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

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Executive Board Meeting
August 10-12, 2010
Synopsis

Tuesday

August 10, 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, Stacy Martin, Don Shipman, Audrey Stone, Crystal Reven, Bryan Orozco, Donna Keith, Todd Gage, and John DiPippa.

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Mark Torrez was enroute.

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

Audrey Stone read aloud the **TWU International Membership Pledge**.

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

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

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

Vacation Days	*27*
Vacation Converted	*0*
Sick Days	*16*
Appointments	*5*
Other	*2 (Recurrent Training)*
Total Days to cover	*45*
Temporary Staff Days Utilized	*1*

Thom McDaniel was excused for Union business at 0859.

Michael Massoni chaired the Meeting.

Thom McDaniel returned to the Meeting at 0902.

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

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

> *John informed the Board that PHX has had a few Fact Finding Meetings and they have been done by John and various Shop Stewards. John has done two Lounge Mobs this month and was in the lounge for the OSHA Lounge Mobilization last month. John reported that Flight Attendants seemed indifferent to OSHA protection, but hopes once there is a way for them to email their Congressional Representative, there will be more enthusiasm to this important protection. John wrote the Hotline Script for July 23 and August 6 and sent out a July E-Connection. John has updated his Base Page and made sure the Red Rack and Glass Case were up to date, along with contacting all of his Shop Stewards via email. John wants to congratulate Shop Steward Louie Sibaja on his new position as a part-time Grievance Representative. On a sad note, John reports that PHX Inflight Supervisor Aurora Rojas' daughter was in a car accident and is in a coma. At times like these, John is proud to report that regardless of the differences between Union and Management, pure human kindness prevails in the sense that either party will "put down their swords" and send their best wishes to a fellow human being. John thanked the Executive Board for allowing him to send flowers to Aurora's daughter and will do this as soon as she is out of ICU. John updated the Board on a few parking issues that are going on in PHX. One of the terms and conditions of the Contract that an employee signs with the City of Phoenix is as follows: "Airport Cardholder parking privileges, whether parking in an employee or public lot, are for conduct of official Airport-related duties only. Airport Cardholder parking privileges may not be used for vacations, personal business matters, or business travel unrelated to the Airport." Essentially because of this, here are few developments in the last three months: One car was towed because the owner left it in the garage and went on vacation for a few weeks, and another instance is the Inflight Office received a call about the owner of a car, who is a commuter, who has also had their car sit in the garage for awhile. Finally, the Office received a call about a Flight Attendant sharing their parking card with another individual. John mentioned to the Board that he is going to send out the Terms and Conditions in the next E-Connection to remind employees of the rules when they park on airport property. John also mentioned to the Board that he will do his "Day in the Field" in Provisioning later this month and will be attending the Inflight/Provisioning Meeting in DAL next month.*

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

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

> *Audrey reported that Fact Finding Meetings in Baltimore have not changed much since last month. They are happening on a regular basis, and the main issues are still delay of flight, Unaccompanied Minor (UM) issues, and Crew conflict. There have also been some Step 2 Meetings as Flight Attendants are grieving the discipline they received (most of which have been written warnings), and one points case that did not result in a termination. BWI has had two meetings to discuss the perception/patterns of sick calls, and we have now had Flight Attendants receive No-Shows for Recurrent Training (RT).*

The Inflight Office has hired one more Supervisor, Glenn Hodge, which leaves us finally fully staffed in the BWI Office. Audrey is happy to report that the Memo she drafted regarding Maryland Family Flexible Leave Act (MFFLA) was published and distributed by Southwest Airlines (SWA) in all BWI Flight Attendant boxes on July 20. The Base Page was updated with this information. Two Lounge Mobilizations regarding OSHA were conducted on July 28 and 29, and the July Unity was distributed. Shop Steward Stephanie Roberts attended the ASAP meeting held in Dallas on July 27 as the BWI Union designee. All Shop Stewards were contacted via email and a July E-Connection was sent. Audrey cleaned the Red Rack and the Glass Case will be updated with new materials following this Board Meeting. She met with Base Manager Jamie Willard to discuss the Base on August 6. There will be a Safety Fair in BWI next week. Audrey hosted July's edition of the TWU Live Broadcast. She also continues to schedule the Weekend On-Call program and makes herself available to assist as needed. Audrey attended a meeting at SWA on August 9 along with Thom McDaniel, Allyson Parker-Lauck, and Denny Sebesta regarding the Open Time Focus Group that the Company wants to put together. She also served on the Grievance Review Committee this month.

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

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

Crystal began her report by informing the Executive Board that there have been no changes in HOU InFlight administration. Construction continues in HOU but is not creating any deviation in current operations. Crystal adds that there have been three terminations in HOU since she last reported for sick leave abuse, one however was reinstated. Similarly, Crystal adds that there have also been several suspensions and letters of warning issued in HOU for several work in conduct and safety violations. Since she last reported, Crystal attended a portion of the HOU Symposium on July 22 conducted by Brendan Conlon regarding sick leave trends within our workgroup. Crystal also served as Weekend on Call Officer on July 24-25 and attended the ASAP Focus meeting in DAL on July 27. An OSHA Lounge Mobilization was conducted on July 30. HOU continues to lead the system in NST. As a proactive measure, Crystal has sent messages to each HOU Flight Attendant scheduled for RT in August with all pertinent revision and bulletin information. Crystal communicated with HOU Shop Stewards individually throughout the month, sent out the HOU E-Connection on July 23, Crystal was in the Lounge on July 22 and 30. All publications have been distributed in HOU; no changes in the Glass Case other than adding the Professional Standards picture, and the Red Rack and HOU Base Page are up to date.

