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

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Executive Board Meeting
December 13-15, 2010
Synopsis

Monday

December 13, 2010
Thom McDaniel called the Meeting to order at 0830.

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

Jimmy West and Bryan Orozco were excused for personal reasons.

Stacy Martin was absent.

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

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

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

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

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

> *Thom reported that since the last Executive Board Meeting, he had completed all Membership Meetings with Cuyler Thompson. The 2011 Membership Meetings are in the process of being scheduled. Thom and Michael Massoni as well as other Southwest Airlines (SWA) Union Presidents and Safety Leaders traveled to Washington, DC November 3-5 where Herb Kelleher was awarded the Joseph T. Nall Safety Award from the National Transportation Safety Board (NTSB) Bar Association at the Smithsonian National Air and Space Museum. Herb, always the class act, accepted the award and gave credit to SWA Employees and Unions and admitting as we all suspected that he was just another pretty face. It was truly an honor to be invited to this event. The Union Office and Grievance Team has been very busy lately and there have been several new terminations. Thom has assisted the Grievance Team in Contact interpretation, research and case preparation as well as attending meetings and preparing for arbitrations. Thom participated in the Local 556 Live Broadcast on November 9. Most questions were about the 737-800 Tentative Agreement and vote. The next Live Broadcast will be Thursday, January 6. Thom attended the Texas State Conference Meeting in Southlake, TX on November 11. The meeting agenda consisted of a wrap-up from the previous election and discussion about strategy for 2011. The next Texas State Conference will be held January 10 in Houston. Thom attended the Local 556*

Executive Board Strategic Planning Retreat in Brenham, TX November 15-17. The retreat was very successful and the Executive Board was able to develop an ambitious and productive plan for the upcoming year. Thom reported that the Tentative Agreement for the 737-800 aircraft passed by almost 85% on November 18. The agreement with Southwest Airlines Pilots Association (SWAPA) has also passed on December 1, and SWA is pursuing the purchase of the aircraft. After concerns and complaints from Members, Thom wrote a letter to Department of Homeland Security Secretary Janet Napolitano and Transportation Security Authority Administrator John Pistole about body scanners and invasive pat-downs of crewmembers. After efforts from Thom and Michael Massoni as well as other Flight Attendant and Pilot Unions, Flight Attendants and Pilots have now been exempted from the procedures. Thom thanked Keenan Ryan and Karen Amos for their assistance doing television interviews on the issue to create public awareness. Thom has continued working with TWU Legislative Director Portia White in support of an effective biometric system for Flight Attendants. Thom reported that he had flown pairing HF28 November 24-25 and is in compliance with TWU Local 556 Bylaws. Thom is in the process of planning the Coaliton of Flight Attendant s Meeting that Local 556 will be hosting January 19 and 20. The location will be Washington, DC and the meeting will be held at the new TWU International Headquarters. Thom participated in the Texas Labor Management Conference (TXLMC)Meeting in Austin December 8. Preliminary plans were made for the TXLMC Conference in June. Thom and John Parrott attended the Southwest Airlines AirTran Integration Forum on December 9. At the Forum, Company Leaders made presentations for Union Leaders on efforts and planning that are taking place in the event that the AirTran acquisition is approved and Southwest Airlines purchases the carrier. The meetings will be held monthly and Thom and John will attend. Thom will attend TWU Strategic Planning Meetings in New York December 15-17 as part of an ongoing effort by President Little to assist other TWU Unions to create strategic plans to build stronger locals. All expenses and lost time will be reimbursed by TWU International. Thom reported that he would be attending an informational picketing event in Orlando December 21 for AirTran's efforts to negotiate a fair Contract. The AirTran Flight Attendants have been in negotiations for over two years and will be holding events until they reach a fair agreement. Thom will keep the Membership updated on their progress and on upcoming events.

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

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

For the Period of October 1 – November 30, we had the following:

Vacation Days	*45.0*
Vacation Converted	*1.0*
Sick Days	*39.0*
Appointments	*9.0*
Other	*2.0 (1 Recurrent Training, 1 Team Flying)*
Total Days to cover	*85.0*
Total Temporary Staff Days Utilized Total	*16.0*
Temporary Staff for Office Strategic Plan	*6.0*
Treasurer Billing/Phones	*7.0*
Holiday Coverage	*2.0*
Officer Coverage	*1.0*

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

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

> *Audrey reported that Baltimore saw a spike in the number of Fact-Finding Meetings last month regarding reserve sick calls and intentional disregard of an assignment. One Flight Attendant has been terminated, and most meetings have resulted in no discipline. We have also had meetings for delay of flight, an unannounced audit that resulted in a three-day suspension, and a harassment complaint. Base Manager Rachel Derrossett and Audrey have met twice since October, most recently on December 8, to discuss the base. Audrey reported that two Inflight Supervisors would be going online in January: Rick Desmond and Alyssa Baiyina. The Inflight Office has also hired a new Medical Leave Specialist, Barry Brozovich. They will not be filling the Assistant Base Manager position vacated through Rachel's promotion at this time. Audrey attended the Baltimore Membership Meeting on October 20 along with many Shop Stewards, and she took them to lunch afterwards. Lounge mobilizations were conducted on October 27 for the ASAP rollout, as well as throughout November 5-November 18 for the 737-800 Tentative Agreement (TA). One of these was in conjunction with Veteran's Day on November 11. E-Connections were sent out in October and November and the base page was updated as well. The glass case has been updated with the appropriate material three times, most recently on December 12. Shop Steward Bryan Gardner will be delivering the toys collected for the Toys for Tots program this week. Publications have been distributed to date, with the exception of December's Unity Update, which hasn't been received yet. Audrey continues to schedule the Weekend On Call program, and sat on call on November 13 and 14. She also sat two weeks of Emergency Officer On Call in November. Audrey was scheduled to 2nd Chair on Arbitration on November 19 that reached a settlement the day before. Audrey reports that the Company has requested another meeting regarding the Open Time Focus Group, which she will be attending later this week.*

