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

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Executive Board Meeting
September 14-16, 2010
Synopsis

Tuesday

September 14, 2010
Thom McDaniel called the Meeting to order at 0829.

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

Cuyler Thompson was excused for Jury Duty.

Stacy Martin was excused for illness.

Michael Massoni was enroute.

Audrey Stone recorded the Minutes of the Meeting.

John DiPippa requested that the Executive Board observe a moment of silence for 9/11. The Board took a moment of silence in remembrance of the lives lost.

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

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

Thom McDaniel reminded the Board about upcoming agenda items.

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

> *Thom McDaniel reported that he and Michael Massoni had attended the Coalition of Flight Attendants meeting hosted by the United Steel Workers in Pittsburgh August 16 and 17. Other Unions in attendance were the Association of Flight Attendants (AFA), Association of Professional Flight Attendants (APFA), International Association of Machinists (IAM), and the International Brotherhood of Teamsters (IBT). Issues that were discussed focused mainly on ASAP and the FAA Reauthorization Bill. The Coalition has developed an industry wide "Pass the Bill" coordinated campaign to encourage the Senate to pass the current bill rather than another extension. There have currently been 15 extensions passed and our Union needs important protections in the bill including regulation of foreign maintenance bases and OSHA protection for Flight Attendants. Portia Reddick-White is working with Thom, Michael, and Bryan Orozco as well as all Domicile Executive Board Members (DEBMs) to*

coordinate our Members to call and email their Senators to request their support for the Bill. The next meeting of the Coalition will hosted by TWU Local 556 on January 19-20. Thom assisted Mark Richard in Strategic Planning and Capacity Building Meetings in Chicago on August 18-20 and San Francisco on August 30-31. The purpose of the meetings is to demonstrate how teamwork and strategic planning can build stronger Locals. All lost time and expenses are reimbursed by TWU International and the meetings have been very positively received. Thom attended an organizing meeting in Las Vegas on Tuesday, August 24 for Allegiant Flight Attendants who want to join TWU. Las Vegas DEBM Bryan Orozco and Flight Attendant Maria Teresa Hank also attended and answered questions. The Allegiant Flight Attendants hope to join TWU for the opportunity to bargain for better pay, work rules, and working conditions. Thom and Michael Massoni met with Floyd Looney, Justin Wade, and Robert Wooster from the Aircraft Mechanics Fraternal Association (AMFA) on Thursday, September 9 at the Local 556 Headquarters. AMFA who represents SWA Mechanics requested the meeting to discuss 401(k) options and other SWA issues. AMFA representatives also mentioned wanted to work together and possibly rejoin the SWA Labor Summit. Thom and Michael told AMFA that they would be happy to work on those things in which they had a common interest, however in order to rejoin the SWA Labor Summit, they would need the consent of all groups which is unlikely because of their predatory history. Thom, Michael, and Allyson Parker-Lauck met with Paula Gaudet and Mike Mankin on September 9 at SWA Headquarters to discuss issues in Recurrent Training. Issues included the high number of people being sent home, inconsistency in how revisions are supplied, and non supervisory part-time recurrent training instructors issuing discipline to Flight Attendants. After a very frustrating discussion, Mike Mankin did agree that there were some issues that needed to be addressed in RT and agreed to try to find solutions. Thom has completed almost all Office evaluations. Overall , Grievance Team is doing a great job and evaluations were mostly positive with any issues that needed improvement addressed. Thom attended the Texas State Conference as Recording Secretary on September 13 with TWU Local 567 hosting. Other Local 556 Members who attended were Erich Schwenk and Don Shipman. TWU Local 556 Member and Legislative Field Representative is the chairperson for this committee. COPE Director Alex Garcia and TWU Legislative Field Representative Terry Daniel were also in attendance. Special Guest Speaker was TC Gillespie, President of the Tarrant County AFL-CIO. As always on the agenda was getting labor friendly leaders elected to local, state, and national offices where they can make a difference for working people. All Locals reported on their legislative and political activities including efforts to get the FAA Reauthorization Bill passed in the Senate. In addition, there was a discussion about the restructuring of the COPE Department. The next meeting will be held on November 11 at Local 567 and will begin at 1500 with a business meeting followed by a Potluck and BYOB Reception for the candidates and volunteers in this year's election. Thom will be representing TWU Local 556 at the TWU International Executive Council Meeting October 4-6 in Dallas, TX. On October 7-8, the TWU Human and Civil and Human Rights (CHRC) and Working Women's Conference will be held where TWU 556 CHRC Chair Bryan Orozco will attend as well as TWU 556 Working Women's Chair Kat Dusek, Addie Crisp and Steven Romero will also participate. Thom reported that he would be participating in the TWU Local 556 Live Broadcast this evening at 1800 with Audrey Stone and John Parrott and directed by Kyle Whiteley. TWU Local 556 Members have been encouraged to send in questions to have them answered live on the air as well as getting the most updated information on the Local 556 Negotiations with Southwest Airlines regarding the 737-800 series aircraft. Thom extended his thanks to the past Local 556 Negotiating Team for their willingness to regroup to negotiate the addition of the 737-800 series aircraft to the SWA Fleet. Negotiating Team Members Val Lorien, Cindy Ritner, Denny Sebesta, and Don Shipman have been very generous and flexible with their time. In addition, advisors Garry Drummond, Dan Akins, Mark Richard, and Kathy Phillips have offered their expertise. Thom reported that the Negotiating Team had met on August 25 to discuss issues and strategy for Negotiations. The Team then met on September 1 to finalize proposals and prepare. The TWU Local 556 NT met with Management's Negotiating Team on September 2 where proposals were *exchanged. The Union and Management did not meet on September 3 in order to cost out and evaluate proposals. 737-800 Negotiations reconvened on September 10 and I am proud to announce that we have reached a Tentative Agreement, which we will present to the Executive Board. Thom stated that he was very proud of the work and that the Union and the Company had accomplished but of course if approved by two-thirds of the Executive Board, the final word would come from our Members.*

Thom McDaniel further explained that the Negotiating Team has reached a **Tentative Contract Agreement** with Southwest Airlines regarding 737-800 series aircraft.

Val Lorien, Cindy Ritner and Denny Sebesta, of the TWU Local 556 Negotiating Team, entered the Meeting at 0850.

The Executive Board reviewed the Tentative Agreement.

There was discussion.

Val Lorien, Cindy Ritner and Denny Sebesta left the Meeting at 0953.