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

Cuyler Thompson presented the **Orlando Base Report** for Jimmy West:

Jimmy reported that Fact Finding Meetings have been consistently steady since last month. Jimmy reported that the Fact Finding Meetings have included delay of flights, two UM issues, Passenger letters and one termination for abuse of sick leave in conjunction with Facebook postings. Jimmy reported that he has had two FTR's and one No-Show removed without going through the Fact Finding process. Jimmy reported the OSHA fliers were well received by the MCO Flight Attendants. Jimmy reported he had made extra copies and gave them to the Operations Agents to hand out with the specials sheets on each flight they worked. Jimmy reported he attended the ASAP training program at Southwest Headquarters last month. Jimmy reported he has had numerous phone calls regarding the displacement *of Flight Attendants. Jimmy reported Unity was distributed as soon as it arrived and although the MCO Base was twenty copies short, Jimmy contacted Kyle Whiteley and asked to keep the number of copies the same. Jimmy reported the reason for this is because over the course of the following week, including a Lounge Mobilization, Jimmy collected about thirty copies of Unity that were laying around on tables, in the computer room, etc. and placed them on the Red Rack. Jimmy reported the Union Glass Case and Red Rack are up to date.*

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

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

Todd states that Fact Finding Meetings have been down in the last three months. Todd continues to hear about major inconsistencies regarding the UMs and the Ground Ops. Last month, Todd addressed his concerns with both Vice Presidents of Inflight and Ground Ops. Flight Attendants are still being instructed to do things that are not procedural when escorting the UMs at the arrival city. Another issue going on in Oakland is concerning the parking. Now that the Alameda County Sherriff Department has upped its presence patrolling the employee parking lot, they have brought to SWA Management's attention the issue of out-of-state license plates. Starting August 1, they threatened to tow any cars that did not meet the California automobile registration laws. Todd sent out a list of the current laws in an E-Connection. Todd conducted the system wide Lounge Mobilization regarding the OSHA bill that sits in Congress. All the Flight Attendants were receptive and agreed to contact their local Congressmen and women. Many Oakland Flight Attendants continue to work on the organizing campaign for Virgin America (VX). Some of the Oakland Shop Stewards that are involved with this are Heather Joy, Donald Silva, Val Lorien, and Cynthia Belle. A barbeque was held on Sunday, August 8 for the VX campaign. All publications have been distributed, Red Rack organized, Shop Stewards contacted, E-Connection sent out, and the Base Page will be updated shortly.

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

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

Donna reports that Chicago has been a bit more active meeting wise this month. There have been meetings held for various reasons. Donna held Lounge Mobs this month, communicated with her Shop Stewards, and wrote the E-Connection. The Base Page has been updated, the Glass Case updated, the Red Rack tidied, and all publications distributed, with much good feedback about the latest Unity Magazine. Donna has met with and gotten approval for a table at the Chicago Safety Fair on September 8 which she will attend with Michele Moore and has left a message with the Representative from TWU Local 555 to inquire if they would like to work together again this year. Donna has also communicated with Base Leadership and Station Leadership concerning the Employee Shuttle and the length of time it has been taking to arrive at the Airport due to the extensive road construction on Cicero Avenue. Donna has been assured that Leadership is aware of the problem and will take appropriate steps if Flight Attendants have to MBL. Donna served as Weekend Officer on Call August 10 and 11 and attended the ASAP training in Dallas on August 27. Donna attended the Illinois/Indiana State Conference meeting on August 2, 2010 and is pleased to say that the group is coming together and moving forward on the issues of both states. The Lounge Mobilization held concerning the issue of OSHA coverage for the Flight Attendants was very well received in Chicago with several Flight Attendants interested in how they could be of assistance in this important issue.

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

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

> *Bryan Orozco reported he conducted three Lounge Mobilizations, cleaned the Red Rack, sent out an E-Connection, attended the ASAP meeting, updated the Base Page and put Unity out in boxes. Bryan completed two of his three weeks of Officer-On-Call weeks, third-chaired an arbitration case, answered the phone for weekend hours and logged his calls in Laborsoft. Bryan met with Base Manager Scott Wells three times. Bryan went to a Base meeting and greeted the new Supervisors. Bryan would also like to thank Cuyler and Kyle for their assistance with the OSHA information and leaflets.*

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

The Board recognized and commended Bryan Orozco for his work promoting OSHA protection for the Flight Attendants of Southwest Airlines.

Michael Massoni was excused at 0916 to invite Michele Moore into the Meeting.

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

A/C Incident	*1*
A/C Mechanical	*3*
Assault on Employee	*1*
Bird strike	*2*
Death on Board	*1*
F/A Hospitalization	*2*
F/A Illness on RON	*1*
Injury	*1*
Jump seat Intervention	*3*
Medical Emergency	*12*
Passenger Misconduct	*2*
Personal Issue-F/A	*1*
Smoke in Cabin	*1*
Turbulence	*2*
Total:	***33***

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

Michael Massoni returned to the Meeting at 0924.

Interim Chair Crystal Reven submitted the **Uniform Committee Report**:

> *Crystal is happy to report that the un-tucked version of the uniform shirt is available for order now; additionally she stated that she has received a wealth of feedback of the shirt, both good and bad. There*

is a new drop date for the Metro Parka which will be available for order on February 8, 2011; which is six months later than originally reported. The Uniform Steering Committee meeting has been cancelled for August. Crystal continues to correspond with Flight Attendants regarding uniform issues via email and phone. The Uniform Committee Web page will be updated with all new information by August 13, 2010 with pictures and pertinent uniform piece information. An addition to the Uniform Committee Web page will be a short survey regarding the quality of current pieces. Crystal is working on a FAQ piece for the Uniform Committee Web site and will make it available to the Executive Board and Office Staff to answer simple uniform questions in an effort to decrease the turnaround time in answering Uniform related questions.

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

Health Committee Chair Michele Moore entered the Meeting at 0930 to discuss the Health Committee Report.

