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

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Executive Board Meeting
March 13-15, 2012
Synopsis

Tuesday

March 13, 2012
Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Don Shipman, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

The Board recited the **Pledge of Allegiance**.

Don Shipman read aloud the **TWU International Membership Pledge**.

Thom McDaniel updated the Board on the Meeting Agenda. He noted that there had not been enough volunteers to serve on the Executive Board's Grievance Review Committee (GRC), therefore all of the month's Grievances would be reviewed by the Executive Board without recommendations from the GRC. Thom noted that because many Executive Board Members had been excused from the Meeting, the Executive Board Meeting would be near the required quorum.

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

> *Thom McDaniel reported that since the last Executive Board Meeting, he had met with Southwest Airlines Management, AFA Council 57 Leaders, Allyson Parker-Lauck, and Brandon Hillhouse on February 21-22 to discuss transition issues with AirTran Flight Attendants including Attendance and Reliability points and FMLA discussions. Thom participated in Near International/Overwater Negotiations with the TWU Local 556 Negotiating Team and Southwest Airlines Management on*

February 23-24 and March 8-9 and March 12. While negotiations are progressing, some they have not yet reached an agreement. Southwest Airlines is also negotiating Near International/Overwater Flying with the Southwest Airlines Pilots Association (SWAPA). Thom worked attorney Patricia Ireland and the Local 577 Negotiating Team representing Allegiant Airlines Flight Attendants on February 27 – March 1. The Local 577 Team is working on the complicated issues of scheduling, bidding, and hours of service and are making progress, however no Tentative Agreements were reached at this session. Thom also met with Patricia, Mark Richard, and the Local 577 Negotiating Team for Strategic Planning on March 2. All lost time and expenses for Thom's work with Local 577 are reimbursed by TWU International. Thom reported that he had participated in an International Executive Council conference call on Monday, March 5 regarding restructuring of some departments in TWU International. On March 6, Thom also participated in the Shop Steward Conference Call, TWU International Organizing Department conference call, and a TWU 577 Negotiating Team conference call. Thom notified the Executive Board that the TWU International COPE Conference had been cancelled due to low attendance caused by the American Airlines bankruptcy and challenges that are facing many other TWU Locals. Thom also informed the Executive Board that the Legislative Field Department had been eliminated however State Conferences were encouraged to continue advocating on a local level for our Members. Thom notified the Executive Board that the New Hire Class scheduled to begin in March had been cancelled. The next New Hire Class is scheduled to begin in April. TWU Local 556 will speak to the New Hire Class on April 26, and the New Hire Dinner is scheduled for May 15. The April class will be made of internal candidates from Southwest Airlines and AirTran. Southwest Airlines has announced that they currently plan to transition approximately 350 AirTran Flight Attendants through Special Merger Training over the summer with the first class beginning in June. Thom reported that the Grievance and Office Team continue to work cooperatively and at a very high level achieving great representation for our Members and many grievances settled. Thom also reported that Becky Parker has returned from maternity leave to her position as full-time Grievance Team Member. Thom has written articles for Unity and Unity Update. Thom will participate in the TWU Local 556 Live Broadcast on March 13 at 1800.

Don Shipman made a **motion** (1) to accept the President's Report. Audrey Stone **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

John Parrott submitted the **Office Manager's Report**:

For February 1 – February 29 we had the following:		
Vacation Days	*30.0*	
Vacation Converted	*4.0*	
Sick Days	*18.0*	
Appointments	*5.0*	
Other	*3.0*	*(2 Quarterly Fly, 1 No Pay)*
Total Days to cover	*55.0*	
Total Temporary Staff Days Utilized Total	*8.0*	

Jimmy West made a **motion** (2) to accept the Office Manager's Report. Don Shipman **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

John DiPippa submitted the **Phoenix Base Report**:

