Fly be put out in the Dallas Lounge pertaining to the door codes that are necessary to obtain access to Recurrent Training. Karen reported that Security in the Dallas Airport will soon be undergoing a few changes. The airport is looking at closing off the north concourse thus eliminating a security checkpoint in this area. If they choose to do so, all access to the gates would be through the main security checkpoint. To date this security revamping program is still in the works and Karen will update the Board as information becomes available. Karen informed the Board that the Red Rack is in proper order and all Union publications have been distributed.

Stacy Martin presented the **Houston Domicile** report. Stacy informed the Board that Houston Flight Attendant, Coline Weathersby was killed in a car accident in July. This has been a very trying time in the Houston base, as she was well liked and respected. Many Flight Attendants were shocked by the tragic news. Stacy attributes the smaller turnout at the Houston Ratification Meeting to the large contingent of Flight Attendants who attended Coline's funeral. Stacy reported that he, along with about 6 other Flight Attendants manned the Houston Lounge during the month of July. Stacy relayed to the board that the majority of Flight Attendants in Houston seem to be extremely pleased with the new contract. Jill Van der Werff bought a CD player which allowed the playing of the video of the ratification meeting in the lounge. Of course, many questions about the new contract abound, but for the most part, the Flight Attendants seem to understand that there will continue to be questions. Stacy reported that in the Houston Domicile there have been two terminations since the last board meetings in June. One termination was for points, and one Flight Attendant was terminated for being deemed unsafe to fly. Stacy reported that Assistant Base Manager, Nancy Rimkus will be returning to line as a Flight Attendant in September, and Caroline Jernigan will be promoted to Assistant Base Manager in Houston. Stacy informed the Board that many Flight Attendants have expressed disappointment in the selection of the new uniforms, and especially the new wings. Stacy reported that all Union material was distributed in a timely manner, and the glass case was updated, and the red rack was kept up to date.

Mike McCarthy verbally presented the **Chicago Domicile** report.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that an additional check-in phone was installed on the 'C'- pier behind gate podium C-9. The phone is marked 'scheduling check-in phone'. Lucy attempted to have the phone moved to gate C-6 or C-8, in order to make it more accessible for Flight Attendants. Base Manager, Tonja Harler told Lucy that because the phone was already installed it would not be moved, however, location would be considered when the 'A' concourse opens early next year. Lucy informed the Board of some of the changes in the Baltimore base. Supervisor, Jeremy Balthis, went back on line July 16th. Renee Eggleston was promoted to Assistant Base Manager on August 2nd. Recurrent Training Supervisor, Tom Raffalski will transfer to Dallas at the end of August and Recurrent Training Supervisor, Ralph Anderson, will go back on line in October. Lucy expressed thanks to all of the PC's who helped staff the lounge in the month of July: Bryan Gardner, Ian Johnson, Mike Lutz, Karla Kozak, Lisa Happer, Roderic Hooks, Cuyler Thompson and Brent Dansby. Lucy also thanked Bryan Gardner for attending the New Hire Base Orientation on July 20 for Class 206. Lucy reported that she bought a new Union briefing book and updated it and it is now on the red rack.

Allyson Parker-Lauck presented her **Officer Report** at this time. Allyson reported that since the last meeting of the Executive Board she worked closely with the Negotiating Team to help prepare the T.A. packet that was available to each Flight Attendant in the lounges and on the TWU Local 556 website. She also assisted the Negotiating Team in preparing the presentations for the T.A. Road Shows. Lastly, she assisted in the direction and production of the informational video on the T.A. that was also made available to the Flight Attendants in the Lounges and on the website. Flight Attendants reported that the video was well received, and assisted them in making an informed vote. Allyson also reported that she was the Officer On-Call the week of Hurricane Charley, and handled quite a few calls from Flight Attendants over the weekend. The most common problem that occurred was that Flight Attendants were being given unscheduled overnights, and not being deadheaded back to their domiciles on the earliest possible flight. In many cases, Flight Attendants were being scheduled for working legs on their unscheduled day. There were also several cases of Flight Attendants being scheduled for a second unscheduled overnight, resulting in 6 days straight. With the help of Thom McDaniel, Mike Sims, Kaki Goecks, and Becky Martin, all of the 6-day situations that the Union was made aware of were favorably resolved. There were undoubtedly other 6-day situations, but those Flight Attendants did not call the Emergency hotline for assistance.