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

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 1

Report	*Acceptance Deadline*
ASHDI 1732 (AVIATION SAFETY/SECURITY)	*Fri 11/5/2010*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 4120+ / 276

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

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

- *06/14/10 through 08/08/10 = 206*
- *Emergencies Declared = 23*
- *All OF 2010 to Date = 774*
- *ALL OF 2009 = 1210*
- *ALL OF 2008 = 940*

The US Congress passed another FAA extension and new safety directives - Both the US Senate and the House of Representatives approved an extension of current operating and spending authority for the FAA, adding a number of safety provisions aimed specifically at commuter and regional airlines. The measure extends FAA funding through 30 September. This is the 15th extension of the agency's authorization since 2007. The House passed its version of FAA Reauthorization in 2009 and the Senate passed a version this year, but the two sides need to reconcile their differences for the full Congress to pass legislation. Lawmakers took particular interest in the safety of regional carriers following the fatal crash of a Colgan Air Bombardier Q400 in 2009 that highlighted deficiencies in background checks and pilot training. The legislation calls for improved training as recommended by the National Transportation Safety Board, addressing pilot fatigue and strengthening minimal requirements for receiving an airline transport pilot certificate (ATP). This extension is another stop-gap measure to continue the operation of the FAA that, in and of itself, does nothing in enacting important Flight Attendant health and safety provisions contained in the main multi-year reauthorization. Congress now has through September 30 to continue trying to reach an agreement on the long-term bill. However, it *appears likely that a bill will not be finished this year and a new bill will need to be re-introduced in the next Congress and the process will begin again. The FAA and OSHA said they will form a team to review how OSHA standards on record keeping, bloodborne pathogens, noise, sanitation, hazard communication, access to employee exposure and medical records and whistle-blower protection can apply to airline Cabin Crews. The joint team is to report its findings on applicability of these OSHA requirements by Dec. 6. Based upon the recommendations, the agencies said, the FAA will issue a new policy statement on application of OSHA regulations to Flight Attendant safety and health. In turn, OSHA said it will consult with the FAA before proposing new standards for Attendants, to determine whether aviation safety would be affected. While OSHA safety and health standards apply to most American workers, airline Crews have been under the jurisdiction of the FAA. Under the new agreement, FAA will continue to be responsible for flight-deck Crew such as pilots and co-pilots, and OSHA will continue to enforce its standards for other aviation industry employees, such as maintenance and ground support personnel. The TWU Local 556 Safety Team in conjunction with the TWU International Health and Safety Department and Department of Legislative and Political Affairs will ensure the voices of Southwest Airlines Flight Attendants are represented in the matter. While we applaud this resurrection of the FAA/OSHA MOU of 2000, we clearly know that the power of law, via FAA reauthorization, is the only way to ensure continued forward momentum on this critical Flight Attendant health and safety concern. The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP) signed Memorandum of Understanding (MOU), was formally submitted to FAA's Technical Programs Branch, AFS-260 in Washington, DC, the MOU will be sent back to the Southwest Airlines Certificate Management Office of the FAA for a final sign-off by our Principal Operations Inspector (POI). This process effectively clears all the regulatory hurdles enabling us to proceed with program implementation. In the mean time we, along with SWA, are working diligently to put together the detailed policy, procedures, communications and training necessary for a successful rollout of our ASAP. As a means to that end, Members of the TWU 556 Safety Team, SWA Inflight Safety and the FAA did a series of ASAP Event Resolution Committee (ERC) visits at Alaska Airlines, American Airlines and United Airlines. These visits are important learning tools enabling our perspective ERC Members to see, up close and personally, the inner workings of a fully operational ASAP, thereby allowing us to customize our program on the front end through best practice selection and cultural adaptation. We also formed the first of several ASAP focus groups that will be drawn from line flying Flight Attendants from each of our eight domiciles. This first focus group sampled the technology piece that will become the reporting tool and data warehouse for our Flight Attendant ASAP. The TWU 556 Safety Team sends out a special thanks to all those who participated in this first focus group. And finally, we are currently on target to meet our implementation goal for our program of December 1, 2010. On August 3, 2010 TWU Local 556 National Safety and Security Coordinator, Michael Massoni and TWU Local 556 outside consul, Ed Cloutman participated in a Post Accident Coordination Exercise and Workshop that was conducted by Southwest Airlines Corporate Safety Department and moderated by SWA outside consul, Dane Jacques at Southwest Airlines Headquarters in Dallas. This in-depth exercise had a special emphasis on legal aspects of airline accident investigation and thus required Attorney participation. Topics covered were:*

Understanding Roles and Responsibilities [Who you work for; Responsibility to SWA; Accountability to the NTSB; etc…]

Understanding the investigative and party processes

Coordinating Activities

Understanding the Stakes for Your Organization, who You Represent and SWA [Civil Liability, Criminal Liability, Market Exposure]

Managing Multiple "Tracks" [investigation, civil litigation, criminal litigation, regulatory, public/investor relations, employee relations, etc…]

OPEN DISCUSSION ITEM(S):
The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)
ERC Make-up
Primary, Secondary Members
Focus Group Perspectives on Reporting Tool
Moving Forward
Future of Aviation Advisory Committee
TWU 556 Safety Coordinator Participation

SCHEDULED AND STANDING MEETINGS:
Thursday August 12, 2010 @ 1400hrs CDT – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards
Monday August 16, 2010 through Tuesday August 17, 2010 – Coalition of Flight Attendants - (PIT)
Monday August 23, 2010 through Wednesday August 25, 2010 – [ATD] Future of Aviation Advisory Committee – (Chicago)

Michele Moore submitted the **Health Committee Report**:

Meetings Attended:
HASC (Health and Safety Committee)
ASAP Meeting at American Airlines
ASAP Meeting at Alaska Airlines
ASAP Focus Group

ENS Follow-ups:
F/A injured when finger slammed in cockpit door
Flight Attendant unable to perform duties due to turbulence injury
Medical Emergency-divert-pax not breathing-CPR performed
Medical Emergency-divert-CPR performed
Smoke in Cabin

Articles/Research
ASAP Reporting Template
Large/XL glove availability
Faulty Medical Equipment/IR timeline
Drug Testing Issue
Pet Allergy Issue
Research on MRSA staff infection in relation to Flight Attendants

Follow-up Issues
BUR Evasive Maneuver Crew
Responded to Ask the Source enquiries
Hot Aircraft Issue
Recurring illness issue

Scheduled Meetings in August
HASC (Health and Safety Committee)
ASAP Meeting at United Airlines
ASAP Meeting with SWA Pilots

ASAP Focus Group
MDW Safety Fair Prep

Crystal Reven made a **motion** to accept the Health Committee Report. John Parrott **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to accept the Safety Committee Report. John Parrott **seconded** the motion. The motion **carried**.