John was on the Shop Steward Conference Call for March. John has done two Fact-Finding Meetings this month. John continues to write the Hotline Script and the E-Connection and respond to emails and phone calls from the Membership. John reviewed upcoming Grievances and wrote his base report prior to attending the March Executive Board Meeting. John informed the Board that the husband of Inflight Supervisor Kathy Meier has recently passed away. John informed the Board that he had Executive Membership Coordinator Keenan Manzo send Kathy flowers because of her loss. John had Shop Steward Rob Riddell stuff the most recent issue of Unity. John informed the Board that there is a Cabin Services meeting on April 26 and John will put a blurb about it in the March E-Connection inquiring if anyone has anything that they would like John to bring up at this meeting. John informed the Board that Phoenix will be celebrating its 25th Anniversary as an Inflight Base with a special event planned for April. John wants to thank Communications Coordinator Kyle Whiteley for updating John's web page *with the latest E-Connection as John wasn't able to do this when he tried. John made sure his red rack and glass case are up to date.*

Don Shipman made a **motion** (3) to accept the Phoenix Base Report. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Audrey Stone submitted the **Baltimore Base Report**:

Audrey reports that meetings have slowed down just a bit in Baltimore, but we have had one termination since last reported due to failure to be within two hours of domicile while on reserve. There are two attendance meetings on the books for this week. Audrey met with Base Leaders on March 7. There are two new Supervisors starting in the Inflight Office. Audrey reports that there will be a new security checkpoint going in at Terminal C that will link Terminal A and B, with construction beginning this summer. Audrey sent out an E-Connection on February 29, and Unity Magazine was distributed. The Baltimore base page was updated on March 10, and Audrey has spoken with almost all of the Shop Stewards recently either in person or via phone. Audrey continues to schedule the Weekend On-Call program and assist with the monthly Live Broadcast.

John Parrott made a **motion** (4) to accept the Baltimore Base Report. Cuyler Thompson **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea

Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Jimmy West submitted the **Orlando Base Report**:

> *Jimmy reported that Fact-Finding Meetings remain high in Orlando. Jimmy reported the meetings are primarily for attendance patterns, however two have been over passenger letters. Jimmy reported that a written warning was overturned at a Step Two Meeting in Orlando. Jimmy reported there have been no Management changes in Orlando. Jimmy reported that he received several phone calls this past week due to the high number of re-schedules. Jimmy would like to thank Orlando Flight Attendant Sherrie Maloney for distributing the Unity magazine upon it's arrival. Jimmy reported that the glass case has had no change and the red rack has been cleaned.*

John Parrott made a **motion** (5) to accept the Orlando Base Report. Audrey Stone **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Matt Hettich submitted the **Oakland Base Report**:

> *Matt reported that Fact-Finding Meetings continue to focus on absenteeism but have included delay of flight and appearance standards. Matt reported that he completed one shift of Weekend On-Call. Matt met with Oakland Inflight Management, sent out the Oakland E-Connection, organized the red rack, updated the Oakland base page for the Web site, and sent out a monthly Shop Steward email. The Unity*

Magazine has been delayed in Oakland due to an Inflight Supervisor's error during the delivery process but will be distributed on Wednesday, March 14.

Don Shipman made a **motion** (6) to accept the Oakland Base Report. Cuyler Thompson **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Bryan Orozco submitted the **Las Vegas Base Report**:

Bryan Orozco reported that he met with Base Manager Randall Miller. He conducted a Fact-Finding Meeting. He stuffed the Unity magazine. He made contact with most of his Shop Stewards. Bryan attended a Nevada AFL-CIO Captains meeting. He sent out an E-Connection, cleaned the glass case and updated the base page.

Don Shipman made a **motion** (7) to accept the Las Vegas Base Report. Audrey Stone **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused

Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Critical Incident Stress Management (CISM) Committee Report** for Chairperson Eileen Rodriguez:

February was a busy month for CISM! I met with the Inflight Leaders and did a CISM presentation and talked about notification. The process has improved and we are being notified for most incidents. CISM Recurrent Training will be April 17-18. We will be adding more team members towards the end of the year; I am projecting to host a new member class in October.

Below you will see the stats for the month of February. We had a total of 44 Incidents.

INCIDENT SUMMARY FOR FEBRUARY 2012	
Medical Emergency	*18*
Aircraft Incident	*6*
Turbulence	*4*
Test/Practice	*3*
Flight Attendant Injury	*2*
Flight Attendant Hospitalization	*2*
Smoke in Cabin	*2*
A/C Mechanical	*2*
Personal Issue-Flight Attendant	*1*
Incident on RON	*1*
Near Miss	*1*
Death on Board	*1*
Decompression	*1*
Total	*44*

Cuyler Thompson made a **motion** (8) to accept the CISM Committee Report. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused

Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

The Board **agreed** that monies already budgeted for the CISM Committee would be used to purchase a laptop computer for use by the CISM Chairperson.