Marcy Vinyard presented her **Officer** report at this time. Marcy reported on Board of Adjustment and Arbitration cases. Marcy also reported that effective September 1, 2004 she will become the Office Manager and Mike will remain the Grievance Chair. Marcy will continue to work along side Mike with Grievances and will also continue to present Board of Adjustments and Arbitrations.

Committee Reports

Mike Sims presented the **Grievance Committee** report. Mike reported on Board of Adjustment and Arbitration dates. Mike also reported on cases to be reviewed by the Executive Board during this session. Mike continued by stating that he realizes that the Company, specifically Inflight Scheduling, has continued to disregard the Contract in the last few weeks. He believes the only solution to this problem is for direct meetings with Herb and Colleen. Mike reported that the number one reason for Flight Attendant terminations is attendance points. The Company is improving their tracking process, but the Grievance Staff continues to find mistakes. Mike asked the Domicile Board Members as well as the Shop Stewards, that when they attend any meeting at the Base level over points, to do their best that to look over the documents because many times there are simple math errors that make a difference. Mike asked that Union Leadership help to educate Flight Attendants on FMLA and Medical Leave. Mike announced staffing changes that will be occurring in the office. Grievance Staff Member, Ron Regan will be returning to the line on September 1. The Board expressed their thanks to Ron who has been a highly effective Staff Member and has served the Membership well. Tanya McGrath interviewed several months ago and has been helping out in the office. Board approval of hiring Tanya will be discussed in New Business. Mike informed the Board that Marcy Vinyard will be returning full time to the office on September 1 and resume the duties of Office Manager. Mike will remain Grievance Chairperson. Mike outlined the responsibilities of each position.

The Board reviewed one grievance at this time.

Kathy Anderson presented the **Civil and Human Rights Committee** report for Portia Reddick. Portia thanked the Board for allowing the Woman's Sub-Committee of the Civil and Human Rights Committee the opportunity to use funds to coordinate efforts to 'get out the vote' by registering Members to vote in the upcoming national elections. Portia has additional buttons if needed and asks that the buttons continue to be handed out as Members register to vote. The International CHR Seminar will be held September 23, and 24, 2004 in Los Angeles. The Local should have received the invitation to this upcoming event and Portia encouraged anyone who would like to attend to do so. The seminar will address civil and human rights issues surrounding the upcoming elections as well as other current events. Portia informed the Board that Larry Martin, the current International head of the CHR Department is retiring and is to be his last meeting as head of the department. Portia updated the Board on the TSA meetings she and Michael Massoni attended regarding the formation and implementation of security training legislation that was passed last December.

Michael Massoni presented the **Safety Committee** report. Michael reported on the following open and/or resolved action items:

- Aviation Safety & Health Data Base (ASHDI) – Reports Under Review
- Southwest Airlines Event Notification System (ENS) - Fielded Events
- Advanced Crew Member Self-Defense Training (ACMSDT)
- Professional Standards Manual
- Go Team Recurrent Training

Michael reported that his standing meetings are:

- Monday August 6 @ 1500 CDT – Conference call w/ Labor Soft
- Tuesday August 17, 2004 at 1500 CDT - Inflight Training
- Thursday April 19, 2004 at 1300 CDT - Inflight Services Directors (ASHDI Reconciliation)

Allyson Parker Lauck made a motion that the 'Go Team' attend the Go Team Recurrent Training course October 18-21 at an approximate cost of $4680. 'Go Team' Members include Michael Massoni, Marcy Vinyard, Stacy Martin, Mike McCarthy and Tommy Stefan. Mike Sims seconded the motion. The motion **carried**.

The Board agreed that any time Lounge Mobilizations are held, that it would be a good time to register voters for the upcoming elections and to register COPE members as well.

