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

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Executive Board Meeting
October 12-14, 2010
Synopsis

Tuesday

October 12, 2010
Thom McDaniel called the Meeting to order at 0830.

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

Bryan Orozco was excused for personal reasons.

Stacy Martin was excused for illness.

John Parrott was absent.

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

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

Thom McDaniel updated the Board on Agenda additions and/or changes.

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

Thom reported that he has been very busy working on many issues since the last Executive Board Meeting. Thom flew pairing HS08 on September 21 and is compliant with TWU Local 556 Bylaws. Thom has worked on the coordination and ratification election of the Tentative Agreement (TA) to add the 737-800 series aircraft to the Southwest Airlines fleet. The Board of Election has posted the proper notices and made the preparations for the ballots to go out on November 1 and the election to close on November 18. Thom has worked with the Negotiating Team and the Executive Board and is still working on coordinating what level of education will be needed for the TA ratification election. Thom reported that he had attended the announcement about Southwest's acquisition of AirTran Airlines on September 27. Thom worked with TWU Local 556 Public Relations Team to coordinate a Union response and worked with the Local 556 Communication and Shop Steward Teams to coordinate education pieces for our Membership. He has also been in communication with the AFA AirTran MEC Officers, TWU International, and Southwest Airlines to put an integration plan into place. While the process is still in the very early, Thom is confident that we will be able to reach an agreement to allow a fair and equitable seniority integration and a successful transition into a single carrier. Thom attended *the Texas Labor Management Conference Meeting on September 29 in Austin. The meeting was cut short due to an unexpected power outage, and all topics will be discussed at the October meeting. Thom represented TWU Local 556 at the TWU International Executive Council Meeting in Dallas on October 4-6. The move of TWU International from New York to Washington, DC is going as planned and the office expects to be fully functional very soon. Thom reported that Local 556 was recognized for their accomplishments in many areas including political action, organizing, reaching a Tentative Agreement, and adding new Members with the addition of AirTran to the TWU Membership. Thom participated in TWU Office Team Strategic Planning October 7-8. The meeting was very productive and the Team developed an aggressive plan to move forward in the upcoming year Thom will also begin the third quarterly evaluations for the Office Team. Evaluations have been mainly positive and during Office Team Strategic Planning, Members reported positive feedback on the teamwork in the office. Thom will be participating in the Local 556 Live Broadcast on October 13 at 1800 CST. The topic will be the 737-800 Tentative Agreement and discussion about the AirTran acquisition. The November Live Broadcast will be held on November 9. Thom notified the Executive Board that he had sent Inflight Vice President Mike Hafner a letter requesting permission to hold the TWU annual "Toys for Tots" drive in all Flight Attendant domiciles. He is awaiting a reply and all Domicile Executive Board Members (DEBMs) should begin preparing for this important event. Thom will be chairing all Membership Meetings in all bases over the next two weeks. The meetings have been structured to include times for all regular Membership business as well time to discuss the 737-800 ratification vote. Thom notified the Executive Board that he would be assisting in facilitating an international Strategic Planning session at the National Labor College November 1-4. Thom will also assist with Strategic Planning in Philadelphia Local 261 November 18-19. All lost time and expenses will reimbursed by TWU International. Thom reported that he and Michael Massoni would be attending a gala sponsored by the NTSB Bar Associaion at the National Air and Space Museum honoring Herb Kelleher on November 4. It is a true recognition of SWA and TWU's collaboration to create a safe workplace that has allowed Herb to receive this award and our Union Leaders to be invited to honor him. The TWU Local 556 Executive Board Strategic Planning Retreat is scheduled for November 15-17. Thom reminded all EB Members that the session would begin early on November 15, which may require travel on November 14. Thom thanked the Executive Board for their help on the Tentative Agreement and communication on the AirTran acquisition and looks forward to working together on these important opportunities for our Members and our Company. While these are challenging times, they present great opportunities for our Members.*

Mark Torrez presented his **Officer's Report as Board Member at Large**. There was no written report submitted.

Michael Massoni made a **motion** to approve the Officer's Report. Don Shipman **seconded** the motion. The motion **carried**.

Don Shipman presented his **Officer's Report as Board Member at Large**. There was no written report submitted.

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

John Parrott entered the Meeting at 0904.

