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

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TWU Local 556 Executive Board Meeting
June 16th-18th, 2009
Synopsis

Tuesday

June 16th, 2009

Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, John Parrott, Cuyler Thompson, Mark Torrez, Colleen Griffin, Audrey Stone, Crystal Rains, Bryan Orozco, Karen Amos, Jimmy West, John DiPippa, Todd Gage and Donna Keith.

TWU International Vice President Garry Drummond was present at the Meeting.

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

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

TWU International Vice President Garry Drummond was present at the Meeting and administered the Oath of Office to Board Member at Large Colleen Griffin as required upon the installation of Officers of the Transport Workers Union of America.

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

Thom McDaniel deferred the President's Report.

Stacy Martin presented the **Office Manager's Report**. There was no written report submitted.

Colleen Griffin presented her report as **Board Member at Large**. There was no written report submitted.

Mark Torrez submitted his report as **Board Member at Large**:

> *Mark began his report stating that he is continuing to work full time in the Office. He felt it necessary in June due to the fact that he had an Officer on Call week, Executive Board Meeting, and Arbitration Training. He explained that since the Executive Board Member at Large position doesn't have a definitive role within the Local's Bylaws, it is his goal to "find his place" on our new Executive Board.*

Mark has done this by exploring many different areas within the Local, including office duties, Grievance Procedures, IT issues and training protocol. Some examples of this are attending a Step 2 Meeting with Denny Sebesta, Sara King, Sonya Lacore and Cindy Nagle, attending Leadership Meetings within the Office Staff, attending Team Meetings amongst the Office Staff, answering phones in the Office, sitting with Grievance Team Members, learning how they do their jobs, and meeting almost daily with 2nd Vice-President Stacy Martin. Mark stated that it has become his goal to be able to fill in for full time Officers when needed and he feels he should be well versed in the entire operation in order to do so. Aside from learning more about how our Local operates internally, Mark has been busy with many projects as directed by the Executive Board since it last met. Those items include updating the Local's cell phone plan, assuring all Officers have operational cellular equipment, writing a policy on IT and cell phone procedure for adoption into the Local's Policy and Procedure Manual, organizing the retreat for Project Redesign at the National Labor College along with BWI Domicile Executive Board Member Audrey Stone, working on Contract Q & A's along with Ms. Stone, writing articles for Unity Update and Unity Magazine, sitting two Officer on Call weeks, referring and assisting a Flight Attendant into Father Martins Ashley, managing the TWU556EB Yahoo group, and replacing the signs on our Union Red Racks in the Flight Attendant Lounges. Mark will be attending an Arbitration Class at the National Labor College June 20th thru June 26th and will unfortunately have to miss the Membership Meeting in his Domicile on the 25th. However, he has met with OAK Domicile Executive Board Member Todd Gage and developed a list of experienced, dependable, and some new leaders to recruit into the Local's Shop Steward Program. Mark finished his report by stating that he is excited to continue working with Mr. Martin in the upcoming weeks to finish his "on the job training" and is also looking forward to participating in his first arbitration. He also hopes to participate in more classes at the NLC.

The Executive Board **agreed** to depend upon Microsoft Outlook Calendar as the source of its reminders.

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

John updated the Board that there have been a few Fact Finding Meetings in PHX with one of them being a termination. John also reported that the Ratification Party was a success and wants to thank Base Management, especially Inflight Supervisor Vicki Lange for her help. John purchased gift cards from Starbucks and Coffee Bean and Tea Leaf as a special thank you gift to the TA Lounge Educators. John updated the Board about the status of the 42nd Street Employee Parking Lot with the news that the closure of the lot has been suspended. John reported to the Board that he emailed some information about alternative parking options to the Base. John also sent out an email about a drive to write to various City of Phoenix officials about keeping the lot open. John also reported to the Board that in a conversation John had with PHX Flight Attendant Michael Broadhead, he told me that upon completion of his 3 year term, he will not run for re-election for the Arizona AFL-CIO Executive Board. Michael also told John that he will write up a description of the duties of this position and an "Open Call" will be emailed out to the Base for a new representative from TWU Local 556 to be involved with the Arizona AFL-CIO. John wants to thank Michael Broadhead for staying on the Arizona AFL-CIO Board until his term ended and John and Michael hope to find someone to fill Michael's shoes. Next, John notified Michael Massoni that he no longer wishes to be the Union designated Safety Representative and told Michael that if he had someone else in mind to please feel free to choose them. John also let the Board know that he sent out an e-Connection on June 6th and last updated his Base webpage on June 5th. John let the Board know that he has contacted all of the PHX Shop Stewards to inquire if they plan on running for a second term if nominated. He also updated the Board that he attended the 6/10 Health and Safety Class at TWU Local 513 by DFW. Finally he let the Board know that he will have a Shop Steward in the Lounge on June 27th and that his red rack and glass case are up to date.

Karen Amos left the Meeting at 0940.

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

> *Audrey reported that Baltimore had a successful Contract Ratification party in the Lounge on June 8th, in a large part due to the help she received from Shop Steward and TA Educator Steven Romero. Flight Attendants were overall appreciative and happy to see the joint effort between TWU and SWA. Base Manager Jamie Willard and Inflight Supervisor Patricia Grimaldi assisted throughout the day. After a few weeks of no activity, we had four meetings over the last week, regarding points, possible abuse of sick leave, Crew and passenger write ups, and two Unaccompanied Minor's deplaning alone. These resulted in one termination, no discipline, and two pending results, respectively. Audrey Stone and Jamie Willard met to discuss activity at the base, including requests approved for Flight Attendants utilizing the Maryland Flexible Leave Act program. Jamie informed Audrey that there is a BWI Supervisor taking a 30 day leave of absence, and Jim Bohol from the Oakland Base was introduced to her and will be filling in during this time. Audrey attended the TWU Safety Conference held in Dallas on June 10th, and Stephanie Roberts attended the Safety Lounge Mobilization in BWI for the Union on the same day. The Baltimore Membership Meeting was held on June 11th, and saw a record turnout of recent attendance. Audrey is looking forward to welcoming and working with the elected Shop Stewards in the future and all there were invited to lunch afterwards with Audrey and Cuyler Thompson. She will be updating the glass case in the future with information about our new Shop Stewards. All publications have been distributed. The May e-Connection was sent out on May 27th, the TWU Base webpage was updated on May 30th, and an email of important updates was sent to all BWI Shop Stewards on June 4th. Steven Romero will be attending the June Baltimore Metropolitan AFL-CIO meeting later this month.*

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

> *Crystal reports that the HOU Base has been relatively quiet as a whole. Crystal met with HOU Base manager Kevin Clark on June 8th regarding any changes or developments in the Base. Kevin informed Crystal that there are no administrative changes in the Inflight office. By way of discipline, Crystal said that several Fact Finding Meetings had been held in the HOU Base regarding issues such as Unaccompanied Minor procedures, code of conduct and violations of company policy. Construction in the HOU Base is ongoing in the central concourse. Similarly, Crystal informs the Board that HOU may be getting a 'buffalo wing' type restaurant across from gate 23 in the near future. On June 8th the HOU Base celebrated the ratification of the new Contract; the Local and the Company collaborated to provide morning and afternoon food and beverages. Crystal reported to the Executive Board that she witnessed a WONDERFUL response to the celebration and relayed to the Board and the Negotiating Team the overwhelming words of thanks and appreciation for the new contract. Crystal informed the EXECUTIVE BOARD that she attended the TWU Safety Meeting on Wednesday, June 10th and will be attending an Arbitration Prep and Presentation Level 1 class at the National Labor College on June 21-26th. Crystal closed her report by saying that all Union publications are distributed, the red rack and Union glass case are current; the HOU e-Connection was to the HOU membership on May 27th; the HOU Base webpage was updated on May 27th and Crystal contacted all HOU Shop Stewards on June 8th.*

The Board took a break at 0944 and reconvened at 1000.

