Executive Board Meeting
April 12-14, 2011
Synopsis

Tuesday

April 12, 2011
Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Michael Massoni was excused for vacation.

Donna Keith was excused to attend Critical Incident Stress Management (CISM) training.

Stacy Martin was absent.

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

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

Thom McDaniel noted that several Executive Board Members would be out during the meeting on Wednesday.

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

> *Thom McDaniel reported that since the last Executive Board Meeting, he has met with the 737-800 Subcommittee several times in an advisory capacity and also to be updated on their progress. It has been agreed that the 800 Subcommittee will continue to focus on work rules, scheduling and bidding for the 737-800, and will allow the Negotiating Team to move forward additional facets related to training for the 737-800 and 717. Thom participated in a conference call with a Graduate HR Class for the University of North Carolina at the request of Professor Marie Line-Germain on March 22. The MBA students appreciated the opportunity to learn about the Southwest Airlines/TWU Local 556 relationship when most of them have not witnessed many positive Labor/ Management experiences. Thom attended the AirTran Integration Forum with Management and all other Unions on March 24. The AirTran purchase has received approval from AirTran Shareholders and is awaiting regulatory approval from governmental agencies. Southwest Airlines is hoping to officially close the deal in the 2nd quarter of 2011 which will provide a much clearer timeline for our Union to move forward. Thom flew Pairing HG37 on March 28 and 29 and is in compliance with all TWU Local 556 Bylaws. Thom chaired the Texas Labor Management Conference Board Meeting on March 30. The conference, including the TWU Local 556/ SWA panel discussion, are on track. Thom led the Union presentation for New Hire Flight Attendant Class 249 on April 1. Thom thanked John Parrott, Erich Schwenk, and Allyson Parker-Lauck for their assistance and participation. The class of approximately 100 internal candidates will graduate on April 15 and most are very excited about joining our Union. Thom also arranged the New Hire Dinner which will be held April 13 at 6:00 PM and invited all Executive Board Members and Grievance Team to attend. There was some resistance from New Hire Supervisor Candidates about completing our Union paperwork in case they go online as a Flight Attendant, but Inflight Vice President Mike Hafner has resolved the issue again and Supervisor candidates will fill out the paperwork like the rest of the class. Thom also notified the Executive Board that he was very proud to*

have been asked to pin the wings on a Class 249 Member on Graduation Day. Thom coordinated the participation of six TWU Local 556 Members to attend the TWU COPE Legislative Conference that was held April 4-7. TWU Local 556 Members attending were Bryan Orozco, Brett Nevarez, Holly Imamovic, Mark Savage, Addie Crisp, and Jim Volpe. At the conference, TWU Local 556 Members were able to hear speakers, participate in workshops, and lobby elected officials on Flight Attendant and airline issues. Reports from the conference have been very positive, and Thom has solicited individual reports from attendees which will be included in a future COPE Report. Thom notified the Executive Board that TWU Cope Director Alex Garcia and COPE Field Staff Member Gwen Dunivent would be addressing the Executive Board on April 14 to discuss a future COPE Drive with TWU Local 555. Thom participated in Allegiant Airlines Flight Attendant Negotiations Training April 3-6 in Las Vegas. The Allegiant Airlines Flight Attendants are excited about joining TWU and building a strong Local 577 with the support of Southwest Flight Attendants at TWU Local 556. The meeting consisted of two days of training with nine elected Allegiant Flight Attendant Negotiating Team Members with the support of TWU Leaders, Frank McCann, Thom McDaniel, Karla Kozak, Susan Kern, and advisors Mark Richard and Patricia Ireland. The third day included a meeting with Allegiant Management to establish ground rules and scheduling for future negotiations. Thom will be assisting Allegiant Flight Attendants in their efforts as time permits. All lost time and expenses will be reimbursed by TWU International. The Union Negotiating Team met with the Management Team April 7 and 8. After opening discussions, it was decided that the Union would move forward to discuss additional training for domestic flying for the 737-800 and 717 which Management would like to complete this year if an agreement can be reached. Due to delays in the Southwest Airline's (SWA) ability to sell international tickets, our Negotiating Team will delay those discussions to survey our Membership. The Negotiating Team is scheduled to meet next on April 14 and 15. Thom reported that he had contributed all required articles and assisted in editing Unity Update and Unity Magazine. Thom also reported that he would be participating in the Local 556 Live Broadcast on April 12. The Union Office continues to run well with our Grievance Team providing excellent service and representation to our Members. Thom notified the Executive Board that Joe Skotnik has agreed to fill in for Becky Parker as a Grievance Representative while she is on maternity leave. Thom also notified the Executive Board that the grievance archiving project has kicked off very well and our Grievance Team is very enthusiastic about completing the task. Thom reported that the Flight 821 incident was handled very well. Thom thanked Michael Massoni for his coordination with Management and thanked the Flight Attendants for a job very well done. Customer reports were consistent that the cabin crew did an excellent job.