Jimmy West made a **motion** to approve the Tentative Agreement for presentation to the Membership. John Parrott **seconded** the motion.

John Parrott made a **motion** to conduct a Roll Call vote. Jimmy West **seconded** the motion.

There was discussion.

The motion **carried.**

Roll Call Vote

Mark Torrez	Yea
Todd Gage	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Yea
Karen Amos	Yea
Jimmy West	Yea
Don Shipman	Yea
Bryan Orozco	Yea
Donna Keith	Yea
Crystal Reven	Yea

The motion **carried** unanimously.

The Board took a break at 1009 and returned at 1031.

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

Cuyler Thompson was excused for Jury Duty.

Stacy Martin was excused for illness.

Michael Massoni was enroute.

Audrey Stone made a **motion** to approve the President's Report. John Parrott **seconded** the motion. The motion **carried**.

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

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

Vacation Days	*27.5*
Vacation Converted	*1.0*
Sick Days	*11.0*
Appointments	*3.0*
Other	*3.0 (2 Recurrent Training, 1 Jury Duty)*
Total Days to cover	*42.5*
Temporary Staff Days Utilized	*4.0*

Audrey Stone made a **motion** to approve the Office Manager's Report. Todd Gage **seconded** the motion. The motion **carried**.

Thom McDaniel updated the Board on a recent Office Staff Meeting.

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

Mark began his report by stating that since the last Executive Board Meeting, he sat Emergency Officer on call August 23-29. He only received one call regarding a funeral leave. He also had a Conference Call with Scheduling Committee Chair, Lisa Trafton and Dallas Domicile Executive Board Member, Karen Amos. The three of them and Scheduling Committee Member/Board Member at Large Don Shipman will be attending DPOS training on September 30 hosted by Claire Taitte. He stated that he has been working on the upcoming annual Membership Survey with Kyle Whiteley and will be filming a "commercial" this afternoon for the upcoming Live Broadcast. The survey will run from October 1 -31 and all Members are encouraged to participate. Finally, Mark attended the California State Conference meeting on September 9 along with OAK Shop Steward Donald Silva. Together, they urged all members of the CSC to contact their Senators to support the FAA Reauthorization Bill. He reported that Local 250-A is currently facing a tough challenge in the form of a Measure on the Ballot in San Francisco. Finally, Mark reported that he served on the Grievance Review Committee for the month of September.

Todd Gage made a **motion** to approve the Board Member at Large report. Don Shipman **seconded** the motion. The motion **carried**.

Crystal Reven left the Meeting at 1047.

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

John informed the Board that things are pretty quiet in PHX in terms of Fact Finding Meetings. John has had PHX Shop Steward Della Saucier do a Lounge Mobilization so far and asked her to focus on the -800s, the 35th Anniversary Pins and remind Flight Attendants about an event on 9/11 in Tempe. John also had Della notify Flight Attendants that the FAA is closely watching our workgroup and also to make the Base aware of the date for the October Membership Meeting. John informed all his Shop Stewards that on the Union Web site, there is now a couple of ways to contact their Congressmen about the OSHA legislation that will support our workgroup. John wrote the Hotline Script for August 20 and

September 3 and sent out an August E-Connection. John has updated his Base page and made sure the Red Rack and Glass Case were up to date. Last month, John reported to the Executive Board that PHX Inflight Supervisor Aurora Rojas' daughter was in a car accident, however is pleased to report that Aurora's daughter, Giselle is now feeling better and is out of ICU and John had the Union send Giselle flowers on behalf of the Membership. Unfortunately, with this good news, there is also bad news. John recently learned that PHX Flight Attendant James Padgett passed away on September 7 after a prolonged illness. While John has never met James or his partner Troy, who is also a Flight Attendant, John's thoughts and prayers go out to Troy and James' family. PHX has a new face in the Inflight Office. Her name is Irene Wingfield and she is the new Base Coordinator replacing Kathy Garner, who transitioned to an FMLA/Leave Specialist. Irene was a Northwest LAX based Flight Attendant for 30 years and John was pleasantly surprised that when he briefly met her, she mentioned that she is hoping that the Delta Flight Attendants decide to unionize this fall. John did his "Day in the Field" in Provisioning in August and will be attending the Inflight/Provisioning Meeting in DAL this month.

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

John DiPippa made a **motion** to donate $250 to the Southwest Airlines Catastrophic Fund in honor of former TWU Local556 Member James Padgett. John Parrott **seconded** the motion. The motion **carried**.

Crystal Reven returned to the Meeting at 1053.

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

Audrey reported that there have been Fact Finding Meetings due to an Unaccompanied Minor (UM) issues, possible sick leave abuse, and allegations of theft. There has been one termination due to points but the Flight Attendant is being returned to work due to a discrepancy of points. There have also been a few Step 2 Meetings, most recently regarding a suspension due to harassment complaints. Inflight Supervisor Tina Tess has transferred to HOU, and Base Manager Jamie Willard is moving to SWA Headquarters as a Manager of Employee Relations as of October 1. Her position has not been filled at this time. She and Audrey will be meeting next week, and working together on the transition once a new Manager is announced. The BWI Base Page was updated in August, and an E-Connection was sent following the August Board Meeting. A Lounge Mobilization was held in conjunction with the BWI Safety Fair on August 17, and another Mobilization was held on the 24. All Shop Stewards were contacted via email, most recently on September 2. Shop Steward Stephanie Roberts is working full-time with International through most of October. The Glass Case was updated with new material, and the Professional Standards photo was added. Audrey continues to schedule the Office Weekend On-Call program, and worked it September 11 and 12. She served on the Grievance Review Committee on September 13, and will be hosting the TWU Live Broadcast on September 14. Audrey followed up with SWA regarding the Open Time Focus Group since our meeting last month, but there has not been any progress since SWA point person Ron Freer resigned at the first of September.

Jimmy West made a **motion** to approve the Baltimore Base Report. Todd Gage **seconded** the motion. The motion **carried**.

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

Donna Keith made a **motion** to approve the Houston Base Report. Mark Torrez **seconded** the motion. The motion **carried**.