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

Stacy Martin was excused for personal reasons.

TWU International Vice President Garry Drummond was present at the Meeting.

Southwest Airlines Management Representatives Brendan Conlon, David Curry and Naomi Hudson were guests at the Meeting.

Brendan Conlon began the conversation by 'following up' on items discussed during the previous month's Board Meeting: Hotel Committee. He reported that according to the Southwest Airlines Pilots' Contract, no less than fifty percent of the membership of the Hotel Committee would be Pilots. Brendan discussed the admittedly longstanding practice that Inflight Scheduling would contact the 'A' Position Flight Attendant in the event of a reschedule or reroute but that on an RON, it had never been the responsibility of the 'A' Flight Attendant to locate his/her Crew Members. Brendan then stated that because of a Grievance that the Union had filed regarding the issue, he felt that it was not appropriate to comment further. Audrey Stone inquired about an unannounced language change in the Flight Attendant Handbook regarding the issue. It was discussed that the language should revert back to reflect the longstanding practice. Brendan stated that the language change "was not a change in procedure, but a clarification in long standing procedure Michael Massoni noted that the old language had been clearer; previously, the Handbook stated "A Flight Attendant" but the new language states 'a Flight Attendant'. Michael stated that the language needed to revert back to how it had appeared in the past. Brendan said that, "we can look at the language." David Curry reported that the last communiqué regarding Crew Members being allowed to check their bags 'Claim at Gate' was sent to the Grounds Operations Department during February 2009. He noted that there had not been a lot of write ups regarding the issue and wondered if there continued to be a problem. He and Naomi agreed that they would look into communicating further with all Departments affected. Naomi Hudson solicited ideas from the Executive Board regarding the spike in the number of Unaccompanied Minors not handled according to published procedures after the responsibilities for Unaccompanied Minors had been shifted from the duties of the Flight Attendants. Many good ideas were offered by Executive Board Members, including changes to the Unaccompanied Minor Tags to make them (and their destinations) more visible, limiting the number of Unaccompanied Minors on a flight, ensuring that the OPS Agents are putting the Unaccompanied Minors on their paperwork, putting the Unaccompanied Minors in the first row, stressing Unaccompanied Minor procedures over on-time performance, making more 'Sweepers' available, making a plea over the PA System that all passengers wait for the Unaccompanied Minors to deplane first, communication to ***all*** *Departments what the duties of* ***all*** *Departments actually are, requiring OPS to sign for custody before taking the Unaccompanied Minor from the Flight Attendant, allowing Unaccompanied Minors to deplane before wheelchairs, transferring responsibilities back to the 'C' Position Flight Attendant, changes to the Specials Report. Naomi Hudson stated, "I don't have any suggestions and we are not considering this but I am just going to throw this out: What if Flight Attendant were to go back to deplaning Unaccompanied Minors?" Colleen Griffin wondered who would clean the plane. Naomi replied, "Maybe nobody right now." There was discussion. Cuyler Thompson wondered what discipline had been issued to other Departments who deviated from the published Unaccompanied Minor Procedures. Naomi reported that it had "all been the same: Written Warnings." Jimmy West asked if the number of procedural deviations had increased since the custody transfer of Unaccompanied Minors had been taken from the Flight Attendants. Naomi reported that she "did not know, we weren't tracking them then. It was more isolated then." David Curry noted that, "It has been creeping up. Since Minimum Crew…" Naomi thanked the Executive Board regarding their input regarding the Unaccompanied Minor issue and noted that the conversation had been very helpful. Naomi clarified that the 'Sweepers' take an unclaimed*

Unaccompanied Minor to the Baggage Claim Office and no longer leave them at the Gate Podiums. Naomi noted that Management wanted the Flight Attendants to still be able to 'comp' drinks on special occasions and when flights were significantly delayed but that Flight Attendants needed to stop comping so many drinks, that the money for drinks "was ours, and we want it." There was discussion regarding the swiping methods used by Flight Attendants when using the Handheld Devices and the abuse of drink coupons. Naomi asked the Executive Board to support Management in this matter. David Curry stated, "We can still celebrate and give away drinks but we need to step up revenue." Thom McDaniel asked if we could talk about something else. There was a great deal of discussion regarding the issue that had been discussed with Management repeatedly about the conflicting messages that Flight Attendant receive from Inflight Management regarding what can/cannot be placed in Seatback Pockets during taxi, takeoff and landing. David Curry stated, "We have been gathering some information and should have some answers for you soon." Cuyler Thompson noted that this conversation had begun at this table more than six months ago and the Flight Attendants still did not have an answer. David Curry stated, "What do you want – a policy is in place." Michael Massoni stated that, "We want clarity – who is enforcing it and what is enforced. We want to make sure that everyone is following the same policy. We want a policy for what is appropriate or inappropriate in the Seatbacks. I don't like our Flight Attendants out there having conflicting language on which to Base decisions of enforcement." It was noted that this unclear language can cause disagreements among Crew Members. David Curry asked if this could be discussed at the Southwest Airlines Health and Safety Committee Meeting scheduled for that Friday. Michael Massoni stated that he would like to have some actual decision-makers from Inflight Management at the Meeting. Thom McDaniel discussed with Management the issue of recent changes to Appearance Standards and the Flight Attendant Uniform. He noted that the Contract stated that pants have to be available in three lengths and there are no optional pieces. He noted that it also said that when Management discontinued a uniform piece that it has to be replaced (brown belt). There was discussion regarding the fact that Flight Attendants were no longer allowed to wear brown shoes and that black socks were now required with black shoes (instead of khaki). Naomi Hudson noted that the current Grievances filed by the Union will address that. Thom noted that Flight Attendants had a problem being held to a higher standard than other Customer Contact Employees who were wearing the same uniform. There was discussion regarding the 'Redefining Excellence Team' and the delays that were written off the Flight Attendants. There was discussion regarding Management's decision to allow pets to be carried in the cabin of Southwest Airlines Aircraft. Thom inquired about Flight Attendants who were allergic to pets. Naomi stated that, "it depends on situation. We are not going to put anybody in harm's way, if allergy is so severe that they cannot be on same aircraft." Thom inquired about pay protection for such a situation. Naomi stated, "Yes, that would be appropriate." There was discussion regarding Reserve Self-Assignment and Thom noted that we were still having problems with Inflight Scheduling not allowing the practice. Brendan stated, "Yes we trained on that early this week. If you are still having problems please let me know."

Southwest Airlines Management Representatives were excused at 1122.