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

John informed the Board that things are pretty quiet in Phoenix in terms of Fact-Finding Meetings. John informed the Board that the Mayo Clinic in Arizona has teamed up with United Healthcare giving Phoenix Flight Attendants more options to see different doctors. John was in the lounge the last week of September for a lounge mobilization and in regards to the FAA Bill, Phoenix Shop Steward Jesse Cano, was in the lounge for a couple of days to discuss this important legislation. John has been in constant communication with his Shop Stewards in regards to any developments about the AirTran acquisition and reports that the only common question that has been asked was about how seniority for AirTran Flight Attendants would be integrated with ours. John explained that all he knows at the time is that it will be "fair and equitable" and that they would not be stapled to the bottom of the list. John mentioned that the Pilots have met with their AirTran counterparts and the Executive Board should be meeting with our counterparts soon. John wrote the Hotline Script for September 17 and October 1 and sent out a September E-Connection. John has updated his base page and made sure the red rack and glass case were up to date. In addition to the new face that John reported about last month, John received word from Base Manager Steve Murtoff that two new Inflight Supervisors are going to be hired. John attended the Inflight/Provisioning Meeting in Dallas last month and has sent a report to the Board. John also sent Kolette Miller (who did the research when the options were at another financial institution) and the Board information about selling our Stock Options for a certain price and hopes to put this in the October E-Connection. John has kept in constant touch with Kelly Martin, who is the sister of 2nd Vice President Stacy Martin about her brother's condition and is keeping Stacy in his thoughts and prayers.

Michael Massoni made a **motion** to approve the Phoenix Base Report. Don Shipman **seconded** the motion. The motion **carried**.

Cuyler Thompson distributed copies of letters addressed to each Executive Board Member, which he had received regarding the Board of Election (BOE) from BOE Member Sonia Hall.

Michael Massoni made a **motion** to excuse Stacy Martin from the October 2010 Executive Board Meeting due to illness. Crystal Reven **seconded** the motion. The motion **carried**.

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

Audrey reported that Baltimore continues to have Fact-Finding Meetings weekly due to various reasons; most recently a passenger complaint letter, abuse of sick leave, and accepting an assignment on reserve while in commuter city. We are still awaiting the results of recent meetings. Rachel Derrossett has been promoted to Base Manager, and she and Audrey have tentatively planned to meet later this month to discuss the base. Our new Inflight Supervisors have completed initial training, and are up and running. Lounge mobilizations were held on September 21, 22, and 23 in conjunction with the OSHA/FAA Reauthorization Bill campaign, and the feedback was positive. The Baltimore base page has been updated, and a September E-Connection was sent on September 30. It included information about the One Nation March that was held on October 2 in Washington, DC, and Audrey distributed fliers in the lounge the week prior regarding the event. The notice from the Board of Election regarding the 737-800 Tentative Agreement was put in the glass case and the red rack was straightened. Audrey attempted to contact all Shop Stewards and Shop Steward Steven Romero attended the Civil and Human Rights/Working Women's' Committee Conference held in Dallas last week. Shop Steward Stephanie Roberts will be in the lounge on October 27 in conjunction with the ASAP rollout. Audrey continues to schedule the Weekend On Call program, and will be hosting the TWU Live Web chat on October 13. There has been no update from Southwest Airlines regarding the Open Time focus group. Audrey reported that she received a complaint that the Union did not educate Members about the United

Healthcare class action lawsuit, and she has also encountered negativity regarding the AirTran acquisition from Flight Attendants; namely that they don't think it's fair that those employees are getting a better Contract and raise, and they don't feel like they're getting anything. Overall people have been very positive about the 737-800 Tentative Agreement, but many do not realize it still has to be ratified. The 35th anniversary pins continue to sell well in the base.

Cuyler Thompson made a **motion** to approve the Baltimore Base Report. Don Shipman **seconded** the motion. The motion **carried**.

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

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

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

For the Period of September 1 – September 30 we had the following:

Vacation Days	*22.0*
Vacation Converted	*0.0*
Sick Days	*29.0*
Appointments	*4.0*
Other	*6.0 (4 Recurrent Training, 2 Officer Bylaw Required Flying)*
Total Days to cover	*55.0*
Temporary Staff Days Utilized	*6.0 (4.0 Temporary Staff/2.0 Treasurer – Billing)*

Crystal Reven made a **motion** to approve the Office Manager's Report. Mark Torrez **seconded** the motion. The motion **carried**.

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

Jimmy reported that Fact-Finding Meetings remain consistent in Orlando that range anywhere from sick leave abuse to delay of flights. The good news is no discipline has been issued to date. Flight Attendants in Orlando are still being assessed no-shows and sent home from Recurrent Training for not having their manuals updated. Jimmy reported that he has received numerous phone calls regarding the AirTran acquisition, the main question being senority and how is will affect the Flight Attendants at Southwest. Jimmy reported that he incorporated an additional lounge mobilization to field the additional questions and concerns. 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. John Parrott **seconded** the motion. The motion **carried**.

