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

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Executive Board Meeting
June 14-15, 2010
Synopsis

Tuesday

June 14, 2011
Michael Massoni called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Jimmy West, John DiPippa and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

Bryan Orozco was absent.

TWU International Air Transport Division Director Garry Drummond was a guest at the Meeting.

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

Mark Torrez read aloud the **TWU International Membership Pledge**.

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

For the Period of May 1 – May 31 we had the following:

Vacation Days	*36.5*
Vacation Converted	*0.0*
Sick Days	*18.0*
Appointments	*5.0*
Other	*0*
Total Days to cover	*54.5*
Total Temporary Staff Days Utilized Total	*3.0*

Cuyler Thompson made a **motion** to accept the Office Manager's Report. Audrey Stone **seconded** the motion. The motion **carried**.

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

Audrey is happy to report that Baltimore has not had any Fact-Finding Meetings during the recent weeks. There are a few pending, scheduled for the next week. Audrey and Base Manager Rachel Derrossett met on May 16 to talk about the base. Base Orientation was held on May 17, and both Audrey and Shop Steward Stephanie Roberts were in attendance. A lounge mobilization was also conducted on May 20, and Audrey reports that both the Working Women's Committee and the Tentative Agreement voting were overshadowed by questions regarding the AirTran acquisition. An E-Connection was sent on May 19 following the Executive Board Meeting. The glass case was updated following the Tentative Agreement (TA) Side Letter 8 ratification vote, and the TA posters were removed from the lounge. The dues increase letter was distributed in Flight Attendant mailboxes on June 1. The Baltimore Shop Stewards were contacted via email on May 31 and then again on June 5. The second one was to provide information and clarification regarding the dues increase for the Baltimore Shop Stewards, as they were receiving many questions regarding the false information being disseminated by a Baltimore Flight Attendant. The Baltimore Web page was updated on May 19 and again on June 5. Audrey continues to assist with scheduling the Weekend On-Call program as well as the TWU Live Web Broadcast.

Todd Gage made a **motion** to accept the Baltimore Base Report. John Parrott **seconded** the motion. The motion **carried**.

Crystal Reven submitted the **Houston Base Report**:

Crystal began her report by informing the Executive Board that the Houston base has been relatively quiet in regards to Fact-Finding Meetings; the meetings that were held were for Unaccompanied Minor procedure violations, delays of flight and theft. Crystal continued by stating that the Houston base has one Inflight Supervisor opening. The office hours have changed; the office will be open seven days a week from 5:00am to 7:00pm. Since she last reported, Crystal traveled to Atlanta on May 31 – June 1 with Thom McDaniel, Michael Massoni, Keenan Manzo and Mark Richard to meet with Members of the AirTran Flight Attendant Union. Similarly, Crystal assisted with the Weekend On-Call program on May 7, 14 and 15. Lounge mobilizations were conducted in the Houston lounge on May 16, 17, 20 and 27. All publications have been distributed, the glass case is updated, the Houston Web page was updated on June 14 and an E-Connection was sent out on June 14. Crystal continues to correspond with Houston Shop Stewards and Houston Base Manager, Scott Wells individually through email, phone, and text.

Todd Gage made a **motion** to accept the Houston Base Report. Mark Torrez **seconded** the motion. The motion **carried**.

Bryan Orozco entered the Meeting at 0839.

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

Jimmy reported that there have been three Fact-Finding Meetings over the past month. One resulted in termination due to a positive alcohol test, the second meeting no discipline was issued, and the third was a point issue in which FMLA was offered and backdated to bring the Flight Attendant below termination level. Jimmy reported he received several phone calls from Orlando based Flight Attendants who are angry over the dues increase. Jimmy reported he conducted lounge mobilizations on the 14 and 20 of

May. The Orlando base page has been updated, the glass case has been updated, and all publications have been distributed.

Audrey Stone made a **motion** to accept the Orlando Base Report. John Parrott **seconded** the motion. The motion **carried**.

Todd Gage submitted the **Oakland Base Report**:

Todd reports that all publications have been distributed, glass case updated, red rack organized, E-Connections sent out, and base page updated. He met with Oakland Inflight Management twice during the last month. Flight Attendant Matt Hettich has been working with Katie Gjertson from American Federation of Government Employees (AFGE) who is organizing the TSA. She has asked for TWU Local 556's help in Oakland. Todd will discuss this further in new business. Shop Steward, Donald Silva attended the New Hire Base Orientation this past May. Fact-Finding Meetings have been steady the last few weeks. Todd sat Emergency On-Call over Memorial Day Weekend. He attended the New Hire Dinner for Class 250 on Wednesday, May 11. TWU Organizer and Southwest Airlines Flight Attendant Karla Kozak has asked Flight Attendants to assist with the organizing of jetBlue Flight Attendants in Long Beach. Todd has received questions regarding the dues increase.

John Parrott made a **motion** to accept the Oakland Base Report. Jimmy West **seconded** the motion. The motion **carried**.

Donna Keith submitted the **Chicago Base Report**:

Donna reports that Chicago has been rather quiet this month with only one meeting. Donna has communicated with Shop Stewards, distributed publications, sent out an E-Connection, straightened the red rack, updated the glass case, and base page. Donna also completed lounge mobilizations and met with Base Management. Donna attended the 800 Galley Services Committee meeting in Dallas at Southwest Airlines Headquarters with Michael Massoni and Michele Moore. Donna also attended the Illinois/Indiana State Conference meeting on June 7.

Audrey Stone made a **motion** to accept the Chicago Base Report. Todd Gage **seconded** the motion. The motion **carried**.

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

Bryan Orozco reported that he conducted two Fact-Finding Meetings. He did two lounge mobilizations. He did one of his weeks as Emergency On-Call and received one call. Bryan returned calls and emails. He posted all information in glass case, distributed Union publications, sent out an E-Connection and cleaned the red rack.

