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

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Executive Board Meeting
July 13-15, 2010
Synopsis

Tuesday

July 13, 2010
John Parrott called the Meeting to order at 0830.

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

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Thom McDaniel was excused for Union Business.

Stacy Martin was absent.

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

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

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

Don Shipman was sworn in as Local 556 Executive Board Member at Large by Garry Drummond.

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

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

Vacation Days	*25.5*
Vacation Converted	*0.0*
Sick Days	*9.0*
Appointments	*5.0*
Other	*1.0 (Recurrent Training)*
Total Days to cover	*34.5*

Temporary Staff Days Utilized 0.0

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

Mark Torrez reported that since the Board last met he participated in a Board of Adjustment on June 23 and 24 and attended the OAK Membership Meeting on June 22. He also noted that he participated in organizing efforts for Allegiant Airlines Flight Attendants. Mark wrote several articles for Unity Magazine as well as served on the Editorial Team. He continues to work on the ongoing migration of cell phone service to AT&T. Half the shipment of phones was received after the Board adjourned last month. The other half seems to be lost and our representative at AT&T hasn't been able to track them down. A replacement shipment was sent on July 12 to arrive today. Mark asked to be excused to attend to setting up the equipment once it arrives and transfer any needed information. Finally, Mark stated he participated in a Fact Finding Meeting for an Oakland Flight Attendant on June 18.

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

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

Audrey reported that Fact Finding Meetings in Baltimore continue to happen on a weekly basis. We are still seeing a lot of delay of flight issues, usually from Flight Attendants being at the wrong place. There continue to be write-ups from other Flight Attendants and Unaccompanied Minor (UM) issues. There has been one termination due to funeral leave abuse/points. The Inflight Office has hired three new Supervisors and one Admin staff, December Garringer. The Supervisors are Tonya Lockett who comes from ATA, Todd Kukura from USA3000 Airlines, and Tammy Schanbacher from the HOU Base. Audrey met with Base Manager Jamie Willard on June 22 and addressed concerns on the Base level, as well as discussed the Maryland Flexible Family Leave Act Memo that has not been put out yet by Southwest. They agreed to work on it together, and send the final Memo to Dallas for approval. Audrey has completed her recommendations and it has been sent to Jamie. Lounge Mobilizations were conducted on June 24 and 30. The Memo regarding the Emergency Procedures RBF was distributed on July 1. Audrey has updated the Base page this month, as well as emailed Shop Stewards. She attended the BWI Membership Meeting on July 6 and took all Shop Stewards in attendance to lunch afterwards. She hosted the TWU Live Web chat on June 16 and is scheduled to again today. In addition, Audrey served as Emergency Officer on Call for a week in June, and continues to schedule the Weekend After Hours program each month. She is continuing to fulfill her responsibilities as a member of the Editorial Team.

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

Karen Amos presented the **Dallas Base Report**. There was no written report submitted.

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

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

Jimmy reported that Fact Finding Meetings are once again up in MCO. Jimmy reported that while none have been related to Unaccompanied Minor issues, there have been several due to delay of flight, one related to failed Recurrent Training and one termination due to abuse of sick leave based on Facebook *postings. Jimmy reported that one Flight Attendant was placed on a leave of absence although she never applied for one. Jimmy reported he received numerous phone calls from Flight Attendants regarding the Emergency Sick Call RBF that was posted on SWALife. Jimmy reported that MCO Inflight Supervisor Thomas Kaminski quit Southwest Airlines to pursue a career with jetBlue Airways. Jimmy reported that the Red Rack and Glass Case are up to date and all publications have been distributed.*

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

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

Todd reports that the Base has been status quo regarding Fact Finding Meetings. Flight Attendants have been asking questions about the Emergency Sick Call Procedures the Company has threatened to implement. There is some confusion about the right to designate your own doctor for Worker's Comp/OJI and the Company Doctor that must be seen in the event the Emergency Sick Call procedure is declared. Todd posted the information about this on the Oakland Base Page. Rumors have been circulating about OAK having the highest number of sick calls in the system. Base Manager Reen informed Todd that the numbers per Base are never distributed. Todd met with the Base Management. It was brought to his attention that the Oakland station has been having problems daily trying to push the first MDW flight on time. To help make the boarding smoother, OAK Inflight Supervisors have been present at the gate assisting. All publications have been distributed, Red Rack organized, E-Connection sent out, and Shop Stewards contacted. Shop Steward Donald Silva attended the California State Conference on July 8. Several Oakland Based Flight Attendants attended training for organizing the Virgin America Flight Attendants on July 7. Todd took Oakland Shop Stewards to lunch in June. Two Lounge Mobilizations were held in June and one in July. Todd sat his week of Emergency Officer on Call and attended the Oakland Membership Meeting on June 22. Todd addressed the issue of inconsistencies regarding UM's. Both the Vice President of Inflight Mike Hafner and Vice President of Ground Ops Matt Hafner were sent an email addressing his concerns. He was assured that it would be looked in to.

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

The Board **agreed** to ask Communications Committee Chair Kyle Whiteley to present a training session during the following day's Domicile Executive Board Member Meeting regarding how to update their Base Pages.

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

Donna reported that there have been a few Fact Finding Meetings in Chicago for various reasons. There has been one termination for sick leave abuse. Donna attended the Chicago Membership Meeting on July 7 and worked Weekend On Call in June and July. Donna also attended the 3rd Indiana/ Illinois State Conference Meeting in downtown Chicago. Don Shipman and Gwen Dunivent were also in attendance Donna has completed Lounge Mobilizations, updated the Glass Case, Red Rack, Base Page, and distributed all publications and Shop Stewards contacted. Donna has fielded many questions in relation to the sick call messages sent out and received varying responses to the issue and addressed the issue of the parking shuttle from the B Lot in Chicago in relation to the road construction on Cicero Avenue. Donna welcomed in new Assistant Base Manager Shannon Hiatt and Inflight Supervisor Mike Reagan. The Recurrent Supervisor position has not been filled and there are currently not plans to post it. Recurrent will be taught by Trainers.

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

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

> *Bryan Orozco reported that in June he did a Lounge Mobilization, went to the Las Vegas Membership Meeting, met with Base Manager Scott Wells, participated in an Executive Broad conference call and attended State Workers Compensation training. In July, Bryan did a Lounge Mobilization while he put flyers in all Flight Attendant boxes, attended the NV/AZ State Conference with Addie Crisp, and met with Base Manager Scott Wells. Bryan also cleaned the Red Rack, had contact with most of the Shop Stewards by phone, emails or in person. Bryan wrote the Las Vegas Base Report for the next Unity magazine.*

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

The Board discussed potential topics of conversation for the Inflight Management Representatives that were scheduled to be guest at the Meeting later in the day.