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

Thom McDaniel adjourned the meeting at 1700.

<u>Tuesday, August 17, 2004</u>

Thom McDaniel called the meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mike McCarthy, Mark Torrez, and Lucy White.

Bill Bernal was excused for Union business.

Jimmy West was excused to attend to personal business.

The Board continued to discuss future **COPE Committee** activities and encouraging the involvement of interested Members.

Mark Torrez presented the **Oakland Domicile** report. Mark began his report by stating that he, like all the other Domicile Executive Board Members, was on a full time pull for the month of July and staffed the Oakland lounge accordingly. Generally, he received positive feedback about the contract and stated that the opinions of the Oakland Membership accurately reflected the final vote. The negative feedback came back in the form of misleading flyers posted throughout the Oakland lounge, MAESTRO messages to Flight Attendants, and fliers placed in mailboxes (all anonymous), that stated that we were all being misled and to vote 'No'. Staffing the Oakland lounge was made possible in large part to Michael Quattlebaum as well as Val Lorien, Lori Lochelt, Cristina Wenzl, Carol Kostanich, and Heather Joy. Mark would like to extend his sincerest thanks to them. After the TA was ratified, there was much relief among the Oakland Membership who are very happy that this process is finally over. Organizationally speaking, Mark stated that he, along with his LPC's, will now have specific tasks assigned to their job. There is a LPC designated to update the Union Briefing Book, maintain the Red Rack, gather and maintain PC information, and design and implement a phone tree. Mark, will work on informational programming to place in the Glass Case (which he now has his own key for), as well as Shop Steward training. The 556 leadership team in Oakland also discussed an organizational plan for its Membership. They decided that in addition to the DEBM, there should be 5 LPC's, 100 PC's, and 10 Shop Stewards. They would like more Shop Stewards because of the commuter nature of the base, most Shop Stewards are commuters and are not as available and Shop Stewards in other bases. Currently, Mark stated that he is not sure who is actually a Shop Steward other than Michael Quattlebaum, Val Lorien, and Cristina Wenzl, who were all nominated and approved at the last Membership Meeting. The other Flight Attendants in Oakland who have done meetings are Lori Lochelt, Jamee York, Robert Hills, Kevin Onstead, and Bryan Orozco. Mark inquired how he could find out if they were still qualified as Shop Stewards. The Oakland 556 leadership team also discussed ways to keep the PC program running so that it doesn't have to be revived from scratch in 2-3 years. Their ideas included a questionnaire now that this negotiation is over, continuing the phone tree, a customized Oakland PC bag tag insert (to go in the white TWU bag tag), and a bi-annual (possibly more frequent) email to all Oakland PC's to coordinate base specific events. They hope that thru all these efforts the Oakland Membership will be ready to hit the ground running in 2007 as they gear up for the next round of negotiations. On a much more somber note, Mark expressed his immense sorrow over the loss of Jecie Gutierrez, Jr. on July 30, 2004 while on a RON in Manchester. Mark stated that Jecie was a well liked, dedicated, and pro union Flight Attendant. The Oakland Membership was severely affected by his loss. Although Mark was unable to attend Jecie's funeral (as he was on a reserve trip), he mentioned that many Oakland Flight Attendants were in attendance (all in uniform at Jecie's family's request). There were also many SJC Ground Ops employees and Oakland Inflight Management there.

Michelle Zenici entered the meeting at 0905 to present a grievance.

The grievant entered the meeting at 0910.

The grievant was excused at 0945.

The Board reviewed the grievance.

Michelle Zenici was excused at 1000.