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

There was discussion.

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

For the Period of February 1 – March 31 we had the following:

Vacation Days	*78.0*	
Vacation Converted	*0.0*	
Sick Days	*41.0*	
Appointments	*4.0*	
Other	*12.0*	*(3 Recurrent Training, 1 Quarter Fly, 8 Non Paid Weather Absence)*
Total Days to cover	*131.0*	
Total Temporary Staff Days Utilized	*24.0*	

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

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

Mark reported that since the last Executive Board Meeting he sat Emergency On Call April 4-11. He fielded several calls over the week and was able to resolve the issues favorably. He participated in last month's live broadcast and is thankful that he doesn't have to do that on a regular basis. He thanked Kyle Whiteley for his expert editing skills. He also served as a member of the Editorial Team for the upcoming Unity Magazine. Mark flew pairing OD17 on February 21-23.

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

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

Don assisted the Scheduling Committee on March 23 and 24 by writing the May primary bid lines for Chicago. The committee continues having a very difficult time writing the lines to the standards our Flight Attendants deserve in the limited amount of time allowed by Management and Crew Planning. Our Scheduling Committee needs more time. Don also participated as a member of the 737-800 Subcommittee as outlined in Side Letter 7 with Allyson Parker-Lauck and Denny Sebesta. The -800 Subcommittee met with Management on March 21, 22, 23, and 25. Don, along with Negotiating Team members Thom McDaniel, Val Lorien, Michael Massoni, and Denny Sebesta met with Management on April 7 and 8 to begin bargaining for international flying, overwater flying, and adding the 717-200 aircraft.

Jimmy West made a **motion** to accept the Officer's Report. Todd Gage **seconded** the motion. The motion **carried**.

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

Audrey finally reports that Fact-Finding Meetings at the base have decreased. Most recently there was a Flight Attendant who received a suspension due to cell phone usage, which has become a more common occurrence in Baltimore. We also have a meeting pending regarding failure to be within two hours driving distance of domicile while on reserve. Audrey met with Base Manager Rachel Derrossett on March 21. The Baltimore base has once again won the Servant's Heart Award by having the most internal and external commendation letters. There are two Inflight Supervisors currently in the New Hire Flight Attendant class, with one additional hiring pending. This will fill all vacant Supervisor I postions, and we will only be short a Supervisor II in Baltimore. All Shop Stewards were contacted via email on April 7, and the base page was updated the same day. The glass case was updated on April 3 and an E-Connection was sent on March 25. Unity Update was distributed in the boxes on March 23. Lounge mobilizations were conducted on March 19 and 20 in conjunction with base orientation and then the system-wide lounge mobilization. The base will be very busy next week with activity as base orientation is April 19, the Baltimore Station Safety Fair and Colonial/Lincoln kick off will be April 20, and Southwest Airlines leaders will be at the station on April 21 to talk to employees. Audrey worked the Weekend On Call program on April 9 and 10, and continues to assist with scheduling the program.

She helped edit the April edition of Unity as a member of the Editorial Team. She is also scheduled to host the TWU Live Web cast on April 12.

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

Crystal Reven presented the **Houston Base Report**. There was no written report submitted.