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

> *John informed the Board that PHX has not had many Fact Finding Meetings to date. John attended the DAL and PHX Membership Meetings in June and did two Lounge Mobilizations in June and one in July. John will be in the lounge again later this month. John stuffed the mailboxes on July 3 with a flyer from Union President Thom McDaniel expressing the Union's position on the Emergency Sick Call RBF and wrote the Hotline Script for June 25 and July 9. John sent out a July E-Connection and updated the Base page and made sure the Red Rack was up to date and John needs to place the Professional Standards Committee picture in his Glass Case and then that will be up to date. John edited the upcoming issue of Unity and has reviewed grievances prior to July's Executive Board Meeting.*

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

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

> *Crystal began her report by stating that the HOU Base is adapting to the newly renovated baggage claim area. As construction continues, the upper drop off ramp is closed for the next 10-14 days because of construction and Employees have to enter the airport from the bottom level which may add additional delays prior to check-in time. Crystal has corresponded with Kevin Clark regarding Base happenings and to inquire about what is being done to increase the speed of the HOU Lounge computers. HOU Supervisor Shannon Hiatt has accepted the Assistant Base Manager position in MDW and her position will be filled internally. There have been very few Fact Finding meetings in HOU since she last reported in April. The Fact Finding Meetings that were conducted were due to customer complaint letters, attendance and a delay of flight. Crystal attended the HOU Inflight Provisioning Committee meeting on April 27 in place of Committee Co-Chair Donna Keith. Crystal assisted Allyson Parker Lauck and Sara King in presenting a Board of Adjustment case for a PHX Flight Attendant on May 25. Crystal also traveled with Thom McDaniel and Mark Torrez on May 20 to New York City to attend the jetBlue Shareholders meeting to assist jetBlue Flight Attendants in their Union organizing*

efforts. Crystal participated in a conference meeting with the Uniform Steering Committee Meeting on June 2 and 9, 2010. Crystal continued by thanking the Executive Board on behalf of a HOU Flight Attendant who is battling cancer for the monetary donation to assist in his ongoing recovery. Crystal is disappointed to inform the Executive Board that the Union Glass Case contents were vandalized and she had to re-print the content. Crystal also adds her concern regarding the two near misses (one of which was 182 ft off our aircraft wing) in HOU in early May. She has reached out to all six Flight Attendants involved to ascertain their account of the events and offer support on behalf of our Local; thankfully no one was injured. In addition to these events, a HOU Crew experienced one emergency landing on April 29. Crystal conducted two Lounge Mobilizations in the HOU Lounge on May 4, 26 and 27 (half days). She fulfilled her Bylaw obligation by flying HC26 on June 7-9, 2010. Additionally, Crystal wrote an article for the Shop Steward Connection in May as well as served two full weekends and one partial weekend as Weekend On-Call Officer. All Union publications have been distributed in the HOU Base, the Red Rack is clean and free of outdated material; the Union Glass Case is once again up to date and Crystal is continuing to sell the 35th Anniversary pins.

Todd Gage made a **motion** to approve the Houston Base Report. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Board took a break at 1000 and reconvened at 1020.

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

Thom McDaniel was excused for Union Business.

Stacy Martin was absent.

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

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

Below you will find the June incident totals for Inflight CISM. We had a very successful month of training new CISM peers on handling incidents. I tried a buddy system – I paired up a seasoned CISM peer with a new peer and they worked together all month. We had a total of 43 Incidents which means we talked to over 120 Flight Attendants during June.

Incidents	
Aircraft Incident	*1*
Aircraft Mechanical	*5*
Assault on Employee	*1*
Bomb Threat	*2*
Confidential Issue	*3*
Debriefing	*1*
Decompression	*1*
F/A Personal Issue	*4*
Injury	*1*
Medical Emergency	*11*
Other	*2*

Personal Issue-Flight Attendant	*4*
Personal Issue-Pilot	*1*
Sexual Assault	*1*
Suicide- Attempted	*1*
Turbulence	*4*
Total:	***43***

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

Cuyler Thompson submitted the **Scheduling Committee Report** for Chair Lisa Trafton:

We just finished writing August Vacation Relief (VR) Lines. Most Bases were not that bad, even with us having to pack the lines where the Company could have more Reserve. BWI had more Open Time (OT) left than any base but no day was MAXED. DAL had no OT. All other Bases had some OT, but nothing too major. The following Flight Attendants wrote Lines: Sheri Tyler, Shelley Taylor, Kelli Kockler, Valarie Daniel, Pam Newby, Don Shipman, and I. Here are the number of Pairings and dates that were left in OT for August:

BWI
0 pairings 1-3,12,18,20,22,25-31
1 pairing 11
2 pairings 19,23
3 pairings 15,21
4 pairings 4-5,14
5 pairings 6-10,13,15-17,24

Mark Torrez made a **motion** to dispense with the reading aloud of the remainder of the Scheduling Committee Report. Donna Keith **seconded** the motion. The motion **carried**.

DAL
0 pairings 1-31

HOU
0 pairings 1-12,18-21,25-31
1 pairing 22,24
2 pairings 23
4 pairings 13-17

LAS
0 pairings 1-5,12,18-19,23-31
1 pairing 8,15
3 pairings 6-7,20,22
4 pairings 10-11.21
5 pairings 9,13-14,16-17

MCO
0 pairings 1-6,11-12,18-21,25-31
1 pairing 8,15,22

2 pairings 7,16,23
3 pairings 9-10
4 pairings 13-14,17,24

MDW
0 pairings 1-5,11-12,14-15,18-31
1 pairing   9-10,17
2 pairings 8
3 pairings 7
5 pairings 16
6 pairings 6,13

OAK
0 pairings 1-7,18-19,25-31
1 pairing   8-9,11-12
2 pairings 10,13-16
3 pairings 17,20-23
4 pairings 24

PHX
0 pairings 1-6,8-12,19,24-31
1 pairing   20,22-23
2 pairings 7,15,18,21
3 pairings 16-17
4 pairings 13
5 pairings 14

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

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

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

Southwest Airlines Inflight Management Representatives Naomi Hudson and Brendan Conlon entered the Meeting at 1033.