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

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

> *Todd reports that the Oakland base has seen a significant rise in Fact-Finding Meetings. The majority of the meetings have been for delay of flight and intentional disregard of assignment. There was an issue regarding California Kin Care and the base requesting documentation, which goes against the actual policy. No discipline was issued however, Todd brought it to the base's attention that situations like this hurt moral and their relations with Flight Attendants. Call volume from Flight Attendants fearing Inflight Management have jumped. Last October, John White was promoted to Base Manager of Oakland. Todd has met with him several times since his arrival. John informed Todd that the position of Assistant Base Manager will not be filled until the beginning of the New Year. In the interim, Phoenix Assistant Base Manger Jenny Kaminski has been filling in. All publications have been distributed and the red rack has been organized with the latest file of Contract Educational Flyers. An E-Connection was sent out in October and November. The glass case has been updated. Todd has communicated to Flight Attendants via Facebook about sick calls, Toys for Tots, and Inflight Management looking at IP addresses. Shop Stewards were contacted via email. Todd would like to thank Shop Steward Donald Silva for taking care of the Toys for Tots box. Todd sat Emergency On Call in October as well as attended the Oakland Membership Meeting, which had its highest attendance in over two years. Todd also attended the Strategic Planning retreat in November with the Executive Board. This concludes his report.*

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

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

> *Donna reported the Chicago base has been very active with several Fact-Finding Meetings some of which have resulted in terminations for a variety of reasons. The Toys for Tots drive was successful in Chicago thanks to our generous Flight Attendants, with one load of toys already delivered to the Marines by Kyle Whiteley and another full box in the lounge that will be delivered this week. Donna would like to thank Kyle Whiteley for delivering the toys to the Marines. There has been one managerial change in Chicago with Assistant Manager Jim Mitchell leaving to join the Scheduling Department in Dallas. The position has not been posted yet as there is much movement in Southwest Airlines Management. All publications have been distributed. Donna sent out her E-Connection, updated the base page, the glass case, has communicated with Shop Stewards, and completed lounge mobilizations.*

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

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

> *After Boards in October, John had Shop Stewards Rob Riddell, Mark Savage, and Anne Barnes in the lounge in October. As far as November went, the main focus was on the 737-800 TA and John did a day in the lounge for this, along with Shop Steward Della Saucier. John wrote the Hotline Script for October 31 and November 12, 24, and December 10. John attended the Executive Board Strategic Retreat in Burton, TX in November and also stuffed the November Unity Update in the mailboxes. John has been in constant communication with his Shop Stewards and sent out an E-Connection for October, November, and December and will be working on another E-Connection after Executive Boards this month. John has been having problems updating his base page due to technical glitches on his base page, so thanks to Kyle Whiteley's help; John has been able to keep his base page up to date and wants to thank Mark Savage for re-organizing the red rack and keeping the glass case up to date. Another initiative that John wants to thank Mark Savage for is getting permission from the Base Manager about hanging up three 8x11 Portrait Size picture frames to provide additional Union information to the base. John reported to the Board that two new Inflight Supervisors have been hired. They are Heidi Patrick and Jamie Ziegler. Heidi was a Flight Attendant at ATA for 23 years, while Jamie was a Flight Attendant at Northwest for 22 years. Before becoming Inflight Supervisors, Heidi, worked in Reservations and Jamie was a CSA in Phoenix. A hot topic in Phoenix has been the Employee parking rate increase. John and TWU Local 556 have taken a proactive stance in regards to this issue by starting a petition expressing Flight Attendant displeasure about the rate increase. John would like to thank Mark Savage for attaching a clipboard to the red rack and also by hanging a sign on the red rack drawing attention to this petition. Thanks also go out to Kyle Whiteley for designing the sign. John also met with Corey Williams, who is the Assistant Parking Manager about the parking increase and relayed the information Corey gave to John to the base in the form of an E-Connection dated December 5. John also asked Corey if he could be included in emails Corey sends out to the various departments in regards to parking and John also inquired about attending the Quarterly Parking Meetings and Corey said he would "plug John in" in regards to both issues. Finally, as far as parking is concerned, John has been so involved with it that he keeps repeating the word "parking" in his sleep. All kidding aside, John met with the Mayor and City Council on December 8 and presented a copy of the petition that Flight Attendants signed expressing their displeasure about the rate increase. The petition, which is*

four pages long was given to Danny Murphy, who is the Aviation Director and a copy was also given to Corey Williams. In conclusion, John was recently made aware that Base Manager Steve Murtoff has been promoted to Director Base Operations, which means Steve will be leaving the base and overseeing Las Vegas, Oakland, Chicago, and Houston. As of this writing, there is no word on a replacement for Steve, but the base is still adequately staffed as far as Base Management goes in the form of our two excellent Assistant Base Managers, Deb Edwards, and Jenny Kaminski and John wishes Steve and his family good luck in this new endeavor. Finally, John wants to wish the Phoenix Base a Merry Christmas and a Happy New Year.