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

Todd reports that Oakland Base Manager Reen Emelet will be stepping down to take a position in Cabin Services at Headquarters. Her position has not been filled. Due to her departure, the position of Assistant Base Manger has not been filled. This has caused a little problem trying to schedule Step Two Meetings in the base. Both of their departures at the same time have also sparked rumors of Oakland shutting down. Todd addressed this in the most recent E-Connection. Todd did numerous lounge *mobilizations in September. He spent four consecutive days pushing the FAA Reauthorization Act and reminded Flight Attendants to contact their Senators to vote in favor of this bill. Many Flight Attendants had already contacted their Senators thanks to the email the Union had recently sent out. Health Coordinator Michele Moore and Shop Steward Doreen Argyropolous conducted a lounge mobilization educating Flight Attendants on the new ASAP procedures. Michele Moore thanked Doreen for her help. Todd has received a few questions about the merging of seniorities with AirTran. Most Flight Attendants have given positive responses about the announcement of the AirTran acquisition. The red rack has been organized, Shop Stewards have been contacted, and all publications have been distributed. Todd sat Weekend On Call September 18 and 19 and again on October 9 and 10. This concludes Todd's report.*

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

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

Donna reports that administrative personnel staffing remains the same this month in the Chicago base with some positional realignment. The Chicago base has been relatively quiet this month concerning Fact-Finding Meetings with only one termination for points. The challenges with road construction around Chicago Airport continue and hopefully the construction will be completed in the next few weeks allowing employees to get back to a reasonable travel time to and from work. Donna has in communication with Base Management when Flight Attendants have difficulty getting to work due to traffic that is at a standstill and each case is evaluated on a case-by-case basis. Donna has placed the Board of Elections memo in the glass case, 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. Don Shipman and Donna held lounge mobilizations this month to educate the Membership on the OSHA/ FAA Reauthorization Bill information provided by Bryan Orozco at last month's Board Meeting. Donna also spent time in the lounge communicating and answering questions for Flight Attendants about the AirTran announcement. Donna, Don Shipman, Roy Soria, and Jason 'AB' Burke attended the Illinois and Indiana State Conference hosted by TWU 556 on September 20. The meeting was also attended by Gwen Dunivent. Guests were in attendance were Scott Harper Congressional Candidate for the 13th District and Wendy Gruen, who is running for State Representative. Al Martin, the AFL-CIO Field Representative also was in attendance. There was discussion on the upcoming November elections as well as the upcoming Chicago Mayoral Election that will take place in February of 2011. Donna sat as Emergency on Call Officer September 26 – October 4. Donna also sat as Weekend On Call Officer on October 2 and 3. Donna flew pairing MS89 on August 18-19.

John Parrott made a **motion** to approve the Chicago Base Report. Michael Massoni **seconded** the motion. The motion **carried**.

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

A/C Incident	*2*
A/C Mechanical	*3*
Confidential Issue	*5*
Death on Board	*1*
Decompression	*1*

Employee Fatality	*1*
F/A Personal Issue	*3*
Medical Emergency	*16*
Non Work Related	*1*
Other	*2*
Personal Issue-F/A	*4*
Personal Issue-Pilot	*2*
Turbulence	*2*
Total:	***43***

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

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Database (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 = 4210+ / 279

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

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

- *09/11/10 through 10/11/10 = 96*
- *Emergencies Declared = 8*
- *All OF 2010 to Date = 962*
- *ALL OF 2009 = 1210*
- *ALL OF 2008 = 940*

The Southwest Airlines Flight Attendant Aviation Safety Action Program's (ASAP) implementation schedule is still on target for a December 1 roll-out. On October 1 we reached agreement with the Company and signed the ASAP Non-Discipline & Timeframe Policy Letter of Understanding (LOU) that supplements the tripartite Memorandum of Understanding (MOU) that governs our ASAP program. We also continue to move forward with scheduled ASAP trainings including that of the TWU Local 556 Executive Board and Grievance Team during this Executive Board Meeting. Flight Attendant education and familiarization road shows are also in process with Las Vegas and Oakland complete. Houston is scheduled for October 21; Dallas, October 25; Baltimore, October 27; Chicago, October 28 (tentative); and Phoenix, 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 did attend the ASAP aviation info share, a joint gathering of ASAP stake holders 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 ASAP programs. Southwest

Airlines Flight Attendant ASAP Program's Event Resolution Committee (ERC) Members and alternates will be receiving formal ERC training from the FAA on November 8 through the 10 and will be one of the final milestones accomplished before our December 1 implementation.

The 2010 SWA Safety and Security Symposium takes place Wednesday October 13 from 100p-500p, with dinner and a keynote address by Gary Kelly following, and will continue Thursday October 14 from 800a-1230p at the Radisson Hotel & Suites Dallas-Love Field. This year's symposium is open to one person in safety leadership within each SWA labor group and thus should be attended by TWU Local 556 1st Vice President and Safety/Security Coordinator, Michael Massoni. The goal of this year's program is to provide Safety Leaders with a unique Safety and Security focused learning opportunity. During the symposium, industry leading professionals will provide information pertaining to professionalism in aviation and the Safety and Security environment in which we are now operating.