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

Karen reported that there were three Fact Finding Meetings in Dallas in the month of May. She conducted two of the Meetings and Val Lorien stepped in to be present for the other Fact Finding Meeting as it took place during Executive Boards. The Meeting topics were sick leave abuse, sick call documentation and a write up from an internal customer (fellow employee). The 18th was the last day for the Tentative Agreement Education Team to be present in the Lounge. The team did a fantastic job. Special thanks goes out to all Members that were part of the Dallas Team: Dean Walker, Jane Johnson, Nayo Muldrow, Michelle Moore, Stacy Madison and Andy Sprinkle. On the 8th of June the Contract

Ratification Celebration took place and was a great success. Judy Girolamo assisted with the party and baked the desserts as well as aided in food preparation. Management helped with decorating and coordinating the delivery of goods and food to the Lounge. Spicy rich Mexican food was served for both breakfast and lunch which started at 0500 and went through 1630 and covered almost all the check in times. The Flight Attendants really seemed to appreciate the celebration. The following day the Health and Safety Fair was held in the Dallas Lounge from 1000 until 1600. There were various vendor exhibits like hand waxing, blood pressure recording, an LA Fitness representative was present, Jan McNutt was present, a Vitamin Plus Rep was there as well as Chiropractors. On the 10th of June, Karen attended a Health and Safety training class. The class was very informative and touched on many issues in the day to day issues that take place in Unions. Karen sorrowfully reported that on May 26th Amy Barth lost her battle with cancer. A memorial service was held for Amy on June 4th. Colleen spoke at the service and Amy's numerous Flight Attendant friends were present. On June 9th Sandra Bogan lost her husband of 31 years. Sandra had indicated that donations in Tom's honor may be made to:

The University of Texas M.D. Anderson Cancer Center
ATT: Tony Anderson Fund,
P.O. Box 4486,
Houston Texas 77210-4486

Karen reported that the scholarship application extension notice was distributed in the Flight Attendant boxes. The red Union rack is updated and the Base webpage is updated.

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

Jimmy reported the Contract Signing Party on June 8th was a huge success. The morning breakfast consisted of pancakes and fruit while the afternoon provided a cobb salad and fruit bar. The Flight Attendants were very appreciative of the food provided and are overall happy with the new contract. Jimmy reported the main complaint he has heard is with all the different implementation schedules. Jimmy also reported the MCO Inflight Supervisors were a huge help in making the day run smoothly. Jimmy reported that MCO Assistant Base Manager Jim Mitchell has accepted the Assistant Manager position in MDW and will be leaving next month. Jimmy reported he has had one termination and four written warnings associated with Unaccompanied Minors leaving the aircraft by themselves. Jimmy reported the glass case and Union red rack are up to date. Jimmy also reported that at the MCO Membership Meeting, MCO has several new Shop Stewards that were elected and Jimmy looks forward to working with them.

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

Todd reports that the Oakland Base set a date for a group Self Defense training course; it is Friday, July 31st. There are about ten who will be attending. Todd has received many names of Flight Attendants who are interested in being Shop Stewards and talked to the current ones who want to be re-nominated. The Oakland Meeting is next Thursday June 25th. Shop Steward Heather Joy attended the Alameda local labor council meeting on Todd's behalf. She was sworn in as a local delegate. Todd thanked the TA Lounge Educators for their efforts by getting them $15 Starbucks gift cards. He also met with the Base Manager to discuss current issues. The main issue right now is having a secured parking lot. This dates back to 2006 and has not been resolved. The Port of Oakland and Southwest continue to go back and forth with this issue. Another parking option has been posted on the Base Webpage and was sent out in the monthly e-Connection. Within the last 30 days there were four Fact Finding Meetings. Todd conducted two, Shop Stewards Kent Hand and Don Silva conducted the other two. One termination was issued. There is lots of confusion on the implementation of Contract 2008. Todd *updated the Base Webpage and Mark Torrez updated the glass case in the Lounge. The June 8th Lounge Mobilization was a success. Todd thanks Heather Joy and SWA Management for their help. That concludes Todd's report.*

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

Donna reports that MDW was relatively quiet for the month. The TA Ratification Celebration was a success. Donna was assisted by Kyle Whiteley and Supervisor Sam Sulimen. The celebration ran from 0500 until almost 1600. The feedback was very positive and the celebration was received happily. There is still a problem with the Unaccompanied Minors for which Fact Finding Meetings were held. Donna has not met the new Assistant Base Manager for MDW as of yet. Donna attended MDW Membership Meeting – elected Shop Stewards and is excited to welcome new Shop Stewards as well as the returning Stewards, who bring knowledge and enthusiasm to the program. Donna has sent out e-Connection as well as e-Connection update and will update the Webpage with new information. The red rack has been updated. Donna would like to know about any new information for the glass case which could be provided. Publications were put in Flight Attendant mailboxes. Donna has fielded many questions on Contract implementation.

Cuyler Thompson submitted the **CISM Committee Report** for Chair Eileen Rodriguez:

The CISM Team has had a very busy month. Our calls into our hotline seem to be increasing each month. I am happy to report that the communication and notification process is going very well. I would like to attend a Monthly Board Meeting to be able to meet everyone.

<u>We worked total of 46 Incidents.</u>

A/C Evacuation-1
A/C Incident-4
A/C Mechanical- 5
Assault on Employee- 5
Confidential Issue- 2
Depressurization- 4
Flight Attendant Hospitalization- 6
Flight Attendant Illness on RON- 2
Jumpseat Intervention- 1
Medical Emergency- 4
Other- 1
Passenger Misconduct-1
FAAP Referral- 4
Suicide Attempt- 1
Suicide- 1
Turbulence- 1
Death of Employee- 2

Michael Massoni submitted the Safety Committee Report:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 2:

Report	Acceptance Deadline
ASHDI 1670 (AIR QUALITY INCL. TEMP)	Fri 6/19/2009
ASHDI 1677 (Aviation Safety/Security)	Fri 9/11/2009

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3375+ / 246
Accepted Reports to date (TWU) =165
See Attached Detail

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
03/20/09 through 06/11/09 = 293
Emergencies Declared = 45
ALL OF 2009 to Date = 608
ALL OF 2008 = 940
ALL OF 2007 = 940

On June 2nd, 2009 a Southwest Airlines Safety Reporting System (SRS) post implementation follow-up meeting was held. Please see attachments for a summary of statistics, topics and suggestions that were covered in the meeting.

On June 9th, 2009 TWU 556 1st Vice President and National Safety/Security Coordinator Michael Massoni and TWU 556 National Health Coordinator Michele Moore attended the full Crewmember debrief for N371SW operating as WN519 MSY to HOU on 12MAY09. The event has been classified as an "Incident" by the NTSB and is currently under formal investigation. A narrative of the event as reported by the Crewmembers involved is attached. NOTE: As this is an NTSB investigation the attached narrative in classified CONFIDENTIAL, is marked accordingly and is not to be discussed, passed-on or distributed. Once the investigation is complete a public report will become available to all interested parties.