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

Cuyler Thompson submitted the **Board of Election (BOE) Report** for Chair Susan Kern:

There were 9,558 ballots mailed.
Two people who were reinstated to the workforce after ballots were mailed were added to the database so they could vote.
Total eligible voters: 9,560.

Number of ballots returned to sender prior to 11/18: 31
Messages were left for the 31 returned ballots; 20 did not return the call, 6 returned the call, and 5 were available on the first try for a total of 11 returned ballots contacted.
Number of these who actually voted = 7
Number of ballots returned to sender after 11/18: 7
Total returned ballots = 38
Returned ballots comprised .397% of all ballots mailed.

Number of people leaving SWA before 11/18, making their vote ineligible= 14
None of them were found to have cast a ballot.
Total phone calls handled during the voting period: 387; 264 during the last 4 days.
Total emails handled during the voting period: 150; 131 during the last 4 days.
Voting participation rate immediately prior to robocall on 11/15 = 23%
Voting participation rate as of 11/16 = 34%

Hours spent by BOE:
Preparation for vote, including BallotPoint training, roster preparation, bulletin board notices, etc. for both Susan and Will (not including time spent on Chair issues): 10 hours
Actual time spent on phone/computer handling calls and emails during the voting period for both Susan and Will: 88 hours 30 minutes

Audrey Stone made a **motion** to accept the Board of Election Report. Don Shipman **seconded** the motion. The motion **carried**.

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

The Inflight CISM Team responded to a total of 101 Incidents during the month of October/November. On average, we make an attempt to talk to all three Flight Attendants on the crew. So, we spoke to a lot of fellow Flight Attendants in those two months! These were a very successful *training months for our Team. I was able to partner newer CISM peers with seasoned peers to learn how to initiate calls, communicate with Inflight Scheduling and the bases. I am extremely happy with how we all worked together and met one common goal-helping our Flight Attendants! Below you will see the calls listed by category. Thank you for your continued support of our Inflight CISM Team.*

Incidents	
A/C Incident	*3*
A/C Mechanical	*15*
Assault on Employee	*1*
Bird strike	*2*
Confidential Issue	*3*
Death on Board	*2*
Decompression	*3*
Declared Emergency	*1*
Flight Attendant Illness on RON	*2*
Flight Attendant Personal Issue	*3*
Flight Attendant Hospitalization	*3*
Injury	*4*
Jump seat Intervention	*1*
Lightning Strike	*1*
Medical Emergency	*41*
Other	*5*
Passenger Misconduct	*4*
Personal Issue-Flight Attendant	*2*
Suicide-Attempted	*2*
Turbulence	*2*
Van Accident (RON)	*1*
Total:	*101*

A few goals that we are working on right now are: Streamlining our current reporting system. John Parrott has put me in contact with Katie Dexter at Apple Tree Media who is working on quotes for a new program. The current CISMCARE program we use is not compatible with any network provider other than Internet Explorer. This is not working because we need to be able to access it from the TWU Web site and from any network provider. Educating the membership on CISM: Who we are, what we do and how we can help. There are trifold pamphlets that will be displayed in the Flight Attendant lounges and in Recurrent Training starting next month. I am also working on getting info on the TV screens in each lounge. Just as a reminder, CISM Recurrent is April 12-13, 2011!

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

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

Mark reported that since the last Executive Board Meeting he attended and participated in the annual Strategic Planning Retreat for Local 556. Mark sat Emergency On Call the week of November 22 and would like to thank Treasurer John Parrott for assisting him while he was flying. Mark also did a Fact-Finding Meeting on November 30 in Oakland regarding a delay of flight; no discipline was issued. Mark will be writing this quarter's National report for Unity Magazine upon completion of this

Executive Board Meeting. Mark continues to field questions regarding the upcoming AirTran integration and continues to refer Flight Attendants to www.twu556.org for the latest information.

Cuyler Thompson made a **motion** to accept the Officer's Report. Michael Massoni **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 Action Program (ASAP) – Reports Under ERC Review = 6

ID	*Event Date*	*Status*	*Summary*
2	*11/18/2010*	*ERC REVIEW*	*ASSIST HANDLE/JS CLEARANCE*
3	*12/01/2010*	*ERC REVIEW*	*LEFT FAM IN LOUNGE*
4	*12/02/2010*	*ERC REVIEW*	*OWWE/PAX ISSUE*
5	*12/01/2010*	*ERC REVIEW*	*NOT SEATED CODE 4 TURB PER PIC*
6	*11/23/2010*	*ERC REVIEW*	*PAX ILLNESS*
7	*12/07/2010*	*ERC REVIEW*	*OWWE PLACARD/SIC/FA TRAINING DIF.*

Aviation Safety & Health Database International (ASHDI) – Reports Under Review = 0

Report	*Acceptance Deadline*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 4250+ / 283

- *Accepted Reports to date (TWU) =188*

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

- *10/11/10 through 12/11/10 = 191*
- *Emergencies Declared = 42*
- *All OF 2010 to Date = 1153*
- *ALL OF 2009 = 1210*
- *ALL OF 2008 = 940*