Kathy Anderson presented the **Orlando Domicile** report for Jimmy West. Jimmy reported that Orlando has not been quiet especially over the past week. Hurricane Charley made a disaster area out of the Orlando area and the surrounding counties. The airport was closed Friday; it opened long enough on Saturday for four airplanes to land, but the aircraft were ferried to FLL. The airport finally opened at 10 AM on Sunday. The MCO terminal was badly damaged. The glass roof in the terminal was ripped off and the terminal had about 4 inches of water in it. They were only operating out of 3 gates yesterday because the rest of the concourse is closed. One jetway was torn off the terminal and another was tossed back and forth hitting the jetway beside it before it collapsed. There were thousands of PAX stranded in MCO because of the cancellation of so many flights. At the time of this report, there were about 1 million people without power and power was not expected back until the end of the week. There were curfews in effect from sundown until sunrise because of looting. There were some MCO employees who got tickets during the curfew on their way to work. The good news is that there were no fatalities reported but there is another hurricane building and heading toward the area. Jimmy reported that he had some damage done to his house but was very lucky compared to others in the area. Jimmy stated that one thing that needs to be addressed is even though the airport was closed on Saturday there were still APSB's on duty. Although all the AM flights were already cancelled on Sunday morning, Scheduling still brought in APSB's early in the morning. Jimmy stated that he understood that Scheduling had numerous trips to cover, but when the airport is closed, there appears to be no good reason they should have Flight Attendants sitting APSB. Jimmy reported that from what he hears, the majority of Flight Attendants are happy with the passing of the contract. Jimmy proposed a 'Base Contract Signing Party' by allocating a certain amount of money for each base for catering of food and soft drinks, since the Flight Attendants fought so hard along with the Negotiating Team and Executive Board.

Kathy Anderson presented the **Professional Standards Committee Eastern Region** for Jean Chandler. Jean reported that the Professional Standards Committee continues to be a valuable bridge between employees resolving differences in the workplace. Jean reported that in July 2004, there were:

- 8 Referrals received.
- 8 Resolved favorably
- 2 Referrals involving Pilot Group

Jean will continue to submit a monthly report as requested.

There was not a Professional Standards report submitted for the Western Region.

Allyson Parker-Lauck presented the **Publications Committee** report. Allyson reported that now that the Contract is ratified, "The Contract Connection" newsletter will be discontinued. When it comes time to begin Negotiations again, she recommended that it should begin again. Allyson reminded the Executive Board of upcoming publications deadlines:

- The deadline for the September Unity Update is August 25th.
- The deadline for the October Unity Magazine is September 6.

Allyson discussed the theme of the October *UNITY* Magazine. The Board agreed that the theme would be keeping our strength and unity alive even though negotiations are over.

Thom McDaniel was excused at 1030 for a Doctor's appointment. Michael Massoni chaired the meeting.

Mike Sims made a motion to allow the Publication Committee the funds to publish a 32 page issue of the October 2004 *UNITY* Magazine issue (4 additional pages). Mark Torrez seconded the motion. The motion **carried**.

Presentation of the Publication Committee report was suspended to hear a grievance.

Ron Regan entered the meeting at 1050 to present a grievance.

The grievant entered the meeting at 1130 to address the Board on his termination.

The grievant was excused at 1155.

The Board reviewed the grievance.

Thom McDaniel entered the meeting at 1200.

Ron Regan briefed the Board on another grievance.

The grievant entered the meeting at 1215 to address the Board on his case.

The grievant was excused at 1245.

The Board reviewed the grievance.

Ron Regan was excused at 1255.

Allyson Parker-Lauck completed the **Publications Committee** report.

Michael Massoni was excused to attend a meeting with Inflight Training.

Karen Amos and Stacy Martin were excused to represent a Member in a hearing.

Thomas Mitchell verbally presented the **New Hire Committee** report.

The Negotiating Team entered the meeting at 1500 to present the Negotiation Team update.

The Negotiating Team was excused at 1530.

Kathy Anderson presented the **Drug and Alcohol Committee** report for Karen Amos. Karen reported on the following issues:

- Cases involving random drug testing.
- The issue was raised of Flight Attendants and Pilots who, in the past that have not opted to take the Mental Health Chemical Dependency Plan. Karen spoke with the Benefits Department about this issue and they explained that often times people think that they will not need this form of coverage or do not realize that they must check the "accept" box in order to be covered. This is a costly mistake for the employee that needs coverage and then finds out that they are not insured. There is no charge for this coverage. It could be perceived that the form is set up like this in order to not have to pay for blanket coverage for all employees. It could be a money saving technique. As the benefit enrollment time gets closer, it is imperative that we educate our Members that they accept the coverage. In the past it has been listed under section 5 of the enrollment form. Karen suggested this information be included in a Union newsletter.

