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

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Executive Board Meeting
October 12th –15th, 2009
Synopsis

Monday

October 12th, 2009
Michael Massoni called the meeting to order at 0835.

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

Thom McDaniel, Cuyler Thompson, and Crystal Rains were excused to attend the Houston Membership Meeting.

Jimmy West was excused due to illness.

Audrey Stone acted as Recording Secretary.

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

Michael Massoni read aloud the **TWU International Membership Pledge.**

Colleen Griffin submitted her **Officer's Report** as Board Member at Large:

> *Las Vegas, September 13th-17th, 2009 – Colleen attended her first TWU International Convention.*

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

> *John updated the Board that PHX has had a few terminations and other miscellaneous Fact Finding Meetings as of late. John also updated the Board that Employees that park in the South and Tonto Lots are being consolidated to the South Lot. Once this transition is complete, the City of Phoenix will have one Employee lot on the East side and one on the West side. On the Base level, John is saddened to report that PHX Inflight Supervisor Arnie Cogan has passed away. Arnie, who was known as "The Man with the Camera," graciously donated a picture of Slam Dunk One to the Union Office and several other pictures that he took adorn the Inflight Lounge. John and the TWU Local 556 Executive Board send condolences to Arnie's family. On a more positive note, John was in the Lounge so much in September and October that Inflight Supervisors jokingly referred to it as his second home. John was in*

the Lounge September 10th and 11th and 29th and 30th. The 29th and 30th Lounge Mob was a system-wide one, where John placed the new red Crew Bag Tags and information about the new bidding timelines going forward in the Flight Attendant's mailboxes. John wants to thank PHX Flight Attendant Nathan Koschmann, who graciously helped stuff the mailboxes while sitting Airport Standby. As far as October's Lounge Mobs are concerned, John was in the Lounge on October 4th and the 9th. Also, on October 3rd and 4th, John was available to answer Union Questions during the weekend, which is on a trial basis until December 27th. Being that this was the first weekend of this experiment, it was unclear how many calls would be coming in, but the word quickly spread that the Union Office was open on the weekends and John received ten calls on Saturday and four on Sunday and was able to answer most of them. John could not have taken on this task alone and wants to thank Denny Sebesta and Karen Amos for their assistance that weekend. John was able to attend the TWU International Convention in September in Las Vegas along with the Executive Board and delegates from other Bases, such as PHX Flight Attendant Mark Savage. John wants to thank PHX Flight Attendant Michael Broadhead for attending the Safety Meeting in DAL in October and for attending the Arizona AFL-CIO Convention in October. On a final note, John informed the Board that there will be a Crew Member Self Defense Training class on October 30th that will be for SWA Flight Attendants only. Pizza will be provided at this event compliments of Base Management and TWU Local 556. John has sent out an E-Connection in September and has updated the Base Page to reflect the most recent E-Connection. The Red Rack has been updated and the Glass Case has been updated with the Breast Cancer Awareness Information, along with the TWU Survey Information.

John DiPippa submitted a report by Michael D. Broadhead, Southwest Airlines Flight Attendant and Arizona AFL-CIO Executive Council Member:

I was appointed by the President of Arizona AFL-CIO, Buzz Murphy to serve on the Constitution Committee. A total of three members of the Executive Council served on the committee. Under the direction of Executive Director of the Arizona AFL-CIO we were charged with doing a complete review, update and revision to the Constitution of the Arizona AFL-CIO. The Constitution is a twenty-five-page document. As a result of our work, the committee submitted a document that had 106 proposed changes. This document was then turned into a PowerPoint presentation and was presented by Gary Richardson of AFA-CWA MEC 66 and myself to all delegates at the Convention. It was then presented and voted upon by all delegates and all changes were approved. I worked in the offices of the Arizona AFL-CIO for two consecutive days doing Convention preparations. We prepared binders and handouts for all the delegates in addition to preparing all documents for convention registration. I was also asked to make phone contact with all invited Local, City, State and Federal representatives confirming attendance at Convention and luncheon. While working in the office doing convention preparations I made contact with the office of Ginger Hardage at Southwest Airlines. I explained my work with the AFL-CIO and our upcoming convention and who would be in attendance and requested two round trip tickets to be used in a "giveaway" at the convention. Two round trip tickets were immediately and graciously provided. As the convention was concluding, we had the drawing for the two tickets. I made a short presentation to the entire convention about Unions and Labor at Southwest Airlines and explained that as airlines go, SWA is "Labor and Union wall to wall" and gave some examples and statistics. Much my surprise and delight, this produced a standing ovation at the convention. We then announced that Management at SWA had donated two round trip tickets as a "thank you for all they do to give back in their communities" and the convention attendees were in shock. We drew the names of two winners and there was much excitement! Attended as the Delegate of TWU Local 556 and worked at the convention held at one of the three union hotels in downtown Phoenix. Day one (October 2nd) was the Executive Council and General Board sessions. The second day (October 3rd) was the general session of the convention. Guest speakers at the convention included:

The Mayor of Phoenix, the Attorney General of Arizona and Congressional Representative's Ed Pastor and Harry Mitchell along with Representative Rodney Glassman of Tucson. The 52nd Biennial Convention of the Arizona AFL-CIO concluded at approximately 4:30pm on October 3rd, 2009. During the convention, it should be noted that many speakers made positive direct mention of TWU and in particular TWU Local 556 and the Flight Attendants of SWA in very positive and noteworthy ways. One speaker in particular paid very positive and strong tribute to us as a strong voice in Labor and it was AFA-CWA representative Bill McGlashen when he addressed the general session of the convention.

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

Karen reported that she attended a Labor Day Breakfast. Karen attended the TWU International Convention from Monday September 14th through Thursday September 17th. Four Fact Finding Meetings were held in the Dallas Base. One meeting was regarding a no show for Recurrent Training and three meetings were Fact Finding/People Services meetings. No discipline was issued. Karen held Lounge Mobilizations on the 29th and 30th of September to remind Members of the upcoming timeframe changes for bidding. A timeline sheet of the new dates for bidding, secondary bidding, Recurrent Training, etc…were placed in the Flight Attendants boxes and Karen suggested that Members keep the sheets to refer to until they become familiar with the changes. A system wide Lounge Mob was held on Sunday October 3rd to launch the TWU Survey. Bag tags were distributed to the Flight Attendants and they were favorably received. Cards were placed in all Members boxes to familiarize each Base with their Domicile Representative and the card had detachable business size card containing contact information for the Base Representative so that Members can easily access the necessary data to contact their Base Reps. All Union publications and materials have been distributed. The Union Glass Case has been updated on two occasions during the last month. Shop Stewards have been contacted and the Red Rack has been cleaned and updated. The Dallas Union web page has been updated.

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

Todd started his report by saying that the OAK Base has been very busy with Fact Finding Meetings. Within the last two months, over ten meetings and Step Two Meetings were held. Almost all of the meetings were done by Shop Stewards due to the fact that five of them came up during the Constitutional Convention. Todd thanks all his Shop Stewards for assisting in the Base. Lately OAK has had a few issues with Flight Attendants writing other Flight Attendants up. Todd felt it was necessary to remind them about Professional Standards and using the "write up" as the last alternative. He addressed this issue on the Base Page as well as the E-Connection. This past September, Todd attended the 23rd TWU Constitutional Convention in Las Vegas as a Delegate. He sat in on the California State Conference as well as the Veterans/Retiree's Committee. Todd filled in for Michael Massoni on Project Redesign where he worked with other Flight Attendants and Officers on ideas for our Local. Todd and Shop Steward Heather Joy did a total of four Lounge Mobilizations in September and October. Bag tags and the yellow fliers were distributed in the Flight Attendant's boxes. They were favorably received. The Red Rack was organized; the Glass Case was updated with the information on Breast Cancer Awareness Month and the Survey. The E-Connection was sent out in early September and the Base Page has been updated. Todd contacted his Shop Stewards via email reminding them of Contract 08 updates and the Membership Meeting in October. On behalf of the California State Conference, Todd and Shop Steward Donald Silva ask that three families in the Local be identified for the annual One New Toy. This program helps to make sure that these families in need receive items to help make their holiday a joyous one. This concludes Todd's report.