Audrey Stone submitted the **Education Committee Report**:

> *Audrey reports that the TWU Web site has been updated with all Contract Live videos filmed as well as all Letters of Agreement that have been signed. Audrey would like to thank Erich Schwenk for filling in for Kyle Whiteley over the last few months and working with Audrey on Contract Live.*

Don Shipman made a **motion** (9) to accept the Education Committee Report. Matt Hettich **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Chairperson Kurt Beggs:

Total Inquiries:	*13*
Carry over from January:	*0*
Cases Worked:	*8*
FAR's	*1*
Company Policy	*2*
CRM	*5*
Positive Outcome:	*7*
Cases Not Taken:	*5*

Not in Scope:	*4*
Withdrawn:	*1*

Don Shipman made a **motion** (10) to accept the Professional Standards Committee Report. Matt Hettich **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Audrey Stone **agreed** to communicate with Michael Massoni regarding Professional Standards and Employee Relations referrals.

Cuyler Thompson submitted the **Communications Committee Report** for Communications Committee Coordinator Kyle Whiteley:

During the month of February, I pretty much focused on two big projects, Unity and the new Web site. Unity was sent to the printers on February 15, and shipped on February 24. Houston and Oakland experienced delays due to shipping. Unity Update will be sent to the printer the Monday following the election results. This will place the March issue in the bases by the end of the week. The new Web site is coming along splendidly. It is a very time consuming process to rebuild all of our existing pages, but it will be ready to launch April 1. The new site has many features that will greatly enhance our mobile users' experience, which is good considering we are a mobile work group. I have worked closely with Susan Kern on election related postings and emails. I have also created an email program for Eileen Rodriguez to communicate with Members of the CISM Team. Audrey Stone and Erich Schwenk filmed additional Contract Live videos last month; I have not had a chance to edit these new videos, but plan to do so over the coming week. We conducted the interviews for the new Communications Coordinator on Monday, and have another scheduled for today. I hope that we will be ready to present the Executive Board with a recommendation before the end of the week. In February, we sent out seven mass emails, including E-Connections, to the Baltimore and Phoenix Flight Attendants. If you have not updated your base page recently, please do so.

Audrey Stone made a **motion** (11) to accept the Communications Committee Report. Mark Torrez **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

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

> *Cuyler reported that he published the monthly Shop Steward Connection and moderated the Monthly Shop Steward Conference Call.*

Matt Hettich made a **motion** (12) to accept the Shop Steward Committee Report. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

The Board participated in a Domicile Executive Board Member discussion. The Executive Board **agreed** that the focus of the month's system-wide lounge mobilization would be the requirement that Flight Attendants be within two hours driving distance of the airport when beginning a block of Reserve.

The Executive Board discussed potential topics of conversation for the members of Southwest Airlines Management, scheduled to be guests later in the Meeting.

The Board took a break at 0947 and reconvened at 1015.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Don Shipman, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

Cuyler Thompson submitted the **February 2012 Executive Board Meeting Minutes** and **Executive Board Vote Tally** for review.

John DiPippa left the Meeting at 1117.

The Executive Board reviewed and made corrections to the Minutes.

John DiPippa returned to the Meeting at 1124.

There was discussion regarding the supplemental insurance made available to Flight Attendants through the Union.

Audrey Stone reported that she had spoken with Safety Committee Chair Michael Massoni regarding FairHealth© as agreed. Audrey reported that Michael had advised that information regarding FairHealth© should not be placed on the Local 556 Web site until more research could be completed on the information that the service would provide.

There was discussion regarding TWU International and the Committee on Political Education (COPE).

The Board went to lunch at 1158 and reconvened at 1404.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Don Shipman, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

800 Subcommittee Members Denny Sebesta and Allyson Parker-Lauck were guests at the Meeting to discuss the "D" position Flight Attendant.

Allyson Parker-Lauck and Denny Sebesta were excused at 1439.