After hundreds of hours of work, training and preparation on the part of the TWU 556 Safety Team, Southwest Airlines Inflight Safety and the FAA, the Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP) went live (on schedule) December 1, 2010. We are extremely excited about the opportunities this program provides us in improving safety throughout Southwest Airlines operations and our Members work environment. We foresee and must actively promote ASAP becoming the primary safety information, incident and/or event reporting tool for Southwest Airlines Flight Attendants. The TWU 556 Safety Team will continue to educate Grievance Team Members, the Executive Board and Membership at large on the importance and relevance of ASAP and how it can (and will) positively impact every single Southwest Airlines Flight Attendant throughout their career. That being said, we are establishing a new reporting protocol as it relates to ASAP and ASHDI. This protocol defines reporting through ASAP as any safety related information, incident or event that a reporting individual believes requires corrective action and/or follow-up on the part of the Union, Company or FAA. The protocol further defines any informational only reporting of safety related events or incidence (that which a reporting individual wishes no action or follow-up on) be directed to ASHDI for the Union's tracking and trending purposes only. TWU Local 556 1st VP and National Safety/Security Coordinator, Michael Massoni represented the Union in several additional meetings of the 737-800 List of Passenger Accommodations (LOPA) Task Force. This group, which is also made up of members of Inflight Management and four line flying Flight Attendants is 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 configuration. The LOPA Task Force has met a total of four times 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 last two meetings involved members of Provisioning, Maintenance and Engineering as well as members of Composites Unlimited, Southwest Airlines primary galley provider and members of the Boeing Commercial Aircraft Division. During these meetings we were able to review in detail, the Boeing Sky Interior (BSI), gain further insight on spatial constraints of the aft (G4B) galley complex, weighing the pros & cons of modular boarding of provisions using carts and/or utilizing carts in service procedures. Additionally, we drew up a preliminary G4B schematic with Composites Unlimited in order for them to bring back technical proposals to our next meeting. We also produced a preliminary provisioning scheme for the Provisioning Departments review.

OPEN DISCUSSION ITEM(S):
The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)
Moving Forward
737-800 LOPA Task Force
Configuration Challenges
Service Procedures
Jumpseat Rider Positions
Flight Attendant Luggage Stowage Accommodations
Ovens

SCHEDULED AND STANDING MEETINGS:
Wednesday December 15, 2010 @ 1500hrs CST – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards
Thursday December 16, 2010 – ASAP ERC Meeting 1030hrs CST – 1430hrs CST
Sunday December 19, 2010 through Tuesday December 21, 2010 – International Health and Safety Taskforce Meeting and Strategic Planning Sessions in NYC

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

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

Total queries:	*12*
Cases worked:	*6*
Cases resolved favorably:	*5*

Breakdown of cases worked by category:

FARs	*1*
Safety	
Company policy	*4*
Pilots	*1*

In November I made direct phone contact with each committee member on the phone. I decided to do this in an effort to step away from email and voice mail communication and to check in with each committee member. It gave each committee member some time to ask questions, clarify procedures or just to talk. It was very effective. I was glad I made the decision to do so. It was extremely time consuming, but a very effective decision. Committee member Kurtis Beggs did an outstanding job serving his role as "Manager of daily operations" during the month of September and October. I plan on offering this same opportunity to others on the committee during the coming year with the hopes of developing a potential replacement that understands this aspect of the Chair's position. I continue to approach Inflight Management regarding more ways to promote PS awareness. It is VERY evident based upon the number of phone calls we continue to receive for casework that is not within the scope of our program. Inflight thus far will not put any "info" slides into the RT online training even though PS and CISM used to have two pages in the RT book. Inflight has recently suggested a poster with CISM and PS for each RT room. I have contacted Eileen Rodriguez about this idea. Steve Murtoff is leaving Phoenix as the Base Manager on December 17. I have confirmed with him that he will stay as the Inflight Liaison until November/December next year. His leadership role change with PS will coincide with the scheduled PS Chair leadership change then. Pending budget approval from both TWU Local 556 and Inflight, PS has a one day training seminar tentatively scheduled for Thursday February 10, 2011 in Chicago. It was scheduled for Chicago as to avoid the ever present travel complications of Love Field and to offer a city with more nonstop flights in more directions. It was also done to bring committee members to another city other than Dallas. We are working with Dave Kissman on securing a room in Chicago to hold our training.

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

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

Audrey reported that additional Contract Live videos were filmed on October, and both she and Kyle Whiteley appreciate Bryan Orozco's help. Kyle reports that the videos are getting more views, both through repeat and unique visits. The first set of Contract Live Resource Guidesheets were printed and a notebook for each domicile's red rack was mailed to Domicile Executive Board Members (DEBM). Additional sheets on new topics will be printed this week. Audrey asks that all DEBM's promote the Contract education projects through lounge mobs and dialogue with Flight Attendants. Audrey reports that she continues to work with Denny Sebesta to ensure that new settlement letters are added to the Web site under the Contract education tab.

