



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

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

Executive Board Meetings April 12, 13, 14, 2004 Synopsis

Monday, April 12, 2004

Thom McDaniel called the meeting to order at 1405.

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

Karen Amos was excused for vacation.

Mike McCarthy was in transit.

Thom McDaniel updated the Board on the Strategic Bargaining Campaign.

Domicile Reports

Mark Torrez presented the **Oakland Domicile** report. Mark stated that the Oakland base has been quiet. There have been several meetings between individual Flight Attendants and Management. Mark has been present for at least three such meetings which have included safety issues, no shows, and point levels. Mark reported that so far terminations in the Oakland Base have only occurred at 12 points or higher which is consistent with past practice and is inconsistent with the other bases. On a similar note, Mark reported that two Flight Attendants in Oakland were written up by a Phoenix Customer Service Agent for allegedly talking about the Union and Contract negotiations in front of Customers. So far, no disciplinary action has been taken by Management against these two Flight Attendants. The Oakland Membership is very supportive of the Negotiating Team and Executive Board. The most common questions fielded have been regarding the current recess in Negotiations, how long it will last, and what happens to Flight Attendants who are on probation in the event of a strike. Mark stated that he has done his best to answer these questions clearly and concisely each time the subjects arise. Mark informed the Board that the St. Patrick's Day stickers were well received and most Flight Attendants in Oakland were eager to wear the holiday accessory, in some cases all over their uniforms. Unlike the Valentines Day Union pin, Management did not interfere with this item at all. Mark went on to report that there has been much information dispersed from the Negotiating Team and Executive Board with the help of many volunteers. He would especially like to thank Gracia Serrano, Tyler Clark, Lisa Wink, Jeff Gentile, Annette Martinez, Mindy Williams, Dinah Tripodo, Jeff Dombrowski, Lynn Wright, Terra Coston, Dana Garcia, Theresa Castillo, Alicia Peterson, Jennifer Ayers, Michell Johnson, and the many others who stepped up in an effort to keep the Oakland Membership informed. Mark stated that he expects a good turnout at the April 15th Oakland Membership meeting and would like to nominate two new Shop Stewards (Michael Quattlebaum and Valentin Lorian) for approval and training. He is also working on compiling a detailed list of current Oakland Shop Stewards, Lead Precinct Captains, and Precinct Captains to ascertain where further volunteerism can be cultivated. On a final note, Maureen "Reen" Emlett (not to be confused with Maureen "Mo" Greaney from the Oakland office staff) has been promoted to Assistant Base Manager along with Doreen Warner. Matt Cartwright has been promoted to of "Training Base Manager" as well.

Lucy White presented the **Baltimore Domicile** report. Lucy reported that probationary Flight Attendants who are on the Commuter Policy have been allowed to MBL by Scheduling. This has happened to several

Flight Attendants. Supervisors have contacted these Flight Attendants and told them that they will lose the right to retake their 5 month exam. Also, if any Probationary receives any type of occurrence (N/S, UTC, FTR) they will lose the right to retake their 5 month test. Lucy reviewed the probationary packet dated 11/11/03 and reported that it states nothing about losing a retake for any type of occurrence. The probationary handbook does state that 2-N/S, UTC, FTR may result in dismissal and excessive tardiness or absenteeism will result in a file review. Lucy reported that March 17 was the St Patrick's Day mobilization. Lucy informed the Board that it went very well. The Flight Attendants loved the stickers. Thom McDaniel was there for back up and surprisingly, Baltimore did not have any problems or discipline issues regarding the sticker. Lucy informed the Board that on March 23, Base Manager Tonja Harler invited her to attend and speak to the New Hires at Base Orientation. Management provided a breakfast buffet and lunch buffet for the New Hires. Some of the New Hires who attended had to purchase tickets to ensure they would make it to the mandatory base meeting. Their orientation was scheduled during spring break and the flights were oversold. This, after 4 ½ weeks of unpaid training, Probationary Flight Attendants had to purchase tickets in order to attend an unpaid mandatory meeting. Lucy reported that the Message to the Field in Baltimore was March 24. Baltimore had a great turnout of approximately 95 Flight Attendants. There was also a Lounge Mobilization that day. Lucy, along with Thom McDaniel, Shari Lanave and Mike Lutz were in the lounge. For the most part Management stayed out of the lounge. Lucy did get to speak to the Manager of Crew Planning, Tim Chaffin regarding the Company's denial of Union pulls for Union business. Lucy and Thom McDaniel were also able to speak with Tammye Walker-Jones regarding Negotiations and denial of Union pulls. Supervisors and Managers were called into Dallas by Management for a mandatory meeting. They were not told of the purpose of the meeting but it most likely involved Negotiations. Lucy reported that she has had some problems recently in Fact Finding meetings concerning Irregularity Reports being disclosed. Supervisors and Managers are not allowing Flight Attendants to read over Irregularity Reports in the Fact Finding meeting. The Baltimore base has not been consistent in this practice. In some meetings the Irregularity Reports have been disclosed, in other meetings the Irregularity Reports were read out loud and other meetings the reports have been paraphrased. Also, regarding Irregularity Reports Supervisor have asked Flight Attendants to incur the fax costs in order to submit Irregularity Reports to the base. Supervisors have advised Flight Attendants to go to Kinko's or Office Depot to fax the Irregularity Reports.