The Board reviewed 6 grievances.

Ron Regan entered the meeting at 1630 to present 4 grievances.

Ron Regan was excused at 1700.

The Board reviewed 2 grievances.
Mike McCarthy made a motion to adjourn. Mark Torrez seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1720.

Wednesday, August 18, 2004
The Board attended Stock Options Training and a luncheon at the University of People from 0830-1230.

The Board reconvened at 1300.

Board Members present were Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mike McCarthy, Mark Torrez, Lucy White, and Jimmy West.

Thom McDaniel was excused to attend a meeting with the Negotiating Team and Management.

Bill Bernal was in transit.

Michelle Zenici entered the meeting at 1300 to present a grievance.

Bill Bernal entered the meeting at 1330.

Michelle Zenici was excused at 1340.

The Board reviewed the grievance.

Ron Regan entered the meeting at 1340 to present the 2 grievances.

Thom McDaniel entered the meeting at 1400.

The Board reviewed the grievances.

Ron Regan was excused at 1400.

Becky Parker entered the meeting at 1400 to present 2 grievances.

The grievant entered the meeting at 1415 to address the Board on her grievance.

The grievant was excused at 1440.

The Board reviewed the grievance.

Becky Parker presented another case.

The grievant addressed the Board via conference call at 1500. The call ended at 1520.

The Board reviewed the grievance.

Becky Parker was excused at 1530.

The Board agreed to purchase small gifts for the Negotiating Team as a token of appreciation for all their hard work and dedication to the Membership.

Ron Regan entered the meeting at 1545 to present a grievance.

Ron Regan was excused at 1600.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that July was a busy month in Phoenix. A Tentative Agreement with the Company was taken to the Membership for a vote. There were lounge mobilizations held in order to explain and answer questions on the TA. Bill expressed thanks to all of the PCs who helped out during this busy time. Bill stated that there was a very positive response to the new Contract and Bill emphasized the importance of the Membership remaining strong and united. Bill updated the Board on the work he has been doing working with National AFL-CIO in Arizona on Labor 04. Starting in June, he was a Field Coordinator with 15 unions he is currently a Field Director with 15 unions and 10 Field Coordinators under him. Bill stated that this position has given him an insight to how Labor is looked at and the need to get behind leaders that support working families. He stated that he also realized how important it is for the Flight Attendant group to support this cause. Bill emphasized the importance of stepping up and volunteering when needed. Working families (Union Members) walked with SWA Flight Attendant during the Strategic Campaign events and Bill stated that it is now time to walk with our brother and sisters for labor-friendly leadership. Bill is in charge of all the airline unions in Phoenix and Tucson. In addition, he handles the firefighters, mail carriers and machinists. One of the biggest challenges is getting Flight Attendants to come out and walk with the groups who now need the help. Bill avowed that now is the time to step up and show our support. With regard to base issues, Bill reported that there were a few grievances meetings with Management and most issues were resolved at the base level.

Kathy Anderson presented the June 2004 Executive Board Minutes for approval.

Jimmy West made a motion to approve the Minutes as amended. Allyson Parker-Lauck seconded the motion. The motion **carried.**

Michael Massoni presented the **CISM Committee** report for Sherri Hightower. Michael presented and explained the CISM Mental Health Consulting Agreement for Board review. Mike Sims made a motion **not to accept** the proposal as presented. Jimmy West seconded the motion. **All voting Members voted not to accept the proposal as presented.**

Gwen Dunivent submitted the following proposal:

> The Dallas County Central Labor Council was a strong supporter of TWU 556 during the 2 year contract struggles. There were Labor Council representatives at every one of the informational picketing events in Dallas. Some Labor Council affiliates provided ice water and even 30 pizzas for one of the events. In gratitude and solidarity, Gwen asked the Executive Board to purchase a table of seats at the Annual Labor Day Breakfast held by the Dallas County Central Labor Council, which will cost $250.00. The Local has enjoyed the benefits of our affiliation with the Labor Council and I feel that it is time to give back.