The TWU International Health and Safety Task Force (ISTF) of which TWU 556 1st Vice President and National Safety/Security Coordinator Michael Massoni is a Member of held two day of Union focused Health and Safety training on June 9th and 10th, 2009. These two days of training were offered to all TWU Locals within the Air Transport Division. Both days of training were attended by a mixture of individuals from different TWU Locals including, Leadership, Staff, Health and Safety Chairpersons and Safety Representatives from across the country. Items covered in the training were:

- What's Making Workers Injured, Ill or Stressed?
- Body Mapping
- Why Do People Get Hurt at Work?
- Comparing and Contrasting Union and Employer Goals for Workplace Safety and Health
- Controlling Hazards: How Do We Protect Workers from Safety and Health Hazards?
- Hazard Mapping: Mapping the Workplace for Safety and Health Problems

The ISTF extended a special thanks to all TWU 556 Officers, Staff Members and Safety Representatives for their enthusiastic participation in these training sessions, which in the end, will help TWU International provide the necessary resources to improve the health and safety of all Members.

OPEN DISCUSSION ITEMS:

- *OSHA 300 Logs (see attachments)*
- *ASHDI Handling Procedures for DEBMS*
- *Global Cabin Air Quality Executive Meeting (GCAQE) Minutes (available for review)*

STANDING MEETINGS:

- *Thursday May 28th, 2009 – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards*
- *Thursday May 28th, 2009 – Meeting w/Sonia Lacore – Health and Safety Related Committees (CISM & Professional Standards)*
- *Wednesday June 3rd, 2009 – Meeting w/TXRE Properties – NT Office Space*
- *Friday June 19th, 2009 – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards*

Michael Massoni distributed copies of the **TWU Local 556 Accident Response Manual** to Executive Board Members.

There was discussion regarding Southwest Airlines Go-Team Training.

Audrey Stone thanked Michael Massoni for his relentless work as Chair of the Local's Safety Committee and on behalf of the Flight Attendants of Southwest Airlines.

John Parrott left the Meeting at 1153.

Mark Torrez and Audrey Stone presented the **Education Committee Report**:

Mark began the Education Report by stating that there are 4 Staff Members and 6 Officers slated to attend Arbitration Training at the National Labor College. He will continue to inform the Board of further development opportunities. He then deferred the rest of the committee to report to Audrey Stone, BWI Domicile Executive Board Member.

Audrey Stone reported that she submitted final requests for the TA Lounge Educators pay for their work in May, and huge thanks goes to Madelein Howard and John Parrott for their hard work and long hours in ensuring this project was completed. The Contract "Q & A" project is being expanded to ensure our Flight Attendants receive the very best education resource possible. In the Contract, there will be minimal "Q & A's" to clarify intent and understanding between SWA and TWU. The Union will be publishing a Resource Guide, to include examples and real life language. We anticipate this being published towards the end of the year, once final implementation is planned (this is to provide complete answers as to how some of the options within our new Contract language will be displayed and utilized by Flight Attendants). We are identifying Education Committee Members, in preparation for future projects like "TWU Roadshows."

The Executive Board **agreed** to excuse Michael Massoni from the Meeting the following day so that he may attend the Inflight Injury Prevention Team Meeting at Southwest Airlines Headquarters.

Cuyler Thompson submitted the Professional Standards Committee Report for Eastern Division Chair Jean Chandler-Brooks:

Calls	*18*

Calls involving pilots 0
Calls resolved favorably 17

Michael Massoni reported on his Meeting with Western Regional Director of Inflight Sonya Lacore regarding the Professional Standards Committee. Michael Massoni reported that he and Sonya had agreed to proceed with the task of restructuring the Committee. Michael stated that the current Chairs of the Committee would be contacted and an 'open call' for all current Professional Standards Committee Members interested in the Chair position would be conducted. A representative from the Southwest Airlines Corporate Recruiting Department would be invited to assist them in their decision. Michael Massoni **agreed** to provide a status report on the project at the July Executive Board Meeting.

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

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

Michael Massoni and Donna Keith were excused to attend to computer issues.

TWU International Vice President Garry Drummond was present at the Meeting.

Cuyler Thompson submitted the Civil and Human Rights Report for Chairs Bryan Orozco and Portia Reddick-White:

> *Since the last reporting of the Committee we have been able to begin to examine the best methods that the Committee should continue to support our Membership. It is a work in progress and we are hoping to gain support from all of the Officers and Board Members as we proceed. We're open to suggestions and encourage all Members who have an interest in human rights issues to please get involve to the extent that they have available. We continue to be involved and available to speak and listen to Members regarding situations that fall within the purview of the Committee. And, we would like to help Shop Stewards and others who have similar interests through training how to work with cases of discrimination and the like. In conclusion, we are serving the Membership as a conduit with SWA and the Union regarding human rights issues. We propose in the upcoming Shop Steward training class a review regarding handling sensitive discrimination issues. We continue to establish connections with each individual DEBM and look for Members from each Base to become involved and community groups.*

Michael Massoni and Donna Keith entered the Meeting at 1412.

Karen Amos agreed to call Lucy White-Lehman to ascertain her intentions regarding the **Care and Concern Committee Chair** Position.

Michael Massoni distributed copies of the proposed **Local 556 Information Technology Policy** (IT).

Michael Massoni made a **motion** to adopt the TWU Local 556 Policy regarding IT as amended. Mark Torrez **seconded** the motion. The motion **carried**.

Kyle Whiteley entered the Meeting to discuss and submit the **Publications Committee Report**:

I would like to thank the Executive Board for selecting me as the new Publications Chair. Allyson Parker-Lauck set the bar really high for the Union's Publications and I am looking forward to challenges that lie ahead. On May 18, we sent out May's electronic Unity Update via our email service. During the month we also reached out to the Membership by sending out a swine flu update, 13 e-Connections to BWI, MDW, HOU, PHX, and OAK, and one reminder for our Members to vote on the Tentative Agreement. I am currently working with Allied Media to create a new template that will be laid out to allow for additional images, and a better content flow. The next Unity Update should go out this coming Wednesday. Work currently continues on the July issue of Unity. There are lots of changes in this issue, and more changes will come in the October issue. On May 28, a conference call with available members of the Editorial Team was held. I am happy to announce that our Editorial Team Members are Daniel Lestarjette, Thom McDaniel, Michael Massoni, Cuyler Thompson, Mark Torrez, Colleen Griffin, John DiPippa, Audrey Stone, Todd Gage, Jimmy West, Kathy Anderson, Allyson Parker-Lauck, and Denny Sebesta. Unity will be moving away from a monthly theme to simply having feature articles. In order to fit all the content each month, and keep our readers informed and engaged in the magazine, it remains vital that the articles submitted remain very concise. DEBMS, please report on the events/happenings in your Base and allow Mark Torrez and Colleen Griffin to handle the national content. In October, we will be adding Cuyler's ongoing column, "Point/Counterpoint," and Member testimonials.

The Board took a break at 1525 and reconvened at 1540.

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

Stacy Martin was excused for Union Business.

Garry Drummond was a guest at the Meeting.

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

Mark stated that former Scholarship Chairperson Allyson Parker-Lauck is finishing up this round of Scholarship applications and then will transition the Committee to him. He deferred the rest of the Committee Report to Allyson Parker-Lauck.