OPEN DISCUSSION ITEM(S):
The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)
DEBM road show/lounge mob coordination
Moving Forward
The 2010 SWA Safety and Security Symposium
Excusal Request to Attend

SCHEDULED AND STANDING MEETINGS:
- *Friday October 15, 2010 @ 0900hrs CDT – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards*
- *Monday October 18, 2010 through Tuesday October 19, 2010 – International Health and Safety Taskforce Meeting in NYC*
- *Wednesday October 20, 2010 – Mandatory Go-Team Recurrent Training and Accident Response Exercise with SWA Corporate ER Department*

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

Michele Moore entered at 0936.

The Board took a break at 0946.

During the break, the Local 556 Executive Board, Office Team and affected Committee Chairs participated in training for the new Southwest Airlines Aviation Safety Action Program (ASAP) with representatives from Inflight Management.

The Executive Board reconvened at 1123.

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

Bryan Orozco was excused for personal reasons.

Stacy Martin was excused for illness.

Michael Massoni was excused to debrief with Inflight Management regarding the ASAP Training.

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

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

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

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

Michael Massoni returned to the Meeting at 1157.

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

> *Cuyler reported that of the one-hundred and thirty-two Shop Stewards, seventy-two of them had taken the recent Shop Steward Committee/Communications Survey. Cuyler distributed copies of the completed survey results (with the names edited) to Executive Board Members.*

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

Thom McDaniel presented the **New Hire Committee Report**. There was no written report submitted.

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

Todd Gage presented the **Veterans Committee Report**. There was no written report submitted.

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

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

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

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

> *Phoenix DEBM John DiPippa attended the Cabin Services Meeting on behalf of TWU Local 556 on September 23 in Dallas, Texas. One of the highlights of the Meeting was representatives from Maintenance and Ground Ops were present to answer questions about lavatories and dispel any misinformation. John came away from this discussion with a better understanding of what goes into cleaning the lavatories and what responsibilities Maintenance and Ground Operations have in*

maintaining them. Another highlight of the meeting was receiving a canyon blue shirt that says Cabin Services Team member on the front and southwest.com on the sleeve. Finally, John submitted a report to the TWU Local 556 Executive Board with other highlights from the meeting broken down into several categories below. Lavatories: The toilet tank is acid soaked every 100 days and is also done on a non-routine basis if complaints about a lavatories odor are addressed via the Aircraft Appearance reporting tool on SWALife or the VRU. Toilet Shrouds are cleaned. All surfaces in the lavatories are disinfected on RONs. New floor mats are being installed in the lavatories and this should be done within two years. There will soon be an option to upload pictures of bad floors, etc. on the Aircraft Appearance reporting tool on SWALife. A misconception that was brought up was that by doing a "double dump," the smell in the lavatory isn't eliminated. Ground Operations cleans lavatories in three stages: dump, flush (filled with five gallons of blue water) and fill (filled with three gallons of blue water). The representative from Ground Ops who was present stated that they need to improve on the "Flush" stage in regards to servicing the lavatories and is doing monthly audits. A mop exclusively for the lavatory is being explored. The new AM snack will be the Newton Fruit Crisps Mixed Berry Bar, while the PM snack will be SWA Airplane Crackers. The Select-A-Snack selection will feature 100 Calorie Lorna Doone Shortbread Cookies, Athenos Whole Wheat Baked Pita Chips, and Ritz Bits Cheese Crackers. Hazelnut Creamer is being brought back. Corona Extra will be onboard through the end of the year and then it will be re-evaluated. Coke Zero will be onboard through the end of the year and then it will be re-evaluated and it was mentioned that the company was well aware that Coke Zero is not moving very fast in terms of usage. Jack Daniels and Coke Zero is the drink special for the 4th Quarter. Diet Dr. Pepper will not be onboard anytime soon due to contract obligations with Coke. Currently, our contract with Coke only allows Dr. Pepper to be the only other non-Coke carbonated drink onboard. The contract with Coke is up in May 2011. The contract for the Monster Energy Drink that Southwest signed for three years is up in May 2011. Plastic dividers for wine and containers made especially for soap and other products are being considered. Our snacks supplied by Nabisco are contractually rotated every six months. Different types of alcohol are being considered. Handheld Device (HHD) Information. A buy on board program is being explored, however Southwest doesn't have the right handheld device to implement it. There are about 2000 HHDs in the system. The Company is looking at different types of HHD devices on the market. Originators should be stocked with fresh limes every morning. Peanuts/Pretzels are going to be moved back to Galley 2 and the serving tray will be moved back to Galley 1 around the 16 and 17 of October.

Jimmy West made a **motion** to approve the Provisioning Report. Don Shipman **seconded** the motion. The motion **carried**.

Donna Keith presented the **Green Committee Report**. There was no written report submitted.