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

Karen Amos presented the **Dallas Base Report**:

Karen reported that there two Fact-Finding Meetings in the Dallas Base since March Executive Boards. The Dallas Base Management had under gone quite a few changes in the last two months. Debbie Henry and Gaylyn Groff are now online. Gina Medina is back in the Training Department and Dave Corey is online and working part-time in training. Tisha Hirsch is going back to Inflight Training and Karen believes that there are others in the office that will be going back online in the near future. This type of turnover has never taken place in the Dallas base before. The parking garage is restriping all four floors and after the project is complete the garage will strictly enforce the policy that all Southwest employees may only park on the fourth floor. Failure to do so will result in loss of parking privileges in the garage. Dallas Airport Police will also be issuing in the garage. The Dallas check-in phone is operating inconsistently and Flight Attendants were forced to use their cell phones to check-in when the phone was inoperative. Karen reported that Flight Attendants have expressed concern over the pairings and lines of time. There is a belief that line holders are being used as Reserves and Flight Attendants are questioning if the base has enough Reserves each month. Karen took numerous calls from the Flight Attendants and was able to resolve a delay of flight incident. Karen held two lounge mobilizations in Dallas. All Unity publication have been distributed, the bulletin board is up to date and Shop Stewards have been contacted, an E –Connection was sent out and the Union Web page has been updated. Karen flew DA08 on March 12.

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

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

Jimmy reported that Fact-Finding Meetings have declined in Orlando. Jimmy reported that he was set to help the AirTran Flight Attendants picket at the AirTran shareholder's meeting; however it was canceled because of the Tentative Agreement reached between the AirTran Flight Attendants and AirTran. Jimmy reported that other than that, Orlando has been quiet over the last month. Jimmy reported the Unity Update was distributed the day it arrived. Jimmy reported the glass case and red rack are up to date.

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

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

> *Todd reports that he met with Base Manager John White once during the past month. An E-Connection was sent out, glass case updated with the April material, all publications have been distributed, and the base page will be updated for April shortly. Shop Stewards have been contacted via email. Todd received an email from a concerned Flight Attendant regarding Oakland Inflight Culture Committee starting a Facebook page and Flight Attendants accepting the Committee as a friend therefore allowing Southwest Management to have access to their Facebook pages. Todd has received numerous requests regarding the opening of the CBA. Many Oakland Flight Attendants feel that the conversion to Central Time is an antiquated practice and with the addition of AirTran and international flying, trips should be posted in local time. Shop Steward Donald Silva addressed the New Hires at their base orientation back in March. Todd sat Emergency Weekend On Call the last week of March.*

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

The Board took a break at 1002 and reconvened at 1022.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Michael Massoni was excused for vacation.

Donna Keith was excused to attend CISM training.

Stacy Martin was absent.

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

> *Bryan Orozco reported that he attended the TWU Committee on Political Education (COPE) Conference in Washington, DC April 4 to April 7 with Holly Imamovic, Mark Savage, Brett Nevarez, Addie Crisp and Jim Volpe. He, Addie Crisp and Gwen Dunivent attended the Nevada AFL-CIO lobby day in Carson City on March 30 and 31. Bryan wrote his Unity article. He conducted two lounge mobilizations and distributed Unity Update. He met with Assistant Base Manager Patricia Montemayor. Bryan updated the glass case, cleaned the red rack, sent out an E-Connection and returned calls and emails.*

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

There was discussion regarding the recent COPE Convention.

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

Aircraft Incident	*4*
Aircraft Mechanical	*4*
Assault on Employee	*1*
Bird strike	*1*
Death on Board	*2*
Decompression	*2*

Defusing	*1*
Flight Attendant Hospitalization	*6*
Jump seat Intervention	*2*
Lightning Strike	*1*
Medical Emergency	*15*
Other	*1*
Passenger Misconduct	*3*
Personal Issue- Flight Attendant	*1*
Smoke in Cabin	*4*
Substance Abuse	*1*
Suicide- Attempted	*1*
Turbulence	*4*
Total:	***54***

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

Cuyler Thompson submitted the **Health Committee Report** for Chair Michele Moore:

ASAP
I attended two ERC meetings in March, one of them as the primary. We currently have over 60 reports in the system and have been able to target several recurring safety issues that affect our Flight Attendants. One situation has been addressed with the Company and a solution has been implemented. Due to the number of reports we are discussing having to meet on a weekly basis instead of bi-weekly.