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

Karen reported that currently the Dallas Base has two positions in Management open. The Base is interviewing for a Base Coordinator and a Leave Specialist. Three Fact Finding Meetings have been held at the Base. The Dallas Base has had great concern over Management being able to search bags and Karen has pointed out that although one can't refuse a bag check, she has spoken with Dallas Management and has been assured that they are not conducting bag searches unless they have reasonable suspicion to do so. Karen prepped for a Board of Adjustment with Lyn Montgomery and Ed Cloutman. The case was settled therefore the Board of Adjustment was canceled. Karen assisted Lisa Trafton with the Scheduling Unity article as well as the Scheduling budget for 2011. Karen reported that she will be attending DPOS training the last day of September. Karen sat Weekend on Call August 1 and August 14. Karen conducted two Lounge Mobilizations. Karen has updated the Red Rack, visited with Management, and contacted Shop Stewards via email and phone calls. Karen compiled and submitted an E-Connection which was sent out and the Web page has been updated. All Union publications are distributed and the Union Bulletin is updated and Karen has OSHA information on the right side of the board.

John Parrott made a **motion** to approve the Dallas Base Report. Jimmy West **seconde**d the motion. The motion **carried**.

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

Jimmy reported that Fact Finding meetings are remaining consistent. The majority of the meetings are for delay of flight for various reasons. Jimmy reported there has been one termination due to positive drug test. Jimmy reported in MCO there have been several Flight Attendants sent home from Recurrent Training due to not having up to date Manuals, which he addressed in his upcoming Unity article. Jimmy reported during the Lounge Mobilizations he conducted, he received several questions regarding the possibility of acquiring 737-800's. Jimmy reported that he forwarded those questions to Thom McDaniel and after clarifying those questions was able to report back to those Flight Attendants. Jimmy reported that he continues to receive complaints regarding the uniforms and the untucked shirt. Jimmy reported that the Union Glass Case is up to date and all publications have been distributed.

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

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

Todd reports that OAK Assistant Base Manager Kim Elsey will be leaving his post in Inflight and transferring to the People Department. His position has not been filled. A new Supervisor, Keith Rendone, comes to OAK Inflight from Customer Service. The OAK Safety Fair was held on August 31. Todd would like to thank MDW-DEBM Donna Keith, and Health Coordinator, Michele Moore, for providing the Safety/Security Jeopardy questions. Todd purchased $5 gift cards from Starbucks and Subway as rewards to those that answered the questions. Flight Attendants learned a lot of information regarding Fatigue Policy, FMLA, and ASAP. Many questions were asked about the 737-800. Alameda County AFL-CIO Delegate, Matt Hettich, sent Todd an email regarding the past Labor Day Picnic which TWU Local 556 had purchased tickets for. He said it was a big success. Over $24,000 was raised for the ALC Hardship Fund. Many labor-friendly candidates that are running in the upcoming election were there to address the crowd. Todd thanks Board Member at Large, Mark Torrez, and OAK Shop Steward, Donald Siva, for attending the California State Conference this month. The Glass Case was updated, Red Rack organized, all publications have been distributed, and Shop Stewards have been contacted. Todd met with OAK Base Manager, Reen Emelet, several times throughout the month. The Base Page has also been updated and various Lounge Mobilizations held.

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

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

> *Donna reports that MDW Base has been very busy in the last month. There were several meetings held in the Base as well as issues and concerns of Flight Attendants that were addressed. Antoine Patterson from Orlando has accepted the position of Inflight Supervisor in Chicago. Donna has been dealing with complaints concerning the inconsistencies in the Recurrent procedures as well as the fact that there are two 'Trainers' who are not Supervisors issuing discipline to Flight Attendants when sending them home from training, as the Flight Attendants accrue an Attendance point for RTNS (Recurrent Training No Show). Donna held two Lounge Mobilizations this month as well as spending time in the Lounge answering questions for Flight Attendants, conducted meetings with local Base Management, and communicated with her Shop Stewards. The Base Page has been updated, the Glass Case updated, the Red Rack tidied, and all publications distributed. Donna attended a day in the field with the MDW Provisioning Department on August 26 as a representative of TWU556 for the Inflight / Provisioning Committee. Donna continues to sell 35th Anniversary pins. Donna is sorry to report the unexpected death of Chicago Flight Attendant Casey McMillan, John Parrot attended the services in Midland / Odessa, TX. Donna and Health Coordinator Michele Moore participated in the MDW Safety Fair on September 8, 2010, occupying a tent with TWU Local 555 and CISM Team Representatives. The Inflight Jeopardy Challenge Game Donna and Michele created was received very well by all employees at the Safety Fair. Therefore, Donna and Michele are looking at expanding the Safety Presentation to all the Bases in the upcoming year. The construction project on Cicero Avenue that leads into MDW Airport is still under way and with the initiation of Central Avenue construction repaving project which is an alternate route into the airport it has been increasingly difficult for employees to arrive on time without leaving themselves a two hour travel window. Donna has been in communication with local Management to monitor the situation. Donna sat as Emergency Officer On Call over the Labor Day Holiday and would like to have the Weekend Officer On Call or the Emergency Officer hours re-evaluated in relation to Holidays when the Union Office is closed as the Emergency Officer is the one fielding the calls during business hours as well as office hours.*

Don Shipman made a **motion** to approve the Chicago Base Report. Mark Torrez **seconded** the motion. The motion **carried**.

Bryan Orozco updated the Board regarding the current OSHA protection bill that is in Congress. He **requeste**d that all Executive Board Members make this a focus and encourage not only Flight Attendants but also their families as well to submit letters to Congressman.

There was discussion.

Cuyler Thompson entered the Meeting at 1119.

There was more discussion.

Michael Massoni entered the Meeting at 1125.

The Board **agreed** to send out a "robo call" to the Flight Attendants and follow up with Lounge Mobilizations immediately following for the rest of the month. Bryan Orozco **agreed** to draft the script for the robo call.

Audrey Stone submitted the **Critical Incident Stress Management (CISM) Report** for Chair Eileen Rodriguez:

Total incidents called into the CISM hotline 26. We talked to over 55 Flight Attendants during August. This is very low statistically for us during the summer months. I have met with SWA leadership and worked through a few issues why CISM wasn't being contacted when we should have been. We have been pairing a new CISM member with a seasoned one and getting everyone trained and prepared in case we are activated for an accident or any type of major incident. I am also starting to do quarterly drills with the Team.

A/C Mechanical	*6*
Confidential Issue	*2*
Death on Board	*1*
F/A Personal Issue	*3*
Jumpseat Intervention	*1*
Medical Emergency	*8*
Other	*1*
Passenger Misconduct	*2*
Personal Issue-F/A	*1*
FAAP-1	
Total:	***26***

Just as a reminder, our 2011 training will be April 12, 13, 14-please join us.