Audrey Stone made a **motion** to accept the Las Vegas Base Report. Jimmy West **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **CISM Committee Report** for Chair Eileen Rodriguez:

Below are the number of calls that came directly into the CISM hotline. We typically call all three Flight Attendants involved. We had a total of 38 in May, we spoke to approximately 100 Flight Attendants involved in incidents during the month. Some incidents required many follow up phone calls as well. We *are in the middle of transitioning over to a new computer program that will help track our incidents and Team information. Please let me know if you have any questions at all. Thank you for your continued support!*

Medical Emergency	*13*
Mechanicals	*10*
Declared Emergency	*1*
A/C Accident	*1*
Passenger Misconduct	*1*
Personal Issue	*3*
Jump seat Interventions	*2*
Decompression	*1*
FA Hospitalization	*1*
Non Work Related	*1*
Smoke in Cockpit	*1*
Turbulence	*3*
Total	*38*

John Parrott made a **motion** to accept the CISM Committee Report. Jimmy West **seconded** the motion. The motion **carried**.

Don Shipman submitted the **Scheduling Committee Report:**

Don and Lisa report July Primary Line writing was difficult. Half of the committee began writing one day early on May 25, spending a total of twelve hours on their bases over a two-day period. Line Writers present on May 26 were Doreen Argorypolous-Ricker, Valarie Daniel, Rebekah Farmer, Kim Hamrick, Kelli Kockler, Don Shipman, Shelley Taylor, Lisa Trafton, and Sheri Tyler. The committee on average wrote 76.6% pure lines (lines starting on the same day each week containing pairings of the same length), maintained 35.9% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 17.5%. In total, the committee wrote 2,240 lines averaging 99.96 TFP and 13.81 workdays. Don and Lisa attended the first of what will become a standing monthly meeting with the Management of Crew Planning to discuss pairing construction and enhancements to provide for a better quality of life for our Flight Attendants. The first meeting was productive and the committee is hopeful the spirit of cooperation will continue.

Cuyler Thompson made a **motion** to accept the Scheduling Committee Report. John Parrott **seconded** the motion. The motion **carried**.

There was discussion about a mass email campaign regarding the Scheduling Committee. The Board **agreed** to table further discussion until Karen Amos could be present.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under Event Review Committee (ERC) Review = 43

ID	*Event Date*	*Status*	*Summary*
54	*3/3/2011*	*Additional information submitted to ERC*	*Emergency Equipment/Portable oxygen bottles plugged into lo instead of hi*

66	*3/16/2011*	*Additional information submitted to ERC*	*jumpseat*
74	*4/1/2011*	*Additional information submitted to ERC*	*fwd entry door -upon closing smashes f/a hand into jumpseat headrest*
83	*3/25/2011*	*Additional information submitted to ERC*	*Alcohol-related*
143	*5/16/2011*	*Sent to ERC for review*	*Arm/Disarm Door*
144	*5/16/2011*	*Sent to ERC for review*	*Boarding*
145	*5/17/2011*	*Sent to ERC for review*	*PA,Arm/Disarm Door*
148	*5/18/2011*	*Sent to ERC for review*	*Arm/Disarm Doors*
149	*5/18/2011*	*Sent to ERC for review*	*Arm/Disarm Door, Slide pack fell*
150	*5/13/2011*	*Sent to ERC for review*	*Cabin Jumpseat Rider*
151	*5/14/2011*	*Sent to ERC for review*	*Cabin Jumpseat Rider*
152	*5/18/2011*	*Sent to ERC for review*	*Boarding*
153	*5/16/2011*	*Sent to ERC for review*	*Exit Row Briefing/OWWE*
154	*5/19/2011*	*Sent to ERC for review*	*Flight Attendant Manual Violation*
155	*5/19/2011*	*Sent to ERC for review*	*Asleep on Jumpseat*
156	*5/18/2011*	*Sent to ERC for review*	*Equipment Inspection/Life vests*
157	*5/21/2011*	*Sent to ERC for review*	*Child over age 2 not in seatbelt*
160	*5/18/2011*	*Sent to ERC for review*	*Boarding/Texting while boarding*
161	*5/23/2011*	*Sent to ERC for review*	*Exit Row Briefing/OWWE*
162	*5/21/2011*	*Sent to ERC for review*	*Flight Duty Time Violation/Stranded in MDW from pairing with 7 hours 13 minutes crew rest*
163	*5/24/2011*	*Sent to ERC for review*	*Boarding/Pax was left in jet bridge before FAs were ready to board, and the A Flight Attendant had to physically board the wc pax.*
164	*5/22/2011*	*Sent to ERC for review*	*Maintenance/Had a seat that wouldn't go forward and stay forward and Maintenance called to gate refused to fix.*
166	*5/26/2011*	*Sent to ERC for review*	*Galley-Equipment/OJI*
167	*5/29/2011*	*Sent to ERC for review*	*flight deck security procedures*
168	*5/30/2011*	*Sent to ERC for review*	*UM Procedures*
169	*5/27/2011*	*Sent to ERC for review*	*Ops shut door prior to secure cabin*
170	*5/31/2011*	*Sent to ERC for review*	*Boarding*
171	*6/1/2011*	*Sent to ERC for review*	*Exit Row Briefing/OWWE*
172	*6/1/2011*	*Sent to ERC for review*	*Jumpseat/We had a fourth whom was so large our safety duties could not be done without us crawling over*

			him.
173	*6/3/2011*	*Sent to ERC for review*	*Boarding Procedures*
174	*6/3/2011*	*Sent to ERC for review*	*Boarding Procedures*
175	*6/4/2011*	*Sent to ERC for review*	*Boarding Procedures*
177	*6/4/2011*	*Sent to ERC for review*	*Unsafe Activity/Transitional Aircraft*
178	*6/5/2011*	*Sent to ERC for review*	*Boarding Procedures*
179	*6/7/2011*	*Sent to ERC for review*	*Exit Row Briefing/OWWE/failure to brief exit row*
180	*6/6/2011*	*Sent to ERC for review*	*Announcement Demo/a Flight Attendant taking drink orders while taxing, while B and C waiting to do demo.*
181	*6/10/2011*	*Sent to ERC for review*	*Alcohol Related-Passenger/question Ops Agent (name) about intoxicated passenger*