NTSB
I attended a Survival Factors Training at the NTSB in Washington, DC to be trained as a member of the Go Team. The training was very extensive and informative. I will be doing a joint article for the June Unity.

ENS Follow-ups

- *We had a flight that had a decompression – all the passengers and crew were fine,*
- *We had a flight that had smoke in the cabin, the crew was taken to the hospital for health issues, but all were released and are doing fine.*
- *We had a flight that had smoke in the cockpit and cabin that had to divert to a non-SWA city.*
- *There was a flight turn back due to the smell of smoke in the cabin but no one's health was affected and an emergency wasn't declared.*
- *We had a flight that had pressurization problems where the passengers and crew all experienced ear pain and dizziness.*

Other Follow-up Issues

- *Had to contact two Flight Attendants for ASAP follow-up issues*
- *Passenger medical emergency with diversion, follow-up with crew due to seriousness of issue*
- *We addressed a concern regarding Recurrent Training and the door trainer*
- *Contacted a Flight Attendant regarding a safety issue they were concerned about*

Articles

Due to the recent measles outbreak in Denver and the incident where one of our passengers flew on us while they had a case of the measles, I researched the disease and wrote an article for the upcoming Unity.

<u>Meetings Attended and Future Meetings</u>

March 9-10:	*ERC meeting prep and ERC meeting*
March 14:	*Health and Safety Committee – monthly meeting with Inflight Safety Team*
March 18-19:	*Taught a class on Body Mapping at the TWU Transit and Railroad Working Women's Committee Meeting (at the request of Int'l TWU)*
March 23-24:	*ERC meeting prep and ERC meeting*
March 27-31:	*NTSB training for Go-Team qualification*
April 1:	*ERC meeting*
April 6-7:	*ERC meeting prep and ERC meeting*
April 11:	*Health and Safety Committee (HASC)*
April 13-14:	*ERC meeting prep and ERC meeting*
April 20-21:	*ERC meeting prep and ERC meeting*

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

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

Audrey would like to thank Contract and Leave Coordinator Denny Sebesta for continuing to assist with compiling settlement letters to be put on the Web site. Audrey reports that there have been a few signed recently that will be added next week. There have been numerous issues that have prohibited Audrey and Kyle from filming the reserve Contract Live videos, and they will accomplish that this week. The accompanying reserve Contract Resource Guidesheets are currently being proofed and will be printed for the bases soon.

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

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

1. *All phone calls and regular case assignments and operations of PS are operating normally*
2. *PS Chair presented to new hire class 249 last week. Information about the program under the newly re-developed new hire presentation has been very well received.*
3. *Committee Member Nayo Alston is currently managing daily operations (hotline and case assignments) for the month of April under the "intern" program for Committee Members*

Todd Gage made a **motion** to accept the Professional Standards Committee Report. Don Shipman **seconded** the motion. The motion **carried**.

Crystal Reven presented the **Uniform Committee Report**. There was no written report submitted.

Cuyler Thompson made a **motion** to accept the Uniform Committee Report. Don Shipman **seconded** the motion. The motion **carried**.

There was discussion.

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

> *I had the opportunity over the past month to work with many different Board Members, Committee Chairs, and Office Team Members on our latest issue of Unity. As always, I am grateful to the Editorial Team for their assistance in making our publication worthy of the Local 556 Members. Unity will be shipped on Friday, April 15, and I will ask an Office Team Member to send an email to the Domicile Executive Board Members (DEBMs) to confirm the shipment. Unity will be in the bases before April 20 as requested by the Executive Board for the launch of the Colonial/Lincoln annual enrollment. Chicago DEBM Donna Keith contacted me to let me know that the March Unity Update did not make it to her base. She has worked to no avail trying to locate the shipment, and I appreciate her efforts. Last month we hosted a live Web cast with Thom McDaniel and Mark Torrez taking questions from the local 556 Membership. The next live Web cast will be held Tuesday April 12 at 1800, and our guest will be Crystal Reven. During the last Web cast, we asked our viewers to help us spread the word about the Web casts, and I ask that all the Executive Board Members please do the same. I have reached out to everyone who has not posted to the Weekly Report to verify that they are aware of the program, and that they know how to post. I have not heard back from one Committee Chair; otherwise, everyone eligible to post has been notified. I am very excited about the Weekly Report to give the Flight Attendants a brief overview of the work being performed. The first big glimpse of the Weekly Report will be in this issue of Unity. The next committee/topic will be the Working Women's Committee for the month of May to coincide with Mother's Day. The DEBMs will again be able to take their bulletin board contents home after boards. At Bryan Orozco's request, we have added a new search feature to the TWU Web site on the "Manage Member's Profile" page. This feature will allow us to do Member searches based on multiple categories. In March, we sent out eight electronic communications including E-Connections, emergency sick procedure, an announcement regarding the Negotiating Team, and a labor event in Los Angeles. Finally, we have had a request to sell Bag Tags and Union Pins on the Union's Web site. As soon as I get the prices, and we develop a process for fulfilling the orders, we can have it up and running in two days. In closing and as a reminder, please make sure that you take the time to respond to Member calls and emails. Have a great Board week!*