There was discussion.

Audrey Stone made a **motion** (13) to recess. Matt Hettich **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Thom McDaniel recessed the Meeting at 1455.

<u>Wednesday</u>

March 14, 2012

Thom McDaniel called the Meeting to order at 0830.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

Don Shipman was absent.

Grievance Chairperson Allyson Parker-Lauck was a guest at the Meeting and presented the **Grievance Committee Report**. There was no written report submitted.

Don Shipman entered the Meeting at 0838.

Grievance Team Member Sara King entered the Meeting at 0845 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0855 to discuss the merits of the Grievance.

Sara King and the Grievant were excused at 0908.

John Parrott made a **motion** (14) not to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** (15) to excuse John Parrott from the Executive Board Meeting so that he could attend a meeting at Southwest Airlines Headquarters. Audrey Stone **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Jimmy West made a **motion** (16) to revisit a Grievance. Don Shipman **seconded** the motion.

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

John Parrott was excused for Union business at 0928.

Audrey Stone made a **motion** (17) to table a Grievance. Don Shipman **seconded** the motion.

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	excused
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Southwest Airlines Inflight Management Representatives Mike Mankin, Brendan Conlon and Henry Townsend entered the Meeting at 1000.

Mike Mankin reported that Sonya Lacore was working on a communication to the Flight Attendants regarding harassment. Brendan Conlon reported that Flight Attendants must still print their monthly schedules throughout the year for tax purposes. He said that a yearly summary would not be made available to them. Brendan Conlon submitted copies of Management's Sick Leave and Productivity Review. There was discussion. Thom McDaniel inquired as to why the March Flight Attendant Training

Class for new Flight Attendants had been postponed. Brendan noted that it was due to a staffing needs reassessment. He went on to say that an April New Hire Class had been scheduled that would consist solely of Southwest Airlines and AirTran internal applicants. Thom McDaniel requested that Inflight Management place a "pop-up notification" on SWALife that would require Flight Attendants to read and acknowledge the requirement that Flight Attendants must be within two hours driving distance of the airport when beginning a block of Reserve. Brendan said that he would look into it. John DiPippa noted that he had been told that representatives from Southwest Airlines' new uniform vendor, Land's End would be in the Flight Attendant lounges when the new uniforms debuted. Brendan said that he would look into it. There was discussion regarding the fact that deadheading Flight Attendants were being required to sit on the jumpseat by Customer Service Agents. There was discussion about Pilots occupying the cabin jumpseat when one was available in the cockpit, sometimes preventing a Flight Attendant from being able to get on the flight. There was discussion regarding whether or not Southwest Airlines Wi-Fi aircraft had been configured to run SWALife more slowly than for paying Customers. Brendan stated that he would find out. There was discussion regarding the Union's request that Pilots manage the fasten seatbelt sign more realistically during flights. Henry Townsend stated that he would find out what progress had been made. There was discussion regarding the Denver and Atlanta Flight Attendant domiciles. Brendan said that there would not be an Atlanta base this year. Brendan noted that as requested by the Union, Customer connecting gate information would soon be provided to Flight Attendants to announce during flights.

Inflight Management Representatives left at 1046.

The Board took a break at 1046 and reconvened at 1100.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Don Shipman, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

John Parrott was excused for Union business.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

Audrey Stone made a **motion** (18) to revisit a Grievance. Thom McDaniel **seconded** the motion.

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	excused
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea

Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Audrey Stone made a **motion** (19) not to proceed on a Grievance. Bryan Orozco **seconded** the motion. The motion **carried**.

Grievance Team Member Chris St. Julian entered the Meeting at 1104 to discuss the merits of a Grievance.

John Parrott returned to the Meeting at 1122.

A Grievant entered the Meeting at 1124 to discuss the merits of the Grievance.

Chris St. Julian and the Grievant were excused at 1148.

John Parrott made a **motion** (20) not to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

Grievance Team Member Erich Schwenk entered the Meeting at 1159 to discuss the merits of a Grievance.

Erich Schwenk was excused at 1204.

Don Shipman made a **motion** (21) not to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

Don Shipman made a **motion** (22) to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John DiPippa made a **motion** (23) to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion did not carry.