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

Donna reports that MDW Base has been rather quiet. The Base Office has new hours, which have not as of yet seemed to have had an impact on the efficiency. Donna had Lounge Mobs in September the one at month's end concerning the new bidding timelines and the Survey as well as one on October 4th to remind people to bid. Bag tags, bidding timeline / Survey flyers, and Officer cards were distributed. The Red Rack has been updated, the Glass Case has been updated, E-Connection has been sent out and the Base Page has been updated. There has been some concern over the enforcement of the new appearance standards, which has been addressed with Dave Kissman.

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 = 4

Report	*Acceptance Deadline*
ASHDI 1690 (AVIATION SAFETY/SECURITY)	*Tue 11/24/2009*
ASHDI 1692 (AVIATION SAFETY/SECURITY - CRM)	*Mon 12/7/2009*
ASHDI 1693 (AVIATION SAFETY/SECURITY - CRM)	*Mon 12/7/2009*
ASHDI 1695 (AVIATION SAFETY/SECURITY)	*Thu 12/24/2009*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 3517+ / 258
Accepted Reports to date (TWU) =173
See Attached Detail

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

07/13/09 through 10/09/09	*= 247*
Emergencies Declared	*= 46*
ALL OF 2009 to Date	*= 963*
ALL OF 2008	*= 940*
ALL OF 2007	*= 940*

Report of Southwest Airlines IIPT and Safety Rep. Meeting of October 6, 2009, Dallas TX conducted at SWA HDQ from 0900-1345CDT. Submitted by Michael Broadhead – Acting PHX Safety Representative:

Scott Halfman opened the meeting with general remarks about the culture of safety at SWA and progress that has been made. He discussed the Colgan Air/Continental Express crash in Buffalo. He discussed the US Airways crash on the Hudson River. He discussed the contrast in the results of the investigation between the two carriers. US Airways being an example of correct crew actions and training while Colgan showed poor crew actions and poor company training. A presentation was given that showed the joint memo coming out from TWU Local 556 and Inflight Training about H1N1 procedures and practices. It also outlined the onboard mask procedures being put into effect with the current bulletin. There was much discussion about the issue of transmission of H1N1 and proper steps to take and also how Cathay Pacific Airlines has developed an entire plan of response based on pandemics. Another Boeing presentation was shown that fully illustrated the complete process of cabin air inflow, and out flow and all systems that are involved. It also cited research that has shown the cabin air is much healthier than air found in general office buildings. SRS (Safety Reporting System) Update and overview: Thus far since the system was rolled out this year, roughly 400 reports have been submitted *and most have been determined to be legitimate. There have been a very small number of reports that appear to be submitted using SRS as a means of attempting to work previously presented ideas and concerns and those have been addressed. Only ten percent have come in on the phone line. Trends clearly show using computer to submit is far preferred. Mike Hafner addressed the group. He gave general remarks about progress on Safety in the department. Some direct feedback was given to him about the "rush" in the operation still pushing safety issues aside. We had a lengthy discussion about UM's and the problems we are experiencing on line. He indicated tremendous efforts are currently underway to review the entire process and they are meeting with Ground Ops. Some in the group felt we should return to the "old way" while just as many in room disagreed said the change simply has not been a priority in how Ground Ops does their duties. Lunch was served and many members of Inflight Management joined us for lunch including Naomi Hudson, Mike Sims, David Curry, Mike Mankin and Sonya Lacore. Follow-up and final disposition was reached concerning the Tuesday June 30th, 2009 meeting between TWU 556 1st Vice President and National Safety/Security Coordinator Michael Massoni, TWU 556 Treasurer John Parrott, Mike Van De Ven, Daryl Kraus, Greg Crum and Mike Hafner concerning regulatory interpretations of what may or may not be placed in seat back pockets. In that meeting, it was decided that further clarity in manual language and guidance to the Flight Attendant group was required on the matter. This ultimately was accomplished through augmentation to the Southwest Airlines FAA approved Carry-on Baggage Policy that was submitted and subsequently approved by the FAA earlier this month. The new approved effective language reads (underlined below):*