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

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

> *We have had a lot of stuff happening in regard to our communications efforts over the past two months. In my report this month, I am going to give a very brief overview of what efforts our Union has made to keep in touch with our Flight Attendants. Web site/Electronic Communications: The transfer of our Web site from Network Solutions to a new provider was completed on November 25. This change was made to increase the security of the site, and is being completed by all of Appletree Media Works' clients. There was a bit of a hold up on the SSL for the dues portion of the site, but that was completed the weekend following Thanksgiving. Traffic to the site over the past two months has been higher than normal due to the 737-800 and AirTran acquisition announcements. However, the numbers since Thanksgiving have been down, which is consistent with our previous history for the same time period last year. We have discovered a problem that was missed when Southwest changed the format of our spreadsheets. This problem has caused the API between the TWU Web site and our MailChimp program to not share some information correctly. The problem is being fixed, but it is still in progress. Some of our Flight Attendants who have changed bases over the past three months were not updated in the MailChimp program. After the issue has been resolved, I will go through all those Members who have changed bases to ensure they did not unsubscribe from the service because they were not receiving the correct E-Connection. In October, we sent E-Connections to Oakland and Chicago. In November, we sent E-Connections to Phoenix (2), Baltimore (2), Houston (2), and one each to Oakland, Orlando, and Chicago. We sent several national communications in October and November. There were two messages sent regarding Stacy Martin's recent health issues, Board of Election Notice, Final 737-800 Vote Reminder, Union's position on Enhanced Security Notice, and the Web site outage. We made two broadcast calls to the Membership about the 737-800 Tentative Agreement vote. The next live Web cast will be held January 6, at 1400 Central. Publications: November Unity Update was shipped to the bases toward the end of the month. Chicago's box was sent to Baltimore, and was delayed in being distributed due to this mistake by Cargo. December Unity Update was shipped last week, and needs to be placed in the mailboxes as soon as possible. Winter Unity should be at the printer the first week of January, and in the bases mid-month. Bulletin Boards: As of this Monday, the holiday bulletin boards should be up. This layout includes a Toys for Tots thank you, a holiday wish from each DEBM, and a Contract Live reminder. I will board mail each DEBM a change the week after New Years. This coming year, we will be making a small change to the content of the bulletin boards. Each month we will focus on one or two of the services the Union provides. These will also be highlighted on the Web site and in our print material. Two thousand eleven should be a very fun and exciting year for the Union and our Flight Attendants, and I look forward to the future.*

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

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

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

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

> *The annual Membership Survey was concluded on November 7, 2010 and Communications Chair Kyle Whiteley sent results to the Executive Board and posted them to the Web site. Total participation was up from 2009. Mark will be meeting with Scheduling Committee Chair Lisa Trafton to go over the survey results pertaining to her committee on December 29 and will also be meeting with Uniform Committee representative Crystal Reven regarding those results. Mark discussed the demographic information that was fielded with the Executive Board.*

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

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

> *Todd reports that he was unable to attend the past ATD Veterans Committee meeting in Dallas due to a scheduling conflict with the Executive Board's Strategic Planning retreat. New officers were elected. He would like to congratulate Hank Trujillo (Chairman) from TWU Local 568 MIA, Bobby Velasquez (Vice Chairman) TWU Local 513 DFW, and Pete Meyer (Recording Secretary) TWU Local 562 JFK. The TWU 556 Veterans Committee Web page was updated with a list of Service Officers from each state and major US city. Up-to-date articles regarding Veterans issues have been listed there as well. This December, the House Committee finally approved a Women's Veterans Bill of Rights as well as an Injured and Amputee Bill of Rights. Todd would like to thank TWU Local 556 on behalf of the ATD Veterans Committee for their generous contribution to the Ruck Sack Project. The California State Conference also donated to this cause.*

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

The Board took a break at 0955 and reconvened at 1015.

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

Jimmy West and Bryan Orozco were excused for personal reasons.

Stacy Martin was absent.

Karen Amos was excused to speak with a Flight Attendant.

The Board discussed Inflight Management's recent decision to terminate Flight Attendants for "intentional disregard of an assignment."

Garry Drummond returned to the Meeting at 1030.

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

The Executive Board **agreed** that in accordance with the Strategic Plan, a system-wide lounge mob would be held on the 20th of each month by the Domicile Executive Board Members (DEBMs) or their designees. The Board **agreed** that the focus of the January 2011 lounge mob would be to promote the Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP). Cuyler Thompson **agreed** to notify Kyle Whiteley so that he could effectively promote the monthly lounge mob in all Union publications.

The Executive Board **agreed** that John DiPippa would continue to write the national content for E-Connections to be published during the week after each month's Executive Board Meeting. It was **agreed** that to the extent possible, the national content would only be half a page in length and would be based on feedback from the DEBMs.

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

John Parrott **agreed** to contact Tim Mullaney for the information necessary for the Executive Board to make a final decision regarding the investments of the Local at the January 2011 Executive Board Meeting.

Audrey Stone discussed the **Weekend/Holiday On Call** coverage plan. John Parrott **agreed** to solicit input on the plan from the Local's Office Team. The Board **agreed** to discuss the coverage plan during the next Executive Board Meeting.

The Board went to lunch at 1200 and reconvened at 1330.

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

Jimmy West and Bryan Orozco were excused for personal reasons.

Stacy Martin was absent.

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

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

The Board reviewed and made corrections to the Minutes.

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

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

John Parrott submitted the **October 2010 Local 556 Financial Report** for review.

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

The Board spoke with Legal Counsel Ed Cloutman via conference call at 1425.

Michael Massoni made a **motion** not to accept the proposed settlement dated October 5, 2010 and respond accordingly. Don Shipman **seconded** the motion. The motion **carried**.

The Board took a break at 1450 and reconvened at 1510.

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

Jimmy West and Bryan Orozco were excused for personal reasons.

Crystal Reven and Stacy Martin was absent.

John Parrott submitted the **November 2010 Local 556 Financial Report** for review.

Crystal Reven returned to the Meeting at 1515.

Don Shipman made a **motion** to accept the November 2010 Local 556 Financial Report. Mark Torrez **seconded** the motion. The motion **carried**.