Gwen expressed thanks to the Board for consideration of her proposal.

Allyson Parker-Lauck made a motion to purchase a table for the AFL-CIO Labor Day Breakfast. Lucy White seconded the motion. The motion **carried.**

Kathy Anderson presented Working Women's Committee of the Air Transport Division, TWU report for Gwen Dunivent. Gwen reported that at the last meeting of the committee, work was done on finalizing the edits of the bylaws for the committee. She also reported that she took some of the out of town committee members from other airlines to the Message to the Field. Gwen also reported on some of the guest speakers at the committee meeting.

Lucy White updated the Board on her discussion with the leadership at the Baltimore Base. She stated that Baltimore Supervisors will be adhering to the language in the CBA regarding removing remarks from the Flight Attendant Discussion Logs after 18 months.

Mike Sims presented TWU Grievance Staff Agreement for the Board to review. Allyson Parker-Lauck made a motion to adopt the TWU Local 556 Grievance Staff Agreement as amended. Michael Massoni seconded the motion. **All voting Members voted to adopt the agreement.**

Karen Amos made a motion to adjourn. Mark Torrez seconded the motion. The motion **carried.**

Thom McDaniel adjourned the meeting at 1735.

<u>Thursday, August 19, 2004</u>

Thom McDaniel called the meeting to order at 0845.

Board Members present were Thom McDaniel, Michael Massoni, Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Bill Bernal, Mike McCarthy, Mark Torrez, Lucy White and Jimmy West.

The Board discussed having a Union historian put together the history of the Local. Marcy Vinyard and Allyson Parker-Lauck will research this project.

Michelle Zenici entered the meeting at 0900 to present 2 grievances.

Michelle Zenici was excused at 0955.

The Board reviewed a grievance presented by Karen Amos.

Correspondence

- Letter to the Executive Board from Gwen Dunivent Re: Thank you for sending her to Grass Roots Training at the George Meany Labor College.
- Letter to the TWU Local 556 Negotiating Team from Houston Flight Attendant Kim Bradley in thanks for the hard work done on the Contract.
- Invitation to all TWU Local Presidents and Secretary Treasurers to the Retirement Celebration for TWU International President, Sonny Hall.

Karen Amos made a motion that the Local pay for Thomas Mitchell's accommodations, at a cost of $239 for one night, to attend the Retirement Celebration in New York, of TWU International President Sonny Hall's retirement. Marcy Vinyard seconded the motion. The motion **carried.**

- Letter to All TWU Local Presidents from TWU International Secretary-Treasurer John Kerrigan RE: the Voice@Work Campaign- AFL-CIO.
- Letter to Locals from TWU International RE: Larry Martin's retirement dinner in San Francisco.
- Letter to Thom McDaniel from SWA CEO Gary Kelly RE: introduction of himself and his Executive Assistant Gillian Kelley.
- Letter to Gary Kelly from Thom McDaniel- RE: In congratulations on Mr. Kelly's new position with SWA.
- Letter to Thom McDaniel from Gary Kelly RE: Congratulations on the Contract Ratification.
- Letter to Thom McDaniel from Guy D. Meek, President of the Professional Flight Attendants Association (PFAA) introducing their officers and staff.
- Letter to Local 556 from TWU International Secretary-Treasurer, John Kerrigan RE: Materials for the AFL-CIO Voice@Work Campaign.
- Letter to TWU Local 556 from CWA Local 6215 Strike Directors, Janice Webb and Rick Wray RE: Thanks for the support in their 2004 strike.
- Letter to Thom McDaniel from JD Williams, President of CWA Local 6215 in thanks for the support they received from the Local 556 on their picket lines.
- Letter to Thom McDaniel (including distribution list) from Colleen Barrett RE: Plans and location for the Contract Signing ceremony and reception.
- Letter to Thom McDaniel from TWU International Administrative Vice President and Director Air Transport Division, Jim Little RE: Congratulations on the Contract.
- Card to the Negotiating Team from MDW Flight Attendant Elisa Franco in thanks for their hard work in achieving the new Contract.
- Note to Thom McDaniel from Oakland Flight Attendant Deborah Tyler in thanks for their hard work.
- Letter to Thom McDaniel from TWU International Secretary-Treasurer John Kerrigan in thanks for the invitation to the victory celebration events for the new contract.
- Letter to Thom McDaniel from PHX Flight Attendant Michelle Kocour in appreciation for the hard work done in achieving the new Contract.