The Board took a break at 1010 and returned at 1030.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Don Shipman, Audrey Stone, Crystal Reven, Bryan Orozco, Donna Keith, Todd Gage and John DiPippa.

Thom McDaniel was excused for Union Business.

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Mark Torrez was enroute.

Michael Massoni chaired the Meeting.

Southwest Airlines Inflight Management Representatives Naomi Hudson, Adam Carlyle and Sonia Lacore entered the Meeting at 1030.

Adam Carlyle submitted copies of an updated Sick Leave and Productivity Review compiled for the Local 556 Executive Board. There was discussion regarding Flight Attendant sick calls. Adam reported that in order to compare Trips for Pay (TFP) with the "hourly pay" for block hours used at other airlines, Management used equated the pay for 1.0 TFP to 1.159 block hours at other airlines. Naomi noted that the number often varied between 1.13-1.15 block hours. There was discussion regarding the criteria used by Inflight Scheduling when determining when to offer Voluntary Junior Available (VJA) and the appearance that Scheduling had been offering VJA sooner.

Thom McDaniel returned to the Meeting at 1042.

The Board asked if the data previously requested regarding the increase of sick calls and the number of Personal Illness Notes (PINs) was available. Naomi reported that Brendan Conlon was working on obtaining that data for the Board. There was discussion regarding the issue of Ops Agents not paging for the parents and/or Sweepers before an aircraft arrived at the gate. Audrey Stone asked for follow-up on the previous month's discussion regarding reports that Management was considering changing the published age for Unaccompanied Minors (UMs) and changes to Customers of Size (COS) Procedures. Naomi reported that new procedures for custody transfers or UMs between "A" Flight Attendants during Crew changes would be published soon. She went on to say that conversations had been held regarding COS procedures, but nothing definite had been decided. Naomi reported that one of the topics of said conversations had been to empower the Flight Attendants to make the decision to oversell a flight when a COS was onboard the aircraft but had not purchased an additional seat in advance. Cuyler Thompson asked about previous discussions that the Executive Board had with Inflight

Management Representatives regarding "empowering" the Flight Attendants to ensure that published boarding procedures were adhered to and that Flight Attendants were receiving Specials Reports. There was discussion regarding threats by Ops Agents to write delays off to Inflight when Flight Attendants attempted to adhere to proper boarding procedures. Donna Keith reported that in order to turn a flight quickly, Ops Agents sometimes used the threat of "taking a delay" as an attempt to force a Flight Attendant into compliance. Naomi agreed that this was happening. Naomi stated that Mike Mankin at Southwest Airlines Headquarters looked at every Inflight Delay and made the decision whether or not to send them to the Base for investigation. She noted that if the delay was caused by "normal" Flight Attendant duties, there was no request sent to the Base for investigation. There was more discussion regarding "empowering" the Flight Attendants. Michael Massoni inquired as to what was being done to address the hot temperatures in the cabin while aircraft were parked at the gate. Michael explained that he had received reports that when ground service airconditioning was not working properly, some pilots had refused to start the Auxiliary Power Units (APU) to cool the cabin because they were "trying to save a buck." Sonya Lacore stated that she understood the problem and encouraged Flight Attendants to write an Irregularity Report (IR) on such situations, especially if there was a mechanical problem with the aircraft. Naomi stated that then Inflight could address the issue with Flight Ops. Crystal Reven expressed concern that hot aircraft could be perceived as bad Customer Service. John DiPippa inquired as to the possibility of adding a way to report hot aircraft to the Scheduling Voice Response Unit (VRU). Cuyler Thompson asked if Naomi had looked into how Flight Attendants received the results of Unannounced Audits as requested. Sonya Lacore reported that Inflight Supervisors had been instructed to ask discreetly, at the end of an Unannounced Audit, if the Flight Attendant would like to (or was available to) receive feedback from the Audit. If uncomfortable (or has other duties) the Flight Attendant may opt to receive such feedback later. However, Sonya noted that safety issues would be addressed immediately. Naomi Hudson reported to the Executive Board that the printed results of an Unannounced Audit would automatically be placed in the Flight Attendant's Mailbox and their Personnel File. The Flight Attendant may opt not to receive a copy, but must inform the Inflight Management Representative at the time of the Audit. There was discussion regarding a report that an Inflight Scheduler's accept was difficult to understand. Management stated that they were aware of the issue. Thom McDaniel discussed the need to be able to track items lost or found on the aircraft.

The Management representative left the Meeting at 1133.

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

Audrey reported that she spoke with Contract and Leave Coordinator Denny Sebesta regarding Settlement Letters/Letters of Agreement that the Executive Board discussed publishing during the last meeting. Denny put together a list of the agreements that Audrey and Don are reviewing. They plan to meet with Denny this week to discuss publishing them and incorporating the information in all appropriate Contract education materials. Audrey reported that Contract Live videos will be online this week, and that she and Kyle are filming more videos this week.