Naomi Hudson updated the Executive Board on some of the issues discussed during last month's Executive Board Meeting. She reported that there would be a joint communication regarding UM Procedures distributed to Flight Attendants during the next week. She noted that research was still being conducted regarding a possible Southwest Airlines joint Departmental Communication regarding policies and procedures for handling Customers who save seats on the aircraft for travelling companions who board later in the boarding process. Brendan Conlon reported that as requested by the Executive Board, Flight Attendants could now input their preferred nicknames via SWALife; the names would appear on the Flight Attendant Information sheets. Brendan 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 the situation had recently improved. Brendan *noted that four aircraft had been added to the flight schedule in June by using some of the available "virtual spares" to cover flight increases. John Parrott* ***agreed*** *to research for the Executive Board the number of active Flight Attendants year over year so that the Board could compare the data to that of Management's Sick Leave and Productivity Review. Crystal Rains asked about inconsistencies with Trainers and reported that some Flight Attendants were sent home from Recurrent Training (RT) for having Manuals that were not up-to-date and some were not, depending on the Trainer. Brendan stated that he would "follow up" with the RT Department because all Trainers should be consistent. It was discussed again that if an RT location was near an Inflight Lounge, Bulletins, etc. were available; Flight Attendants attending RT at locations not near in an Inflight Lounge were not able to readily access Bulletins, etc. which may be missing from their Manuals. Donna Keith asked if Inflight Base Representatives could bring a supply of Bulletins, etc. to RT locations that were not near an Inflight Lounge since they are guests at some point during each RT Class. Karen Amos again asked that extra Bulletins, etc. be made available at all RT locations. Brendan reported that Inflight Management would not do that. He noted that it is the responsibility of Flight Attendants to insure that their Manuals were up-to-date before arriving at their RT location. He stated,"It's preparation." Naomi noted again that Flight Attendants were allowed to print Bulletins, etc. at home and place them in their Flight Attendant Manuals. She stated, "As long as you have the paper in there, it's OK."*

Thom McDaniel entered the Meeting at 1101.

Brendan Conlon noted that we had increased the number of Flight Attendants sitting Reserve in June. Naomi discussed that before the recession began, the attrition rate for Flight Attendants had been around twenty per month but that currently, four to six Flight Attendants left Southwest Airlines each month. The Executive Board asked if Management had made any progress returning the names of Non-Revenue Customers to the Specials Report. Naomi reported that they had not, but did not know why they were ever there anyway. She reported that some changes were coming to the information that appeared on Specials Reports: pets for instance. There was lengthy discussion about the electronic notifications when Voluntary Junior Available (VJA) was made available. Brendan explained that Inflight Scheduling was "predicting" what Pairings would be offered by considering the number of Reserves available, the number of Pairings in Open Time (OT) and the number of sick calls that were "predicted." Jimmy West and Audrey Stone explained that the number of Pairings available for VJA in OT was not updating in real-time. Brendan stated that a "warning box" appeared when a Flight Attendant attempted to pick up a Pairing from OT for VJA that was no longer available for VJA. Brendan said that he would make some of the Automation Team available to Executive Board Members to see how the process works. In response to Audrey's question, Brendan stated that he did clarify with Inflight Schedulers that they would transfer Flight Attendants to the Inflight Supervisor on Duty (SOD) if requested. Brendan noted that there would be a New Hire Class of Inflight Supervisors that September. Thom McDaniel clarified that these new Supervisors would not be conducting Inflight Audits until completing the New Hire Class. Audrey Stone explained that it had been reported to her by a Shop Steward that had attended an Inflight Roundtable that Paula Gaudet was telling attendees that there were changes coming to the Customer of Size (COS) Procedures that would give added responsibilities to Flight Attendants. Naomi stated that she had no knowledge of such a change, but that she would ask. Crystal Rains asked that Inflight Management publish something to our Members regarding the criteria and procedures for Emotional Support Animal as opposed to Pets. The Executive Board asked what had been done since it was reported at last month's Meeting that the air conditioning and/or Gate Services at some stations was inoperable thus making some aircraft unbearably hot for our Customers and Crewmembers. Naomi stated that Sonya Lacore was working with Mike Miller on the problem. She states that she would ask Mike Miller for an explanation regarding what is/has been done about the problem and would forward it to the Union. Crystal Rains reported that there was verbiage in *the Pilots' Flight Manual, which instructed them to open the gaspers above and close the windows at each passenger seat but that such language did not appear in the Flight Attendant Manual. Cuyler Thompson reported that many Ops Agents were not verifying that Crews were ready to begin boarding a flight with "A" Flight Attendants. He noted that this was causing violations of Federal Aviation Regulations (FARs) and putting Southwest Airlines' Minimum Crew Exemption in jeopardy. Cuyler noted that during the previous month's Meeting, Naomi had stated that she would look into how Inflight Management could empower Flight Attendants to challenge Ops Agents when they do not follow correct boarding procedures. Naomi stated that she would talk to Mike Miller about these concerns. She noted that Inflight needed to "partner" with Operations to do this. Naomi said that she was going to invite one of the senior leaders in the Ground Operations Department to next month's Meeting to hear the Executive Board's concerns. Audrey Stone discussed problems with Ops Agents not following proper UM Procedures: UMs not on the Specials Report, instructing Flight Attendants to deliver UMs to Customer Service Agents, no Sweepers called, etc. Naomi stated that there would be more communication regarding UM Procedures coming out in the next week. Jimmy West asked if there could be an internal transfer procedure added to document when a UM is transferred from one "A" Flight Attendant to another during Crew Changes. Naomi stated that Flight Attendant Janet Bottles had already requested it and that Inflight Management was working on it. Audrey Stone discussed the "Young Travellers" that recently began appearing on Specials Reports. She asked if the Company was considering changing the ages of UMs to 6-15 years old as had been reported to her by a Shop Steward. Naomi responded that she didn't know if the Company was talking about raising the age of UMs up to 15 years old, but noted that it is looking at charging Customers additional fees for accepting responsibility for "Young Travelers." Thom asked if Naomi was saying that if we increase the age of UMs, we could double the amount of people for which Flight Attendants would be responsible, which would have to be negotiated. Naomi stated that Flight Attendants were not expected to do anything with the information about "Young Travelers" on the Specials Report. Donna Keith discussed reports that Inflight Scheduling was providing incorrect information regarding the contractual Commuter Policy. Karen Amos discussed how Flight Attendants receive feedback after an Inflight Audit. Naomi noted that Supervisors might address the Flight Attendant at the end of a flight, but never in front of Customers or other Crewmembers unless it was an emergency. Karen provided documentation from a Flight Attendant who felt that a Supervisor acted inappropriately during an Inflight Audit. Cuyler Thompson asked how Flight Attendants could receive copies of their Inflight Audits. Naomi stated that she did not know, but would find out. There was discussion about Customer Service Agents and/or Supervisors who might be giving out the last names and employee numbers of Flight Attendants. There was discussion regarding reports that Flight Attendants were having a difficult time understanding a new Inflight Scheduler because of her accent. Thom McDaniel requested information regarding the number of sick calls before and after Personal Illness Notes (PINs) were accepted in lieu of a doctor's note. Brendan stated that he would provide the data that was available, but that Management had only recently begun tracking such information.*

Inflight Management was excused at 1208.