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

Mark stated that he is looking for ideas for the next Membership Survey. He also informed the Board that there is currently a survey running on the Uniform Committee section of the TWU Website. He then led the Executive Board in a brainstorming session. It was decided that…

The Board **agreed** that the topic of the Yearly Membership Survey as required by the TWU Local 556 Bylaws would pertain to how our Members feel about the Local's delivery of services.

Cuyler Thompson submitted the **Shop Steward Report** for Susan Kern:

Preparations are under way for the upcoming Shop Steward training, which will be held in Dallas beginning at 1600 on Monday, July 13th and concluding at approximately 1600 on Tuesday, July 14th. Hotel arrangements have been made, and there will be a cocktail reception the evening of the 13th. We *are currently developing an updated Shop Steward Handbook that will be printed by the International. We have several Flight Attendants helping by writing some of the different sections to be included. Alex Garcia and Gwen Dunivent from the Political and Legislative Field Department have been invited to make a brief presentation on Tuesday afternoon about the Employee Free Choice Act and answer any questions. Garry Drummond, International Vice President, has been invited to participate by delivering the portion of the training regarding Confidentiality. Elections have already occurred in 4 Bases, and we anticipate a large group of Shop Stewards will be attending the training. We thank, in advance, the Executive Board for all their help in the development and eventual delivery of this very important training. On a personal note, I would like to thank the Executive Board for the opportunity to continue working with Cuyler Thompson as Co-Chair of the Shop Steward Committee.*

Cuyler Thompson **agreed** to contact all Members of the Executive Board in the coming weeks regarding the items on the upcoming Shop Steward Training Syllabus for which they would be responsible.

There was discussion regarding the fact that the Local had only purchased 15 LaborForce licenses from the LaborSoft Company but had been using thirty-two licenses. The **LaborSoft Company** had billed the Local for the additional licenses, but had recently agreed to half the cost to the Local. The Executive Board **agreed** to trim the number of licenses necessary to twenty, saving the Local $20,000 per annum.

Cuyler Thompson submitted the **May 2009 Executive Board Meeting Minutes** for review. The Executive Board reviewed and made corrections to the Minutes.

Stacy Martin entered the Meeting at 1623.

Mark Torrez made a **motion** to recess. Crystal Rains **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1718.

Wednesday

June 17th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

Michael Massoni was excused to attend the Southwest Airlines Inflight Injury Prevention Team Meeting at Company Headquarters.

TWU International Vice President Garry Drummond was present at the Meeting.

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

Allyson Parker-Lauck reported that the Grievance Team has been very busy since her May report to the Executive Board. As of June 5th, 2009, there are 170 Grievances on the Union's books including 16 Termination cases, 25 Group Grievances, 38 Non-Termination Discipline Grievances, and 90 Contract

Grievances. Several new settlements, withdrawals, and release letters have been received since this report was run, so the next report should reflect a drop in total grievances. Thom McDaniel, John Parrott, Denny Sebesta, and Allyson have met with the Company three times to discuss 60+ grievances: May 28th, June 5th, and June 15th. Denny recommended that she and Allyson work through the remedies of the 60+ grievances in order to inform the Company what the Grievant/Union are seeking as a settlement to make the meetings more productive. This did prove beneficial as the Company and Union agreed in principle to several settlements based on that information, so the Union should soon expect to see several more settlements. Developing these remedies however has become a very tedious and intensive process due to remedies not being readily outlined in many of the cases and some missing research. To date, the Union has presented 41 cases to Management (including the 11 Non-Termination Discipline Cases). So far, five of these cases have been settled, two settlements were offered and rejected by the Grievants (settlement offered to remove discipline but did not offer back pay), and one settlement was received and we have not yet contacted the grievant to see if s/he accepts the settlement. We are expecting several more settlements to come in, but they have not yet received. On June 16th, Allyson sent a letter to the Company to slate eight cases for Board of Adjustment where no movement has been made. The Union's plan is to schedule two Board of Adjustment (BOA) proceedings per day for four days, with the same BOA Panel Members hearing both cases. The dates recommended to the Company are July 28th, 29th, 30th, and 31st. Allyson also sent the Company 3 letters to request bypassing BOA and go directly to Arbitration. Two of these cases involve termination, and one is a Contract/GROUP Grievance. Denny Sebesta and Allyson discussed and agreed upon a new BOA Panel as required by the Contract. It was important to have a good mix of experience and Contract knowledge. Denny contacted all Members for confirmation and sent a letter and BOA Training Manual to the new Members. This manual was collectively developed in 2007 by Denny, Strategic Advisor Mark Richard, and Kathy Anderson.

The new TWU 556 BOA Panel is:

- *Rebekka Kelly – Current*
- *David Kirtley – New (previous experience)*
- *Paige Elijah – New*
- *Kyle Whiteley – New*
- *Susan Kern – New*
- *Misti Dawn Young – Current*
- *Fields Williams – Current*
- *Brett Nevarez – New (previous experience)*
- *Will Browne – Current*
- *Juls Humphries – New*

Per Article 20 of the CBA, the ten BOA Panel Members will serve for one (1) year.

Denny has continued working through the Optimization & Jury Duty Group Grievances for a remedy to present to Management. Denny is also working on updating the Grievance Training Manual to coincide with Laborsoft procedures, etc. Denny and Kathy are working together on this project. The Grievance Team continues to do an outstanding job, and Allyson and Denny have provided support in Contract Interpretation, Step 2 Hearings, grievance resolution w/Management, case transfers, participation in Leadership and Office Team meetings within our office and any other areas recommended by Allyson.

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

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

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

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

Todd Gage made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Bryan Orozco made a **motion** to proceed on a Group Grievance. Jimmy West **seconded** the motion. The motion **carried**.

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

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

Michael Massoni was excused to attend the Southwest Airlines Inflight Injury Prevention Team Meeting at Company Headquarters.

TWU International Vice President Garry Drummond was present at the Meeting.

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

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

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

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

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

John Parrott made a **motion** to proceed on a Grievance. Colleen Griffin **seconded** the motion. The motion **carried**.

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

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

Denny Sebesta entered the Meeting at 1130 to discuss Grievances.

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

The Executive Board **agreed** to accept the proposed remedy to Group Grievance #19-0024. Colleen Griffin **agreed** to write an article on the history of the Grievance and its eventual settlement to be published in the August 2009 Unity Update.

The Board went to lunch at 1220 and reconvened at 1345.

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

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

Michael Massoni was excused to attend the Southwest Airlines Inflight Injury Prevention Team Meeting at Company Headquarters.

TWU International Vice President Garry Drummond was present at the Meeting.

Interim Grievance Chair Allyson Parker-Lauck, Contract Negotiator Denny Sebesta and Grievance Team Member Becky Parker were guests at the Meeting.

Crystal Rains made a **motion** to revisit a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

The Board spoke with Legal Counsel via conference call at 1415.

Becky Parker was excused to contact the Grievant at 1440.

Mark Torrez and Michael Massoni entered the Meeting at 1445.

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

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

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

Crystal Rains made a **motion** to revisit a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Becky Parker entered the Meeting at 1510.

The Board spoke with a Grievant via conference call. The Grievant informed the Board that she did not want to continue through the Grievance Process and wanted to withdraw the Grievance without prejudice.

Becky Parker was excused at 1523.

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

John Parrott made a **motion** to revisit a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

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

The Board took a break at 1540 and reconvened at 1600.