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

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the third quarter of 2010:

Thom McDaniel	flew HS08	dated September 21
Michael Massoni	flew PS99	dated September 12
John Parrott	flew DS92	dated September 24
Stacy Martin		
Cuyler Thompson	flew BE98	dated August 27
Don Shipman	flew MC89	dated September 6

Mark Torrez	flew OD92	dated September 23
Todd Gage	flew OE84	dated September 26
Audrey Stone	flew BE07	dated August 16
John DiPippa	flew PH12	dated September 26
Karen Amos	flew DS24	dated September 24
Jimmy West	flew FA29	dated September 20
Bryan Orozco	flew LD57	dated August 24
Donna Keith	flew MS89	dated August 18
Crystal Reven	flew HS42	dated September 25

Stacy Martin did not comply with TWU Local 556 Bylaw Article VII (g) for the third quarter of 2010.

The Board went to lunch at 1245 and reconvened at 1400.

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

Bryan Orozco was excused for personal reasons.

Stacy Martin was excused for illness.

John DiPippa was absent.

Communications Committee Chair Kyle Whiteley was a guest at the Meeting.

John DiPippa returned to the Meeting at 1410.

Kyle Whiteley presented the **Communications Committee Report**. There was no written report submitted.

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

Kyle Whiteley was excused at 1416.

Michael Massoni was excused for Union Business.

The Board discussed the Local's delinquent dues process. The Board **agreed** to deliver certified letters to Flight Attendants, notifying them that could be made Members in bad standing or terminated for non-payment of dues. The Board **agreed** to begin this process in January 2011.

Michael Massoni returned to the Meeting at 1423.

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

John DiPippa **agreed** to be the administrator of the Local 556 Strategic Plan for 2011.

John Parrott was excused at 1500 for Union business.

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

John Parrott returned to the Meeting at 1528.

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

The Board reviewed and made corrections to the Minutes.

The Board took a break at 1601 and reconvened at 1616.

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

Bryan Orozco was excused for personal reasons.

Stacy Martin was excused for illness.

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

Total Queries:	*16*
Cases Worked:	*9*
On Going Cases:	*6*
Positive outcome:	*2*

Cases worked by category:	
FARS	*0*
Safety	*2*
Company Policy	*4*
Pilots	*3*

We have four cases that were received in the last two days of September and two cases that are still being worked that are unresolved. These make up the six ongoing cases. From the information that I obtained from the callers I was able to place them in a category. I do not believe these will change when I obtain more information from the committee member after they have been resolved. The outcome on the six ongoing cases will be reflected in the October numbers and I will have them in a separate carry over column.

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

The Board discussed the new procedures by which Southwest Airlines was implementing the Family Medical Leave Act (FMLA).

The Board discussed Southwest Airlines Honor Flights.

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.

Cuyler Thompson and Audrey Stone were excused for personal reasons at 1638.

Crystal Reven made a **motion** to recess. Donna Keith **seconded** the motion. The motion **carried**.

Thom McDaniel recessed at 1641.

Wednesday

October 13, 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.

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

Grievance Committee Chair Allyson Parker-Lauck was a guest at the Meeting and submitted the **Grievance Committee Report**:

As of the October 6, 2010 Grievance Report, our year to date statistics are as follows:

New Grievances Filed:	*231*
Grievances Withdrawn Without Prejudice:	*148*
Grievances Settled:	*121*
Arbitration/BOA Decisions – Union Win:	*1*
Arbitration/BOA Decisions – Company Win:	*2*
Arbitration/BOA Decisions – Split Award:	*2*
Other:	*19*

January 1, 2010 Total Grievances:	*170*
Current Total Grievances:	*108*
Year to Date Net Gain/Loss:	*-62*
Year to Date Gain/Loss Percentage:	*-36%*

Allyson reported that on October 7-8, 2010, the Office Staff participated in a two-day Strategic Planning session with Mark Richard. The group developed a plan that will be presented to the Executive Board prior to their November Strategic Planning. The main topics that were addressed were: Grievance Handling, Membership Service, Office Procedures, and Executive Board/Office Relations. In addition, we each set a personal individual goal that will help us best help the Team's success. Allyson reported that the Union and Company currently have the following dates scheduled for Board of Adjustment (BOA) and Arbitration:

BOA – October 28, individual contractual grievance: Lyn Montgomery will serve as 1st Chair and Sara King as 2nd Chair
BOA – November 16 and 18 – two individual discipline grievances: Becky Parker will serve as 1st Chair on one case, other Chairs to be determined.

Arbitration – November 19 – termination grievance: Allyson Parker-Lauck will serve as 1st Chair, other Chairs to be determined.
BOA – December 9 – individual contractual grievance: Chairs to be determined.