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

> *Don assisted the Scheduling Committee on October 10 & 28, November 10 & 29, and December 10 by writing the Primary and Secondary lines. Don also participated in the scheduled AFA picketing event on Wednesday, November 24 in Atlanta, Georgia in support of the AirTran Flight Attendants and their protracted Contract Negotiations.*

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

John Parrott submitted the necessary information to begin discussions regarding the **2010-2011 TWU Local 556 Operating Budget**.

The Board discussed the 2010-2011 TWU Local 556 Operating Budget.

Don Shipman made a **motion** to recess. Crystal Reven **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1630.

Tuesday

December 14, 2010

Thom McDaniel called the Meeting to order at 0830.

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

Don Shipman and Stacy Martin were absent.

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

Grievance Team Member Erich Schwenk and Board of Adjustment and Arbitration Coordinator Lyn Montgomery were guests at the Meeting to discuss the merits of a Grievance.

Don Shipman entered the Meeting at 0836.

A Grievant entered the Meeting at 0851 to discuss the merits of the Grievance.

Erich Schwenk and the Grievant were excused at 0941.

Audrey Stone made a **motion** to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

The Board took a break at 0956 and reconvened at 1036.

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, Donna Keith and Crystal Reven.

Stacy Martin was absent.

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

Southwest Airlines Inflight Management Representatives Brendan Conlon and Naomi Hudson were guests at the Meeting.

> *Brendan Conlon noted that he and Naomi had not brought copies of an updated Sick Leave and Productivity Review as they normally compiled for the Local 556 Executive Board. It was noted that Scheduling was, on occasion, offering Daily Release Time (DRT) recently. Brendan noted that the Flight Attendant Manual could be downloaded on iPads. Brendan also reported that Crew Web Access (CWA) was available for iPhones via an application but that Southwest Airlines did not support it and would accept no responsibility for it. Michael Massoni led a another discussion regarding what would be done to empower our Flight Attendants to ensure that proper boarding procedures were followed by Operations Agents as to not put our current minimum crew exemption at risk. Michael noted that he would follow up with Alyssa Trollinger regarding Read Before Fly (RBF) language on the subject. Naomi Hudson agreed. There was a discussion regarding the "ding" that used to signal that boarding had begun for a flight. Michael agreed that everyone needed to be reminded of what their particular duties and responsibilities are during boarding. Michael noted that everyone should understand that the communication between the Ops Agents and Flight Attendants was mandatory. Cuyler Thompson asked if any progress had been made on the Union's previous request that Inflight Leaders attempt to get the Pilots to manage the seatbelt sign more realistically so that the Flight Attendants didn't have to constantly inform Customers that the sign was on and that they should return to their seats. Michael Massoni reported that FAA Representative Tom Roka had informed us all that if there was "intentional" disregard for an FAR, a Flight Attendant could get a personal fine. Todd Gage reported that he believed that Inflight Management was creating a morale problem with their recent decision to discipline Flight Attendants for "intentional disregard of an assignment." There was discussion about the numerous Fact-Finding Meetings and the innocent and good employees who were being caught in the crossfire of the apparent witch-hunt. Naomi stated, "I see your point but the Fact-Finding process is what it is: it is to gather the facts and determine if discipline is necessary." Bryan Orozco noted that there have been several instances recently where members of Inflight Management had not read the Irregularity*

Report(s) submitted by Flight Attendants prior to conducting the Fact-Finding Meeting. Naomi requested specific information so that she could address the leader(s) in question. Audrey Stone reported that more than one crew hotel had recently been without water during Flight Attendants' overnights. There was discussion. Crystal Reven requested that the Union be provided with information from Inflight Management when a Flight Attendant had experienced a serious illness so that the Union could reach out to them. Naomi denied this request citing confidentiality. Naomi agreed to continue to notify the Union when there was a death in the family of a Flight Attendant. Karen Amos discussed some recent Inflight audits conducted by Members of Inflight Management that were out of line. Thom McDaniel asked about the revisions to the Work and Conduct rules that Management had reported that they were working on. Naomi explained that she thought that the work had been completed. Thom noted that he had been under the impression that the Union would work with Management on the project. Donna Keith brought up a part-time Recurrent Trainer in Chicago who appeared to be enjoying the benefits of being a line-holding Flight Attendant as well as a Supervisor. Brendan Conlon reported that the situation had been addressed and that beginning in March 2011, part-time Recurrent Training Instructors would be expected to fly a line unless they were needed to teach. There was discussion regarding the strict seniority criteria in the contract for Supervisors. Donna questioned Brendan on what to tell the Flight Attendants who were very upset with the situation. Brendan reported the Recurrent Trainers would go through training in January and February and should return to the Flight Attendant bid packets in March 2011.

The Inflight Management Representatives left the Meeting at 1144.

Grievance Team Member Chris St. Julian and Lyn Montgomery entered the Meeting at 1150 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1213 to discuss the merits of the Grievance.

Chris St. Julian and the Grievant were excused at 1233.

The Board went to lunch at 1233 and reconvened at 1406.

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

Todd Gage, Bryan Orozco and Karen Amos were excused to answer the office telephones during the Quarterly Office Team Outing.

Stacy Martin was absent.

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

Grievance Team Member Catherine Rea and Lyn Montgomery were guests at the Meeting to discuss the merits of a Grievance.

Todd Gage and Bryan Orozco returned to the Meeting at 1411.