Jimmy West presented the **Orlando Domicile** report. Jimmy reported that there has one termination due to points. There was one No Show removed along with a Medical Leave granted to reduce the points to final warning status. This was due to a miscommunication with the Flight Attendant and her Supervisor. The Flight Attendants in Orlando are ready for a contract but only if it is fair and equitable. Jimmy has had several Flight Attendants tell him that the flyers the Union has been distributing are cute but they see the need to do more with the public. Jimmy reported that the March 17th event was a huge success. The stickers were well received and worn with their uniforms. Jimmy has had several Flight Attendants tell me they are bidding around the 9th of May so they can try to go to PHL. Jimmy has told several Flight Attendants about the upcoming *UNITY* issue and if they should happen to fly with someone who does not think we need a raise, they should refer that individual to the magazine. Jimmy reported that gate checks have increased but so far there has been no discipline issued due to being late to the gate. Jimmy informed the Board that the supervisors are not pressing for file reviews like they had been possibly, due to several Flight Attendants requesting complete copies of their files. Jimmy reported that Sean O'Dell is now an Orlando Inflight Supervisor.

Mike McCarthy entered the meeting at 1430.

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

Allyson Parker-Lauck verbally presented her **Officer Report** at this time.

Mike Sims presented his **Officer Report** at this time. Mike informed the Board that, the office has been running smoothly. Dallas Flight Attendant, Shae Grajeda has been working as the newest Grievance Staff Member. Shae will be fielding general questions, researching, and attempting to resolve issues prior to filing Grievances. She will be situated in the reception area of the office next to Amy Montgomery. Mike informed the Board that Marcy Vinyard's office has been divided in order to accommodate two people. As

of now, Becky Parker will be sharing office space with Marcy. Marcy will be in the office on an “as needed” basis which includes preparation and presentation of Board of Adjustment. Per the instruction of the Executive Board, Michael Massoni, Thomas Mitchell, and the phone technician have opened up all of the phones lines in order to accommodate the call volume. In addition, the phone system has been programmed to roll to a “day menu” when the entire Staff is handling calls with the Membership. This day menu will allow Members to dial in directly to the extension of their choice. The Staff has been briefed on the new procedures and it should be apparent within two weeks how well this new process is working. Mike updated the Board on the switch to the Laborsoft program and it will be official when the new version is introduced in about six weeks. Several people have currently been trained on it and soon everyone who will be working Grievances or who wants to be trained on it will be current prior to making the switch.