Allyson asked the Executive Board for guidance on a grievance, specifically whether the Board agrees that the Union should bypass Board of Adjustment and proceed to Arbitration on this case. The next grievance meeting with the Company will be on Friday, October 15. Allyson discussed a proposed Letter of Agreement with the Company clarifying some issues with regards to the Commuter Policy. Denny Sebesta will be presenting the letter and answering questions later in the meeting.

Grievance Team Member Catherine Rea entered the Meeting at 0850 to discuss the merits of a Grievance.

The Board spoke with a Grievant via Conference Call at 0900.

Catherine Rea was excused at 0940.

Don Shipman made a **motion** to proceed on a Grievance. Todd Gage **seconded** the motion.

There was discussion.

Todd Gage made a **motion** to table a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

The Board took a break at 1000 and reconvened at 1008.

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.

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

Southwest Airlines Management Representatives Brendan Conlon and Mike Mankin were guests at the Meeting.

Brendan Conlon 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. Brendan noted that sick calls were trending higher in October. Thom McDaniel discussed increasing the bid-line totals and the number of Reserves as a possible solution to the problem. Brendan noted that this could be a potential solution to break the current cycle. Todd Gage discussed the fact that Inflight Scheduling was putting reschedules on Flight Attendants' pairings sometimes three days in advance. Cuyler Thompson asked about a previous request for the number of sick calls in relation to the implementation of the Personal Illness Note (PIN). Management still did not have the information.

John DiPippa was excused at 1015 to attend to computer issues.

Cuyler Thompson noted that this was the fifth consecutive month that the Executive Board had requested that Inflight Management do something to stop the FAR violations occurring during the boarding process, thus endangering the partial Minimum Crew exemption granted to Southwest Airlines by the

FAA. Michael Massoni noted that Flight Attendants had been disciplined because they did not know that boarding had begun.

Michael Massoni left the Meeting at 1024.

Discussion continued.

John DiPippa returned to the Meeting at 1026.

Michael Massoni returned at 1030.

There was discussion regarding the fact that Flight Attendants were able to link trips in multiple bases in Crew Web Access (CWA) Trip Trade/Give Away. There was discussion regarding reports that members of Inflight Management had called Flight Attendants at home and requested that they come to work early because extra time was needed to board wheelchairs on Honor Flights. It was confirmed that Flight Attendants are not required to do this. There was discussion about the numbers of unscheduled overnights. Brendan noted that Inflight Scheduling compiled that information into a daily "scorecard." Thom McDaniel asked if an equal number of announced and unannounced audits were being conducted as originally reported. Mike Mankin noted that he could get that information.

John DiPippa was excused at 1037 to attend to computer issues.

Cuyler Thompson noted that if the FAA was, as reported, going to be more diligent in issuing personal fines to Flight Attendants for FAR violations, that the Southwest Airlines Pilots should manage the fasten-seatbelt-sign more carefully. Brendan Conlon stated, "Let me see what we can do." Mark Torrez discussed the perception that Inflight Supervisors conducted audits on Flight Attendants working flights on which the Supervisor wanted to non-rev.

Southwest Airlines Management Representatives left the Meeting at 1103.

The Southwest Airlines Drug and Alcohol testing department representatives were guests at the Meeting and demonstrated the procedures followed when a Flight Attendant was alcohol-tested.

The Board went to lunch at 1200. During lunch, the Executive Board participated in the Quarterly Executive Board/Office Team Luncheon.

The Executive Board reconvened at 1338.

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

Stacy Martin was excused for illness.

John DiPippa was on the phone with a Member.

Don Shipman was absent.

Michael Massoni was excused to attend the "Safety at Southwest" Meeting.

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

Allyson Parker-Lauck was a guest at the Meeting.

John Parrott made a **motion** to revisit a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Grievance Team Member Becky Parker entered the Meeting at 1341 to discuss the merits of a Grievance.

Don Shipman entered the Meeting at 1345.

There was more discussion.

John DiPippa returned to the Meeting at 1401.

John Parrott made a **motion** to proceed on five Grievances per the recommendations of the Grievance Review Committee. Don Shipman **seconded** the motion. The motion **carried**.

John Parrott made a **motion** not to proceed on a Grievance per the recommendations of the Grievance Review Committee. Don Shipman **seconded** the motion. The motion **carried**.

John Parrott left the Meeting at 1403.

Becky Parker was excused at 1405.

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

Grievance Team Member Sara King entered the Meeting at 1407 to discuss the merits of a Grievance.

Todd Gage made a **motion** to revisit a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

Sara King was excused at 1410.

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

Arbitration and Board of Adjustment Coordinator Lyn Montgomery entered the Meeting at 1414 to discuss the merits of a Grievance.

John Parrott returned to the Meeting at 1415.

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

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

Lyn Montgomery was excused at 1430.

Contract and Leave Coordinator Denny Sebesta entered the Meeting at 1432 to discuss the merits of a Grievance.