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

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

Todd reports that he has received some feedback regarding TWU Local 556's new resolution regarding wounded Members. The feedback was very positive. He will be attending the quarterly ATD Veterans

Committee meeting in LAX on August 17 and 18. Denny Sebesta discussed a complaint from a Member regarding the possibility that SWA is not following the rules under the USERRA. This complaint is being looked into.

Thom McDaniel thanked Todd Gage for his work in creating the Veterans Committee and reported that TWU International had recognized Todd's work as well.

John Parrott made a **motion** to accept the Veterans Committee Report. Crystal Reven **seconded** the motion. The motion **carried**.

Donna Keith submitted the **Green Team Report**:

Donna has received information from the Green Team. In May, the recycling effort diverted 211 tons of trash to recycling which are approximately 25 of our overall waste. There was talk of consistency of the announcements on board the aircraft to encourage our Passengers to hand us their recyclable items. According to the information I was given, MDW Provisioning has been handling the most tonnage of recyclables off the Aircraft to date.

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

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

Committee Activity

Total queries	*28*
Cases worked	*12*
Positive outcome	*11 cases*

In one case, PS was unable to determine if we actually got a resolution or not. This case was extremely complex and the individual was not cooperative.

Cases worked by category:

FARs	*1*
Safety	*1*
Company Policy	*7*
Pilots	*3 (one carrying over into August)*

PS continues to spend an enormous amount of time dealing with conflicts regarding cell phone use in all settings: On duty or while deadheading after forward entry door is closed. We did have another case whereby the Flight Attendant was stating that Customer Service issues take a priority over FAR compliance. PS disagreed. We have one carry over case from July into August involving Pilots. It has progressed into a second round of attempted conversations due to clarification on Flight Ops procedures and a more defined position being taken by PS seeking a resolution. PS did consult with TWU Local 556 National Safety and Security Coordinator. On two of the three cases involving Pilots I had PS Committee Members make the phone calls to Pilots PS so that our Committee Members can see how the program operates on the crossover cases. They did fantastic work. PS continues to receive phone calls with allegations about coworkers lack of Customer Service, bad PAs, RON hotel behavior, serving cans on every flight, "lack of" appearance standards, claims of harassment, using CWA to send inappropriate messages, and cash on trip trades not paid. A great deal of time and effort is put forth to *these callers as well to explain that is not within the scope of PS and what options they may have to assist. 5X7 photographs were ordered and shipped to TWU Local 556 Office for distribution to all Domicile Executive Board Member's based upon a request/idea from Jimmy West. I ask that all Domicile Executive Board Members to please ensure these photographs are placed inside your Glass Case with a label or sign that says, "Professional Standards Committee Member Training, March 2010" and a follow up email to myself that has been completed in each Base.*

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

Cuyler Thompson submitted a **TWU International Organizing Committee Report** for International Organizer Tony Beck:

The SWA Flight Attendants continued to correspond with the committee people they were assigned per the Mentor program. I think that it was well received; we just have a few who are more communicative than others are. We also continue to have a presence at the airport. I think that this does well for morale, but it is not a realistic place to pick up cards. The VX Flight Attendants are usually in a hurry. However, as I said, they do like seeing us there. We have been preparing for the BBQ we are hosting on the eighth. Nothing fancy, just a little get together. We have not had a get together since the Fly Girl Launch. VX Management is having one the same day. Theirs was not published because typically it is somewhat exclusive. We on the other hand opened it up to all. Therefore, maybe we get some points there. We are going to do another round of "meet and greet" at the overnight hotel, as well as continue with house visits. We are making the month of August our big push month. I would like to see more cards and more of a commitment to getting this done sooner than later from the VX steering committee. The team here seems to think we are doing all that we can here for them, so we are leaving it up to the VX Flight Attendants to figure what they want to do.

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

The Board went to lunch at 1209 and reconvened at 1402.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Grievance Chair Allyson Parker-Lauck and Grievance Team Member Brandon Hillhouse were guests at the Meeting to discuss the merits of the Grievance.

The Board spoke with a Grievant via conference call at 1417.

There was discussion.

Brandon Hillhouse was excused at 1428.

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

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

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

New Grievances Filed:	*208*
Grievances Withdrawn Without Prejudice:	*112*
Grievances Settled:	*96*
Grievant chose not to appeal:	*2*
Arbitration/BOA Decisions – Union Win:	*1*
Arbitration/BOA Decisions – Company Win:	*2*
Arbitration/BOA Decisions – Split Award:	*2*
Other:	*18*
January 1, 2010 Total Grievances:	*170*
Current Total Grievances:	*145*
Year to Date Net Gain/Loss:	*-25*

There are several settlement offers on the table that should be resolved this week, which will soon take us into the 130's on total grievances. The 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. On August 3, Lyn Montgomery presented a Termination case before Arbitrator Kelly. Sara King served as 2nd Chair, and Bryan Orozco served as 3rd Chair. Witnesses were Thom McDaniel, Allyson Parker-Lauck, Brandon Hillhouse, Prairie Matthews, and the Grievant.

Upcoming Board of Adjustments and Arbitrations are as follows:

- *August 13 – Non-Termination Dicsipline Grievance (Arbitration): Allyson Parker-Lauck will serve as 1st Chair, Brandon Hillhouse as 2nd Chair, and Crystal Rains as 3rd Chair.*
- *August 20 – Non-Termination Dicsipline Grievance (Arbitration): Ed Cloutman will serve as 1st Chair, Lyn Montgomery as 2nd Chair, and Karen Amos as 3rd Chair.*
- *September 21 – Contract Grievance (Arbitration): Patricia Ireland will serve as 1st Chair, Kathy Anderson as 2nd Chair, and 3rd Chair has not yet been assigned.*

Allyson presented a Settlement Letter to the Executive Board offered to the Grievant(s) whose case was scheduled to be arbitrated soon. Allyson presented a Settlement Letter to the Executive Board for their approval regarding the handling of situations where a Flight Attendant picks up a pairing while his/her pairing in progress is already publicly posted late.