ASAP Reports received to date	*181*
Accepted Reports to date	*138*

Aviation Safety & Health Database Int'l (ASHDI) – Reports Under Review = 3

Report	*Acceptance Deadline*
ASHDI 1766 (Problem Passenger/CRM)	*Mon 06/27/2011*

ASHDI Incident Reports received to date:
Accepted Reports to date (TWU) =195

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

- *05/09/11 through 06/12/11 = 150*
- *Emergencies Declared = 25*
- *ALL OF 2011 to Date = 597*
- *ALL OF 2010 = 1413*
- *ALL OF 2009 = 1210*
- *ALL OF 2008 = 940*

The Southwest Airlines Inflight Aviation Safety Action Program (ASAP) ERC is in the process of implementing recommend best practices per the Aviation Flight Safety (AFS) 230 branch of the FAA. These practices include:

Automatic redaction of only reporter's name and employee number. All other information contained in the report would remain in order to augment the ERC's review and investigative processes. Currently all information other than the reporter's narrative is stripped from the reports, making the ERC's review/investigative efforts limited outside of the actual meetings, thereby inhibiting an efficient due processing of each report. Performing a risk analysis on every report that is accepted into the program. Additionally, a standardized risk matrix will be employed within our risk analysis and will be the same that will be used throughout Southwest Airlines as a precept to the implementation of the SWA Safety Management System or SMS.

TWU Local 556 1st VP and National Safety/Security Coordinator, Michael Massoni represented the Union in additional meetings of the 737-800 List of Passenger Accommodations (LOPA) Task Force. This group, which is also made up of members of Inflight Management and four line flying Flight Attendants is continuing its work on operational procedures for the aircraft. Southwest Airlines Executive Leadership will utilize the recommendations of the LOPA taskforce in determining final aircraft configuration, as well as, operational procedures. The latest set of meetings included cart configuration and service procedure (utilizing carts) validation simulations. These validation exercises were conducted using cabin mock-ups, the Poolie aircraft cabin simulator and included twelve line Flight Attendants in addition to the LOPA core group. A special thanks to TWU Local 556 Health Coordinator, Michele Moore and Chicago Domicile Executive Board Member, Donna Keith for both, participating in these validation exercises and standing in for me when I was unavailable due to scheduling conflicts. Many insights were gained in these exercises and follow-up session(s) will be held with the core group in late June and the expanded group in mid-July. The mid-July meeting will also serve as a training session for what we are terming our service procedures ambassadors. These individuals will be conducting system wide lounge visits from July 17-31. The lounge visits will give Flight Attendants a preview of both the G4B galley complex and carts we will be utilizing on the -800 aircraft. This preview is puposley timed to be completed prior to commencement of 737-800 differences training which begins in August. Additionally, Michael Massoni will be in the first 737-800 differences Leadership training on July 5 in order to assess the training process prior to August commencement.

The TWU Local 556 Safety Team has received an inordinate number of complaints concerning transitional aircraft acquired from Virgin Blue Airways of Australia (Ships N552WN & N553WN). These particular aircraft are configured with a G4B galley complex aft and G1/G2 forward galley complex, both designed for cart service. SWA has chosen to utilize the carts that came with these aircraft as rudimentary storage areas for provisions and have secured the carts to the aircraft floor so they may not be used in the aisles. Problems have been reported in both the operation of our kits (that are not designed to be "set" in a cart), placement of provisions within the galleys, ergonomic issues with the placement of the ice container in G1 and lack of counter space necessary to provide tray service. All of these factors are indicative of SWA not providing working conditions and equipment that meets a reasonable standard of safety as required by our Contract. The Local 556 Safety Team formally served notice to Southwest Cabin Services of this potential contractual breach during Managements visit to the TWU Executive Board last month. Subsequently, TWU Local 556 Safety Coordinator, Michael Massoni has met with Southwest's Senior Director of Base Operations, Sonya Lacore and Southwest's Manager Safety & Training – Provisioning, Robert Rodriguez to discuss risk mitigation strategies for these aircraft and when they will be converted to SWA standard. Through these meetings, the following was concluded:

Both N552/553WN will be reconfigured to SWA standards in September 2011. The following risk mitigation strategies are being deployed in the meantime:

- *Relocation of the G1 Ice container to the top position of the outboard cart which should decrease both bending and lifting currently required.*
- *Re-distribution of galley supplies in G1 in order to allow free movement of the beer kit and easier access to the 165 kit.*
- *Seeing if Maintenance could reconfigure the securing brackets on the G1 carts to enable the pull out trays to operate. This would make for additional counter space.*

OPEN DISCUSSION ITEM(S):

- *The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)*
- *Continued Education & Awareness*

- *Verbiage to use when referring people to the program*
- *737-800 LOPA Task Force*
- *Cart Configuration*
- *Service Procedures*
- *Cart Service Validation*
- *OSHA 300 Reports to DEBM's*

SCHEDULED AND STANDING MEETINGS:

- *Monday, June 13, 2011 @ 1500hrs CDT – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards*
- *June 17 & 30, 2011 – ASAP ERC Meeting(s) 1130hrs–1430hrs CDT*
- *Thursday & Friday June 2-3, 2011 – International Health and Safety Taskforce Meeting in NYC*
- *Thursday June 16, 2011 – AirTran Union Integration Forum 1300hrs-1500hrs CDT*
- *Wednesday June 29, 2011 1000 - 1500 CDT – 737-800 LOPA Task Force Meeting*
- *Tuesday July 5, 2011 – 737-800 Differences Training*
- *Thursday July 14, 2011 1000 - 1500 CDT – 737-800 LOPA Task Force Meeting (Ambassador Training)*

Cuyler Thompson made a **motion** to accept the Safety Committee Report. Todd Gage **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **Health Committee Report** for Chair Michele Moore:

ASAP:
I attended five Event Review Committee (ERC) meetings in May. We continue to meet weekly due to the high number of reports we are receiving. We currently have over 170 reports in the system and because of our diligence, we are able to see some changes occurring because of the program. An example; we were able to help initiate a memo that went to Ground Ops system wide regarding early boarding/boarding with minimum crew/stacking the jetway prior to boarding. I attended a refresher course about best practices for an ASAP program that was facilitated by the FAA. I co-facilitated a refresher ASAP course for the Executive Board Members and the office staff of the TWU 556. I updated the ASAP Q&A for the Web site and/or Unity. I attended the Dallas Health and Wellness Day – the focus was to talk to Flight Attendants about ASAP.