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

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

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

Don Shipman made a **motion** to accept the proposed supplement to the Commuter Policy Article 33.1.A.3. Mark Torrez **seconded** the motion. The motion **carried.**

Allyson Parker-Lauck and Denny Sebesta were excused from the Meeting at 1524.

The Board took a break at 1530 and reconvened at 1552.

Executive Board Members present were Thom McDaniel, 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.

Michael Massoni was excused to attend the "Safety at Southwest" Meeting.

Stacy Martin was excused for illness.

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

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

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

Thom McDaniel left the Meeting at 1559.

John Parrott chaired the Meeting.

The Board recognized the work of Treasurer John Parrott as exemplified in the Fiscal Year 2009-2010 Financial Report which showed the Local to have operated "in the black" for that fiscal year.

Audrey Stone made a **motion** to approve the Local 556 September 2010 Financial Report. Don Shipman **seconded** the motion. The motion **carried**.

The Board discussed the meeting with AirTran Flight Attendant Union representatives scheduled for later in the day.

The Board discussed a request from a Member to forgive her Union dues.

The Board **agreed** to table further discussion on the matter to await more information.

Representatives from AFA Council 57 representing the Flight Attendants of AirTran Airways entered the Meeting at 1630. The ongoing contract negotiations and elections at Council 57 were discussed. The Executive Board discussed the structure of TWU Local 556.

The Union Representatives of the Flight Attendants of AirTran Airways left the Meeting at 1721.

Audrey Stone made a **motion** to recess. Cuyler Thompson **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1723.

Thursday

October 14, 2010

Thom McDaniel called the Meeting to order at 0835.

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

Michael Massoni was excused to attend the "Safety at Southwest" Meeting.

Stacy Martin was excused for illness.

Crystal Reven was excused for Union business.

John Parrott submitted information necessary for the Executive Board to begin the 2010-2011 budgetary discussions.

Mark Torrez made a **motion** to table the budgetary discussions until after November's Strategic Planning Camp. John Parrott **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **Professional Standards Committee Quarterly Summary** for Chair Michael Broadhead:

FARs	*2*
Safety	*3*
SWA Company Policy	*16*
Pilots	*3*
Total queries:	*59*
Total cases Processed:	*24*
Cases processed with favorable/positive results:	*19*

Professional Standards (PS) is currently reaching a 79% favorable resolution on cases handled. During this 90-day period, PS saw an increase in phone calls citing problematic behaviors of crewmembers while on RON's. PS has identified a "gap" of knowledge within our Flight Attendants of not knowing whom to contact for assistance in situations that involve conduct complaints in RON Hotels. Thus far, *the Hotel Committee has indicated they are not the place to provide assistance with most cases. PS has a defined and limited scope of handling complaints about hotel conduct only if they created "duty related conflict" on the aircraft. It seems some information about this situation and how and where to go for proper assistance may be of assistance to crewmembers in publications. PS still finds a tremendous "gap" of lack of awareness of the new program and new protocols. I would request again that PS get a minor slot in RT 2011 to promote the new program and a very brief overview. Linking it with CISM would be preferred in a short two-three minute informational video segment. PS is seeing cases that involve a direct violation of approved cockpit door procedures not being followed or adhered to during flight. PS did make the decision during the month of July of not handling cases that involve one crewmember. That decision was sent to Steve Murtoff and Michael Massoni and both supported the decision. It was very clear that the needs of this one person were far greater than the help PS could provide. That will remain in effect until further notice. As of this report, we have had no Committee Member attrition and all Committee Members are functioning and contributing the program. Committee Member Kurtis Beggs is managing all daily operations/case work/case assignments through October. Budget proposals were turned in to both TWU Local 556 and Inflight for next year's operation that also included a request for funds for a one day "PS Recurrent Training Seminar" to be held in a central city other than Dallas.*

Crystal Reven entered the Meeting at 0848.

Audrey Stone made a **motion** to accept the Quarterly Professional Standards Committee Report. Mark Torrez **seconded** the motion. The motion **carried**.

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

Audrey reported that she and Kyle filmed more Contract Live videos on September 15, and they would like to thank Cuyler Thompson for his assistance. They will be filming more this week, and are continuing to ask for feedback on the product. Due to the delay in Unity because of the AirTran acquisition, the Resource Guidesheets have not been printed yet. Audrey reported that she will be mailing the notebooks to each Domicile Executive Board Member once they are ready.

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

The Board discussed the fact that Thom McDaniel and Michael Massoni had scheduled a dinner that evening with AirTran's Union representatives.

Bryan Orozco was excused for Union Business at 0909.

The Board discussed the tentative agreement between the Southwest Airlines Pilots Association and the Southwest Airlines Company.

Bryan Orozco returned to the Meeting at 0916.

Crystal Reven left the Meeting at 0921.