Karen Amos returned to the Meeting at 1427.

A Grievant entered the Meeting at 1438 to discuss the merits of the Grievance.

Catherine Rea and the Grievant were excused at 1457.

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

Crystal Reven made a **motion** to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

Grievance Team Member Brandon Hillhouse entered the Meeting at 1530 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1540.

Brandon Hillhouse was excused at 1559.

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

Lyn Montgomery was excused at 1601.

The Board took a break at 1601and reconvened at 1615.

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

> *Karen reported the Dallas Base has had seven Fact-Finding Meetings in the last six weeks. The majority of the meetings were for delay of flight. The other Fact-Finding Meetings dealt with conduct issues. Toys for Tots drive rolled out the beginning of November and Karen reported as always the Dallas Flight Attendants have given generously to the program. Many thanks go out to those that helped to make a child's holiday brighter by the act of giving. A Veteran's Day celebration was held in the Dallas lounge honoring our Veterans on November 11. The lounge was festively decorated and an assortment of bakery items were served. Karen thanks Dallas Shop Steward Vince Eakes for serving the Membership by being in the lounge on a daily basis for approximately two weeks to answer questions regarding the Tentative Agreement on the 737-800. Karen reported that Management in the Dallas base is undergoing some personnel changes. Sara Schulte is going back on line in the first quarter of 2011. Presently there is no mention of when the position of Base Manager will be posted. Gayle Groff, David Corey and Debbie Henry have also chosen to go back on line in March of 2011. Dallas has a few new members of Management that have recently joined us. Dave McDonald transferred from Scheduling to Dallas to fill a supervisor position. Dallas has two relatively new Crew Base Coordinators, Katie Parenteau who has been in her position for a few months and Peter Sagior who joined us a month ago. Peter came to Dallas from the Oakland base. Kay Bradley took Annu's position as a leave specialist. Karen flew pairing DS17 on October 2, 2010 and therefore is in compliance with TWU Local 556 Bylaw Article VII (g) for the fourth quarter of 2010. Shop Stewards have been contacted via phone and by email. All Union publications have been distributed, the Union bulletin board has been updated, an E-Connection has been sent out and the Union red rack is organized.*

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

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

> *Jimmy reported that in Orlando, Fact-Finding Meetings remain consistent, although many have resulted in no discipline. Jimmy reported that two Orlando based Flight Attendant's that were terminated have been re-instated without having to go through the entire grievance process. Jimmy reported that at the end of December, jetBlue Airways will be moving from the Southwest terminal and relocating to terminal B and that Airtran Airways will be returning to the Southwest terminal. Jimmy reported that he continues to receive phone calls regarding the Airtran acquisition and the seniority integration. Jimmy reported there have been no Management changes in the Orlando base. Jimmy reported that all publications have been distributed and the red rack and glass case are up to date.*

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

John DiPippa made a **motion** to donate $100 to LCSA. Michael Massoni **seconded** the motion. The motion **carried**.

The Board continued to discuss the Local's 2010-2011 Operating Budget.

Cuyler Thompson and Audrey Stone were excused for personal reasons at 1645.

Discussion on the Budget continued.

Don Shipman made a **motion** to recess. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1657.

Wednesday

December 15, 2010

Michael Massoni called the Meeting to order at 0830.

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

Thom McDaniel was excused to attend a TWU Strategic Planning Session in New York City.

Stacy Martin was absent.

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

Legal Counsel Ed Cloutman was a guest at the Meeting.

The Board discussed the Article XIX Charges filed on Executive Board Member and President Thom McDaniel by Member Greg Hofer.

The Board discussed the Article XIX Charges filed on Executive Board Member and President Thom McDaniel and Board of Election Member Susan Kern by Members Sonia Hall and Jannah Dalak.

Ed Cloutman was excused at 0900.

Cuyler Thompson submitted copies of charges submitted by Member Greg Hofer against Thom McDaniel in which Mr. Hofer alleged that Thom McDaniel had engaged in conduct unbecoming a Member of the Union.

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

John Parrott made a **motion** to vote on the Charges by Roll Call Vote. Don Shipman **seconded** the motion. The motion **carried**.

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

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

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Yea
Karen Amos	Nay
Michael Massoni	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay
Crystal Reven	Nay

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

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Nay
Karen Amos	Nay
Michael Massoni	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay

Crystal Reven	Nay

Article XIX Section 3 (c) "The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;"

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

The Board **agreed** that since Greg Hofer's charges did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3.

The charge against Thom McDaniel was deemed improper by the Executive Board.

Cuyler Thompson submitted copies of a second charge submitted by Member Greg Hofer against Thom McDaniel in which Mr. Hofer again alleged that Thom McDaniel had engaged in conduct unbecoming a Member of the Union.

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

John Parrott made a **motion** to vote on the Charges by Roll Call Vote. Don Shipman **seconded** the motion. The motion **carried**.

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

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

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Yea

Karen Amos	Nay
Michael Massoni	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay
Crystal Reven	Nay

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

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Nay
Karen Amos	Nay
Michael Massoni	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay
Crystal Reven	Nay

Article XIX Section 3 (c) "The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;"

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

The Board **agreed** that since Greg Hofer's charges did not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3.

The charge against Thom McDaniel was deemed improper by the Executive Board.

Cuyler Thompson submitted copies of charges submitted by Member Sonia Hall against TWU Local 556 Executive Board Member Thom McDaniel and Board of Election Chair Susan Kern in which Ms. Hall alleged that Thom McDaniel and Susan Kern had violated the TWU Constitution and Bylaws.