Donna Keith was excused for Union Business at 1505.

Allyson Parker-Lauck submitted a proposed settlement to five Grievances for the Board to review.

There was discussion.

Allyson Parker-Lauck **agreed** to present the changes proposed to the settlement by the Executive Board to Southwest Airlines Management.

The Board **agreed** that Allyson Parker-Lauck would investigate adding language to the Local's current Policies and Procedures regarding Grievants who wished to proceed on their own Contractual Grievances without the assistance of the Union.

Donna Keith returned to the Meeting at 1522.

The Board took a break at 1524 and reconvened at 1542.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Grievance Chair Allyson Parker-Lauck and Contract and Leave Coordinator Denny Sebesta were guests at the Meeting to discuss the merits of Grievances.

Todd Gage made a **motion** to accept the Grievance Committee's recommendation to proceed on three Grievances. Audrey Stone **seconded** the motion. The motion **carried**.

Todd Gage made a **motion** to accept the Grievance Committee's recommendation not to proceed on three Grievances. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel reported that the Grievance Review Committee needed to have an additional Executive Board Member named as an alternate to each month's Committee to serve in the event that a Committee Member was unable to attend.

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

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

Denny Sebesta and Allyson Parker-Lauck were excused at 1650.

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

Thom McDaniel left the Meeting at 1726.

The Executive Board reviewed and made corrections to the Minutes.

Thom McDaniel returned to the Meeting at 1728.

There was discussion.

The Board **agreed** that the inaccuracies reflected in the 2nd Membership Meeting Minutes of 2010 regarding John DiPippa and Jimmy West's hotel/rental car would be corrected during the next Membership Meeting.

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

The Executive Board reviewed and made corrections to the Minutes.

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

The Executive Board reviewed and made corrections to the Minutes.

Mark Torrez made a **motion** to recess. Bryan Orozco **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1641.

Wednesday

August 11, 2010

Thom McDaniel called the Meeting to order at 0830.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

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

> *Thom McDaniel reported that he, as well as representatives from the AFL-CIO Transportation Trades Department (TTD), International Association of Machinists (IAM), and Association of Flight Attendants (AFA) had met with FAA Associate Administrator for Aviation Safety Peggy Gilligan on July 26 in Washington, DC. The purpose of the meeting was to discuss the upcoming requirements for aviation safety and OSHA protection for Flight Attendants contained in the FAA Reauthorization Bill that is currently in Congress. The request for the meeting came as a surprise to the Unions attending, because for many years, the FAA has neglected their responsibility to regulate Flight Attendants and has recently even stated that the FAA did not have regulatory health and safety oversight on commercial flight cabins. The meeting was an attempt by Ms. Gilligan to head off impending Congressional requirements. Ms. Gilligan made the focus of the meeting an attempt at "voluntary" compliance by the carriers. The Unions stated that they were not interested in voluntary compliance as regulatory oversight required enforcement. The Unions were also clear that Flight Attendant Unions should not have to negotiate health and safety requirements at the bargaining table. The Unions did agree to meet further on the issue, however were united in support for true regulatory enforcement. Ms Gilligan inferred that the Union's refusal on "voluntary" compliance would slow down the process two-three years due to rulemaking. The Union's disagreed and questioned why Ms. Gilligan was so concerned about delaying the process when the FAA had not acted on it for 30 years. Thom helped facilitate*

Strategic Planning Meetings for Locals sponsored by TWU International in Dallas on July 27 and Tulsa on July 29. The sessions are an extension of a Resolution from the International Convention. The meetings are facilitated by Mark Richard with Thom, Tonya Gordon, and Roger Touissant. The purpose of the meetings is to assist Locals in strategic planning to be stronger, more accountable, and more effective. Strategic planning meetings have also been held for the International Staff, Legislative, Political, Organizing Departments, and all TWU divisions. A meeting was also been held in Miami. Additional meetings are scheduled for Chicago, San Francisco, New York, Houston, and Philadelphia. All lost time and expenses are reimbursed by TWU International. Thom has assisted the Grievance and Arbitration Teams on multiple issues including attending meetings on public postings of delays and discussion of staggering Open Time and the most effective format for the upcoming Open Time Focus Group. Thom assisted in preparation and testified in one arbitration and will be testifying in another arbitration on August 13. Thom also participated in the Grievance Review Committee on August 9. Thom and Michael Massoni will attend the Coalition of Flight Attendants Meeting in Pittsburgh hosted by the United Steel Workers. Other Flight Attendant Unions who will be participating are the IAM, AFA, and APFA. The Coalition will discuss Flight Attendant health, safety, and regulatory issues. Thom reported that he had received all evaluations from the Grievance Team and would be completing evaluations over the next 10 days. Thom notified the Executive Board that one of our Members had requested that the Union initiate discussions with Southwest Airlines to allow Flight Attendants access to the cockpit jumpseats. Thom and Michael Massoni have scheduled a meeting with SWAPA President Carl Kuwitsky to discuss that matter and will update the Executive Board on the results of the meeting. Thom updated the Executive Board about the efforts of Flight Attendants at Virgin America, jetBlue and Allegiant Airlines to join Transport Workers Union. Many Local 556 Members have assisted in these efforts and the Flight Attendants from the other airlines have been receptive to Southwest Airlines Flight Attendants and have been enthusiastic about the possibility to achieve the significant gains and protections that Southwest Airlines Flight Attendants have achieved as a result of TWU Representation and a unified Membership. Karla Kozak is currently coordinating efforts at jetBlue. Rick Mullins is coordinating the efforts at Allegiant. Tony Beck is coordinating efforts at Virgin America. Thom extended thanks to Southwest Flight Attendants for their assistance with the efforts. There will be an informational meeting for Allegiant Flight Attendants on August 17 in Mesa and Thom will attend an informational meeting in Las Vegas on August 24. Thom has written his regular articles for Unity and Unity Update as well as answering "From the Source" and General Information questions for the Web site. Thom has also updated and sent our reminders on a regular basis for the TWU Local 556 Facebook Page. Thom, Audrey Stone, and Crystal Reven answered Member's questions on the TWU Live Webcast on July 14. The next TWU Live Webcast will take place on August 11. Future Live Webcasts are scheduled for September 14, October 13, and November 9. Thom extended thanks to Communications Chairperson Kyle Whiteley for exploring new, innovative ways to keep Members informed. Thom reported that Management had approached him about reopening the Contract to all Southwest Airlines to purchase 737-800 series aircraft. This does require a contract reopener and Mike Van de Ven will be discussing this with the Executive Board so that we can decide how to proceed. Thom continues to maintain an open door policy for Members and can always be reached by email, phone, or in person. Thom also serves as a spokesperson for Local 556 to TWU International, Southwest Airlines, and other work groups.