ENS Follow-ups:
I was added to the ENS email list and continue to receive the ENS emails in conjunction with Michael Massoni. I am still learning the process of filing, logging and responding to the calls under Michael's supervision. Several ENS messages were forwarded to CISM and calls were placed to Flight Attendants.

Articles:
The article that was co-written with Denny Sebesta about the Go Team training we attended will be published in the upcoming Unity. I commissioned an article from Wellness Source regarding Deep Vein Thrombosis and compression stockings/socks.

Other:

- *I have had conversations with several more Flight Attendants that have concerns with our transitional aircraft.*

- *I have met with Inflight Management regarding the conversion schedule and several "fixes" that could improve working in the galley in the meantime.*
- *I have had follow-up with two Flight Attendants that filed ASAP reports where more information or clarification was needed.*
- *I contacted several Flight Attendants regarding health issues.*
- *I facilitated a training session at the National Safety Council; "Recognizing Hazards in the Workplace" at the request of TWU International.*

Meetings Attended and Future Meetings:

May 3:	*FAA ASAP refresher course*
May 4-5:	*ERC meeting prep and ERC meeting*
May 10:	*ASAP Training for Executive Board*
May 11:	*Dallas Health and Wellness Day*
May 13:	*ERC meeting*
May 14-17:	*National Safety Council Meeting*
May 18-19:	*ERC meeting prep and ERC meeting*
May 23:	*Health and Safety Committee (HASC)*
May 26-27:	*ERC meeting prep and ERC Meeting*
June 1-2:	*ERC meeting prep and ERC meeting*
June 7:	*800 Galley Meeting*
June 8:	*Conference Call with Health Coordinators at American Airlines Unions regarding oxygen mask disposal*
June 9-10:	*ERC meeting prep and ERC meeting*
June 13:	*HASC (Health and Safety Committee)*
June 27:	*Safety Fair Prep*
June 28-29:	*Company Wellness Program meeting with International*
June 30:	*ERC meeting prep and ERC meeting*

Audrey Stone made a **motion** to accept the Health Committee Report. Cuyler Thompson **seconded** the motion. The motion **carried**.

Audrey Stone presented the **Education Committee Report**. There was no written report submitted.

Cuyler Thompson made a **motion** to accept the Education Committee Report. John Parrott **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **Professional Standards (PS) Committee Report** for Chair Michael Broadhead:

Total calls received:	*19*
Total discussions with coworkers:	*17*
Total cases worked:	*13*
Total case with Pilots:	*5*
Positive outcome:	*10*
Percentage favorable:	*77%*

Cuyler Thompson made a **motion** to accept the Professional Standards (PS) Committee Report. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **TWU Air Transport Division Working Women's' Committee (ATDWWC) Report** for Chair Cat Chacon:

> *I am pleased to inform everyone that as of last week I had met with Ms. Murphey Sears, and finalized a volunteer opportunity with the Genesis Women's Shelter here in Dallas. I have arranged a 1pm-4pm time slot on July 7 for The Working Women's Committee to bring out some of our Flight Attendants (women and men) to help in the thrift store for the Genesis Women's Shelter on Lemmon and Knight. I have been speaking with Karen Amos about ways we can get the word out around the Dallas base. I hope this will be the first of many community volunteer opportunities we can organize system wide. I welcome any thoughts, ideas or helping hands, anyone can bring to this event. The ATDWWC has sent out an email, notifying members of the upcoming meeting from July 18-20 in Cocoa Beach, Florida. I am always happy to represent, but also encourage the board to send other representatives as well as or in lieu of myself.*

Mark Torrez made a **motion** to accept the ATDWWC Report. Cuyler Thompson **seconded** the motion. The motion **carried**.

Bryan Orozco submitted the **Civil and Human Rights Committee Report**:

> *Bryan Orozco reported that Cat Chacon planned a day to volunteer at a women's shelter in Dallas on July 7. Cat has been in contact with Karen Amos about getting Flight Attendant participation. Bryan also reported that he and Addie Crisp talked about setting up days to volunteer in Las Vegas and Oakland.*

Cuyler Thompson made a **motion** to accept the Civil and Human Rights Committee Report. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **President's Report** for Thom McDaniel**:**

> *Thom McDaniel reported that he had attended a meeting with the National Mediation Board (NMB) with TWU Air Transport Division Director Garry Drummond, Local 555 President Charles Cerf, TWU Legal Counsel on May 16 in Washington, DC. The purpose of the meeting was to discuss any questions or potential representation issues related to the AirTran acquisition. There are no anticipated representation issues for TWU Local 556 who will represent the merged group when the acquisition is completed. The NMB also notified TWU that they had met with all other Union and Management groups involved in the acquisition and offered their services if needed during the acquisition and integration process. Thom represented TWU Local 556 at the Coalition of Flight Attendants meeting in Hollywood, MD on May 16 and 17 hosted by the International Association of Machinists (IAM). Other Flight Attendant Unions attending were Association of Professional Flight Attendants (APFA), Association of Flight Attendants (AFA), and the United Steel Workers (USW). Topics on the agenda were Flight Attendant Health, Safety, Security, and Legislative issues. The next meeting will be hosted by the APFA on September 20-21 in Dallas, TX. Thom attended a negotiation planning and training session for TWU Local 577 representing Allegiant Flight Attendants May 23-26 in Las Vegas. During the session, Allegiant Team assisted by Thom, Las Vegas Flight Attendant Kevin Barber, and Strategic Advisor Mark Richard were able to complete most of the drafting on their first Contract as well as prepare for their first Negotiating Session which will be held in Las Vegas with Allegiant Management June 14-16. Allegiant is the second group of Flight Attendants who has joined TWU and is looking forward to good working relationships and a strong collective bargaining agreement like TWU Local*