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

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

Todd Gage made a **motion** to vote on the Charges by Roll Call Vote. Crystal Reven **seconded** the motion. The motion **carried**.

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

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

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Nay
Karen Amos	Nay
Michael Massoni	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay
Crystal Reven	Nay

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

Mark Torrez	Yea
Todd Gage	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Yea
Karen Amos	Yea
Michael Massoni	Chair
Jimmy West	Yea
Don Shipman	Yea
Bryan Orozco	Yea

Cuyler Thompson	Yea
Donna Keith	Yea
Crystal Reven	Yea

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

The charges against Thom McDaniel and Susan Kern were deemed improper by the Executive Board.

Cuyler Thompson submitted copies of charges submitted by Member Jannah Dalak against TWU Local 556 Executive Board Member Thom McDaniel and Board of Election Chair Susan Kern in which Ms. Dalak alleged that Thom McDaniel and Susan Kern had violated the TWU Constitution and Bylaws.

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

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

John DiPippa made a **motion** to vote on the Charges by Roll Call Vote. Don Shipman **seconded** the motion. The motion **carried**.

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

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

Mark Torrez	Nay
Todd Gage	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Nay
Karen Amos	Nay
Michael Massoni	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay
Crystal Reven	Nay

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

Mark Torrez	Yea

Todd Gage	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Yea
Karen Amos	Yea
Michael Massoni	Chair
Jimmy West	Yea
Don Shipman	Yea
Bryan Orozco	Yea
Cuyler Thompson	Yea
Donna Keith	Yea
Crystal Reven	Yea

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

The charges against Thom McDaniel and Susan Kern were deemed improper by the Executive Board.

The Board took a break at 0941 and reconvened at 0950.

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

Thom McDaniel was excused to attend a TWU Strategic Planning Session in New York City.

Bryan Orozco and Stacy Martin were absent.

Lyn Montgomery was a guest at the Meeting to discuss the merits of several Grievances.

Bryan Orozco returned to the Meeting at 0957.

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

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

John DiPippa made a **motion** to accept the Grievance Committee Review Committee's recommendations not to proceed on three Grievances. Todd Gage **seconded** the motion. The motion **carried**.

Lyn Montgomery was excused at 1005.

The Board reviewed the 2011 Local 556 Strategic Plan and assigned tasks to Executive Board Members.

Michael Massoni left the Meeting at 1045.

John Parrott chaired the Meeting.

The Board continued to review the 2011 Local 556 Strategic Plan.

Michael Massoni returned to the Meeting at 1048.

The Board took a break at 1105 and reconvened at 1115.

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

Thom McDaniel was excused to attend a TWU Strategic Planning Session in New York City.

Stacy Martin was absent.

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

> *Bryan Orozco reported that he updated the glass case. He sent out an E-Connection. He updated the Las Vegas base Web page. He conducted a few Fact-Finding Meetings. He had conversations with a few Shop Stewards. Bryan attended our yearly Strategic Planning Retreat.*

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

The Board continued to discuss the Local's 2010-2011 Operating Budget.

Contract and Leave Coordinator Denny Sebesta entered the Meeting at 1130 to discuss FMLA issues.

The Board spoke with Grievance Chair Allyson Parker-Lauck via conference call at 1141.

The Board **agreed** not to accept the proposed settlement regarding Inflight Supervisor seniority. The Board **agreed** that Denny Sebesta and Allyson Parker-Lauck would continue to work through the issue and would discuss the matter again during the next Executive Board Meeting.

The Board **agreed** not to accept the proposed settlement to the Reserve Contact Hours Grievance.

The Board **agreed** to accept the proposed settlement to the No Show Training Grievance.

Denny Sebesta was excused at 1218.

The Board again discussed the proposed settlement to the Reserve Contact Hours Grievance.

The Board went to lunch at 1230 and reconvened at 1331.

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

Thom McDaniel was excused to attend a TWU Strategic Planning Session in New York City.

Karen Amos was excused for Union Business.

Stacy Martin was absent.

The Board continued to discuss the Local’s 2010-2011 Operating Budget.

Michael Massoni was excused for Union business at 1333.

John Parrott chaired the Meeting.

Karen Amos returned to the Meeting at 1340.

Michael Massoni returned to the Meeting at 1349.

The Board continued to discuss the Local’s 2010-2011 Operating Budget.

Todd Gage made a **motion** to table the Local’s 2010-2011 Operating Budget discussions until the next Executive Board Meeting. Don Shipman **seconded** the motion. The motion **carried**.

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

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

Todd Gage made a **motion** to accept the October 2010 Executive Board Meeting Minutes. John Parrott **seconded** the motion. The motion **carried**.

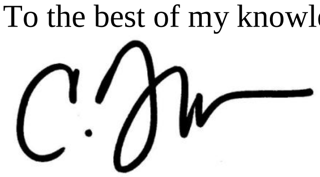
Todd Gage made a **motion** to accept the October 2010 Executive Board Meeting Synopsis. Don Shipman **seconded** the motion. The motion **carried**.

Don Shipman made a **motion** to excuse Michael Massoni from the January Executive Board Meeting for personal reasons. Todd Gage **seconded** the motion. The motion **carried**.

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

Michael Massoni adjourned the Meeting at 1516.

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



Cuyler Thompson
Recording Secretary