John Parrott made a **motion** (24) not to proceed on a Grievance. Bryan Orozco **seconded** the motion. The motion **carried**.

The Board went to lunch at 1230 and reconvened at 1400.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Don Shipman, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

Allyson Parker-Lauck was a guest at the Meeting to discuss the merits of a Grievance.

Bryan Orozco made a **motion** (25) to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** (26) not to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

John DiPippa left the Meeting at 1409.

Jimmy West made a **motion** (27) to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

John DiPippa returned to the Meeting at 1417.

Grievance Team Member Chris St. Julian entered the Meeting at 1418 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1426 to discuss the merits of a Grievance.

Chris St. Julian and the Grievant were excused at 1438.

John Parrott made a **motion** (28) to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

The Board took a break at 1450 and reconvened at 1458.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Don Shipman, Audrey Stone, Bryan Orozco, Matt Hettich, John DiPippa and Jimmy West.

Michael Massoni and Donna Keith were excused to attend a List of Passenger Accommodations (LOPA) Meeting.

Crystal Reven was excused for vacation.

Stacy Martin was excused for bereavement.

Mark Torrez and Karen Amos were excused for illness.

Allyson Parker-Lauck was a guest at the Meeting to discuss the merits of a Grievance.

Erich Schwenk entered the Meeting at 1500 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1515 to discuss the merits of the Grievance.

Erich Schwenk and the Grievance were excused at 1525.

Jimmy West made a **motion** (29) to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

Bryan Orozco made a **motion** (30) not to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **did not carry**.

Jimmy West made a **motion** (31) to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck was excused at 1534.

Don Shipman submitted his **Officer Report** as Board Member at Large:

> *Don attended Near International/Overwater Negotiations on February 23 and 24, and March 8, 9, and 12 with fellow Negotiators Thom McDaniel, Val Lorien, Michael Massoni, and Denny Sebesta. At this time, no further negotiation session are scheduled. Don attended the monthly 737-800 Subcommittee meeting on February 28 with fellow Subcommittee Members Allyson Parker-Lauck and Denny Sebesta, and Scheduling Committee Chairperson Lisa Trafton. The Subcommittees of both parties discussed the 737-800 Agreement informational rollout to the Flight Attendants. The Subcommittee will again meet with Management on March 27 to review any feedback received by the Flight Attendants and discuss the additional aircraft entering the fleet. Don sat one week of Emergency Officer On-Call. Don assisted the Scheduling Committee as Co-Chair by writing lines on February 27 and 28.*

Jimmy West made a **motion** (32) to accept the Officer's Report. John Parrott **seconded** the motion. The motion **carried**.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Don Shipman submitted the Scheduling Committee Report for him and Co-Chair Lisa Trafton:

Don Shipman and Lisa Trafton reported Line writing for April was extremely difficult. April continued to have several schedule changes. For the first time, all Committee Members came in one day early to begin Line writing, and to attend a special training for Line building of the 737-800 pairings. The Line Writers for the April Lines were: Doreen Argyropoulos-Ricker, Valarie Daniel, Kim Hamrick, Glenn Jio, Kelly Kockler, Richard Locher, Don Shipman, Shelley Taylor, and Lisa Trafton. Crystal Burks also attended Line writing as she is training to work on the Scheduling Committee. The Committee hosted two Members of AFA Local Lodge 57, AirTran Flight Attendants Trish Krider and Debbie Scott, and introduced them to our Line building process. Debbie is the current Line Writer for all three AirTran domiciles. The Committee on average wrote 72.05% pure Lines (Lines starting on the same day each week containing Pairings of the same length); maintained 36.72% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 17.73%. In total, the Committee wrote 6,826 Lines (divided by three positions, except for the two "D" position only Lines) (an increase of 75 Lines from this month last year) averaging 94.97 TFP (a decrease of 2.01 TFP from this month last year) and 13.48 workdays. The Scheduling Committee continues to have productive monthly meetings with Inflight Crew Planning. The continued early report time for PM Pairings and late release time for AM Pairings in an ongoing topic of discussion. Inflight Crew Planning continues to test various pairing generation scenarios and has agreed to do so throughout the summer schedule. Due to increased fluctuations in our flight schedule and associated extreme complexities for Inflight Crew Planning to generate the pairings, only 11.88% of the pairings generated were two-day pairings which does not meet the minimum of 12% required in Article 28.1.D.2. On March 9, Don discovered the error, discussed it with Lisa, and on the same day brought it to the attention of Director of Inflight Crew Operations, Claire Taitte; she stated she was not aware of the Contract violation. Don and Claire examined the issues that caused the oversight. Claire committed to increase her review of the Pairing percentages to avoid future unintentional violations of the Contract.