Marcy Vinyard made a motion to **approve** Shae Grajeda as the new Grievance Staff Member. Jimmy West seconded the motion. **All voting Members voted in favor.**

Committee Reports

Thom McDaniel presented the **Civil and Human Rights and Legislative Committee** reports for Portia Reddick. Portia reported on the following topics:

- Voter Registration 2004
- Flight Attendant Certification
- MDW Flight Attendant Rachael Jacobs has been elected in Tennessee for a two year term as Davidson County Democratic Party Representative for the 6th District
- Grassroots Effort for Congressional Help and Lounge Visits April 13-16
- The importance of Union Members contacting their Congressman to sign Congressman Robert Brady’s “Dear Colleague” letter
- ATD Working Women’s Committee meeting to be held April 19 and 20.

Michael Massoni presented the **Safety Committee** report. Michael reported on the open and/or resolved action items on which the Safety Team is currently working as well as ASHDI reports and Southwest Airlines Event Notification System (ENS) fielded events for the period. Michael also updated the Board on the following items:

Professional Standards – The Local 556 Safety Coordinator discussed the issue of the Professional Standards Committee Reports with both regional chairs of the Committee. It was agreed that the Chairs would begin submitting monthly (instead of quarterly) reports to the Executive Board starting in May. Also, presented was a proposal submitted by Michael Broadhead, Phoenix Flight Attendant and former Professional Standards Chair, concerning a general revitalizing of the committee to include:

- On update and revision of the Professional Standards Training Guide Manual
- Recruitment to fully staff the committee
- Renewed overall marketing efforts

Mr. Broadhead has offered his service in a consulting capacity, working with the Committee Chairs in implementing this revitalization effort. Additionally, both Chairs expressed their interest and desire to work with Mr. Broadhead on the project. The Local 556 Safety Coordinator has reviewed the proposal and recommends Board consideration and approval. Copies of the proposal will be forwarded to the Professional Standard Regional Chairs after Board approval at which time; collaborative efforts between Mr. Broadhead and the Committee will commence.

SEAL Act – There is currently an “action alert” link on the Local 556 website and the Union has been lobbying for Membership support of this legislation through current lounge mobilizations and in the April 15th Unity Magazine. Local 556 will present signed letters of support to the TSA asking them exercise their duty under the FAA Reauthorization Bill to review carriers security programs and consider complaints from crew members on the issue of Flight Attendant security training.

Flight Attendant Certification – The FAA has issued Notice 8400.64 concerning the implementation of certification. This notice has been disseminated through the Safety Team page of the website as well as e-groups, pc-forum and *UNITY* Magazine.

Michael informed the Board of his standing meetings:

- Wednesday April 14, 2004 at 1400 CDT - Inflight Training
- Wednesday April 14, 2004 at 1600 CDT - Inflight Services Directors (ASHDI Reconciliation).

Michael Massoni presented the **Professional Standards Committee Eastern Division 1st Quarter** report for Jean Chandler. Jean reported that the committee continues to operate very effectively. It provides a necessary bridge between employees to solve workplace issues that would ordinarily take away from Union and Company time. Jean reported that:

- 27- Referrals Were Received
- 25- Were Resolved Favorably
- 5- Referrals involved the Pilot Group

Jean stated that she would continue to submit quarterly reports to the Executive Board.

Michael Massoni presented the **Professional Standards Committee Western Division** report 1st Quarter report for Lorie Powell. Lorie submitted the following information:

- 23- Total Calls were received
- 19- Referrals worked
- 19- Referrals resolved favorably
- 5- Referrals involving Pilots
- 1- Referrals received then gone to Management
- 1- Unresolved

Lorie also reported on highlights of calls received:

- 1- Involved a Flight Attendant not paying on a trip trade.
- 2 - Noise on overnights- one of these involved a Pilot. The person he called about was another Pilot. The other call involved an AM crew complaining about a PM crew being noisy in the room next door.
- 1- Involved a Jetway Trade dispute.
- 1- Involved a Pilot making negative comments regarding the Flight Attendant Contract Negotiations
- 2 Callers could not be reached

Lorie reported that her division receives the most calls from the Phoenix and Oakland Domiciles and fewest from the Dallas Base.

Jimmy West presented the **Uniform Committee** report. Jimmy reported on the following topics:

- The Uniform "Package"
- Flat Front Pant
- Direct Order/Direct Ship Update
- Lanyards

The next meeting of the Uniform Committee will be May 19 in the Lone Star Conference Room.