The Board went to lunch at 1209 and reconvened at 1340.

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

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Communications Committee Chair Kyle Whiteley was a guest at the Meeting and presented the **Communications Committee Report**. There was no written report submitted.

Kyle Whiteley was excused at 1357.

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

The Board continued to discuss the Uniform Committee Report.

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

Total queries into Professional Standards:	*68*
Total cases worked by Professional Standards:	*36*

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

The Board **agreed** that in order to respect the confidentiality of the Flight Attendant Assistance Program (FAAP), monthly reports from the Committee would not be necessary.

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

There was discussion regarding progress on the **Quality of Assurance Survey Project**. Due to the costly technological upgrades necessary to continue the Project, the Board **agreed** to postpone further discussions until the 2010-2011 Budgetary Discussions began later in the year.

There was discussion regarding the importance of Officers and Grievance Team Members logging all calls into Laborsoft, the Local's Grievance Database.

Mark Torrez was excused at 1454 to deal with the Executive Board's connectivity issues.

There was discussion regarding the plan to create an "activist team" as an alternative for Members wanting to be involved in Union activities, but who did not necessarily want the responsibilities of a Shop Steward.

Crystal Rains left the Meeting at 1503.

There was more discussion.

Crystal Rains and Mark Torrez returned to the Meeting at 1512.

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

The Board took a break at 1527 and reconvened at 1546.

Executive Board Members present were Thom McDaniel, John Parrott, Stacy Martin, Cuyler Thompson, Don Shipman, Todd Gage, Audrey Stone, John DiPippa, Karen Amos, Jimmy West, Bryan Orozco and Crystal Rains.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Donna Keith was excused for Union Business.

The Executive Board **agreed** to travel on Sunday in order to start the Executive Board's Strategic Planning Retreat on Monday morning, November 15, 2010. The Board **agreed** to conclude the business of the Retreat by Wednesday afternoon.

John Parrott **agreed** to write new language for Local 556 Policies and Procedures Manual regarding how sick calls were to be handled in the Union Office.

Karen Amos **agreed** to email Colleen Griffin in an attempt to obtain the Local's Policies and Procedures Manual, which had been Colleen's responsibility to update.

The Executive Board reviewed the **"To Do List"** from the June 2010 Executive Board Meeting.

The Board reviewed the **Expanded Customer Service Project**. The Board **agreed** that in the extreme case that no Executive Board was available to staff a Weekend On Call shift, a Grievance Team Member could be utilized. The Board **agreed** that the Grievance Team Member would be given a "Comp Day," pursuant to the rules outline in the Local's Policies and Procedures Manual.

Todd Gage submitted the **Veterans Committee Report** and offered the following resolution:

> *Resolution Regarding TWU Local 556 Members Whom Become Permanently Disabled While on Active Duty:*
>
> *History: After attending the last ATD Veterans Committee Meeting I learned that military men and women who are wounded and become permanently disabled while on active duty can sometimes wait months before their benefits kick in. Unfortunately, their financial responsibilities do not get put on hold and this can cause added stress to someone who is dealing with an already stressful situation. Other Locals discussed this issue happening and the financial hardship the Member endures.*
>
> *Therefore be it resolved that TWU Local 556 is committed to standby its Members who become permanently disabled while on active duty and can never return to work as a Flight Attendant. Whether it is providing partial financial assistance or information regarding their Veteran's benefits, we will ensure that our Members, who have fought for our nation, have their hardship not be in vain.*

Cuyler Thompson made a **motion** to adopt the resolution regarding TWU Local 556 Members whom become permanently disabled while on active duty as offered by Todd Gage. Audrey Stone **seconded** the motion. The motion **carried**.

Donna Keith returned to the Meeting at 1618.

Cuyler Thompson reported to the Executive Board that he had received Article XIX Charges filed on Executive Board Member and President Thom McDaniel by Member Chris Click.

Thom McDaniel was asked to recuse himself from the Meeting.

Thom was excused at 1619.

Stacy Martin chaired the Meeting.

Cuyler Thompson submitted copies of the charges to the Executive Board. There was discussion.

The Board **agreed** that two of the three charges submitted by Chris Click against Thom McDaniel were not consistent with the language of the TWU International Constitution and would not be considered.

The Board **agreed** to consider the third charge in which Member Chris Click alleged that President Thom McDaniel "violated his oath of office and the TWU Constitution Article XIX, Section 5 (a), violations of any of the provisions of this Constitution, any collective bargaining agreement or working rule of the Local 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. Jimmy West **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	Yea
Todd Gage	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Yea
Karen Amos	Yea
Stacy Martin	Chair
Jimmy West	Yea
Don Shipman	Yea
Bryan Orozco	Yea
Cuyler Thompson	Yea
Donna Keith	Yea
Crystal Rains	Yea

The Board **agreed** that since Chris Click's charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article, it was not necessary to vote on questions (b), (c) nor (d) of Article XIX Section 3.

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

Jimmy West made a **motion** to recess. Audrey Stone **seconded** the motion. The motion **carried**.

Stacy Martin recessed the Meeting at 1709.

Wednesday

July 14, 2010

Thom McDaniel called the Meeting to order at 0830.

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

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

John DiPippa made a **motion** that the 556 Executive Board Policy and Procedure will require all non-precedent, non-personal, non-individual, non-referral voting by the Executive Board be done by roll call so each Officer's vote during their full term or appointment can be recorded, chartered, and updated monthly on the Local 556 website entitled "Executive Board Voting Records" to aid the voting Membership during elections. Jimmy West **seconded** the motion.

There was discussion.

The motion **did not carry**.

The Board spoke with Member Greg Hofer via Conference Call at 0843 about ways to promote a more "user friendly" Union. The Conference call ended at 0903.