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

Michael Massoni was excused to attend the Southwest Airlines Inflight Injury Prevention Team Meeting at Company Headquarters.

TWU International Vice President Garry Drummond was present at the Meeting.

Stacy Martin requested that any available Executive Board Members remain at the Office after the Executive Board Meeting adjourned the following day to help answer telephones.

The Board reviewed and updated the **2009 TWU Local 556 Strategic Plan**.

Michael Massoni noted that the software necessary to move forward with the Expanded Customer Service Project had been ordered at a cost $2,500-5,000. It would have to be installed professionally. Michael Massoni **agreed** that he would complete the training necessary to operate the new software.

Mark Torrez and Audrey Stone reported on the progress of **Project Redesign**. The Executive Board agreed that the costs associated with holding the Project Redesign Retreat at the National Labor College were too expensive. Mark and Audrey agreed to research other locations and report back to the Executive Board at the July Executive Board Meeting.

The Board discussed the fact that the Local's **Policies and Procedures Manual** needed to be updated. Cuyler Thompson **agreed** to review the submissions of Stacy Martin and to present them during the next Executive Board Meeting.

Michael Massoni reported that the landlord of the building which housed the Local Union Office had offered a significantly reduced rate for the Local to retain the space that had originally been leased to house the Negotiating Team, adjacent to the Union Office. The Board **agreed** that Michael Massoni would try to negotiate an even lower rate and lock the rate in through at least 2012, when the lease on the space leased for the entire Union Office was up for renewal. It was suggested that Michael agree to pay no more than $11,000 per month for the entire space. Michael Massoni **agreed** to report back to the Executive Board next month.

Cuyler Thompson made a **motion** to recess. Jimmy West **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1730.

Thursday

June 18th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

TWU International Vice President Garry Drummond was present at the Meeting.

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

> *Thom McDaniel reported that since the last Executive Board Meeting our Tentative Agreement had passed by over 89% with approximately 61% of our Members voting. Although the Negotiating Team was hoping for a higher voter turnout, they were extremely pleased with the ratification vote and thanked everyone involved for their efforts to educate our Members and encouraging them to vote. The Negotiating Team is currently working on the implementation schedule and educating our Grievance Team on the new Contract. The Negotiating Team will be returning to flying full time in July, but will of course remain available to help with any projects related to the Contract as needed. Thom made attempts to schedule the Contract signing as soon as possible, but due to full schedules finally settled on July 27th. Regarding the implementation of the new Contract, the Negotiating Team has worked tirelessly to get as many changes that directly impact Members put in place as soon as possible. Southwest Technology will provide a better estimate of contract implementation in mid-July when the technology can be fully evaluated. Thom attended the Southwest Airlines Shareholder Meeting on May 20th. Thom noted that it was poorly attended and that few people asked questions of Gary Kelly, however Flight Attendant and TWU 556 Member David Holmes was highlighted as he performed his Flight Attendant rap to explain GAAP. Thom is in compliance with the Bylaw flying requirement by flying pairing HC90 on May 21st-22nd. Thom was pleased to fly with two Flight Attendants that he flew with his first month on line, Candy Johnson and Laurie Diehl on this pairing and met up with many active Union Members on his RON in STL. Thom attended the Texas Labor Management Conference in San Antonio June 1st-4th. The Conference was very successful and Thom brought home helpful information on Arbitration, workplace conflict, and harassment in the workplace. Thom has been appointed as the Co-Chair of the TXLMC in 2010 and chair in 2011. Thom has interviewed applicants for Grievance Chair and will be seeking Executive Board approval for the new Grievance Chair. Thom has also worked with interim Grievance Chairs Denny Sebesta and Allyson Parker-Lauck as well as former Grievance Chair and current Financial Secretary to settle numerous grievances. Thom thanked Denny, Allyson, and John for their persistence in tackling these difficult cases for our Members and congratulated them on their success for our Members. Thom notified the Executive Board that he would be interviewing applicants to fill positions on the Grievance Team. Thom notified the Executive Board that Diane Dunham Massey has been removed as a Union Arbitrator is being replaced with Arbitrator Tom Humphries. Southwest Airlines took the extraordinary action of removing Union Arbitrator Tom Angelo from the Union Panel so the Union removed Company Arbitrator Gil Vernon. The Union is currently seeking a replacement for Arbitrator Angelo from suggestions from Union adviser Mark Richard. Thom has chaired Membership Meetings in MCO, MDW, BWI, and DAL and in the next week will be completing meetings in HOU, LAS, OAK, and LAS. Agendas in the meetings have been heavy*

including nominations for Constitutional Convention Delegates, BOE Candidates, and Shop Steward elections as well as Bylaw amendments, Membership Motions and other general business. Thom extended a special thanks to all Executive Board Members for attending and participating and especially to Cuyler Thompson for his support in these meetings. Thom notified the Executive Board that the final Membership Meetings for the year would be scheduled during October. Thom has been participating in weekly Employee Free Choice Act conference calls with other TWU Locals to assist in the passage of this important legislation. Thom is currently working to encourage Southwest Airlines to support the Employee Free Choice Act to provide a level playing field for Unionized Employers. Thom will be representing TWU Local 556 at the International Executive Council in Las Vegas June 23-24. The meeting is held in Las Vegas to begin planning for the International Constitutional Convention in September. Thom asked that any Executive Board Member who would not be able to serve as a Delegate and attend the entire convention please let him know ASAP so that the Board of Election can fill the position through the upcoming Membership election. Thom has continued to serve as a liaison between TWU Local 556 and Southwest Airlines on all matters. In addition, he has maintained an open door policy for all Members, Executive Board Members, Grievance Team Members and SWA Management for issues that impact our Members.

John Parrott presented the **April 2009 Financial Report** for review.

Michael Massoni made a **motion** to approve the April 2009 Financial Report. Jimmy West **seconded** the motion. The motion **carried**.

Mark Torrez was excused to attend to the Executive Board's connectivity issues at 0850.

The Executive Board discussed the way that trips pulled for Union work were processed and paid.

Mark Torrez returned to the Meeting at 0915.

Stacy Martin left the Meeting at 0944.

The Board took a break at 1005 and reconvened at 1023.

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

TWU International Vice President Garry Drummond was present at the Meeting.

Thom McDaniel left the Meeting at 1030.

Michael Massoni chaired the Meeting.

John Parrott presented copies of newly designed Timesheets on which Union Officers and Members would record their time spent doing Union work for recording on the LM-2 Report for the US Department of Labor.