556. All Thom and Kevin's lost time and expenses for work with Local 577 will be reimbursed by TWU International. Thom conducted the Texas Labor Management Conference (TXLMC) Board of Directors Meeting on May 25. This is the final meeting before the annual conference which will be held in San Antonio June 21-23 in San Antonio where Thom will serve as Conference Chairperson. The Conference Co-Chair will be Christina Bennett from the Southwest Airlines Legal Department. The theme of the Conference is "Building Labor and Management Relationships through Training, Communication, and Collaboration." Thom thanked TWU Local 556 Grievance Chairperson Allyson Parker-Lauck, SWA Inflight Director of Labor Relations Mike Mankin, SWA Senior Director of Labor Relations Naomi Hudson, and a Panel Arbitrator for participating in a panel discussion workshop on Labor Management Partnerships and looks forward to a great conference. Thom along with TWU First Vice President Michael Massoni, Houston Domicile Executive Board Member (DEBM) Crystal Reven, Executive Membership Coordinator Keenan Ryan, and Strategic Advisor Mark Richard met with AFA Council 57 Leaders representing AirTran Flight Attendants in Atlanta May 31-June 1 regarding a process and transition agreement for the AirTran acquisition. At this time, there is a procedural seniority list certification that is required by the AFA Constitution that takes at least 45 days. TWU and AFA agreed that they would begin planning meetings for Seniority Integration when they have a clear timeline for the process and began preliminary work on a process agreement. At this time, Thom has not had an update regarding AFA's progress. Thom announced that Side Letter 8 to the CBA has passed with over 91% approval and thanked the Executive Board for their assistance in encouraging Members to vote and ensuring accurate information was reaching our Members regarding the new Side Letter. The Negotiating Team (NT) has prepared a survey for issues related to international and overwater flying that will soon be released. When the survey results are in, the NT will begin preparation to return to the bargaining table on these issues. Thom asked that the Executive Board appoint Michael Massoni as a permanent Member of the Negotiating Team since Cindy Ritner has taken a position as Management and can no longer serve on the Union NT. Thom reported that he is currently in the process of identifying Members to participate on the Seniority Integration Team. Approximately 70 Flight Attendants have applied to be part of the Seniority Integration Advisory Group. From these applicants, a smaller, diverse group will be chosen to represent the diverse experiences of the TWU Local 556 Membership for a round-table workshop. A smaller Seniority Integration Team will then be selected to complete the Seniority Integration Team. Thom also notified the Executive Board that over 400 Members have submitted their ideas for Seniority Integration for the Team to consider. Thom presented the TWU Local 556 presentation to New Hire Flight Attendant Class 251. The class, consisting of 113 candidates, is significant because they are the first non-internal class at Southwest Airlines in over two and a half years. Class 251 is excited to be new Members of TWU Local 556 and work under our industry leading Contract. Thom invited the Executive Board to attend the TWU Local 556 New Hire Dinner on June 15 and graduation on June 17. The Union presentation for Class 252 is scheduled for July 6. Thom participated in the TWU Local 556 Live Broadcast on May 10. The next Live Broadcast will be June 23. Thom also wrote articles for Unity and Unity Update and addressed rumors regarding the recent dues increase with a rumor busting statement. Thom represented Local 556 Members at the TWU International Executive Council June 6-8 in San Francisco. A joint meeting was held of Local Presidents from all divisions on the morning of June 9 and the divisional meetings were held in the afternoon and on June 10. Thom has continued working with the Office Team on grievance and contractual issues. Thom and Allyson Parker-Lauck attended a meeting on June 6 with Mike Van de Ven, Mike Hafner, and Brendan Conlon regarding the ongoing Open Time outages and related grievances. There was some progress made. Thom and Allyson met again with Mike Mankin and Brendan Conlon on June 13 and settlements were offered on some of the grievances which will be considered by the Executive Board. Thom continues to maintain an open door policy for all Local 556 Members and continues to serve as an advocate and spokesperson for Southwest Airlines Flight Attendant with other work groups and labor Unions, Southwest Airlines, and the general public.

Audrey Stone made a **motion** to accept the President's Report. Don Shipman **seconded** the motion. The motion **carried**.

Mark Torrez submitted his **Officer's Report as Board Member at Large**:

> *Mark reported that since the last Executive Board Meeting he has met with the Scholarship Committee to select this year's winners. He has assisted with Fact-Finding Meetings in Oakland, mostly related to Unaccompanied Minor issues. He also noted that he has spent much time assisting members with questions in the lounge. Not suprisingly, the most common issues continue to be the AirTran Seniority Integration, the upcoming dues increase, overwater training, Side Letter 8, Open Time system crashes, reroutes, uniforms, and the quality of lines. During this time he also assisted several Members with resetting their password on twu556.org. He also has spent time talking with many AirTran crew members on a recent personal trip to Atlanta. He learned that Oakland Supervisor Keith Rendon has been in Atlanta on behalf of Southwest Airlines. He stated that he, along with the AirTran crew members he spoke with, thinks it would be beneficial to have some Union presence in Atlanta, possibly something like a lounge mobilization to help educate AirTran Members on Local 556. Mark has continued to post updates when appropriate on the weekly report and participated in the Grievance Review Committee (GRC) for June and uploaded the most recent version (January 2011) of the Policies and Procedures Manual (PNP) to the server.*

Audrey Stone made a **motion** to accept the Officer's Report. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **Board of Election (BOE) Report** pertaining to the recent vote on the 737-800/717 Training Tentative Agreement for Chair Susan Kern:

- *There were 9717 ballots mailed.*
- *One person was declared ineligible due to agency fee status.*
- *Six people were declared ineligible since they did not work for SWA when the vote closed on 5/31.*
- *206 people were ineligible due to probationary status. In accordance with DOL guidelines, anyone appearing on the Union roster received a ballot; since these probationary names are transmitted to the Union by SWA on a regular basis, they were included.*
- *Total number of eligible voters: 9504.*
- *Number of ballots returned to sender prior to 5/31: 33*
- *Messages were left for the 33 people whose ballots were returned before 5/31.*
- *22 did not return the call.*
- *Four returned the call.*
- *Four had bad phone numbers/mail box full; sent CWA message.*
- *One answered and hung up immediately; did not answer when called back.*
- *Two were available on the first try.*
- *Six out of 33 returned ballots were contacted for a percentage of 18.18% successful contact.*
- *Number of ballots returned after 5/31 to date of report: eleven*
- *Total returned ballots to date: 44*
- *Returned ballots comprised .4528% of all ballots mailed.*

There were three trips pulled: two for Will, one for Jannah. All other hours were covered per policy of 6.5 Trips for Pay (TFP) for nine hours worked. Based on call/email volume, we had two people covering emails and phones on 5/31; otherwise there was one person on duty handling both emails and phones during the BOE hours. Anticipated pay totals: Will 43.26 TFP; Jannah 40.55 TFP; Susan 42.5 TFP.
Total is 126.31 TFP.

John Parrott made a **motion** to accept the BOE Report. Don Shipman **seconded** the motion. The motion **carried**.

The Board took a break at 0958 and reconvened at 1020.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West, John DiPippa and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

TWU International Air Transport Division Director Garry Drummond was a guest at the Meeting.

Mark Torrez submitted the **Scholarship Committee Report**:

Mark reported that the Scholarship Committee met on May 18 and awarded the Shanna Martin Scholarship and the TWU 556 Scholarship. Committee members included Mark Torrez, Allyson Parker-Lauck, Thom McDaniel, and Dr. Maria Dixon of SMU. The Committee chose Matthew Battle, son of Phoenix Flight Attendants Carlos and Sonja Battle as the 2011 Shanna Martin Scholarship winner. They awarded the TWU 556 Scholarship to Kelly-Kate Crossland, daughter of Dallas Flight Attendant Rebecca Kelly. All applicants were notified via mail. Unfortunately, the Paul Gaynor Scholarship again went unawarded. Mark stated that he feels the application requirements are too restrictive and would like to slightly alter them. The Paul Gaynor Scholarship is the only one that our actual Members are eligible to apply for. He understands that the Gaynor Scholarship was conceived primarily to aid the development of leaders of our Local and thinks that by opening up the requirements to a broader base of Members, it will still accomplish its goal. Instead of only allowing Flight Attendants that are majoring in Labor Studies, he would like to open it to all areas of study, giving PREFERENCE to those committed to Labor Studies.

Todd Gage made a **motion** to accept the Scholarship Committee Report. Cuyler Thompson **seconded** the motion. The motion **carried**.

There was discussion regarding the Local's Paul Gaynor Scholarship and the fact that no Flight Attendant had applied for the award this year. Mark Torrez **agreed** to research the origins of the scholarship and report back to the Executive Board during the next Board Meeting.

Todd Gage presented the **Veteran's Committee Report**. There was no written report submitted.

Jimmy West made a **motion** to accept the Veteran's Committee Report. Mark Torrez **seconded** the motion. The motion **carried**.

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

> *John wrote the Hotline Script for May 6 and 27 and June 10. John sent out an E-Connection for May and will be working on another E-Connection after Executive Boards this month. John's base page, glass case, and red rack are up to date. John informed the Board that the cancelled Cabin Services Meeting for April has been rescheduled for Wednesday, July 20 and John will be there. John informed the Board that Phoenix has hired a new Inflight Supervisor. His name is Stephen Dickey. Stephen flew with ATA and US Airways as a Flight Attendant and finished out his time at US Airways as an Inflight Supervisor. John had the pleasure to meet Stephen at the New Hire Dinner and feels he will be a great fit to the Phoenix Inflight Base Staff. John distributed the dues increase letter on June 2 and communicated with his Shop Stewards about the increase. John was in the lounge on June 5 and will be in the lounge after Boards along with being in the lounge on June 20 for the system wide lounge mobilization.*

Jimmy West made a **motion** to accept the Phoenix Domicile Report. John Parrott **seconded** the motion. The motion **carried**.

The Board reviewed the **To Do List** from the May 2011 Executive Board Meeting.

There was discussion regarding the fact that neither Shop Stewards nor Grievance Team Members were regularly notifying Domicile Executive Board Members of Fact-Finding Meetings being held in their Domiciles. Cuyler Thompson **agreed** to remind the Shop Stewards. John Parrott **agreed** to remind the Grievance Team.

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

John Dipippa left the Meeting at 1038.

The Executive Board continued to review the Strategic Plan.

John Dipippa returned to the Meeting at 1046.

Cuyler Thompson left the Meeting at 1048 to attend to computer issues.

Audrey Stone recorded the Minutes of the Meeting.

Crystal Reven submitted the **Uniform Committee Report**:

> *Crystal began her report by informing the Executive Board that a Uniform Steering Committee Meeting is scheduled for June 30, 2011 in Dallas. Crystal reported that the Lands' End Polo Wear Test period ended on May 18, 2011; the results have not been disclosed as of yet. Crystal spent a great deal of time creating a Uniform E-Connection addressing many frequently asked questions as well as common Appearance Standard infractions. Crystal gained clarification on certain issues such as black leather athletic shoes and approved accessory items from Paula Gaudet and Deborah Edwards. In addition to these items, Crystal included a section on 'proper care' as well as a section on 'optimizing the look of our current items.' The Uniform Web page is being updated with this information and the E-Connection was scheduled to be sent out in the first week of June; however, due to Communication Chair Kyle*

Whiteley's vacation it was postponed to June 16. Crystal continues to correspond with Members via email and telephone regarding uniform ideas, concerns and suggestions.