The Board discussed creating a new bag-tag and insert for the Membership.

The Board discussed pulls for the Contract Signing Ceremony.

The Board discussed the formation of a Shop Steward Training Program. Marcy Vinyard will assist in coordinating with Lucy White and Mike McCarthy. Mike, Lucy, and Mark Torrez will put together a proposal and present it at the next Executive Board meetings.

The Board agreed to extend Executive Board Meetings through Friday.

Mark Richard entered the meeting at 1340 to discuss future goals for the Local.

Mark Richard was excused at 1425.

The Board discussed a location for a Strategic Planning meeting. Thom McDaniel will research and will report back to the Board next month.

Thomas Mitchell presented the April 2004 Financial Report for approval.

Michael Massoni made a motion to approve the Financial Report. Mike McCarthy 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 1500.

The Board attended the Contract Signing Ceremony at the SWA General Offices at 1630.

Friday, August 20, 2004

Marcy Vinyard called the meeting to order at 0910.

Board Members present were Marcy Vinyard, Thomas Mitchell, Kathy Anderson, Mike Sims, Mike McCarthy, Allyson Parker-Lauck, Karen Amos, Stacy Martin, Mark Torrez, Lucy White, and Jimmy West.

Thom McDaniel was excused for a meeting with the Union Negotiating Team.

Michael Massoni was excused to attend a TSA meeting in Washington DC.

Bill Bernal was excused for a scheduled meeting with the Phoenix AFL-CIO.

Mark Torrez made a motion to maintain a temperature a temperature of 72 degrees in the Boardroom. Allyson Parker-Lauck seconded the motion. The motion **carried**.

The Board discussed the time sheets for last month's Lounge Mobilizations. The Board agreed the Office Manager should adjust schedules accordingly based on official Union Work Load.

The Board discussed Executive Board decorum. Jimmy West made a motion to begin Board Meetings at 1400 on the first day. Mark Torrez seconded the motion. The motion **carried**.

The Board took a scheduled break from 1030- 1100 to attend to Union business.

The Board reconvened at 1100.

Karen Amos was excused at 1100 to represent a Member on a Conference Call with the Company.

The Board discussed procedures for issuing Positive Space Passes for Board of Election business.

Karen Amos entered the meeting at 1115.

Thomas Mitchell presented a proposal for firewall protection for the servers used at the Local.

Allyson Parker-Lauck made a motion to purchase firewall protection for the servers used at the Local. Lucy White seconded the motion. The motion **carried.**

Thomas Mitchell presented a proposal from Technology Business Partners to rewrite the server's language script.

Allyson Parker-Lauck made a motion to approve the proposal between Technology Business Partners and Transport Workers Union Local 556. Jimmy West seconded the motion. The motion **carried**.

Thom McDaniel entered the meeting at 1200.

Cindy Ritner, Denny Sebesta and Brett Nevarez entered the meeting at 1200 to discuss the processes of wrapping up the Strategic Campaign and goals for the future.

Denny Sebesta and Brett Nevarez were excused at 1220.

Cindy Ritner remained and verbally presented the **Scheduling Committee** report.

Cindy Ritner was excused at 1245.

The Board discussed Flight Attendant staffing and scheduling issues.

The Board discussed staffing of the Local office.

Karen Amos made a motion to **approve** Tanya McGrath as a Grievance Staff Member. Jimmy West seconded the motion. The motion **carried**.

Mark Torrez made a motion to adjourn. Marcy Vinyard seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1345.

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