Todd Gage made a **motion** to approve the CISM Committee Report. Crystal Reven **seconded** the motion. The motion **carried**.

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

Audrey reported that Contract Live videos are now online, with two new ones added every two weeks. She and Kyle will be filming more on September 15, and both want to thank Bryan Orozco for his offer to help with future filming. There are final versions of Contract Resource Guidesheets that will be printed before the next Executive Board Meeting, with more being worked on to coincide with future Contract Live topics. The Guidesheets will be available in each Lounge in a notebook on the Red Rack, and Flight Attendants will be able to place them with the applicable Article in their Contract. We are also continuing to work on incorporating Group Settlement Letters and have identified more Letters to add.

John Parrott made a **motion** to approve the Education Committee Report. Todd Gage **seconded** the motion. The motion **carried**.

Audrey Stone submitted the **Professional Standards (PS) Committee Report** for Chair Michael Broadhead:

Total queries	*15*
Cases worked	*7*
Positive outcome	*6*

Cases worked by category:

FARs	*1*
Safety	*0*
Company Policy	*5*
Pilots	*1 (one carrying over from July)*

John Parrott made a **motion** to approve the Professional Standards Report. Don Shipman **seconded** the motion. The motion **carried**.

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

There was discussion.

Audrey Stone made a **motion** to approve the Uniform Committee Report. Karen Amos **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting at 1207.

Michael Massoni chaired the Meeting.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 4

Report	*Acceptance Deadline*
ASHDI 1732 (AVIATION SAFETY/SECURITY)	*Fri 11/5/2010*
ASHDI 1733 (AVIATION SAFETY/SECURITY)	*Mon 11/15/2010*
ASHDI 1734 (AVIATION SAFETY/SECURITY)	*Mon 11/29/2010*
ASHDI 1736 (AVIATION SAFETY/SECURITY)	*Fri 12/3/2010*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 4145+ / 279

- *Accepted Reports to date (TWU) =184*
- *See Attached Detail*

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

- *08/08/10 through 09/11/10 = 92*
- *Emergencies Declared = 8*
- *All OF 2010 to Date = 866*
- *ALL OF 2009 = 1210*
- *ALL OF 2008 = 940*

TWU Local 556 in conjunction with the Coalition of Flight Attendants is embarking upon a "<u>Pass the FAA Bill Now" campaign</u> – this initiative is designed to implore congress to pass the FAA Reauthorization Bill in its entirety. This Bill contains key Flight Attendant specific safety related items including: funding for a Flight Attendant fatigue study; the inclusion of OSHA workplace safety and health protections; a ban on smoking onboard charter flights; notification of pesticide application on flights; a ban on cell phones while in flight; cabin air quality provisions that would initiate development of air quality sensors and filtration; further definition of provisions restricting foreign control of U.S. airlines; a "Return to the Cabin" program that will allow Flight Attendants an opportunity for rehabilitation after testing positive for drug or alcohol abuse; and temperature standards for aircraft. TWU Local 556 LAS Domicile Executive Board Member, Bryan Orozco is spearheading Local 556 efforts in the matter with the assistance of President Thom McDaniel, the TWU Local 556 Safety Team, Communications Department and TWU International Department of Legislative and Political Affairs.

TWU Local 556 1st VP and National Safety/Security Coordinator, Michael Massoni is representing the Union on the <u>737-800 List of Passenger Accommodations (LOPA) Task Force</u>. This group, which is also made up of members of Inflight Management and four line- flying Flight Attendants is charged with creating a cabin and galley configuration proposal, as well as, operational procedures for the aircraft. This proposal will be used by Southwest Airlines Executive Management in their evaluation of the new (to Southwest) aircraft type. The LOPA Task Force has met twice to date and has covered preliminary analysis of the following configuration and procedural facets for the new fleet type:

- *Emergency Equipment Locations*
- *LAV and Galley Locations*
- *Jumpseat Layout*
- *FWD Entry Area Monument (Windscreen) Design/Egress Width*
- *OHB Design and Volume (Standard vs. Jumbo vs. Articulating)*
- *AFT Galley Layout Considerations*
- *Standard 737NG Cabin vs. Sky*
- *Boarding Positions*
- *Equipment Check*
- *General Service Procedures*
- *Snack Service Procedures*
- *Demo Positions*
- *Evacuation Duties*
- *Planned and Unplanned Emergency Procedures*

Our next meeting should be taking place within the next several weeks and will more than likely include meeting with galley equipment vendors.

<u>The Southwest Airlines Flight Attendant Aviation Safety Action Program's (ASAP)</u> implementation schedule is on target for a December 1 roll-out. We are moving forward with scheduled ASAP trainings for SWA Base Managers as well as Supervisors and the TWU Local 556 Executive Board, Grievance Team and Safety Related Committee Chairpersons. Flight Attendant Education and Familiarization road shows are beginning Thursday, September 16 in MCO followed by: LAS, October 6; OAK, October 7; HOU, October 21; DAL, October 25; BWI, October 27; MDW, October 28 (tentative); and PHX, November 11 & 12. These road shows will be conducted jointly with Members of Inflight Management, DEBM's and Members of the TWU 556 Safety Team. Additionally, Members of Inflight Management, FAA and the TWU 556 Safety Team will be attending an ASAP aviation info share, a joint gathering of ASAP stake holders being hosted by Delta Airlines in Atlanta, GA. This group meets twice a year in an effort share what each other has learned from their perspective ASAPs. Southwest Airlines Flight Attendant ASAP's Event Resolution Committee (ERC) Members and alternates will be receiving formal ERC training from the FAA November 8 through the 10 and will be one of the final milestones accomplished before our December 1 implementation date.