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

> *Thom reported that since the last Executive Board Meeting, he had chaired Membership Meetings in DAL, BWI, MDW, MCO, and HOU. Thom thanked Michael Massoni for chairing OAK, LAS, and PHX and Cuyler Thompson for attending all Meetings. Thom stated that there seemed to be a lot of Members attending their first Membership Meeting and they went away with a better understanding of how our Union works and some of the challenges faced by the Executive Board. Thom also notified the Board that the $3.00 Special Assessment Fee for Negotiations had passed and John Parrott would put it into place and the Membership would be notified when it would begin. This is a great example of our Members commitment to negotiating a strong Contract in 2012. On May 6 and 7, Thom flew HR78 and*

is in compliance with all TWU Local 556 Bylaws. Thom represented TWU Local 556 at the TWU International Executive Council Meeting in Atlantic City, NJ on June 21-24. One of the major topics that was discussed was the move of the International Offices to Washington DC. The move is expected to be completed in September of this year. Most Council Members are in full support of the move and feel that it is necessary for our Union to have a strong presence in Washington if we are going to properly represent our Members. There were also Divisional President's Council Meetings held on June 24 and 25. Thom served as Co-Chair for the Texas Labor Management Conference June 28-July 1 in San Antonio. The theme for the conference was "Today's Challenges – Tomorrow's Successes – Together We Win." Managers and Unions from all over Texas came together for the three days for meetings and workshops to improve employee/employer relations. Transport Workers Union and Southwest Airlines were honored as Platinum Sponsors for the Conference and TWU International Administrative Vice President John Conley was one of the keynote speakers. Thom will serve as Chairman for the 2011 Conference along with a Management Co-Chair who will be named soon. Thom was notified by SWA Management on June 28 that, due to a consistent high number of Flight Attendant Sick Calls, they may be forced to implement Emergency Procedures from a 2002 Settlement Letter if the trend continued. Thom requested that Management make our Members aware of the terms of the procedures. Thom met via conference call with the Executive Board to draft a response notifying our Members of the history and requirement of Management per the Agreement. The Union response was accepted positively for the most part. At the request of a few Members, the Board agreed to publish the actual Settlement Letter on the TWU Local 556 Web site. The Union is in disagreement over some provision of Management's interpretation of the Emergency Procedures, most notably Intermittent FMLA and continues to seek resolution. Sick call numbers have dropped to a manageable level since the publication and the Company has not had to implement the procedures. If they are implemented, the Union will ensure that they are followed properly. Thom has spoken to several Members about the new UM Procedures and failure to comply with the procedures by other work groups. Thom has reiterated the Union position that in order for the procedures to be effective ALL departments must follow all procedures. Thom has encouraged Flight Attendants to write up the situation when it is not followed correctly in order to point out the problem and create consistency throughout the system. Thom will attend the Southwest Airlines Labor Summit and Southwest Airlines Labor Briefing with John Parrott on July 29. Some of the issues to discuss will be extension of medical benefits under the new Health Care Bill, additional 401(k) options for our Members, UM procedures, cockpit jumpseat access, alcohol testing procedures, and absences company wide. Thom reported that John Parrott had conducted training for temporary office workers on July 9. We are now fully staffed on temporary staff workers and a few more people who have temped in the past have expressed interest in filling in. Thom will be distributing Team Evaluations this week and will have second quarter evaluations completed by the end of July. Thom updated the Executive Board on TWU Organizing efforts for Flight Attendant groups. Several Flight Attendants are volunteering on the following carriers:

- *Virgin America (VX) – Cards are currently being collected and Virgin America Flight Attendants are assessing support from their coworkers. They have also conducted TWU Member Organizing training for VX in SFO for following 556 Flight Attendants: Cynthia Bell, Donald Silva, Linda Cheshier, Steven Howell, Heather Joy, Val Lorien and Jenette Phillips. The TWU Organizing Team is starting to mobilize 556 Organizers to visit VX Crew hotels with small gift bags and TWU information.*
- *Allegiant – Cards are being collected and meeting meetings have been scheduled in the following cities: Grand Rapids, Mi, July 13. Bellingham, Wa, July 27. Orlando and Clearwater. July 20, and Mesa July 13.*

- *jetBlue (B6) – The Organizing Team is still cultivating our committee and have a July round of meetings scheduled around the country. The meeting dates are on the twub6.org website; anyone interested in coming to any of the meetings, should please notify Karla Kozak. Meetings will be set up for TWUB6 Member Organizer training for Local 556 members in the near future.*

Thom asked that if Board Members have any Flight Attendants who are interested in helping to organize these groups to pass the names on to him. Thom continues to work with the Grievance, Board of Adjustment, and Arbitration Teams on Union Representation issues. He is currently scheduled to serve as a witness in one Arbitration and one Board of Adjustment. Thom notified the Executive Board that he will be volunteering at Camp Hope July 17-23 and would be unavailable by phone, however he will do his best to check email on a daily basis. Thom stated that he would be able to be contacted for emergency only through the Union Office. Thom continues to serve as liaison between our Local and Southwest Airlines, TWU International, and other Labor groups. Thom maintains an open door policy for all TWU Local 556 Members.

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

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

Don wrote the Chicago primary and VR lines as a member of the Scheduling Committee. Due to a major schedule change in the middle of the month, the primary lines for the August bid period were challenging. At the request of the Local, Don attended the TWU Illinois/Indiana State Conference where Members from the Railroad and Airline Industry discussed the current goings-on of their Locals and future objectives. In accordance with the Local's Bylaws, Don accepted the position of Board Member at Large after the previous office holder resigned. Mark Torrez assisted with his transition.

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

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

Audrey reported that she and Kyle Whiteley re-filmed Contract Live videos due to technical difficulties following the DAL Membership Meeting on June 18. We hope to have them online by the end of July and they will include duty days, Crew rest, and the Personal Illness Note (PIN). We are scheduled to film a large group of videos during August.

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

Thom McDaniel read aloud a letter from Colonial Insurance Representative Lori Whittaker, in which she had responded to Thom's requests for information.

The Board discussed the insurance products offered by representatives from the American Income Life Company during the previous month's Executive Board Meeting. The Board **agreed** not to offer the products to our Members. Thom McDaniel **agreed** to contact the Company's representatives and inform them of the Board's decision.

John DiPippa made a **motion** to temporarily reduce the pay for a Full-Time Executive Board Members/and the Chair of the Grievance Staff to high line for a period of twelve months. Jimmy West **seconded** the motion.

There was discussion.

John DiPippa made a **motion** to vote on the motion on the floor by roll call. Jimmy West **seconded** the motion. The motion **did not carry**.

The motion on the floor **did not carry**.

There was discussion regarding how the Executive Board Members were compensated for doing Union work.

Cuyler Thompson reported that Flight Attendant's personnel files might not be being properly purged and/or obliterated when a Flight Attendant requested it. There was discussion regarding the personnel files that were kept at the Inflight Base Offices as opposed to the permanent personnel files that were kept at Southwest Airlines Headquarters. Board Members **agreed** to conduct a visual check in their Bases' Inflight Offices so that the Executive Board could ensure consistency with the procedures.