Mike Sims presented the **Grievance Committee** report. Mike reported that there is a termination grievance proceeding to Board of Adjustment (BOA) on April 28 and a termination grievance to be presented on May 6. Mike informed the Board that since there are currently many terminations there will be two additional terminations presented to BOA at the end of May and early part of June. An Arbitrator has been selected to hear a Contractual grievance. The tentative dates are end of May, or early June. Mike reported that there continue to be numerous challenges with Flight Attendants receiving their files when they are requested per the CBA. At this point, Mike has been asking for actual names of the Supervisors or Managers who are requesting file reviews, failing to provide files, or creating any other problem for our Flight Attendants. Management does not believe this is still a problem, so providing specific information and proof will show them this continues to be a problem. Mike informed the Board that there is the possibility of a disturbing trend where Management is issuing terminations for attendance points prior to the Flight Attendant reaching twelve points. Management maintains that the Contract specifies that they can terminate at 9.5 pts and "overall job performance"; while the Union maintains that there is sufficient proof that they have never done anything like this until Contract negotiations. Most likely, the Union will

request to proceed straight to Arbitration on this issue. Mike reported that the Staff continues to excel in research and has worked very well with the current caseload and the stress that goes along with it. Mike asked Officers to let them know that how much they and the work they do are appreciated.

Thom McDaniel verbally presented the **COPE Committee** report.

Allyson Parker-Lauck presented the **Publications Committee** report. In March and April, the Publications Chair, Allyson Parker-Lauck, focused mainly on completing the April 15 issue of *UNITY* Magazine. The April magazine was a special 40-page issue featuring extensive information on Negotiations. So far the issue has been very well received. Allyson commended the TWU 556 Editorial Team for their outstanding work in getting the large issue proofread very quickly. The Editorial Team consists of Kathy Anderson, Sonia Hall, Kelly Lane, Michael Massoni, Thom McDaniel, Portia Reddick, and Jimmy West. Each were able to help out tremendously, making the usually tedious proofreading process much easier. In addition to *UNITY*, Allyson completed the April 1 issue of "The Contract Connection" and a Flier for the Negotiating Team.

Allyson informed the Board of upcoming deadlines:

<u>Publication</u>	<u>Deadline</u>
May 1 st Contract Connection	April 15
May 15 th UNITY Update	April 25
June 1 st Contract Connection	May 15
June 15 th UNITY Update	May 25
July 1 st Contract Connection	June 15
July 15 th UNITY Magazine	June 10

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

Thomas Mitchell verbally presented the **Computer Steering Committee** report.

The Board discussed CISM Committee policy and procedure practices.

Marcy Vinyard made a motion to adjourn. Allyson Parker-Lauck seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1645.

Tuesday, April 13, 2004

Thom McDaniel called the meeting at 0840.

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.

Thom McDaniel updated the Board on the meeting he, Cindy Ritner and Kevin Onstead had with two SWA Pilots who were concerned about the on-going Contract negotiations between the Flight Attendant group and Management.

The Board reviewed a grievance.

Ron Regan and a grievant entered the meeting at 0900 to discuss a grievance.

Ron and the grievant were excused at 0930.

The Board reviewed 4 grievances.

Gayle Ross entered the meeting at 1040 to present a grievance.

Gayle Ross was excused at 1050.

The Board bid emergency on-call weeks for the remainder of the year.

The Board reviewed a grievance.

The Board placed a conference call to the grievant at 1115 to discuss the grievance.

The conference call ended 1130.

The Board further reviewed the grievance.

Thom McDaniel was excused at 1330 to take a phone call.

Michael Massoni chaired the meeting.

The Board discussed Michael Broadhead's proposal for the restructure of the Professional Standards Committee.

The Board agreed that the two Committee Chairs should take on the responsibility of restructuring of the committee. Michael Broadhead may act as consultant. Michael Massoni will convey this information to all involved.

The Board reviewed Sheri Hightower's response to questions raised by the Board during discussion of CISM Committee practices.

The Board reviewed 2 grievances.