Michael Massoni, TWU Local 556 1st VP and National Safety/Security Coordinator represented TWU and the Air Transport Division as a subject matter expert at the <u>Future of Aviation Advisory Committee (FAAC)</u> meeting held August 24 and 25 in Chicago. The FAAC is charged by Secretary of Transportation Ray LaHood with providing information, advice, and recommendations to the Secretary on ensuring the competitiveness of the U.S. aviation industry and its capability to address the evolving transportation needs, challenges and opportunities of the U.S. and global economy. TWU International Administrative Vice President John Conley sits on this 19 Member panel that makes up the FAAC and had asked for Mr. Massoni's participation in the FAAC meetings. The FAAC will meet two more times before year's end. The goals of the FAAC is to:

- *Ensuring aviation safety*

- *Ensuring a world-class aviation workforce*
- *Balancing the industry's competitiveness and viability*
- *Securing stable funding for aviation systems*
- *Addressing environmental challenges and solutions*

OPEN DISCUSSION ITEM(S):

The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)

- *ERC Make-up*
- *IR Disposition during ERC Review*
- *Contractual Timeline Disposition during ERC Review*
- *DEBM Road Show/Lounge Mobilization Coordination*
- *Moving Forward*

Future of Aviation Advisory Committee

- *TWU 556 Safety Coordinator Participation*
- *Future Meeting Schedule*

SCHEDULED AND STANDING MEETINGS:

Thursday September 23, 2010 @ TBD – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards

Tuesday September 21, 2010 through Thursday September 23, 2010 – ASAP Aviation InfoShare - (ATL)

Thursday September 30, 2010 through Tuesday October 5, 2010 – [IHSTF] National Safety Council Fall Labor Division Congress & Expo – (SAN)

Thom McDaniel returned to the Meeting at 1209.

Audrey Stone made a **motion** to approve the Safety Team Report. Don Shipman **seconded** the motion. The motion **carried**.

Audrey Stone submitted the **Communications Committee Report** for Chair Kyle Whiteley:

> *I have been very busy over the last month as the Communications Chair working for our Local. We have made many improvements to our Web site, replaced our mass email provider (realizing a savings of $125 per month), and worked on several projects that will be rolled out shortly to enhance our Members' experience with the Union. The September issue of Unity Update will be sent to the printer this Wednesday, and should be in the Bases within seven business days. Unity articles continue to come in for October's issue. While I have received some articles, I am still waiting for a few that were due September 3. Please try to submit your articles and requested pictures on time. Due to Negotiations, as well as other events happening toward the end of the year, space is at a premium for the next few issues of the magazine. Hopefully by the spring, we will be back to our normal publication layout. I would like to thank Cuyler Thompson for his article on why he travels about, which we received more feedback than any other one we have published over the past year and a half. Cuyler will be doing two follow-up articles to fill in some of the gaps our Members have asked about. Contract Live is moving along to a slow start. Please push this resource to our Membership as a way for them to get some of their questions answered 24 hours a day. By the end of September, we will have eight topics covered. The next live Web cast will be Tuesday, September 14, with special guest John Parrott. The feedback we receive about the Web casts is very positive, including several comments from Members who were actually surprised to have their question asked live. The organizing video we filmed at the TWU Convention has won an award for labor videos. I would like to thank everyone who participated. This month, each DEBM will*

return to their Base with invitations for those who have not recently visited the TWU Web site to check us out. Please distribute these as soon as possible. We have completed many of the changes to the TWU Web site, and are fully W3 compliant now. Furthermore, through changes to how we process our images, the site should load faster. This is good news, because the mobile version of the site is now available. Simply typing in our Web address on a cell phone will load the mobile site. I will be working on rewriting some of the content on the pages listed in the menu so that they will load faster. This change will have to wait until October's Unity is at the printer. The TWU 2010 Membership Survey will be held October 1 through the end of the month. Currently, we are running a Shop Steward survey. Just to clarify, the Shop Steward survey is not the same as the survey that will launch October 1. As soon as I have the dates for our tenth annual Toys for Tots drive, I will work on getting new bulletin boards put together, and have the graphics sent to you. I am requesting that the Executive Board discuss and come to a consensus on how we will be preparing future E-Connections. Once a decision is made on how the E-Connection program will run, I urge each DEBM to commit to sending one out every single month. E-Connections are a valuable resource for the Flight Attendants.

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

The Board went to lunch at 1240 and reconvened at 1400.

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

Stacy Martin was excused for illness.

Grievance Committee Chair Allyson Parker-Lauck and Grievance Team Member Catherine Rea were guests at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1420 to discuss the merits of the Grievance.

The Grievant and Catherine Rea were excused at 1553.

The Board took a break at 1556 and reconvened at 1606.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Don Shipman, Audrey Stone, Todd Gage, John DiPippa, Karen Amos, Jimmy West, Bryan Orozco, Donna Keith and Crystal Reven.

Mark Torrez was excused for Union Business.

Stacy Martin was excused for illness.

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

There was more discussion about the Grievance.

Mark Torrez returned to the Meeting at 1612.

Jimmy West made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Mark Torrez made a **motion** not to proceed on a Grievance. John Parrott **seconded** the motion.

Crystal Reven was excused for Union Business at 1641.

The motion **carried**.

Grievance Team Member Brandon Hillhouse entered the Meeting at 1652 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1659 to discuss the merits of a Grievance.

The Grievant and Brandon Hillhouse were excused at 1719.

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

Cuyler Thompson made a **motion** to recess at 1720. John Parrott **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1721.

Wednesday

September 15, 2010

Thom McDaniel called the Meeting to order at 0830.

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

Stacy Martin was excused for illness.

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

Grievance Team Member Becky Parker entered the Meeting at 0837 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0902 to discuss the merits of a Grievance.

The Grievant was excused at 0915.

Becky Parker was excused at 0921.

Michael Massoni made a **motion** to table a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck submitted the **Grievance Committee Report**:

As of the September 13, 2010 Grievance Report, our year to date statistics are as follows:

New Grievances Filed:	*222*
Grievances Withdrawn Without Prejudice:	*134*
Grievances Settled:	*116*
Arbitration/BOA Decisions – Union Win:	*1*
Arbitration/BOA Decisions – Company Win:	*2*
Arbitration/BOA Decisions – Split Award:	*2*
Other:	*21*
January 1, 2010 Total Grievances:	*170*
Current Total Grievances:	*116*
Year to Date Net Gain/Loss:	*-54*
Year to Date Gain/Loss Percentage:	*-32%*

Allyson reported that the Grievance Team and Executive Board have done an excellent job managing the grievance load. We have seen a 32% decrease since January 1, 2010 and a 38% decrease in total grievances since our all time high of 188 that was reached last fall. The Union hasn't seen a total grievance count this low since April of 2008. Allyson hopes that by the end of 2010, the total count will be less than 100. The Arbitration schedule has finally slowed down significantly. The high number of Terminations in recent months has kept the Team busy, but Allyson reported that we are finally seeing a light at the end of the tunnel that will free up some resources to allow us to take forward some Group Grievances to Arbitration. Allyson updated the Board on the September, October, and November Board of Adjustment cases and on a situation that occurred on September 2, 2010 concerning a Dallas Charter. Lastly, Allyson asked the Board to approve a two-day Strategic Planning session for the Grievance Team.