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

Bryan Orozco reported that he was in the lounge for the FAA Reauthorization for three days. He would like to thank Steve Guardado for doing two days for the FAA Reauthorization week. Bryan reported that he had cleaned the red rack and returned emails and phone calls. He also volunteered with the AFL-CIO with Addie Crisp for Labor 2010.

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

Bryan Orozco submitted the **Civil and Human Rights** and **Working Women's Committee Reports**:

Bryan Orozco reported that Addie Crisp, Steven Romero, Cat Dusek and himself attended the TWU Human and Civil Rights/ Working Womens convention. Cat Dusek and Addie Crisp are writing articles to be posted on the Web site.

Cuyler Thompson made a **motion** to accept the Civil and Human Rights and Working Women's Committee Reports. Don Shipman **seconded** the motion. The motion **carried**.

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

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

There were two Fact-Finding Meetings in the Dallas base in the month of September. Karen sat Weekend On Call on September 4 and 5, 2010. On September 9, Karen assisted Scheduling Committee Chair Lisa Trafton with the scheduling Unity article as well as the Scheduling budget. Karen attended Executive Boards on September 15, 16 and 17. On Saturday 18 and 19, Karen worked on creating the talking points for HR 915/ FAA Reauthorization Bill/OSHA. Shop Steward Becky Hickey was in the Dallas lounge on the twenty second during Health Safety and Wellness Week. Becky did a great job quizzing Flight Attendants for travel related prizes. The Flight Attendants expressed their appreciation and seemed to have a great time. During the same week Karen spent numerous days in the lounge addressing Flight Attendant support of the FAA Reorganization Bill. Many Members used the lounge computers to email their Senators, if they had not already done so. The support received was greatly appreciated. On September 29, Karen attended line writing in Planning. She would like to thank Lisa Trafton and Shelly Taylor, as well as the other line writers for helping Karen obtain a clear perspective of just how hard the lines are to write with decreased flying. Karen along with Lisa Trafton, Mark Torrez and Don Shipman attended DPOS training to obtain a better understanding of how pairings are built on September 30. Shop Stewards were contacted via email and by phone. An E-Connection was sent out and the red rack was updated. All Union publications have been distributed. The Dallas Web page is updated and the Union Bulletin Board is up to date.

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

There was discussion about conducting lounge mobilizations to encourage Flight Attendants to vote on the 737-800 Tentative Agreement. The Board **agreed** to wait until after the Membership Meetings had concluded before making such a decision.

Crystal Reven returned to the Meeting at 0936.

Karen Amos left the Meeting for Union Business at 0937.

Cuyler Thompson submitted the **September 2010 Executive Board Meeting Minutes** and **Synopsis** for Board review.

Thom McDaniel left the Meeting at 0955.

The Board reviewed and made corrections to the Minutes and the Synopsis.

Todd Gage made a **motion** to approve the September 2010 Executive Board Meeting Minutes. Jimmy West **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to approve the September 2010 Executive Board Meeting Synopsis. Don Shipman **seconded** the motion. The motion **carried**.

John Parrott chaired the Meeting.

Thom McDaniel returned to the Meeting at 0959.

John Parrott was excused at 1000 for Union business.

Donna Keith was excused for Union business at 1011.

The Board took a break at 1019 and reconvened at 1040.

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

Michael Massoni was excused to attend the "Safety at Southwest" Meeting.

Stacy Martin was excused for illness.

Crystal Reven was excused for Union business.

Don Shipman was absent.

There was discussion regarding the fact that TWU International had indicated in a letter to the Local that the amount of Union dues paid by Members of Local 556 needed to be recalculated to reflect the pay raises achieved in the 2008 Contract. Thom McDaniel **agreed** to ask TWU International for a copy of the letter.

Don Shipman returned to the Meeting at 1050.

Mark Torrez was excused for Union Business at 1051.

John DiPippa was excused for Union business at 1102.

The Board again discussed the letter from BOE Member Sonia Hall.

John DiPippa returned to the Meeting at 1108.

Jimmy West was excused for Union business at 1122.

Jimmy West returned to the Meeting at 1130.

John Parrott made a **motion** to excuse Jimmy West from the Local 556 Strategic Planning Camp due to vacation. Todd Gage **seconded** the motion. The motion **carried**.

Investment Advisors Tim Mullaney of Aegon and Sam Drost of Manning and Napier Advisors, Inc. entered the Meeting at 1200 to discuss the Local's investments.

Jimmy West was excused for personal reasons at 1228.

Sam Drost was excused at 1238.

Ted Harris with Horizon Investments, LLC entered the Meeting at 1238 to discuss the Local's investments.

Ted Harris was excused at 1303.

The Board discussed the Local's investments with Tim Mullaney.

Tim Mullaney was excused at 1313.

The Board **agreed** that John Parrott would continue to research options for the Local's investments.

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

Thom McDaniel adjourned the Meeting at 1319.

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

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Cuyler Thompson
Recording Secretary