Todd Gage made a **motion** to accept the Communications Committee Report. Don Shipman **seconded** the motion. The motion **carried**.

There was discussion regarding selling Union pins and Union bag tags on the Local 556 Web site.

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

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

John Dipippa submitted the **Cabin Services Committee Report**. There was no written report submitted.

Mark Torrez made a **motion** to accept the Cabin Services Committee Report. Todd Gage **seconded** the motion. The motion **carried**.

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

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the first quarter of 2011:

Thom McDaniel	flew HG37	March 28
Michael Massoni	excused	
John Parrott	flew DE27	January 28
Stacy Martin		
Cuyler Thompson	flew OD50	January 25
Don Shipman	flew MK66	March 26
Mark Torrez	flew OD17	February 21
Todd Gage	flew OF69	March 21
Audrey Stone	flew BA08	March 19
John DiPippa	flew PT94	March 23
Karen Amos	flew DA08	March 12
Jimmy West	flew FC69	March 12
Bryan Orozco	flew LT28	February 7
Donna Keith	flew MS57	February 8
Crystal Reven	flew HS19	March 29

Stacy Martin did not comply with TWU Local 556 Bylaw Article VII (g) for the first quarter of 2011.

There was discussion regarding the upcoming open enrollment for the Union-sponsored Colonial/Lincoln supplemental insurance. Cuyler Thompson **agreed** to contact Lori Whitaker regarding the discussion.

Cuyler Thompson submitted the **March 2011 Executive Board Meeting Minutes** for review. The Board made corrections and changes to the Minutes.

Mark Torrez left the Meeting at 1149.

The Board continued to make corrections and changes to the Minutes.

Mark Torrez returned to the Meeting at 1156.

Kyle Whiteley entered the Meeting at 1217.

There was discussion regarding the idea of selling Union pins and bag tags on the Local 556 Web site. The Board chose not to pursue the idea at this time.

Kyle Whiteley discussed a proposal for filming footage and taking photos of Flight Attendants for the Local 556 Web site and Unity publications.

Kyle Whiteley was excused from the Meeting at 1228.

Don Shipman made a **motion** to have Kyle produce a video featuring our Flight Attendants. Mark Torrez **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, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Bryan Orozco, Crystal Reven and Karen Amos.

Michael Massoni was excused for vacation.

Donna Keith was excused to attend CISM training.

John Dipippa was excused for personal reasons.

Stacy Martin was absent.

Cuyler Thompson submitted the **1st Membership Meeting 2011 Minutes**. The Board reviewed and made corrections to the Minutes.

Cuyler Thompson reported that he had received more charges against Thom McDaniel and John Parrott filed by Member Greg Hofer.

Thom McDaniel and John Parrott were excused at 1410.

Cuyler Thompson submitted copies of the charges for the Board to review.

The Board reviewed the charges and spoke with Legal Counsel and the Local's Certified Public Accountant via conference calls.

Jimmy West made a **motion** to vote on the Article XIX Charges by a roll call vote. Todd Gage **seconded** the motion. The motion **carried**.

The Board **agreed** that the TWU Constitution allows two or more Members to be jointly charged with having participated in the same act(s) as an offense or with having acted jointly in commission of such an offense and may be jointly tried. The Board **agreed** to consider the charges against Thom McDaniel and John Parrott jointly.

The Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the charges and consider them improper if (a) The charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trail procedure."

A **Roll Call Vote** was conducted on the question on the floor:

Article XIX Section 3 (a) "The charges ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article"*

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
Bryan Orozco	Nay
Karen Amos	Nay

Jimmy West	Nay
Cuyler Thompson	Chair
Don Shipman	Nay
Crystal Reven	Nay

Article XIX Section 3 (b) "The charges are untimely under Section 2 of this Article;"

Mark Torrez	Yea
Todd Gage	Yea
Audrey Stone	Yea
Bryan Orozco	Yea
Karen Amos	Yea
Jimmy West	Yea
Cuyler Thompson	Chair
Don Shipman	Yea
Crystal Reven	Yea

The Board **agreed** that since Greg Hofer's charges were untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

The Executive Board deemed the charges against Thom McDaniel and John Parrott improper.

Thom McDaniel and John Parrott returned to the Meeting at 1530.

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

Cuyler Thompson and the Board updated the latest Shop Steward List. The Board **agreed** that the Domicile Executive Board Members would update this information in LaborSoft, the Local's Grievance database.

Thom McDaniel left the Meeting for a Conference Call at 1556.

John Parrott chaired the Meeting.

The Board discussed the 2010 LM-2 Report that had been submitted to the Department of Labor (DOL). John Parrott **agreed** to file a corrected LM-2 Report with the DOL to reflect the fact that the Local's Bylaws had been changed during the previous fiscal year.

Don Shipman made a **motion** to recess. Jimmy West **seconded** the motion. The motion **carried**.

John Parrott recessed the Meeting at 1600.

Wednesday

April 13, 2011

Cuyler Thompson called the Meeting to order at 0830.

Local 556 Executive Board Members present were Cuyler Thompson, Mark Torrez, Don Shipman, Audrey Stone, Todd Gage, Bryan Orozco, John Dipippa, Jimmy West, and Crystal Reven.

Thom McDaniel was excused to participate in the trial of the lawsuit which Stacy Martin had filed against TWU Local 556.

Michael Massoni was excused for vacation.

Donna Keith was excused to attend CISM training.

Stacy Martin, Karen Amos and John Parrott were absent.

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

Karen Amos entered the Meeting at 0840.

John Parrott entered the Meeting at 0845.

John Parrott chaired the Meeting.

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

Grievance Team Member Catherine Rea entered the Meeting at 0849 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0857 to discuss the merits of a Grievance.

Catherine Rea and the Grievant were excused at 0908.

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

Todd Gage made a **motion** to proceed on four Grievances per the Grievance Review Committee. Audrey Stone **seconded** the motion. The motion **carried**.

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

John Dipippa made a **motion** to revisit a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

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

The Board took a break at 0943 and reconvened at 0953.

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

Thom McDaniel was excused to participate in the trial of the lawsuit which Stacy Martin had filed against TWU Local 556.

Michael Massoni was excused for vacation.

Donna Keith was excused to attend CISM training.

Stacy Martin, Karen Amos and John Dipippa were absent.

Allyson Parker-Lauck was a guest at the Meeting.

John Parrott chaired the Meeting.

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

John Dipippa, Karen Amos and Southwest Airlines Management Representatives Mike Mankin and Steve Murtoff entered the Meeting at 1000.

> *Mike Mankin noted that the number of Flight Attendants calling in sick remained high. Mike Mankin followed up on some outstanding issues. He reported that research by Management had concluded that increasing the line totals and decreasing the number of reserves each month would not have the desired effect. He noted that reserve sick calls continue to be the issue. Mike reported that the idea suggested by the Executive Board to have Customers with pets hand over a Boarding Verification Document (BVD) to the "A" Flight Attendant during boarding was being evaluated by the Company. Mike reported that Management was going to communicate to the Ops and Customer Service Agents the need to be more vigilant in ensuring that Customers were in fact paying for the pets that they were carrying and being more vigilant when checking the number and size of carry-ons being brought on board the aircraft. Steve Murtoff explained that Inflight Management had begun speaking with Flight Ops regarding more realistic management of the fasten seatbelt sign during flight. He went on to say that, the Company is looking into the Union's request that connection information be provided for Flight Attendants to pass along to our Customers.*

Thom McDaniel entered the Meeting at 1011.