The Board **agreed** to move forward on a Grievance.

The Board discussed the why an agreement was made with Southwest Airlines Management regarding a change to recent charter bidding procedures.

The Board discussed an idea to have the Local 556 Office Team complete a Strategic Plan for the upcoming year.

The Board took a break at 1033 and reconvened at 1050.

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

Stacy Martin was excused for illness.

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

Michael Massoni made a **motion** accept the Grievance Review Committee's recommendations to proceed on four Grievances. Todd Gage **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** accept the Grievance Review Committee's recommendations not to proceed on six Grievances. Todd Gage **seconded** the motion. The motion **carried**.

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

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

Todd Gage made a **motion** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Karen Amos made a **motion** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Contract and Leave Coordinator Denny Sebesta entered the Meeting at 1139 to discuss the merits of a Grievance.

John Parrott made a **motion** to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Don Shipman made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to approve the Grievance Committee Report. Todd Gage **seconded** the motion. The motion **carried**.

Crystal Reven left the Meeting at 1205.

Allyson Parker-Lauck and Denny Sebesta were excused at 1207.

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

> *Cuyler Thompson reported that a thirty-question Shop Steward Survey was currently underway, the results of which would be presented at the next Executive Board Meeting.*

Mark Torrez made a **motion** to approve the Shop Steward Committee Report. Audrey Stone **seconded** the motion. The motion **carried**.

Mark Torrez presented the **Survey Committee Report**. There was no written report submitted.

Todd Gage made a **motion** to approve the Survey Committee Report. Audrey Stone **seconded** the motion. The motion **carried**.

Todd Gage submitted the **Veterans Committee Report**:

> *Todd reports that he attended the quarterly ATD Veterans Committee meeting in LAX on August 17 and 18. He would like to thank Communications Chair, Kyle Whiteley, for designing proposals for the ATD Veterans Committee logo. His designs were well received. The Committee is looking to back three*

specific Veteran's issues in Congress and with the help of the International press to get these items passed sooner rather than later. He will continue to add more links to the Veterans Committee page on the TWU 556 Web site. Some of the additional links include a list of Veterans Service Officers, a link to register with the VA, and a link to obtain your military medical records. Todd would like to point out to all female Veterans in California that the clothing store Talbots is offering a $200 gift card to all female Veterans returning from active duty. Todd is researching other programs throughout the country that benefit Veterans returning from active duty.

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

Thom McDaniel again thanked Todd Gage for his work on the Local 556 Veterans Committee and reported that TWU International had recognized that Todd's work at our Local had led to the development of such committees at other TWU Locals.

Michael Massoni left the Meeting at 1213.

Karen Amos presented the **Scheduling Committee Report**. There was no written report submitted.

Todd Gage made a **motion** to approve the Scheduling Committee Report. Audrey Stone **seconded** the motion. The motion **carried**.

John DiPippa submitted the **Provisioning Committee Report**:

Last month, I had the opportunity to walk in someone else's shoes in the sense that I was a Provisioner for the day. During my visit, I had the opportunity to hear what sells best, what it actually costs us and also what are some of the "pet peeves" of Provisioners in terms of Flight Attendant interactions. In PHX, Vodka, Heineken, and White Wine are the highest usage items and Jack Daniels is #2 in term of hard alcohol usage. While I can't publish the costs of what it actually costs us in terms of beer, wine, and alcohol, I can honestly say that SWA makes a LOT of money off of alcohol sales. The biggest complaint I heard was Flight Attendants throwing trash bags at the agents. The agents would prefer if the Flight Attendant would ask them where they would like them to place the trash bag if the trashcan is not readily available. Other complaints were as follows:

- *Leaving peanuts/pretzels in snack box.*
- *Taking single cans from back stock-Provisioning would prefer you to take a six- pack when restocking.*
- *Don't let passengers use the lavatory while Provisioning is still cleaning it.*
- *Opening Flight Attendant stowage to get something and not latching it.*
- *General attitude/lack of respect.*
- *Getting in the way.*

All in all, I can say from my visit that Provisioning Agents are very busy, sometimes having to provision twelve flights a day. Having the opportunity to walk a day in their shoes was an eye-opening experience that I hope other Flight Attendants can take advantage of someday.

Karen Amos made a **motion** to approve the Provisioning Report. Donna Keith **seconded** the motion. The motion **carried**.

The Board went to lunch at 1219 and reconvened at 1411.

Jimmy West, Todd Gage, Donna Keith and Crystal Reven answered the office phones during the lunch break so that the Local 556 Office Staff/Grievance Team could leave the Office for lunch together as was scheduled quarterly.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Don Shipman, Mark Torrez, Audrey Stone, John DiPippa, Karen Amos, Jimmy West, Bryan Orozco, Donna Keith and Crystal Reven.

John Parrott and Michael Massoni were excused to attend a meeting with XO Communications, the Union's connectivity carrier.

Stacy Martin was excused for illness.

Cuyler Thompson submitted the **Health Committee Report** for chair Michelle Moore:

Meetings Attended:

- *HASC (Health and Safety Committee)*
- *ASAP Meeting at United Airlines*
- *ASAP Meeting*
- *ASAP Training for Inflight Management*

ENS Follow-ups:

- *F/A with Urine Exposure*
- *F/A unable to perform duties/ill*
- *F/A with health concern*

Articles/Research

- *ASAP Reporting Template*
- *Glove Issue Follow-up*
- *Research on MRSA staff infection in relation to Flight Attendants*
- *Just Cause Template for ASAP ERC*
- *Bed Bug Research*
- *Safety Fair Jeopardy*
- *Bio for ERC/ASAP article*

Follow-up Issues

- *Pet Allergy Issue*
- *Responded to Ask the Source enquiries*
- *Drug Testing Inquiry*

Scheduled Meetings in September

- *HASC (Health and Safety Committee)*
- *ASAP Meeting*
- *ASAP InfoShare*
- *MDW Safety Fair*
- *MCO Safety Fair*
- *ASAP Training in Lounges*
- *National Safety Council*

Audrey Stone made a **motion** to approve the Health Committee Report. Don Shipman **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **Care and Concern Report** for Executive Membership Coordinator Keenan Ryan.