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

Thom McDaniel submitted copies of a letter and proposal regarding the viability of introducing the Boeing 737-800 to the Southwest Airlines domestic network from Executive Vice-President and Chief Operating Officer Mike Van de Ven.

There was discussion regarding the proposal.

Naomi Hudson, Chief Financial Officer Mike Van de Ven and Senior Labor Counsel Joe Harris entered the Meeting at 0902.

The Board discussed the proposal to add 737-800's with the Management representatives.

The Management representatives left the Meeting at 0955.

The Board took a break at 0957 and reconvened at 1016.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

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

The Board **agreed** that Executive Board Members would attempt to sell more of the 35th Anniversary Pins, the proceeds from which benefitted the Local 556 Scholarship Funds.

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

There was discussion.

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

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

The Board discussed the upcoming **Membership Survey**.

Stacy Martin left at the Meeting at 1104.

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

Stacy Martin returned to the Meeting at 1112.

John Parrott submitted copies of proposed new language for inclusion in the Local 556 Policies and Procedures Manual regarding how sick calls were to be handled in the Union Office.

Mark Torrez **agreed** to serve as the Recording Secretary's designee as the Executive Board Member responsible for maintaining the Local 556 Policies and Procedures Manual.

Audrey Stone made a **motion** to accept the new language for inclusion in the Local 556 Policies and Procedures Manual regarding sick calls. Don Shipman **seconded** the motion. The motion **carried**.

Kyle Whiteley entered the Meeting at 1145 and submitted the **Communication Committee Report**:

> *Unity Update is at the printer, and should be in the bases by Thursday or Friday. This issue has a notice about the assessment fee, and we need to distribute it as soon as possible. Please email me when complete. I will be working on the Communications Chair position duties for the Policy and Procedure manual. You should expect a copy at the next Board Meeting. I have also spoken with Cuyler about the development and implementation of a new style sheet for our Local. This will also be submitted during the next Executive Board meeting. I have been shopping around for cheaper online options for services that we utilize, and have found a company called MailChimp for mass email communications. As soon as Katie at Appletree completes work on the dues database, I am going to have her work on the API for us to utilize this program. This switch will make all of our emails look different, but it will save the Union $125 per month. We are also adding base trades to The Lists. With the force basing of many of our Flight Attendants, this might be a good way for them to get back to their original Domicile. Also, we will be adding a section on the Web site for people who are willing to volunteer to sign up. We may not have an immediate need, but things come up, and it would be nice to have a pool to choose from. The W3 compliance, speed optimization and mobile site should be completed by mid-September. It seems that we are, for a lack of a better term, handholding our Flight Attendants in the E-Connections. If you have regurgitated the same information for the past few emails, please make changes. If we continue to say the exact same thing, our Flight Attendants will stop reading them, and we will be doing more harm than good. I would like to remind everyone that national content for the E-Connection will be coming from John DiPippa and Audrey Stone. This will save each DEBM time by only having to write their local news. Just a reminder, if someone comments or sends you a question, it is very important that you reply to their email. The worst possible thing we can do, as a Union is to not answer when someone reaches out for help or with a simple question. I am sending the DEBMs back to their Base with new information for our bulletin boards. The theme for the next two months is "Back to School" with focus on a revamped T.W.University section of our Web site. This section will be a central location for our Flight Attendants to find Contract Live, pop quizzes, the Human and Civil Rights and Working Women's Committee updates, as well as links to TWU 556 history and the searchable Contract. Contract Live will launch on Monday. The one to four minute educational videos will be located under the T.W.University section of the Web site. We will be launching the program with three episodes, adding a new episode each week. Please help us inform the Membership of this new program so we can get feedback as to whether to continue or not. Audrey and I will be filming additional segments this week. We will be hosting a Live Chat tomorrow, and Michael Massoni will be our guest. The next three Live Web casts will be held as follows: September 14 at 1800 with John Parrott as our guest, October 13 at 1800 CST with Eileen Rodriguez as our guest, and November 9 at 1400 CST (Guest TBD).*

There was discussion regarding the previously discussed idea of hosting an Executive Board Blog on the Local 556 Web site. The Board **agreed** not to pursue the idea at this time.

Kyle Whiteley was excused at 1212.

There was discussion regarding recent staffing challenges, which may have led to the telephones at the Union Office not being answered in a timely manner.

There was discussion regarding a Member's request that the Union approach Southwest Airlines about instituting some type of perfect attendance incentive. The Board **agreed** not to pursue such an idea at that time, citing the health and safety of our Members.

The Board went to lunch at 1225 and reconvened at 1355.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Stacy Martin was on a Union phone call.

John DiPippa was absent.

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

Allyson Parker-Lauck submitted a revised, proposed settlement to six Grievances for the Board to review.

Don Shipman made a **motion** to accept Management's proposed settlement to six Grievances. John Parrott **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to send a Grievant a final thirty-day notice regarding two Grievances. In the event the Grievant does not choose to release the Union or withdraw his Grievances, the Executive Board authorizes the withdrawal of both Grievances. John Parrott **seconded** the motion. The motion **carried**.