Jimmy West made a **motion** (33) to accept the Scheduling Committee Report. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Bryan Orozco submitted the **TWU Air Transport Division's Working Womens Committee (ATD/WWC) Report** for Chairperson Cat Chacon:

> *Bryan Orozco reported that Cat Chacon attended the ATD Working Women Committee on February 27 and 28. She reports that at the conference Angie Cox of Local 555 gave a presentation on financial empowerment that outlined a road to financial security for every individual. Gwen Dunivent, a Local 556 Member, gave a presentation based on a speech given by Elizabeth Shuler, Secretary-Treasurer of the AFL-CIO, back in January. Elizabeth Shuler stresses the need for Unions to "reposition" themselves in the minds of Americans. Even the word itself, Union, has taken on a negative connotation. She focused on the need to attract and promote the next generation of leaders, as well as just getting out into our own communities and showing our Union values at work every day. It shows people that Unions do indeed make us stronger, not weaker as a community. In addition to those presentations, we took part in a half day Safety in the Work Place seminar complete with hand-outs. The meeting was rounded out with Team Building exercises and committee reports. Cat concluded with the Locals out of American and American Eagle are struggling with bankruptcy issues and sinking moral.*

Audrey Stone made a **motion** (34) to accept the ATD/WWC Committee Report. Don Shipman **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Safety Committee Report** for Chairperson Michael Massoni:

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 40

ID - Event Date - Status				*Summary*
525	*1/20/2012*	*Sent to ERC for review*		*Flight Attendant Manual Violation, TSA inspection question*
530	*1/26/2012*	*Sent to ERC for review*	✓	*Flight Attendant Manual Violation, Missing Bulletin 11-10.*

540	1/27/2012	Sent to ERC for review	✓		Arm/Disarm Door, Flight Attendants taking over the plane said I do not disarm the forward galley door
544	2/7/2012	Sent to ERC for review	✓		Arm/Disarm Door, Change position prepare doors was not said on PA
550	2/10/2012	Sent to ERC for review	✓		PAs/failure to make secure doors for departure announcement
551	2/8/2012	Sent to ERC for review	✓		Flight Attendant Manual Violation/I didn't have my manual until the 3rd day of my trip. Got loaner from (city) ops.
552	2/11/2012	Sent to ERC for review	✓		Arm/Disarm Door, Slide Partial/The Provo Agent went to open the door and the bustle from the slide dropped
553	2/9/2012	Sent to ERC for review			Flight Deck Door Procedures/Access to Flight Deck
557	2/16/2012	Sent to ERC for review			Flight Attendant Manual Violation, FAA on board to check manuals
559	2/16/2012	Sent to ERC for review	✓		Company Safety Policy; During demo I missed a little baby in row 7 needing additional briefing. When noticed, I briefed parent before required.
560	2/17/2012	Sent to ERC for review			Arm/Disarm Door, Upon opening forward entry door, Ops agent noticed something amiss and prevented door from opening.
561	2/17/2012	Sent to ERC for review	✓		OWWE Briefing, I did PAX count and was time to arm my door, then had forgot to brief PAX before push back.
563	2/18/2012	Sent to ERC for review	✓	✓	Galley/Equipment, Unsecure Cabin, unsecured cabinet upon landing
564	2/19/2012	Sent to ERC for review	✓		OWWE PAX, Passenger lied about being a pre-board and sat in the overwing.
565	2/19/2012	Sent to ERC for review	✓		OWWE Briefing, passenger came on last minute and sat in the exit row. This was after I did my briefing and did not notice they sat there.
566	2/11/2012	Sent to ERC for review			Arm/Disarm Door Failed to double check that the forward galley door was disarmed before cracking door.
567	2/20/2012	Sent to ERC for review			Arm/Disarm Door, Armed galley door before I should have! Trying to help the "C" out while she did her briefing and the count.
568	2/19/2012	Sent to ERC for review			OWWE Briefing, Failure to brief exit row
569	2/18/2012	Sent to ERC for review			FAR Policies Procedures, Smoking in AFT lavatory
570	2/24/2012	Sent to ERC for review			Arm/Disarm Door, Girt bar fell back into brackets.
572	2/24/2012	Sent to ERC for review			Oversized Carry On Item, After Demo I did my final walk thru and noticed the instrument strapped in seat 21F