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

> *Bryan Orozco reported that he attended the NV/AZ State Conference with Addie Crisp and Maria Teresa Hanks. He attended an Allegiant organizing drive with Thom McDaniel and Maria Teresa. He has been working on an OSHA (Occupational Safety and Health Administration) campaign that is within the FAA Reauthorization Bill. Bryan did his Lounge Mobilizations and wrote his Unity article. Bryan completed his Officer on Call weeks, cleaned the Red Rack, met with Base Manager Scott Wells, and sent an E-Connection.*

Audrey Stone made a **motion** to approve the Las Vegas Base Report. Don Shipman **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck and Grievance Team Member Sara King entered the Meeting at 1420 to discuss the merits of a Grievance.

John Parrott returned to the Meeting at 1426.

A Grievant entered the Meeting at 1436 to discuss the merits of the Grievance.

Allyson Parker-Lauck, Sara King and the Grievant were excused at 1449.

John Parrott made a **motion** to table a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

Thom McDaniel **agreed** to notify Allyson Parker-Lauck of the Board's answers to her questions regarding a Grievance.

Thom McDaniel left the Meeting to participate in Conference Call at 1530.

John Parrott chaired the Meeting.

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

Karen Amos and Todd Gage submitted copies of a proposal to implement a program in which Members who were not Shop Stewards would still be able to volunteer for Union work.

The Board reviewed the **"To Do List"** from the August Executive Board Meeting.

John Parrott submitted copies of proposed language for inclusion in the Local 556 Policies and Procedures Manual regarding pay for Executive Board Meetings.

Cuyler Thompson made a **motion** to insert John Parrott's proposed language regarding Executive Board pay into the Local 556 Policies and Procedures Manual as amended. Audrey Stone **seconded** the motion. The motion **carried**.

Michael Massoni and Thom McDaniel returned to the Meeting at 1544.

The Board discussed Mark Torrez's Executive Board pay for the last Executive Board Meeting.

Crystal Reven left the Meeting at 1640.

The Executive Board discussed the format and content of the E-Connection. The Executive Board **agreed** that Thom McDaniel would inform Kyle Whiteley of the Executive Board's decisions.

The Board discussed Local 556 Policies and Procedures Manual.

The Board **agreed** to change the dates of the December Executive Board Meeting to begin on Monday December 13 and adjourn on December 15.

The Board discussed the One Nation March in Washington, D.C.

John Parrott made a **motion** to excuse Crystal Reven from the following day's Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The motion **carried**.

Todd Gage made a **motion** to excuse Michael Massoni from part of the October Executive Board Meeting so that he may attend the Safety and Security Symposium. Jimmy West **seconded** the motion. The motion **carried**.

The Board **agreed** that the Local 556 Office Team/Executive Board Holiday Party would take place on December 13.

Audrey Stone was excused for Union Business at 1704.

Cuyler Thompson submitted the **August 2010 Executive Board Meeting Minutes** for review.

Audrey Stone returned to the Meeting at 1716.

The Board reviewed and made corrections to the Minutes.

Crystal Reven **requested** that Domicile Executive Board Members provide her with names of potential Members of the new Uniform Steering Committee

The Board discussed when Local 556 Members would become Members in Bad Standing for non-payment of Membership Dues. John Parrott **agreed** to solicit input from the TWU International Secretary/Treasurer regarding the matter.

The Board discussed how a Shop Steward was compensated for doing a Fact Finding Meeting on a day that they were scheduled to fly a Pairing. The Board **agreed** not to change the current practice of paying the Shop Steward two Trips for Pay (TFP).

Thom McDaniel reported that an internal memo had been circulated in the Scheduling Department, which detailed for Schedulers how to allow an Executive Board Member on a Union Pull to jetway trade for a Flight Attendant.

The Board **agreed** that the Local 556 Annual Toys for Tots Drive would begin on November 1 and conclude of December 13, 2010.

Thom McDaniel **agreed** to request permission for the annual drive from Southwest Airlines Management.

The Executive Board **agreed** not to participate in the Feeding America Campaign this year, noting that there were currently several concurrent and ongoing Membership Campaigns.

The Board discussed the costs associated with the Weekend On Call program.

John Parrott made a **motion** to recess. Michael Massoni **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1805.

Thursday

September 15, 2010

Thom McDaniel called the Meeting to order at 0830.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Don Shipman, Mark Torrez, Todd Gage, John DiPippa, Karen Amos, Jimmy West, Bryan Orozco and Donna Keith.

Cuyler Thompson and Audrey Stone were excused to record the latest installment of Contract Live.

Crystal Reven was excused for personal reasons.

Stacy Martin was excused for illness.

Donna Keith recorded the Minutes of the Meeting.

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

Grievance Team Member Becky Parker entered the Meeting at 0838 to discuss the merits of a Grievance.

Cuyler Thompson entered the Meeting at 0840.

Discussion continued.

Audrey Stone entered the Meeting at 0845.

Discussion continued.

A Grievant entered the Meeting at 0908 to discuss the merits of the Grievance.

Becky Parker and the Grievant were excused at 1005.

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

Becky Parker returned to the Meeting to discuss the Grievance further.

The motion **carried**.

Allyson Parker-Lauck was excused at 1015.

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 day.

The Board took a break at 1023 and reconvened at 1030.

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

Crystal Reven was excused for personal reasons.

Stacy Martin was excused for illness.

Southwest Airlines Inflight Management Representatives Henry Townsend, Mike Mankin and Adam Carlyle were guests at the Meeting.

> *Adam Carlyle submitted copies of an updated Sick Leave and Productivity Review compiled for the Local 556 Executive Board. There was discussion regarding Flight Attendant sick calls. Adam noted that sick calls were trending higher in September. Thom McDaniel asked if there were any plans to address staffing issues for the upcoming holiday season. There was some discussion regarding the incentive programs offered in years past, but Michael Massoni noted that the Executive Board was concerned with such programs because it encouraged Flight Attendants to come to work when they were sick. It was noted that the number of sick calls went up after such an incentive program was over. Cuyler Thompson asked about the Union's previous request for data, which would establish whether the number of sick calls increased when the Personal Illness Note (PIN) was instituted. Mike Mankin stated that he would try and get that information from pull sheets. Cuyler Thompson asked if there had been any progress on the Union's repeated request that Inflight Management look for ways to empower the Flight Attendants to be more assertive in taking control of the boarding process, to insist that Ops Agents follow established procedures in order to minimize fines imposed by the FAA and not to risk the Minimum Crew Exemption. Michael Massoni suggested a dual communication to Flight Attendants and Ops Agents. Cuyler discussed the fact that there were still problems with Ops Agents not following established Unaccompanied Minor (UM) Procedures. Mike Mankin noted that the number of incidents regarding UM's had recently decreased. Thom McDaniel inquired as to the possibility of having someone come to a future Executive Board Meeting to explain and demonstrate the tools/procedures used when drug/alcohol testing Flight Attendants. Thom said that we would love to talk to an MRO. Mike Mankin agreed. John DiPippa discussed a problem where Flight Attendants had picked up linked trips from CWA that began in different Bases. Mike Mankin noted that he would look into that. Thom McDaniel discussed the fact that recently several Flight Attendant were sent home from a Houston*