Michael Massoni presented the **Health Committee Report** for Chair Michele Moore:

IIPT Meeting: 5/14/09 – In flight Injury Prevention Team
Debrief: 5/21/09 - Aborted landings/Communication Issues

Contacted Flight Attendants injured or involved in an ENS item:

- *3 contacted due to aborted landings – debrief followed*
- *1 contacted due to old Workers Comp Injury*
- *1 contacted due to turbulence injury*
- *1 contacted due to possible bed bug infestation*
- *1 contacted due to Maintenance concerns*
- *3 Contacted due to Emergency Evacuation*

Articles Written/Research Conducted:

- *Article for Unity regarding Swine Flu*
- *Researching Workers Compensation laws in states with Flight Attendant Bases*
- *Researching KinCare in California*
- *Researching FlexCare in Maryland*

May 1 – May 10

- *Continual daily research and surveillance of Swine Flu Pandemic:*
- *Contact with Inflight Management*
- *Contact with CDC/Physicians/City Management groups to see their procedures in the current situation*
- *Email Updates to Executive Board Members*
- *Responded daily to emails and phone calls from Flight Attendants*
- *Monitored numerous websites including but not limited to CDC/ATA/WHO*

Scheduled Meetings in June:

- *IIPT (Inflight Injury Prevention Team)*
- *Debrief – Brake Fire/Emergency Evacuation in HOU*
- *HASC (Health and Safety Committee)*
- *International Health and Safety Training*

Cuyler Thompson made a **motion** that to be consistent with the TWU Local 556 Policies and Procedures Manual, the July 2009 Shop Steward Training would be paid the greater of a daily rate of 6.5 TFP or what the original days of their pulled pairing would have paid. Audrey Stone **seconded** the motion. The motion **carried**.

The Executive Board discussed the connectivity requirements of the Local.

Michael Massoni passed the gavel to Stacy Martin at 1110.

Stacy Martin chaired the Meeting.

Michael Massoni made a **motion** to rescind his motion of April 14th, 2009 concerning switching cell phone carriers. Mark Torrez **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to reimburse Publication Committee Chair and TWU Local 556 Webmaster Kyle Whiteley $50 monthly for the use of his personal cell phone to conduct Union Business. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel returned to the Meeting at 1122.

The Board **agreed** that Mark Torrez would research whether or not the insurance which covered the furnishings in the Local Union Office would also cover lost or damaged cell phones and report back to the Executive Board the following month.

Mark Torrez **agreed** to contact the Western Chair of the Professional Standards Committee, Lori Powell, regarding whether or not she needed the cell phone that had been issued to her by the Local for Union Business.

John Parrott noted that his draft of a **Union Credit Card Control Procedure** document had been sent to Local Legal Counsel Ed Cloutman for review. John agreed to present the draft at the July Executive Board Meeting.

Cuyler Thompson updated the Executive Board on the progress made in preparation for the upcoming Shop Steward Training to be held in Dallas on July 13th and 14th.

John DiPippa reported that a Member had asked to be made part of a Satellite Base Committee. There was discussion regarding the idea that such a Committee would be formed to evaluate the test once the test is eventually implemented. Thom McDaniel **agreed** to contact the Member.

Cuyler Thompson **agreed** to contact Chris Sullivan regarding the Local's policy regarding trip pulls and the corresponding compensation for doing Union work. Cuyler **agreed** to remind Chris that he needed to submit a report to the Executive Board after attending Inflight Provisioning and Green Team Meetings as the Union's representative.

Cuyler Thompson reported that he had received confirmation that Lucy White-Lehman wanted to remain Chair of the Care and Concern Committee.

Todd Gage made a **motion** to keep Lucy White-Lehman as Chair of the Care and Concern Committee. John Parrott **seconded** the motion. The motion **carried**.

The Board discussed trip pulls and pay that had been submitted in recent months by the Local's Board of Election. The Board discussed the fact that that Sonia Hall, the Committee's Chair, had been issued four Union cell phones during the previous three years but had continued to submit large bills for the use of her personal cell phone for which she wanted to be reimbursed. Thom McDaniel **agreed** to contact Sonia Hall and Jannah Dalak and request that they submit a letter verifying that all of the personal phone usage for which they wanted to be reimbursed was in fact for Union Business. If not Thom would request that they pay the phone bills themselves.

Donna Keith made a **motion** to proceed with the Bag Tag Project in number of 11,000 red background with white writing on one side only. Jimmy West **seconded** the motion. The motion **carried**.

Karen Amos presented an invitation from the Dallas AFL-CIO for the Local purchase a table and attend the upcoming Labor Day Breakfast.

Michael Massoni made a **motion** to purchase a table at the Dallas AFL-CIO Labor Day Breakfast, to be held on September 7th, 2009. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **COPE Team Report** for Chairs Susan Kern and Thom McDaniel:

> *I would like to thank the Executive Board for appointing me to be the Co-Chair of the COPE. I am looking forward to putting the knowledge I gained while participating in the International's Department*

of Legislative and Political Action Internship last September to use with this position. I have contacted former Co-Chair Gwen Dunivent and am making arrangements to get the existing COPE information from her. Gwen and I are currently authoring a joint article for the July Unity magazine; we anticipate doing this in the foreseeable future. Our plan is for Gwen to present national issues while I discuss them on the Local level. On July 14th, Alex Garcia, Legislative and Political Field Representative and Gwen Dunivent, Staff Member for the TWU COPE Political Field Program, will be making a presentation and answering questions regarding the Employee Free Choice Act for our Shop Steward Training. I have also contacted Michael Massoni to establish a standing email address to be used for the COPE.

Cuyler Thompson submitted a report from Michael Broadhead, the TWU Local 556 representative on the Arizona State AFL-CIO Executive Council:

While I served on the Executive Board as the PHX DEBM in 2006-2007, a part of the strategic business plan for TWU Local 556 was that Domicile Executive Board Members were encouraged to increase participation in the state and local AFL-CIO's and various labor councils within our areas. In July of 2006, I contacted the AFL-CIO in Arizona. I began to attend meetings for the Local Labor Council in PHX. Through that participation I attended, was nominated and then was elected to serve a three year term on the Arizona AFL-CIO Executive Council beginning in September 2006. The Arizona AFL-CIO has twenty two Executive Council Members and represents Union Members in over two hundred Locals across the state. While serving in this capacity, most of my duties are centered our quarterly Executive Council Meetings that are usually one day depending on the agenda. We are actively involved in any and all legislative issues facing Union Members in Arizona through our continued involvement at the state capital, especially with our new "intern" working at the office. The Executive Director of the Arizona AFL-CIO, Rebekah Friend is very involved at the Capital in all issues affecting labor in any way. Duties as an Executive Council Member for Arizona AFL-CIO are wide and varied, but do include: monitoring the budget of the Arizona AFL-CIO and working to find ways to continually reduce spending, ensuring Board Members and officers are active and participating, handling all internal business matters of the Board, labor rally's, campaign involvement and participation, Union organizing efforts of various work groups in all sectors of business, boycotting businesses that are taking action against employees attempting to organize and gain Union representation, sponsoring speaking events with politicians from local, state and federal attending, volunteering to assist with duties and political events, phone banks, letter writing. I am very proud of the opportunity to have met and worked with our previous Governor, Janet Napalitano while on the EC. Through my participation on the Arizona AFL-CIO Executive Council, TWU and TWU Local 556 has gained a tremendous amount of exposure and positive recognition. Most, but not all, in the Arizona labor movement had little or no knowledge that SWA Flight Attendants were even unionized. I have been able to arrange on more than one occasion, airplane ticket donations from Southwest Airlines Management to transport Arizona Union Members that volunteered to drive trucks full of household items and appliances and furniture to Katrina Victims in Louisiana and to the Arizona Human Rights Campaign (HRC) annual silent auction. During my time on the Council I lead the difficult task of investigating a Board Member and staff Member, and worked for several months to reach conclusions and actions that corrected the problem and restored confidence to our operation. Twice during my time on the council, TWU Local 556 has donated the funds to purchase the "working lunch" during our quarterly meetings. This one gesture has been very well received and appreciated by all EC Members. Several EC Members travel regularly on SWA for business and they have made positive comments to Crew Members on our Unions participation in Arizona as a very positive thing. Also, by working with TWU International COPE Team, I worked towards having TWU International sponsor a labor breakfast event with Congresswoman Ann Kirkpatrick from Arizona that was held in Washington DC. My term on the Executive Council concludes *this September, and I will not be seeking or accept a nomination for another term. I am very proud of the work I have done for the Arizona AFL-CIO, made possible by the support of TWU Local 556 for the past three years and I hope this participation can be continued by another Member.*

Thom McDaniel **agreed** to write a letter to Michael Broadhead thanking for his dedication and service to the Local by serving as TWU Local 556 representative on the Arizona State AFL-CIO Executive Council.