573	2/26/2012	Sent to ERC for review	✓	✓	✓	OWWE Briefing, Neglected to give overwing briefing
574	3/1/2012	Sent to ERC for review	✓	✓		OWWE Briefing I forgot to brief exit row
575	3/1/2012	Sent to ERC for review	✓			Company Safety Policy / Reading on jumpseat
576	3/2/2012	Sent to ERC for review				Arm/Disarm Door, incorrect opening of forward exit door in to Jetway area.
577	3/3/2012	Sent to ERC for review				Arm/Disarm Door, armed door too early
578	2/29/2012	Sent to ERC for review				Company Safety Policy, FAR Policies Procedures, Wasn't in boarding position at the start, armed door with foot, pointed to the safety card and didn't pull it out.
579	3/4/2012	Sent to ERC for review				Company Safety Policy, Carryon Bags, stored bag per captain's instruction in wheelchair compartment
580	3/5/2012	Sent to ERC for review				Security Concerns, Failure of Overhead Bin Security Check
581	3/3/2012	Sent to ERC for review				Hot aircraft, Extreme Cabin Temperature resulting from over use of ground heat
582	3/4/2012	Sent to ERC for review				Boarding Regulation, out of boarding position due to speaking with the Captain
583	3/5/2012	Sent to ERC for review				OWWE briefing, I was distracted by checking passenger's carryon's and forgot to give my exit row briefing until after takeoff.
584	3/5/2012	Sent to ERC for review	✓	✓		Arm/Disarm Door, Disarmed forward galley slide, did not move red strap from across window.
585	3/6/2012	Sent to ERC for review	✓			Arm/Disarm Door, failure to arm door prior to push
586	3/6/2012	Sent to ERC for review				OWWE Briefing, Failure to remain at OWWE until boarding was complete.
587	3/7/2012	Sent to ERC for review				Child Restraint Device, Child seat in row 13 F
588	2/11/2012	Sent to ERC for review	✓	✓	✓	Electronic Device, a passenger asked about using a camera to film our take off
589	3/8/2012	Sent to ERC for review				OWWE briefing, Failure to brief partial overwing exit.
590	3/7/2012	Sent to ERC for review				Arm/Disarm Door, I armed my doors a couple of minutes early
591	3/10/2012	Sent to ERC for review				OWWE Briefing, failure to brief exit rows

ASAP Reports received to date: = *591*

▪*Accepted Reports to date* = *549*

Aviation Safety & Health Database Int'l (ASHDI) – Reports Under Review = 0

▪*Accepted Reports to date (TWU)* = *196*

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

- *11/16/11 through 03/12/12* = *365*
- *Emergencies Declared* = *55*
- *All OF 2012 to Date* = *220*
- *All OF 2011* = *1613*
- *ALL OF 2010* = *1413*
- *ALL OF 2009* = *1210*

OPEN DISCUSSION ITEM(S):

- *The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)*
  - *Company Event Review Committee (ERC) Member Open Call:*
    Inflight Safety is seeking qualified Flight Attendants to serve as Event Review Committee (ERC) members for our Aviation Safety Action Program (ASAP). Inflight Safety is looking for individuals who are interested in contributing to the Safety and well-being of our Flight Attendants. The ERC meets weekly to review ASAP reports, identify trends, and determine corrective (non-punitive) actions. Between meetings, the ERC members are expected to review any new reports received, make recommendations, and be prepared to discuss these at the next meeting. To learn more about ASAP visit: SWALife >Inflight. The Safety On the Fly portal is located below the Read Before Fly portal and offers detailed information about the program. If interested, please submit a letter of interest to Elise May via e-mail at elise.may@wnco.com by March 26, 2012. A one-year commitment to the program is required. For additional information regarding this opportunity, please contact Elise at 214-792-3349.