> *Mike reported that there had been a Read Before Fly (RBF) several days prior to Daylight Savings Time taking effect. He noted that there had been no significant increase in the number of No Shows or Might be Lates (MBLs) on that day. Mike stated that Management was not interested in allowing the TWU Web site to be accessed at gate podiums. There was discussion regarding the shuttle between the Flight Attendant training center and the airport. Steve Murtoff reported that there were no longer any dry erase boards in the Inflight Base Management Offices on which names of Flight Attendants who were out of leave appeared that could accidentally be seen by other employees. The Management Representatives reported that they continued to look into the Union's request that the phone numbers of the corresponding gate reader podiums and gates be posted beside all jetway phones, enabling Flight Attendants to reach the Customer Service and Ops Agents. Steve Murtoff confirmed that it was acceptable for Flight Attendants to send Customers with more than the legal number of carry-ons back to the Ops Agent to have their bags checked. Steve Murtoff stated that he was pleased with new relationship between the Management of Inflight and Ground Ops. There was discussion regarding the release of the revised Work and Conduct Rules; it would most likely be rolled out in June. The Regional Directors of Inflight would train the Supervisors on the base level prior to the roll-out. There was*

discussion regarding Ops Agents making the appropriate announcements regarding delays, etc. in the gate areas. Todd Gage asked that Flight Attendants be notified by Schedulers that they can be issued a voucher by Customer Service to take a taxi when hotel transportation is not available. Jimmy West discussed the fact that it appears that Ops Agents are writing more delays off to Flight Attendants. Don Shipman discussed the online submission of the Personal Illness Note (PIN) and asked that a reminder be placed on the PIN submission form that the Flight Attendant must still call in sick with Crew Scheduling. Karen Amos discussed the fact that several Dallas Flight Attendants had been contacted recently from having a high number of "comped" alcoholic beverages during the month. Steve Murtoff agreed and will address the issue. Mark Torrez discussed the fact that when the Pilots address Recurrent Training classes, they are not talking about Crew Resource Management (CRM) but just giving Company culture-related updates. Bryan Orozco discussed the issue of Crew Schedulers not providing Flight Attendants with enough information for what they will be paid on a reroute. John Parrott asked why the new Inflight Supervisors who are in training with the new Flight Attendants are staying at a different hotel and being issued different uniforms, etc. There was more discussion regarding the fact that proper transportation was not being offered to the New Hire graduates. Cuyler Thompson discussed the information released to Flight Attendants after the rapid decompression of Flight #812. He stated that Flight Attendants needed more information about why it had happened and what had happened and what was being done to prevent it from happening again in order to keep our Flight Attendants safe. There was discussion regarding having electronic Flight Attendant Manuals on the aircraft. Cuyler Thompson asked Management to change the bulky cover of the Flight Attendant Manuals.

The Management Representatives left the Meeting at 1100.

Grievance Team Member Erich Schwenk entered the Meeting at 1106 to discuss the merits of a Grievance.

John Dipippa left the Meeting at 1107 to attend to computer issues.

A Grievant entered the Meeting at 1113 to discuss the merits of the Grievance.

Erich Schwenk and the Grievant were excused at 1135.

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

Allyson Parker-Lauck was excused at 1138.

The Board spoke with Legal Counsel via conference call at 1140.

John Dipippa returned to the Meeting at 1142.

Jimmy West left the Meeting at 1148.

During lunch, the Executive Board participated in the Quarterly Executive Board/Office Team Luncheon from 1149 to 1330.

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

Allyson Parker-Lauck and Grievance Team Member Becky Parker entered the Meeting at 1350 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1417 to discuss the merits of a Grievance.

Becky Parker and the Grievant were excused at 1510.

Don Shipman made a **motion** to proceed on a Grievance. Karen Amos **seconded** the motion.

The Board agreed to table the discussion on the motion on the floor.

Cuyler Thompson made a **motion** to excuse Crystal Reven from the rest of the Meeting for personal reasons. Todd Gage **seconded** the motion. The motion **carried**.