Donna Keith made a **motion** to fund an ad in the Chicago Federation of Labor Magazine in the amount of $250 to further the presence of TWU 556 in Chicago and to promote Labor solidarity. Don Shipman **seconded** the motion. The motion **carried**.

The Board took a break at 1008 and reconvened at 1030.

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

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

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

As of the July 12, 2010 Grievance Report, our year to date statistics are as follows:

New Grievances Filed: 176
Grievances Withdrawn Without Prejudice: 95
Grievances Settled: 77
Grievant chose not to appeal: 1
Arbitration/BOA Decisions – Union Win: 1
Arbitration/BOA Decisions – Company Win: 2
Arbitration/BOA Decisions – Split Award: 2
Other: 16

January 1, 2010 Total Grievances: 170
Current Total Grievances: 152

Year to Date Net Gain/Loss: -18

Allyson Parker-Lauck reported that grievance numbers are up very slightly on the most recent report mostly due to Allyson's vacation last week leaving a few settlement letters yet to be resolved. Because of this, there are several settlement offers on the table that should be resolved this week, taking us back into the mid 140's on total grievances. The Grievance Team continues to do an excellent job researching cases, achieving settlements, and presenting all the facts to the Members so they can make an informed decision on how to proceed with their grievances. Since the last meeting of the Executive Board, two System Boards of Adjustment have taken place, and four Arbitrations are on the schedule for August. There is a frightening trend with our current status of Terminations. Past trends have shown that the majority of Termination grievances are a result of point accumulation; however current trends show points are being surpassed by abuse of sick leave and positive drug/alcohol tests as the top reasons for Termination. There are a few logistical glitches to be worked out with Laborsoft before we can implement the plan to digitize the old grievance files as well as the fact that we are approaching our storage limit, which means we will eventually need to either upgrade to more storage space or move to a server dedicated to our cases only which we will be able to continually upgrade as needed. That will need to be approved in the next budget cycle. Allyson presented the Board with a settlement proposal regarding Flight Attendants who lose their ID's after checking in for a pairing, but prior to the first departure. This has been a "no man's land" and has been handled inconsistently in the past. The settlement letter will codify the procedure and will settle four active grievances if accepted. Denny Sebesta presented the Board with a letter of agreement that would codify the procedure for a Flight Attendant returning from leave before the end of the bid period.

John DiPippa was excused for personal reasons at 1038.

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

The Board **agreed** to promote alcohol safety and awareness. Allyson Parker-Lauck **agreed** to collaborate with FAAP Committee Chair Brett Nevarez in order to educate our Members on the increase in the number of Flight Attendants terminated recently for testing positive for drugs and/or alcohol while on duty.

Thom McDaniel left the Meeting at 1125.

Stacy Martin chaired the Meeting.

Grievance Team Member Becky Parker entered the Meeting at 1125 to discuss the merits of a Grievance.

Thom McDaniel returned to the Meeting at 1127.

The Board spoke with a Grievant via Conference Call at 1138 regarding the merits of the Grievance. The Call ended at 1146.

Becky Parker was excused at 1146.

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

Allyson Parker-Lauck submitted to the Executive Board copies of a proposed Settlement Letter which outlined the options and procedures for when a Flight Attendant loses his/her I.D. after check-in but prior to scheduled departure.

Cuyler Thompson made a **motion** to accept the proposed Settlement to four Grievances. John Parrott **seconded** the motion. The motion **carried**.

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

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

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

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

Stacy Martin was excused for personal reasons at 1228.

John Parrott made a **motion** to accept the Grievance Review Committee's recommendation to proceed on three Grievances. Jimmy West **seconded** the motion. The motion **carried**.

Jimmy West made a **motion** to accept the Grievance Review Committee's recommendation not to proceed on three Grievances. John Parrott **seconded** the motion. The motion **carried**.

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

The Board went to lunch at 1237 and reconvened at 1420. The Local's Domicile Executive Board Members met during the lunch break.

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

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Allyson Parker-Lauck was a guest at the Meeting.

Sara King entered the Meeting at 1442 to discuss the merits of a Grievance.

The Board attempted to reach a Grievant via Conference Call at 1447. Thom McDaniel left a message asking the Grievant to return the call.

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

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

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

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

John Parrott made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Denny Sebesta and Allyson Parker-Lauck were excused at 1509.

Audrey Stone discussed with the Board reports that Inflight Management was considering making changes to the Customer of Size (COS) Procedures, which would give more responsibility to Flight Attendants.

Audrey Stone discussed with the Board the fact that many settlement letters had been incorporated in to the Collective Bargaining Agreement (CBA) but that many had not. Don Shipman and Audrey Stone **agreed** to locate and compile all effective settlement letters.

The Board **agreed** that Executive Membership Coordinator Keenan Ryan would submit a monthly report to the Executive Board of all Flight Attendants to which the Union had expressed Care and Concern.

Don Shipman discussed with the Board the impact that the new the VJA Procedures were having on Flight Attendants. Don Shipman **agreed** to set up a Meeting with Brendan Conlon to discuss the concerns of the Executive Board regarding Open Time and VJA.

Crystal Rains was excused to attend to her connectivity issues at 1530.

The Board took a break at 1537 and reconvened at 1555.

Executive Board Members present were Thom McDaniel, John Parrott, Stacy Martin, Cuyler Thompson, Don Shipman, Todd Gage, John DiPippa, Karen Amos, Jimmy West, Bryan Orozco, Donna Keith and Crystal Rains.

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Audrey Stone was excused to attend to her connectivity issues.

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

Audrey Stone entered the Meeting at 1600.

A Grievant entered the Meeting at 1606 to discuss the merits of the Grievance.

Chris St. Julian and the Grievant were excused at 1626.

John Parrott made a **motion** not to proceed on a Grievance. Don Shipman **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 second quarter of 2010:

Thom McDaniel	flew HA78	dated May 6
Michael Massoni	flew PS57	dated June 25
John Parrott	flew DS15	dated June 23
Stacy Martin		
Cuyler Thompson	flew BC01	dated June 5
Don Shipman	flew MS08	dated April 27
Mark Torrez	flew OG49	dated June 28
Todd Gage	flew OB76	dated June 18
Audrey Stone	flew BS29	dated June 3
John DiPippa	flew PH79	dated June 26
Karen Amos	flew DS22	dated May 28
Jimmy West	flew FF30	dated June 24
Bryan Orozco	flew LT05	dated June 7
Donna Keith	flew ME33	dated May 13
Crystal Rains	flew HS39	dated June 21

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

The Board **agreed** that Executive Board Members would not be compensated for a full workday if they did not attend a full day of an Executive Board Meeting. It was **agreed** that a workday could be broken into full-day and half-day increments only. John Parrott **agreed** to craft language reflecting this practice for inclusion in the Local's Policies and Procedures Manual and to submit it for approval at the next Executive Board Meeting.