- *737-800 LOPA Task Force*
  - *We have taken possession of our first airplane. It is currently being fitted with Wi-Fi and then will make its way to Dallas (around 3/17 or 3/18) for an FAA required mini-evac that I will be participating in 3/26, 3/27 or 3/28. The LOPA team has completed approximately 100 of 150 time motion analysis' on our current operations and will be comparing that data with data that will be collected on the -800 operations in the first few weeks/months of operations. These data will be compared and used to adjust -800 operational procedures and [possibly] future A/C configurations. The LOPA team along with an expanded group of select Flight Attendants (Michel Moore, Donna Keith and I are included) will be meeting every Tuesday, Wednesday and Thursday of each week till in service date of the 800 aircraft. This is being done to tie up all operational loose ends and will form the core group of individuals that will further evaluate service procedures proof of concept and performance of chase flights once the A/C is put into service. We also will tentatively be conducting proof of concept analysis on operational procedures during the in-service repositioning flight from Dallas to Chicago on or about 3/28 or 3/29 and [possibly] on the second A/C delivery later this month or early to mid April.*

- *Extreme Temperature Operations*
  - *Article 25 Grievance (ongoing)*

SCHEDULED AND STANDING MEETINGS ATTENDED:

- *December 13-15, 2011 – International Health and Safety Taskforce Meeting in NYC concerning FairHealth Program*
- *December 16, 2011 – International Health and Safety Taskforce Meeting in NYC*
- *December 5 – 9, 2011 – Near International/Overwater Negotiations*
- *December 10 – 13, 2011 – International Transport Workers Federation(ITF) Occupational Health & Safety Conference in SFO*
- *January 24, 2012 – 737-800 LOPA Task Force Meeting*
- *January 26 - 27, 2012 – 1st 2012 Membership Meetings (PHX & OAK)*
- *January 30, 2012 – International Health and Safety Taskforce Meeting in NYC*
- *February 2 – 3, 2012 – Near International/Overwater Negotiations*
- *February 22 – 24, 2012 – Near International/Overwater Negotiations*
- *February 27, 2012 – International Health and Safety Taskforce Meeting in NYC*
- *February 28 – March 1, 2012 – Transportation, Warehousing & Utilities (TWU) National Occupational Research Agenda (NORA) Subsector Meeting in Washington, DC*

Don Shipman made a **motion** (35) to accept the Safety Committee Report. John DiPippa s**econded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **February 2012 Executive Board Meeting Minutes, Synopsis and Executive Board Member Vote Tally** for review.

The Board reviewed and made corrections to the February 2012 Executive Board Meeting Minutes, Synopsis and Executive Board Member Vote Tally.

Thom McDaniel left the Meeting at 1622.

John Parrott chaired the Meeting.

The Board continued to review and make corrections to the February 2012 Executive Board Meeting Minutes, Synopsis and Executive Board Member Vote Tally.

Thom McDaniel returned to the Meeting at 1626.

Michael Massoni entered the Meeting at 1626.

The Board continued to review and make corrections to the February 2012 Executive Board Meeting Minutes, Synopsis and Executive Board Member Vote Tally.

Audrey Stone made a **motion** (36) to approve the February 2012 Executive Board Meeting Synopsis. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Audrey Stone made a **motion** (37) to approve the February 2012 Executive Board Meeting Minutes. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused

Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Cuyler Thompson made a **motion** (38) to approve the February 2012 Executive Board Meeting Voting Records and Tally. John Parrott **seconded** the motion.

The Board voted by roll call on the motion on the floor:

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	excused
Mark Torrez	excused
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	yea
Crystal Reven	excused
Karen Amos	excused
Donna Keith	excused
Jimmy West	yea
John DiPippa	yea

The motion **carried**.

Michael Massoni briefed the Board on the ongoing LOPA Team discussions.

Michael Massoni discussed the Company's open call for ASAP Event Review Committee (ERC) Members.

Thom McDaniel adjourned the Meeting at 1707.

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

Cuyler Thompson
Recording Secretary