Todd Gage made a **motion** to accept the Uniform Committee Report. Audrey Stone **seconded** the motion.

There was discussion.

The motion **carried**.

Michael Massoni read the upcoming Read Before Work (RBW) going to Ground Operations regarding following proper boarding procedures.

There was discussion.

Cuyler Thompson returned to the Meeting at 1100.

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

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

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West, John DiPippa and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

TWU International Air Transport Division Director Garry Drummond was a guest at the Meeting.

There was discussion regarding the run-off election in the attempt to unionize the Officers of the Transportation Security Administration (TSO's). The Board **agreed** not to support either side, but to remain neutral.

Grievance Chair Allyson Parker-Lauck entered the Meeting at 1414 to discuss a complaint received against a Member of the Negotiating Team.

There was discussion.

Allyson Parker-Lauck was excused at 1426.

Michael Massoni **agreed** to address the Negotiating Team Member regarding the matter.

John Parrott submitted the **April 2011 Local 556 Financial Report** for review.

John Dipippa made a **motion** to approve the April 2011 Local 556 Financial Report. Jimmy West **seconded** the motion. The motion **carried**.

Don Shipman left the Meeting at 1443.

John Dipippa left the Meeting at 1444.

The Domicile Executive Board Members conducted their monthly Meeting and **agreed** to conduct a lounge mobilization for Shop Steward appreciation in July.

Don Shipman returned to the Meeting at 1452.

Audrey Stone **agreed** to notify Kyle Whiteley about the Board's decisions regarding the June and July lounge mobilizations.

Cuyler Thompson submitted the **May 2011 Executive Board Meeting Minutes** for review.

John Dipippa returned to the Meeting at 1510.

The Board made corrections and changes to the Minutes.

Stacy Martin left the Meeting at 1521.

The Board took a break at 1524 and reconvened at 1552.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West, John DiPippa and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

The Board **agreed** to send a letter of support to the American Federation of Government Employees (AFGE) in their attempt to unionize the Transportation Security Officers due to their affiliation with the AFL-CIO.

John Dipippa made a **motion** to donate $100 for the purchase of baked goods to be sold at a bake-sale benefit for Simon Chernecke, son of Flight Attendant Nicole Chernecke. Crystal Reven **seconded** the motion. The motion **carried**.

John Parrott made a **motion** to excuse Cuyler Thompson from the July 2011 Executive Board Meeting for Company-scheduled vacation. Don Shipman **seconded** the motion. The motion **carried**.

Jimmy West made a **motion** to recess. John Parrott **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Meeting at 1556.

Wednesday

June 15, 2011

Michael Massoni called the Meeting to order at 0830.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West, John DiPippa and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

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

John Parrott made a **motion** to revisit a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

John Parrott made a **motion** not to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

John Dipippa made a **motion** to accept the settlement to three Grievances as amended. Jimmy West **seconded** the motion. The motion **carried**.

Don Shipman made a **motion** to accept the settlement to a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

John Parrott made a **motion** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John Parrott made a **motion** to proceed on two Grievances per the recommendation of the Grievance Review Committee. Jimmy West **seconded** the motion. The motion **carried.**

Southwest Airlines Management Representatives Theresa Laraba, Sonya Lacore and Mike Mankin entered the Meeting at 1006.

> *Mike Mankin submitted copies of the Sick Leave and Productivity Review for the Executive Board to review. There was discussion. Mike agreed to provide Todd Gage with the number of active Flight Attendants and pairings from 2008 so that they may be compared to the current numbers. Theresa Laraba noted that all departments at Southwest Airlines were experiencing higher rates of absenteeism, not just Inflight. Theresa agreed to find out how the other departments' rates of absenteeism compared to those of the Inflight department. There was discussion regarding the fact that the Southwest Airlines Marketing department was emailing our Customers in advance of flights scheduled on a Wi-Fi plane. It was noted that Flight Attendants sometimes take the brunt of Customers disappointment when the flight was switched to a plane not equipped with Wi-Fi. Theresa reported that the language of these emails had been tweaked somewhat in an attempt to manage Customers' expectations. There was discussion regarding the increasing amount (and size) of carry-on luggage coming onto the aircraft. Theresa Laraba reported that per the Department of Transportation, each Southwest Airlines Station must perform a "self-audit" of the enforcement of the carry-on luggage policy. There was another discussion regarding the failure of Ops Agents and/or Rampers to comply with the policy allowing uniformed crew members to gate-check their luggage. There was another discussion regarding the fact that the telephone numbers for the gate-readers were not available in the jetways, enabling Flight Attendants to*

contact the Ops Agents during boarding. Michael Massoni asked again that the phone numbers and dialing instructions be posted next to the jetway telephone. Cuyler Thompson reported that many Inflight Schedulers were not adhering to Contract Article 10.9.I regarding overlap adjustments. Cuyler asked that a Read Before Fly (RBF) be published to remind both Flight Attendants and Schedulers of these contractual rights. Todd Gage discussed an incident during which a Flight Attendant was exposed to a blood-borne pathogen and did not receive the appropriate assistance from Inflight Base Management. Sonya Lacore and Todd agreed to discuss the matter further. Don Shipman reported that Unaccompanied Minor (UM) Procedures were not being followed by many Ops Agents. Cuyler discussed the fact that tribalism was rampant among the workgroups. Mike Mankin reported that the new Work and Conduct Rules would be published on June 29.

The Management Representatives left the Meeting at 1108.

Grievance Team Member Catherine Rea entered the Meeting at 1110 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1122.

There was discussion.

Catherine Rea and the Grievant were excused at 1133.

John Parrott made a **motion** not to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried.**

Allyson Parker-Lauck was excused at 1149.

Michael Massoni reported that Thom McDaniel had agreed to speak with the Executive Board at 1430 via conference call regarding the Seniority Integration meeting with the Flight Attendants of AirTran.