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

John DiPippa and Stacy Martin entered the Meeting at 1407.

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

Grievance Team Member Erich Schwenk entered the Meeting at 1420 to discuss the merits of a Grievance.

There was discussion.

A Grievant entered the Meeting at 1427 to discuss the merits of the Grievance.

Erich Schwenk and the Grievant were excused at 1436.

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

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

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

Grievance Team Member Erich Schwenk entered the Meeting at 1458 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1516 to discuss the merits of the Grievance.

Erich Schwenk and the Grievant were excused at 1542.

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

The Board took a break at 1600 and reconvened at 1617.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

There was more discussion regarding the proposal to introduce the Boeing 737-800 to the Southwest Airlines domestic network.

The Board **agreed** that Thom McDaniel would notify Southwest Airlines Management that the Local 556 Executive Board had **agreed** to move forward with discussions regarding the Boeing 737-800.

Thom McDaniel left the Meeting at 1652.

Michael Massoni chaired the Meeting.

The Board discussed the format and length of E-Connection. The Executive Board **agreed** that the Domicile Executive Board Members would streamline the E-Connection publication process.

Thom McDaniel returned to the Meeting at 1707.

Stacy Martin made a **motion** to recess. Todd Gage **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1712.

Thursday

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

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Crystal Reven, Bryan Orozco, Donna Keith, John DiPippa.

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Todd Gage was excused for personal reasons.

Thom McDaniel presented one piece of correspondence.

John Parrott reported to the Executive Board that he had not yet received all of the information necessary to complete the July 2010 Financial Report. The Executive Board **agreed** to review the July and August Financial Reports at the next Meeting.

The Board discussed offering Long Term Care (LTC) Insurance to our Members, as proposed by a representative of Mass Mutual Financial Group. It was noted that Southwest Airlines already offered LTC Insurance to its Employees and eligible Dependants. Cuyler Thompson **agreed** to notify the representative of Mass Mutual Financial Group that the Executive Board had decided not to offer LTC Insurance to or Members at this time.

Mark Torrez made a **motion** to purchase a sponsorship for $300 for the Alameda Labor Council Labor Day BBQ. Donna Keith **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck entered the Meeting at 0902 to discuss the merits of a Grievance.

Grievance Team Members Becky Parker and Chris St. Julian entered the Meeting at 0905 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0926 to discuss the merits of a Grievance.

The Board discussed the merits of the Grievance.

Becky Parker, Chris St. Julian and the Grievant were excused at 0952.

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

Allyson Parker-Lauck was excused at 1008.

The Board took a break at 1009 and reconvened at 1033.

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

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Todd Gage was excused for personal reasons.

John Parrott and Michael Massoni were on a conference call with representatives of the Laborforce Company.

Cuyler Thompson presented the **April 2010 Executive Board Meeting Minutes** and **Synopsis** for review.

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

Michael Massoni and John Parrott returned to the Meeting at 1044.

Mark Torrez made a **motion** to approve the April 2010 Executive Board Meeting Minutes as amended. John Parrott **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to approve the April 2010 Executive Board Meeting Synopsis as amended. John Parrott **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **June 2010 Executive Board Meeting Minutes** and **Synopsis** for review.

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

Audrey Stone made a **motion** to approve the June 2010 Executive Board Meeting Minutes as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to approve the June 2010 Executive Board Meeting Synopsis as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Grievance Team Member Sara King and Allyson Parker-Lauck entered the Meeting at 1100 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1128.

Sara King and the Grievant were excused at 1202.

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

Allyson Parker-Lauck was excused at 1205.

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

> *Don Shipman assisted the Scheduling Committee with writing the Primary Lines for September on July 29. Due to seasonal "shoulder cuts" and flight reductions, the average pairing pay was reduced system wide causing many pairings to pay the ADG of 6.5 TFP, 13 TFP, and 19.5 TFP. Some Bases were extremely difficult to write. The Past Practice monthly minimum line pay requirements of 80 TFP (four 3-day ADG pairings of 19.5 TFP = 78 TFP) causes a large percentage of the lines to be "unclean." At the request of Gwen Dunivent, COPE Political Field Assistant, Don Shipman attended the Texas TWU State Conference on July 19. Grievance Specialist Erich Schwenk was also in attendance and took the official notes for the meeting. Candidate for Lieutenant Governor of Texas and former AFL-CIO*

Executive Vice President, Linda Chavez-Thompson, was in attendance and spoke of her Union support and activism history. Don also attended the Illinois/Indiana State Conference on August 2 along with Domicile Executive Board Member Donna Keith.

The Board went to lunch at 1208 and reconvened at 1315.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Crystal Reven, Bryan Orozco, Donna Keith, John DiPippa.

Karen Amos was excused for Jury Duty.

Jimmy West was excused for illness.

Todd Gage was excused for personal reasons.

The Board **agreed** to purchase the client version of Laborsoft, the Local's Grievance Database.

Cuyler Thompson presented the **July 2010 Executive Board Meeting Minutes** and **Synopsis** for review.

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

Audrey Stone made a **motion** to approve the July 2010 Executive Board Meeting Minutes as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to approve the July 2010 Executive Board Meeting Synopsis as amended. Mark Torrez **seconded** the motion. The motion **carried**.

The Board discussed the proposal to add the Boeing 737-800 to the Southwest Airlines domestic network. The Board **agreed** that the Executive Board would submit a Tentative Agreement on any new Contractual Language to the Membership for a vote. The Board **agreed** that Thom McDaniel would contact the 2008 Negotiating Team and request that they negotiate with the Company the Contract language necessary to add the Boeing 737-800.

Stacy Martin presented his **Officer's Report**. There was no written report submitted.

Michael Massoni made a **motion** to adjourn. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1455.

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

Cuyler Thompson
Recording Secretary