Jerry Lindemann entered the meeting at 1420 to update the Board on the Local 556 Website. Allyson Parker-Lauck will work with Jerry on formatting the website.

Thom McDaniel entered the meeting at 1445.

Jerry Lindemann was excused at 1500.

The Board continued to discuss the website.

Denny Sebesta, Cindy Ritner and Kevin Onstead entered the meeting at 1530 to update the Board on Negotiations.

The Negotiating Team was excused at 1605.

The Board further discussed the information shared by the Negotiating Team.

The Board discussed the lawsuit the Local intends to file against Southwest Airlines for violations of Labor Laws and Direct Bargaining.

The Board agreed to move May Executive Board Meetings to May 17-20.

Bill Bernal presented the **Phoenix Domicile** report. Bill reported that this month has been slow with regard to grievance meetings. He did have quite a few meetings dealing with OJI and FMLA issues. Bill attended 2 depositions with Cambridge Insurance and SWA. The concern he hears most from Flight Attendants on OJI is related to the amount of time it takes to get an Independent Medical Evaluation from Cambridge. Most of the cases that go through the Company Doctor have to wait before treatment is done. Bill reported that there was a great response from Flight Attendants during the month for the lounge visits. The Membership loved the stickers were distributed by the Local on St. Patrick's Day. Bill had a meeting with

Inflight Management regarding file reviews and what would take place during these meetings. Bill also had a meeting towards the end of the month regarding picking up requested files. Bill stressed the importance of Flight Attendants picking up the requested copies of their files. April's event at Message to the Field was a great showing of UNITY. There were well over 250 Flight Attendants (close to 300 with families) that showed up to show support for the Negotiating Team. Bill stated that there was some great support from Rafa a CSA from Tucson. He asked Jim Parker to go back to the table and work with the Flight Attendants for a fair contract.

Stacy Martin presented the **Houston Domicile** report verbally.

Kathy Anderson presented the March 2004 Executive Board Meeting Minutes for approval.

Mike McCarthy made a motion to **approve** the minutes as amended. Lucy White seconded the motion. **All voting Members voted in favor.**

Karen Amos presented the **Dallas Domicile** report. Karen reported that in March the Dallas base had three discipline issues. There was a termination, a No Show and a Letter of Instruction issued to a Flight Attendant who was wearing the green leprechaun sticker. There were no other employees or employee groups disciplined over the sticker. The Company to date has not formally addressed the issue of stickers, nor have they ever promulgated that a sticker with holiday significance may not be worn. Karen reported that the March 17 event was a great success. Green stickers were distributed to all, including Ground Ops. The Flight Attendant group is very well informed and still standing firm behind the Union. Karen informed the Board that the Union Red Rack has been updated and all Union publications have been distributed.

The Board placed a conference call at 1735 to Dan Hildebrand at CCComplete regarding how much more training the Board of Election will require to complete their training on the system. Mr. Hildebrand stated that the training should require 15-20 minutes at the least and 2 hours at the most.

The call ended at 1745.

The Board agreed to compensate the Board of Election 1 TFP for the remainder of their training with CCComplete.

Allyson Parker-Lauck will relay the information to Board of Election Chairperson, Sonia Hall.

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

Thom McDaniel adjourned the meeting at 1750.

Wednesday, April 14, 2004

Thom McDaniel called the meeting to order at 0920.

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

Mike Sims and Lucy White were excused to attend a meeting with Sandy Teichmann.

Correspondence

- Letter from a Flight Attendant to Jim Parker Re: The planned construction to the Dallas SWA Headquarters Building.
- Letter from a Flight Attendant to Thom McDaniel Re: Letter to Jim Parker regarding the planned construction to the Dallas Headquarters Building.
- Letter from Congressman Robert A. Brady to Jim Parker and Colleen Brady Re: Support for the Local 556 Bargaining Unit and the SWA Flight Attendants.