The Board took a break at 1528 and reconvened at 1535.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Mark Torrez, Don Shipman, Todd Gage, Audrey Stone, Bryan Orozco, Karen Amos, John Dipippa and Jimmy West.

Michael Massoni was excused for vacation.

Crystal Reven was excused for personal reasons.

Donna Keith was excused to attend CISM training.

Stacy Martin was absent.

Grievance Team Member Chris St. Julian and Allyson Parker-Lauck were guests at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1557 to discuss the merits of the Grievance.

Chris St. Julian and the Grievant were excused at 1617.

Cuyler Thompson made a **motion** to table a Grievance pending further information. Don Shipman **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck left at 1019.

The Board discussed the status of a Shop Steward and the Trips for Pay (TFP) that they currently owed the Local.

Allyson Parker-Lauck entered the Meeting at 1622.

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

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

Allyson Parker-Lauck was excused at 1624.

Mark Torrez presented the **Scheduling Committee Report** for Chair Lisa Trafton. There was no written report submitted.

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

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

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

There was discussion regarding TWU International's request that the Local recalculate the amount of dues owed by our Members.

Thom McDaniel **agreed** to author a letter notifying our Members of the dues increase, to be placed in the Flight Attendants' mailboxes after April 21. The dues increase would become effective on the May 20, 2011 paychecks.

Audrey Stone made a **motion** to recess. Don Shipman **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1638.

Thursday

April 14, 2011

John Parrott called the Meeting to order at 0830.

Executive Board Members present were John Parrott, Cuyler Thompson, Mark Torrez, Audrey Stone, Todd Gage, Bryan Orozco, Karen Amos, Jimmy West, John Dipippa and Donna Keith.

Thom McDaniel and Don Shipman were excused to participate in Contract Negotiations.

Michael Massoni was excused for vacation.

Crystal Reven was excused for personal reasons.

Stacy Martin was absent.

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

Bryan Orozco entered the Meeting at 0835.

Karen Amos made a **motion** to accept the February 2011 TWU Local 556 Financial Report. Todd Gage **seconded** the motion. The motion **carried**.

Bryan Orozco made a **motion** to excuse Jimmy West for the May 2011 Executive Board Meeting for scheduled vacation. Karen Amos **seconded** the motion. The motion **carried**.

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

Audrey Stone made a **motion** to approve the March 2011 Executive Board Meeting Synopsis. Todd Gage **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to approve the March 2011 Executive Board Meeting Minutes. Todd Gage **seconded** the motion. The motion **carried**.

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

> *Chicago has been quiet since last report. Donna updated the base page, straightened the red rack, has communicated with Shop Stewards and Base Management, sent out the E-Connection, updated the glass case and completed lounge mobilizations.*

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

There was discussion regarding Flight Attendant Medical Files.

Allyson Parker-Lauck entered the Meeting at 0930 to discuss the merits of a Grievance.

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

The Board took a break at 0945 and reconvened at 1103.

Executive Board members present were John Parrott, Cuyler Thompson, Mark Torrez, Audrey Stone, Todd Gage, Bryan Orozco, Karen Amos, Jimmy West, John Dipippa and Donna Keith.

Thom McDaniel and Don Shipman were excused to participate in Contract Negotiations.

Michael Massoni was excused for vacation.

Crystal Reven was excused for personal reasons.

Stacy Martin was absent.

TWU International COPE Political Field Department Director Alex Garcia and Gwen Dunivent were guests at the Meeting and proposed a joint TWU Local 555/556 COPE Membership Drive.

Alex Garcia and Gwen Dunivent were excused at 1148.

Financial advisor Tim Mullaney entered the Meeting at 1149 to discuss the investments of the Local.

Tim Mullaney was excused at 1227.

The Board **agreed** to continue with its current investment strategy and to keep a portion of our investments in Pershing.

The Board **agreed** not to participate in a COPE Membership Drive at this time. Bryan Orozco **agreed** to communicate with Alex and Gwen regarding the Board's decision.

Jimmy West made a **motion** to adjourn. Todd Gage **seconded** the motion. The motion **carried**.

John Parrott adjourned the Meeting at 1247.

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

Cuyler Thompson
Recording Secretary