Recurrent training class after they had updated the Flight Attendant Manual to be in compliance with a "loaner" Manual borrowed from the Houston Inflight Base which was incorrectly updated. It was discussed that the online Manual Quick Check was often incorrect. Audrey Stone discussed the fact that the Inflight Offices often do not have a sufficient amount of "loaner" Manuals. Henry reported that he would look into it. Michael Massoni asked if Management could better inform the Flight Attendants on recent changes in which the FAA will be issueing more "personal fines" on Flight Attendants. Henry explained that Management was looking at specific problems with the Chicago and Dallas Recurrent Training locations. Mike Mankin noted that there had been some talk of having electronic Flight Attendant Manuals. Thom noted that the Union would like to discuss reassigning the duties and/or the compensation of the "A", "B", "C" and ultimately the "D" Flight Attendants. Michael Massoni discussed the problem with Irregularity Reports and the ASAP implementation. Michael asked that Management address the problem before the next Executive Board Meeting because that was when the Executive Board was scheduled to be trained on the new ASAP. Mankin stated, "we will get that for sure." Mike Mankin agreed that a Letter of Agreement needed to be in place before then.

Management Representatives were excused at 1134.

John Parrott presented the **July 2010 Local 556 Financial Report**.

Audrey Stone left the Meeting at 1139.

Michael Massoni left the Meeting to assist Audrey Stone at 1143.

Todd Gage made a **motion** to approve the July 2010 Financial Report. Karen Amos **seconded** the motion. The motion **carried**.

Audrey Stone returned to the 1146.

John DiPippa left the Meeting at 1147.

John Parrott presented the **August 2010 Local 556 Financial Report**.

Michael Massoni returned to the Meeting at 1152.

John DiPippa returned to the Meeting at 1153.

Jimmy West made a **motion** to approve the August 2010 Financial Report. Mark Torrez **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck and Grievance Team Member Erich Schwenk entered the Meeting at 1155 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1202 to discuss the merits of a Grievance.

Erich Schwenk and the Grievant were excused at 1217.

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

Allyson Parker-Lauck was excused at 1218.

Michael Massoni left the Meeting at 1218.

The Board discussed how termination cases were scheduled on the Executive Board Meeting Agenda each month. Cuyler Thompson **agreed** to talk to Allyson Parker-Lauck about it.

The Board took a break at 1225 and reconvened at 1300.

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

Crystal Reven was excused for personal reasons.

Stacy Martin was excused for illness.

Thom McDaniel submitted copies of four pieces of correspondence for Board review.

Don Shipman made a **motion** to endorse Neil Durrance for Congress. Todd Gage **seconded** the motion. The motion **carried.**

Audrey Stone made a **motion** to donate $250 to BWI Flight Attendant David Valenzuela due to a recent home fire. John DiPippa **seconded** the motion. The motion **carried**.

The Board discussed Allyson Parker-Lauck's proposed language to be added to the Local's current Policies and Procedures regarding Grievants who wished to proceed on their own Contractual Grievances without the assistance of the Union. The Board **agreed** to table the decision until legal opinion was received.

The Board **agreed** that the Domicile Executive Board Members would coordinate a system-wide Lounge Mobilization during the following week to promote awareness for the FAA Reauthorization Bill and OSHA Protection for Flight Crews.

Cuyler Thompson presented a proposed "Local 556 Style Sheet" to be utilized when writing reports for the Minutes, Web site, E-Connections, Unity Publications, etc. The Executive Board agreed to adopt the style sheet.

John Parrott made a **motion** to excuse Stacy Martin from the September Executive Board Meeting due to illness. Don Shipman **seconded** the motion. The motion **carried**.

The Executive Board **agreed** that the Local 556 Office/Grievance would create a Strategic Plan for the 2010-2011 Fiscal Year.

The Executive Board discussed the fact that Contract and Leave Coordinator Denny Sebesta was currently the person in the Union Office responsible for answering questions regarding Colonial and Lincoln Supplemental Insurance. The Board **agreed** that Denny would continue to be the person responsible for such inquiries.

Mark Torrez submitted draft copies of the upcoming Membership Survey for Board review. The Executive Board made corrections and changes to the Survey.

Cuyler Thompson read the legal opinion received by the Local regarding Allyson Parker-Lauck's proposed language to be added to the Local's current Policies and Procedures regarding Grievants who choose to proceed on their own Contractual Grievances without the assistance of the Union.

Don Shipman made a **motion** to approve the language proposed by Allyson Parker-Lauck's to be added to the Local's Policies and Procedures Manual. Michael Massoni **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **August 2010 Executive Board Meeting Minutes** for review.

The Board made corrections and changes to the Minutes.

Michael Massoni made a **motion** to approve the August 2010 Executive Board Meeting Minutes. Todd Gage **seconded** the motion. The motion **carried.**

Cuyler Thompson submitted the **August 2010 Executive Board Meeting Synopsis** for review.

The Board made corrections and changes to the Synopsis.

Todd Gage made a **motion** to approve the August 2010 Executive Board Meeting Synopsis. Don Shipman **seconded** the motion. The motion **carried**.

John Parrott reported that the Local 556 Assessment Fee would be deducted from Member's paychecks beginning on October 20. The Board **agreed** that due to administrative changes to our current Negotiations Account, John Parrott would open a new interest-bearing account in which to house the funds.

John Parrott presented copies of a proposed Dues Matrix, which detailed when Flight Attendants would become Members in bad standing due to non-payment of Membership Dues. The Executive Board **agreed** to accept John Parrott's proposal and **agreed** that Members would be placed in bad standing per the TWU Constitution.

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

Thom McDaniel adjourned the Meeting at 1448.

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

____
Cuyler Thompson
Recording Secretary