- Letter from Jim Parker to Congressman Robert A. Brady in response to Congressman Brady's letter of support for the SWA Flight Attendants.
- Letter from SWA Vice President- General Counsel Deborah Ackerman to Thom McDaniel Re: Union Pulls.
- Letter dated March 12, 2004 from Thom McDaniel to Tammye Walker-Jones Re: the termination of a Flight Attendant outside of Contractual time limits.
- Letter dated March 26, 2004 from Thom McDaniel to Tammye Walker-Jones Re: her response to his previous letter regarding the termination of a Flight Attendant outside of Contractual time limits.
- Letter from APFA President John Ward to Thom McDaniel Re: The newly elected APFA officers.
- Letter from Thom McDaniel to APFA President John Ward Re: Congratulations to the new officers of APFA.

Thomas Mitchell presented the January 2004 Financial Report for approval.

Lone Star Check #'s 7928- 8006 were presented.

Bear Stearns Check #'s 1074-1081 were presented.

Garry Drummond entered the meeting at 1000.

Stacy Martin was excused at 1000 due to a death in the family.

Bill Bernal made a motion to approve the Financial Report. Michael Massoni seconded the motion. **All voting Members voted in favor.**

The Board discussed the Pizza Party the Local held for the New Hire Class Tuesday night.

Allyson Parker-Lauck updated the Board on her conversation with Sonia Hall about the training for the Board of Election on the CCComplete training.

Allyson Parker-Lauck presented research on the printing of Local 556 posters to be used at Membership Meetings and other Union functions. Garry Drummond suggested asking Jim Gannon at TWU International to print the poster at no cost to the Local. The Local would incur the cost of foam board and matting.

Thom McDaniel reported that he is currently waiting on a response from Strategic Advisor Mark Richard on the status of the Lawsuit against the Southwest Airlines for violation of Labor Laws and Direct Bargaining.

Thomas Mitchell and Michael Massoni updated the Board on the improvements made to the existing phone system.

There was open discussion on the new procedures for the new phone system.

Lucy White and Mike Sims entered the meeting at 1140.

Cindy Ritner entered the meeting at 1140 to present the **Scheduling Committee** report. Cindy reported on aircraft delivery in recent months. Cindy informed the Board that with the increase in the number of aircraft in the SWA fleet, and most of them originating from an outstation, additional overnights have been developed. In some bases, this has increased the number of 3 and 4 day trips which in turn has reduced the number of turns and 2 days. Cindy reported that although many bases are seeing very productive pairings, the average pay for a turn is currently 6 TFP, 2 day- 12 TFP, 3 day- 20 TFP, and 4 day- 26 TFP. The average duty day is still about 8:50- 8:55, so the majority of the pairings are not at 10 ½ hours or even 10 hours. Cindy updated the Board on Pairing Editor Training. Lisa Trafton and Richard Locher came into

Crew Planning last month and were trained on the new pairing editor. This is a program that allows the planner to look at pairings individually and see if there is a way to make them more productive or more efficient. Lisa and Richard also developed a schedule based on constraints that the committee set and came up with a great schedule with more 2 days in the bases that want them and fewer 4 days. Based on the schedules they built, Crew Planning is in the testing stage to see if they would actually be able to implement these in the next few months. The difficulty is the number of aircraft coming in to the fleet which will not be originating in Domicile. Cindy informed the Board that the Scheduling Survey was finalized and the information has been shared with Crew Planning. Cindy stated that Planning appeared receptive and since this information gathered is not contractual, the Scheduling Committee will continue to encourage Crew Planning to implement the results of that survey.

Cindy Ritner agreed to prepare an explanation of RIGS in simple terms for publication in one of the UNITY publications. Cindy agreed to a deadline of April 25.

Mike Sims was excused at 1330 to meet with a Member.

Lucy White updated the Board on the meeting she and Mike Sims attended with Sandy Teichmann.

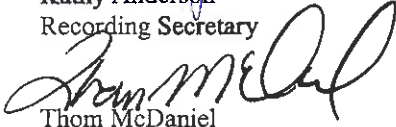
The Board discussed concerns with the current car rental company. Thomas Mitchell will research issues with the rental car company.

Jimmy West made a motion to adjourn. Lucy White seconded the motion. The motion **carried**.

Thom McDaniel adjourned the meeting at 1400.

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


Kathy Anderson
Recording Secretary


Thom McDaniel
President