Michael Massoni **agreed** to send a link to the upcoming Overwater/International Negotiations Survey to Executive Board Members so that they may preview the survey. He noted that any concerns with the survey should be directed to the Negotiating Team.

The Board went to lunch at 1153 and reconvened at 1334.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West and John DiPippa.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Donna Keith and Mark Torrez were on a call with a Member.

Karen Amos was excused for illness.

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

Don, along with fellow 737-800 Subcommittee Members Allyson Parker-Lauck and Denny Sebesta, attended the first of what will become a standing monthly meeting with Management on June 3. The Subcommittee discussed upcoming training events and a mutually developed Q & A. Don assisted the

Scheduling Committee by writing lines on May 25 and 26, and June 10. Don sat Emergency Officer On-Call from June 13 through June 20.

Stacy Martin left the Meeting at 1341.

Cuyler Thompson made a **motion** to accept the Officer's Report. John Parrott **seconded** the motion. The motion **carried**.

Stacy Martin returned to the Meeting at 1348.

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

I would like to start my report by thanking John Parrott and Michael Massoni for covering for me while I was away on vacation at the beginning of June. I am very grateful for their assistance. Over the month of May, we continued our ongoing efforts to keep TWU Local 556 Members informed. Our Union sent a "congratulations and what happens next" message the day Southwest closed on AirTran. I have traveled to all eight bases filming interviews and taking pictures of our Flight Attendants. I facilitated the distribution of the Side Letter 8 Tentative Agreement Q&A, and other information from the BOE for the bulletin boards, publications, and Web site. We also sent two phone blast messages reminding the Flight Attendants to vote. While the second blast call was in progress, I was notified that the close date was incorrect in the script I had written. I immediately stopped the phone calls, had the message re-recorded, and sent a corrected message to those Flight Attendants who had previously been called. Although I have caught some flack for doing so, I personally paid for the phone calls that were made to correct the misinformation. It was a costly error, and it was mine to be fixed. We sent several email communications over the past month: AirTran announcement on May 2, Side Letter 8 voting begins on May 16, Phoenix and Orlando on May 18, Baltimore on May 19, Orlando, Las Vegas, and Chicago on May 24, Oakland on May 28, and an announcement that Side Letter 8 had passed on May 31. Katie Dexter at Appletree Media works put together the rotating message viewer on the TWU Web site, and Chris Perkins is working on getting us someone who will be able to recreate his iPhone app for the Droid phone. We hosted a live Web cast on May 10; Allyson Parker-Lauck hosted, Thom McDaniel answered questions, and our special guest was Todd Gage. We had two Members write and ask for a written transcript of the Web cast. I contacted them, and both were happy with downloading the audio only as an mp3. I will do this next month again, and see if we get any feedback. The next Web cast will be June 23 at 16:00. Audrey Stone will host Thom and Karen Amos has asked to be our guest to answer questions about the Scheduling Committee and line building. Finally, I am very happy to announce that Flight Attendant Amanda Gauger is willing to work with me on our publications. Amanda has a journalism degree, and will have a feature article in our summer issue of Unity. I have requested that she be available during the next board meeting for introductions.

Audrey Stone made a **motion** to accept the Communications Committee Report. John Parrott **seconded** the motion.

There was discussion.

The motion **carried**.

Allyson Parker-Lauck and Board of Adjustment/Arbitration Coordinator Lyn Montgomery entered the Meeting at 1403 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1410.

There was discussion.

Lyn Montgomery and the Grievant were excused at 1430.

Jimmy West made a **motion** to proceed on a Grievance. Crystal Reven **seconded** the motion.

John Dipippa left the Meeting at 1442 to attend to computer issues.

The motion **did not carry**.

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

The Board took a break at 1448 and reconvened at 1457.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West, John DiPippa and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

The Board spoke with Thom McDaniel via conference call at 1500 about the Seniority Integration Meeting with the Flight Attendants of AirTran.

The Board **agreed** to review the list of seventy applicants to the Seniority Integration Advisory Committee. Executive Board Members **agreed** to email any comments regarding the applicants to Thom McDaniel by Friday, June 24, 2011. Thom McDaniel reported that the approximately twenty-five Flight Attendants chosen to sit on the Advisory Committee would meet at the end of July to discuss the Seniority Integration of the Flight Attendants of Southwest Airlines and AirTran. A smaller group made up of Members of this Committee would meet with the AirTran Flight Attendant Representatives some time during the first two weeks of August. Thom McDaniel reported that the Union's goal was to have the Seniority Integration resolved by the end of the year. The **Board** agreed that the Local 556 Executive Board would have final the approval of the proposed Seniority Integration.

Mark Torrez submitted copies of the usage of each Executive Board Member who had been issued a Union cell phone. There was discussion.

The Board **agreed** to cancel the August 2011 Executive Board Meeting due to multiple scheduling conflicts.

The Board took a break at 1608 and reconvened at 1625.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Crystal Reven, Bryan Orozco, Jimmy West and Donna Keith.

Thom McDaniel was excused to attend contract negotiations in Las Vegas, Nevada for TWU Local 577, the Union of Allegiant Flight Attendants.

Karen Amos was excused for illness.

John Dipippa was talking to Grievance Team Member Becky Parker.

Cuyler Thompson submitted the **May 2011 Executive Board Meeting Minutes and Synopsis** for review.

John Dipippa returned to the Meeting at 1642.

Todd Gage made a **motion** to approve the May 2011 Executive Board Meeting Synopsis. Don Shipman **seconded** the motion. The motion **carried**.

Todd Gage made a **motion** to approve the May 2011 Executive Board Meeting Minutes. Bryan Orozco **seconded** the motion. The motion **carried**.

Don Shipman **agreed** to record the Minutes of the July 2011 Executive Board Meeting for Cuyler Thompson, who had been excused for vacation.

Don Shipman made a **motion** to adjourn. Todd Gage **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Meeting at 1657.

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

Cuyler Thompson
Recording Secretary