John DiPippa agreed to search for someone to attend the Arizona State AFL-CIO Meetings in the future.

Cuyler Thompson submitted the **Uniform Committee Report** for Chair Val Lorien:

Val attended the Uniform Steering Committee Meeting on May 29th. Items discussed were sweaters, jackets, coats, shirts, and pants. The Committee wanted to make the new slacks available on the Cintas website since they're stocked in all sizes, but Val reminded the Committee that, per the Flight Attendant's new CBA, they need to have new pieces in the lounges to try on before they are available for ordering. The items will be available in the lounges any day now and will be available on the SWA Cintas website on July 1st. Val asked David about the hemming/alteration expense for the new slacks and David said that he would set up a meeting with Val to discuss this. The current white twill shirt will be discontinued later on this year and, after wear testing, will be replaced with a white shirt that is similar in style to the current white shirt, but has a different material, similar to that of the old white poplin shirt. The women's version will be designed to be worn on the outside of the pants. Four new sweater options are going to be available: one zip up sweater for men, one shall sweater for women, and two unisex sweaters similar to current pieces we have now: the v-neck sweater and sweater vest. All new sweaters will be allowed to be worn with the new pants. Before the Uniform RBF came out, David Curry asked Val if he'd like to meet with him and Paula Gaudet to discuss the uniform changes that are coming out. He asked Val what he thought about the changes he was proposing and Val gave his feedback. He told David that black on black may not make the most fashion sense, but will give the Flight Attendants and the Company something they can both come to terms with: a single standard that we could all adhere to. Allyson Parker-Lauck talked to Val about the David's decision to go to an all black standard and the contractual implications. Allyson believes that the Company should pay to reimburse someone having to buy black shoes and Val agreed that the Contract Language supports a grievance, adding that black socks should be paid for as well. Val hopes to have some new uniform samples available for the next Board Meeting.

The Executive Board **agreed** that Michael Massoni would contact the Local's Webmaster, Kyle Whiteley, regarding his request that the Local contract another party for its webhosting services. Michael **agreed** to express the desire of the Board to await further information regarding the new company and for them to fulfill their promise to unionize their work force before considering the move from Allied.

The Executive Board once again **agreed** to the existing practice of pulling Executive Board Members from trips, unpaid, when Board Members attend Executive Board and/or Membership Meetings, etc. during their scheduled Southwest Airlines paid vacations.

Michael Massoni made a **motion** to excuse Cuyler Thompson from the August 2009 Executive Board Meeting for vacation. Donna Keith **seconded** the motion. The motion **carried.**

John Parrott made a **motion** to excuse Todd Gage from the last day of the rescheduled July Executive Board Meeting for prior commitments. Mark Torrez **seconded** the motion. The motion **carried**.

John Parrott made a **motion** to excuse Karen Amos from fulfilling her obligation to fly a multi-day pairing during the 2nd Quarter according to TWU Local 556 Bylaw Article VII (g). Stacy Martin **seconded** the motion. The motion **carried**.

Stacy Martin requested that the Local purchase an additional refrigerator for the Union Office.

Stacy Martin **agreed** to write a policy for the Union Office regarding the proper use of the existing refrigerator.

There was discussion regarding the decision made by the Executive Board during the previous month's that non-full-time Executive Board Members sitting future Officer-on-Call weeks would work regular office hours in the Union Office, Monday through Friday, during their week of On-Call and be available to assist with Office Staffing if not working on another project.

John DiPippa made a **motion** that non-full-time Executive Board Members sitting future Officer-on-Call weeks could work regular office hours in the Union Office as an option. Jimmy West **seconded** the motion. The motion **did not carry**.

Cuyler Thompson made a **motion** that in order to further the education and involvement of the elected Shop Stewards of TWU Local 556 and thus the Membership of our Union, Temporary Local Office Staff positions would be staffed from the entire list of Shop Stewards. Todd Gage **seconded** the motion. The motion **did not carry**.

Michael Massoni made a **motion** to accept Thom McDaniel's recommendation of the appointment of Denny Sebesta as Grievance Chair and Allyson Parker-Lauck as Board of Adjustment/Arbitration Department Coordinator. Todd Gage **seconded** the motion.

There was discussion.

The Board took a break at 1420 and reconvened at 1430.

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

TWU International Vice President Garry Drummond was present at the Meeting.

There was more discussion regarding Thom McDaniel's recommendation for the Grievance Chair position.

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

Thom McDaniel stated that he would defer the decision of who would fill the Local Grievance Chair position to the Executive Board.

The Executive Board **agreed** to put out another 'open call' for applicants for the Local's Grievance Chair position. The Board **agreed** that Michael Massoni and John Parrott would work together during the next month and present suitable recommendations for the position at the July Executive Board Meeting.

Thom McDaniel **agreed** to talk to Becky Parker, Lyn Montgomery, Allyson Parker-Lauck and Denny Sebesta regarding maintaining the status quo on the Grievance Team until the Grievance Chair position could be filled.

Stacy Martin left the Meeting at 1502.

Thom McDaniel requested that the Executive Board consider gifts of appreciation for some of the people responsible for making the most recent Contract Negotiations successful for the Local.

Thom McDaniel and Garry Drummond were excused at 1506 to conduct Contract Training with the TWU Local 556 Office Staff and Grievance Team.

Michael Massoni left the Meeting at 1507.

Audrey Stone chaired the Meeting.

Stacy Martin returned to the Meeting at 1509.

Audrey Stone continued to chair the Meeting.

John DiPippa **agreed** to research the proposed gifts of appreciation and report to the Executive Board.

Allyson Parker-Lauck entered the Meeting 1520 to discuss her position as Interim Grievance Chair.

Michael Massoni returned to the Meeting at 1523 as chair.

Allyson Parker-Lauck was excused at 1532.

Cuyler Thompson submitted the revised **May 2009 Executive Board Meeting Minutes** for approval.

Crystal Rains made a **motion** to approve the May 2009 Executive Board Meeting Minutes. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **May 2009 Executive Board Meeting Synopsis** for approval.

John DiPippa made a **motion** to approve the May 2009 Executive Board Meeting Synopsis. Todd Gage **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to adjourn. Todd Gage **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Meeting at 1540.

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

Cuyler Thompson
Recording Secretary