The Executive Board discussed the fact that John DiPippa and Jimmy West had incurred rental car and hotel room expenses for the Local in order to attend the Dallas Session of the 2nd Membership Meeting of 2010 but had not stated this fact when the question was asked during the Membership Meeting. John DiPippa offered to reimburse the Local; the Board declined. The Board **agreed** that future expenses of this nature must be authorized.

To meet a prior commitment, Todd Gage was excused at 1726 to catch a flight.

Bryan Orozco submitted the **Civil and Human Rights Committee (CHRC) and Working Women's Committee (WWC)** Report:

> *Bryan Orozco reported that Cat Dusek and Addie Crisp attended the ATD Working Women Committee meeting. Bryan reported that Addie and Cat had conducted an oral survey at the meeting. They found that the majority of the group had gotten involved with Union activities because someone from their Local had confronted them and asked them to get involved. Union participation among group members ranged from six months to twenty-eight years. Furthermore, the events that demand a solid contribution from individuals: i.e. bake sales, clothes, toy and money donations elicit the highest participation rates*

among the Memberships. Presently almost all Locals are experiencing low participation rates inside their WWC's. Bryan Orozco also reported that Addie Crisp, Kevin Barber and Cat Dusek wrote articles that will be posted on our web site. The article's topics were on the Nineteenth Amendment, sanitation strikes and Crystal Lee Sutton (portrayed by Sally Field in the movie Norma Rae).

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

The Board discussed the idea of giving a short briefing of Robert's Rules of Order immediately prior to each Session of Membership Meetings in order to set expectations for the Meeting.

Stacy Martin made a **motion** to recess. Don Shipman **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1737.

Thursday

July 15, 2010

Thom McDaniel called the Meeting to order at 0830.

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

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Todd Gage was excused for personal reasons.

John Parrott was excused at 0832 to prepare the Local 556 Financial Report.

Cuyler Thompson submitted the **2nd Membership Meeting 2010 Minutes** for review.

The Executive Board reviewed and made corrections to the Minutes.

Thom McDaniel was excused at 0857 for Union Business.

Stacy Martin chaired the Meeting.

Thom McDaniel returned to the Meeting at 0858.

Cuyler Thompson submitted the **June 29, 2010 Conference Call Synopsis** for review.

Don Shipman made a **motion** to approve the June 29, 2010 Conference Call Synopsis. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel was excused for Union business at 0859.

Stacy Martin chaired the Meeting.

Thom McDaniel returned to the Meeting at 0903.

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

The Board reviewed and made corrections to the Minutes.

There was discussion regarding the content of Domicile Executive Board Member, Officer and Committee Reports and whether or not the Minutes could be approved if such reports contained non-factual information.

Stacy Martin was asked to excuse himself from the Meeting because a Board Member wanted to discuss his lawsuit against TWU Local 556.

Stacy Martin was excused at 0953.

John Parrott returned to the Meeting at 0954.

The Board discussed Stacy Martin's lawsuit against TWU Local 556.

The Board took a break at 0956 and reconvened at 1014.

Executive Board Members present were Thom McDaniel, John Parrott, Stacy Martin, Cuyler Thompson, Don Shipman, Audrey Stone, John DiPippa, Karen Amos, Jimmy West, Bryan Orozco, Donna Keith and Crystal Rains.

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Todd Gage was excused for personal reasons.

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

There was discussion regarding an attorney who was present in the Union Office and who had requested to enter and observe the Executive Board Meeting during the discussion of the merits of the Grievance. Thom McDaniel instructed Executive Board Members not to consider this fact as it did not relate to the merits of the Grievance.

A Grievant entered the Meeting at 1027 to discuss the merits of the Grievance.

The Board discussed the merits of the Grievance.

Erich Schwenk and the Grievant were excused at 1049.

John Parrott made a **motion** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John Parrott was excused at 1100 to prepare the Local 556 Financial Report.

Contract and Leave Coordinator Denny Sebesta entered the Meeting at 1100 to discuss a proposed Settlement Letter regarding notification for medical release to return to active status.

Allyson Parker-Lauck and Denny Sebesta were excused at 1109.

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

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

> *Meetings Attended:*
> *HASC (Health and Safety Committee)*
> *ASAP Meeting*
>
> *ENS Calls:*
> *Blood-borne Pathogen Incident*
> *Flight Attendant unable to perform duties due to sickness*
> *Flight Attendant Injury – turbulence – (three)*
> *Medical Emergency*
> *Medical Emergency – faulty equipment in the EMK*
>
> *Articles/Research*
> *ASAP Reporting Template*
> *E-Cigarettes*
> *Faulty Equipment in EMK*
> *Fatigue*
>
> *Follow-up Issues*
> *EMK Equipment*
> *BUR Evasive Maneuver Crew*
> *Responded to Ask the Source enquiries*
> *Lav Issues*
> *Hot Aircraft Issue*
> *FMLA issue*
>
> *Scheduled Meetings in July*
> *HASC (Health and Safety Committee)*
> *ASAP Meeting at Alaska Airlines*
> *ASAP Meeting at United Airlines*
> *ASAP Meeting at American Airlines*

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

Thom McDaniel reported that he had received notification from Inflight Management that the Dallas Base would be reduced by thirty Flight Attendants next month and that Inflight Management would be communicating this fact to our Members.

Thom McDaniel submitted copies of six pieces of correspondence for the Board to review.

Crystal Rains made a **motion** to purchase a table at the Dallas AFL-CIO Breakfast. Cuyler Thompson **seconded** the motion. The motion **carried**.

Karen Amos made a **motion** to purchase the AFA Summary of Flight Attendant Agreements. Don Shipman **seconded** the motion. The motion **carried**.

The Board continued to discuss the June 2010 Executive Board Meeting Minutes.

John Parrott returned to the Meeting at 1154.

There was discussion regarding the need for unity on the Executive Board.

There was more discussion regarding the content of Domicile Executive Board Member, Officer and Committee Reports and whether or not the Minutes could be approved if such reports contained non-factual information.

John DiPippa withdrew the written Phoenix Base Report as submitted during the June 2010 Executive Board Meeting.

Executive Board went to lunch at 1239 and reconvened at 1330.

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

Mark Torrez was excused to deal with the Executive Board's connectivity issues.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Todd Gage was excused for personal reasons.

Crystal Rains was absent.

John Parrott submitted the **June 2010 Financial Report** for review.

Crystal Rains entered the Meeting at 1335.

There was discussion.

Cuyler Thompson made a **motion** to approve the June 2010 Financial Report. Audrey Stone **seconded** the motion. The motion **carried**.

Mark Torrez entered the Meeting at 1348.

Crystal Rains discussed a misperception amongst the Membership that a Shop Steward had been pulled from a Pairing and paid to attend the Houston Session of the 2nd Membership Meeting of 2010. The Executive Board confirmed that this had not been the case. Crystal Rains requested that Executive Board Members not contact the Shop Steward regarding the issue.

Stacy Martin discussed with the Board the fact that he had mistakenly requested that Inflight Management reschedule his Recurrent Training date so that he could conduct Union business.

Mark Torrez left the Meeting at 1420 to attend to computer issues.

Cuyler Thompson submitted the **April 2010 Executive Board Minutes** for further review.

The Executive Board **agreed** that Stacy Martin could re-submit his written Officer's Report for the April 2010 Executive Board Meeting. The Board **agreed** to wait until the August 2010 Executive Board Meeting to approve the April 2010 Executive Board Meeting Minutes in order to accommodate Stacy Martin.

Mark Torrez returned to the Meeting at 1428.

Cuyler Thompson reported to the Executive Board that he had received more Article XIX Charges filed on Executive Board Member and President Thom McDaniel by Member Chris Click.

Thom McDaniel was excused from the Meeting at 1430.

Stacy Martin chaired the Meeting.

Cuyler Thompson submitted copies of the charges to the Executive Board. There was discussion.

The Board spoke with Ed Cloutman via conference call.

The conference call ended.

The Board discussed how the charges submitted by Chris Click against Thom McDaniel had been submitted and **agreed** to consider the three charges.

There was discussion regarding the fact that the charges received on Thursday from Chris Click made the same allegations against Thom McDaniel as the charges received from Chris Click on Tuesday, which had been deemed improper by the Executive Board. It was noted, however, that alterations had been made in the verbiage of the charges received on Thursday that were consistent with the discussion in the Executive Boardroom during Tuesday's Meeting, indicating a possible breach of confidentiality. The Board **agreed** to discuss the matter further, but later in the Meeting.

The Executive Board **agreed** to extend the Meeting in order to consider the charges submitted by Chris Click, because Executive Board Members would then not be able to travel home that day. John Parrott **agreed** to request that Executive Membership Coordinator Keenan Ryan extend the Board Members' hotels and rental cars by an additional day.

The Board took a break at 1520 and reconvened at 1535.

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

Thom McDaniel was excused from the Meeting while the Executive Board considered charges, which had been filed on him.

Michael Massoni was excused to attend the Alaska Airlines Flight Attendant Aviation Safety Action Programs' (ASAP) Event Resolution Committee Meetings at Alaska Airlines' headquarters in Seattle.

Todd Gage was excused for personal reasons.

Stacy Martin chaired the Meeting.

Discussion of the charges continued.

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."

Crystal Rains made a **motion** to vote on the motion on the floor by Roll Call. Karen Amos **seconded** the motion. The motion **carried**.

The Board considered the first charge in which Member Chris Click alleged that "Thom McDaniel, an Executive Board Member for the TWU Local 556 violated his oath of office and the TWU Constitution, specifically: Article XIX, Section 5 (f), willfully wronging a Member of the International Union."

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	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Nay
Karen Amos	Nay
Stacy Martin	Chair
Jimmy West	Nay
Don Shipman	Yea
Bryan Orozco	Yea
Cuyler Thompson	Yea
Donna Keith	Yea
Crystal Rains	Yea

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

Mark Torrez	Nay
Audrey Stone	Nay
John Parrott	Nay
John DiPippa	Nay
Karen Amos	Nay
Stacy Martin	Chair
Jimmy West	Nay
Don Shipman	Nay
Bryan Orozco	Nay
Cuyler Thompson	Nay
Donna Keith	Nay
Crystal Rains	Nay

The Board **agreed** that voting on questions (b), (c) nor (d) of Article XIX Section 3 was not necessary because it had already been decided that Chris Click's charge ***does not*** state the exact nature of the alleged offense as required by Section 1 of the Article.

The Board **agreed** that it had mistakenly voted on question (b) of Article XIX Section 3. The Board **agreed** that since the vote had already occurred, the results would appear in the Minutes.

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

The Board considered the second charge in which Member Chris Click alleged that "Thom McDaniel, an Executive Board Member for the TWU Local 556 violated his oath of office and the TWU Constitution, specifically: Article XIX, Section 5 (n), by act, omission or conduct prejudicing or damaging the interests and welfare of the International Union or his/her Local Union."

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	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Nay
Karen Amos	Yea
Stacy Martin	Chair
Jimmy West	Yea
Don Shipman	Yea
Bryan Orozco	Yea
Cuyler Thompson	Yea
Donna Keith	Yea
Crystal Rains	Yea

The Board **agreed** that since Chris Click's charge ***does not*** state the exact nature of the alleged offense as required by Section 1 of this Article, it was not necessary to vote on questions (b), (c) nor (d) of Article XIX Section 3.

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

The Board considered the third charge in which Member Chris Click alleged that "Thom McDaniel, an Executive Board Member for the TWU Local 556 violated his oath of office and the TWU Constitution, specifically: Article XIX, Section 5 (a), violations of any of the provisions of this Constitution, any collective bargaining agreement or working rule of the Local Union."

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	Yea
Audrey Stone	Yea
John Parrott	Yea
John DiPippa	Nay
Karen Amos	Yea
Stacy Martin	Chair
Jimmy West	Nay
Don Shipman	Yea
Bryan Orozco	Yea
Cuyler Thompson	Yea
Donna Keith	Yea
Crystal Rains	Yea

The Board **agreed** that since Chris Click's charge ***does not*** state the exact nature of the alleged offense as required by Section 1 of this Article, it was not necessary to vote on questions (b), (c) nor (d) of Article XIX Section 3.

The three charges submitted by Chris Click against Thom McDaniel were deemed improper by the Executive Board.

Thom McDaniel returned to the Meeting at 1649.

There was more discussion regarding the apparent lack of confidentiality on the Executive Board.

Karen Amos left the Meeting at 1715.

Discussion continued.

Karen Amos returned to the Meeting at 1725.

There was discussion regarding the fact that Stacy Martin was, for the second consecutive Quarter, not in compliance with TWU Local 556 Bylaw Article VII (g). The Executive Board discussed with Stacy what they could do to help him be in compliance.

Cuyler Thompson made a **motion** to adjourn. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1737.

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

Cuyler Thompson
Recording Secretary