"No carry-on item may be stowed in a lavatory, seatback literature pocket, or any other area not specifically designated for the stowage of carry-on items. Examples of items that may not be stowed in seatback literature pockets:

- *Large water bottles*
- *Laptop computers*
- *Purses"*

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, has the following changes in store as announced by International President Jim Little: "Based on our current and future agenda, I am authorizing a full time position for the Director of Health and Safety. The position will expand to include training and apprenticeship programs in conjunction with the Transportation Learning Center in Silver Springs, Maryland. Our need to re-establish this department is also generated by the new DOT, FTA, NTSB, FRA and FAA's commitment to the expansion of their emphasis on rebuilding safety programs. The department will also be tasked with the coordination of government training grants for transportation with the funding agency. I have asked Ed Watt (TWU Local 100), who is currently directing the Health and Safety Task Force, to head up the department effective Monday, October 19th, 2009. He will remain as Secretary-Treasurer of Local 100 during the interim transition period. In back filling the needs of our Health and Safety Task Force, TWU Local 106 President Bob Romaine will be added to the ad hoc group which will include: Bob Romaine, Mike Massoni, Mark Johnson and Mike Conigliaro."

The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP) – which was placed on hold last year, will be moving forward with the submission of the memorandum of understanding (MOU) between Southwest Airlines, TWU 556 and the FAA for subsequent approval by the FAA. We are tentatively planning the submission for the first quarter of 2010 with possible implantation of the program in the fourth quarter. Here is an example of how a Flight Attendant ASAP Program works: A

Flight Attendant reports an inadvertent safety violation that they, themselves, did or failed to perform via the Cabin ASAP reporting system. The report is de-identified (name and employee number removed) and forwarded to the Event Review Team (ERT). The ERT consists of a Union representative, SWA Inflight Management representative, and a representative from the FAA. The team reviews the report and, collectively, decides to either accept or reject the report based on set criteria agreed upon by all three parties. Exclusion from the program includes criminal activity, the use of a controlled substance or alcohol, or intentional falsification. The event must also be unintentional, and not involve behavior that is considered reckless. Once the report is accepted into the program, the Flight Attendant involved is protected against any Company discipline and any FAA civil penalties. Following the outcome of the ERT review, the Flight Attendant may have to participate in some follow-up activities recommended by the ERT in order to keep the reported event in the Cabin ASAP program. Follow-up activities may include interviews, procedural reviews and/or retraining.

OPEN DISCUSSION ITEMS:
Appointment to Safety Management System (SMS) Aviation Rulemaking Committee (ARC) - Work Group
American Society of Heating, Refrigeration, Air Conditioning Engineers (ASHRAE) – SSPC161
Membership change to Voting Status
Professional Standards Committee Reorganization Update and Status

SCHEDULED AND STANDING MEETINGS:
Tuesday October 20th, 2009 – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards
OLE/FAM Office of Flight Operations Aviation Industry Meeting – Friday October 16th, 2009, 0900 – 1430 CDT, FAMS Field Office, DFW
National Worker Health & Safety Summit, Saturday Nov. 7th, 2009, PHL (on behalf of TWU Int'l)
ITF Cabin Crew Section Meeting – November 9th – 15th, 2009, London, UK (on behalf of TWU Int'l)

Michael Massoni also reported that an open call has been put out for a new Professional Standards Chairperson, and interviews will follow shortly. He requested to add one more Union representative to the interview team, and John Parrott **agreed** to participate in the interviews.

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

Meetings Attended:

- *HASC (Health and Safety Committee) in August and September*
- *CAMI workshop in Oklahoma City*
- *Several H1N1 Meetings with the company*
- *International TWU Convention in Las Vegas*
- *Coalition of Flight Attendants Meeting*
- *Debrief Meeting for Emergency Evacuation – burning smell in cabin*
- *MDW Safety Fair*
- *BWI Safety Fair*

Contacted Flight Attendants injured or involved in an ENS item:

- *3 contacted for emergency evacuation due to smoke smell in cabin*
- *3 contacted for emergency evacuation due to smoke in cabin*
- *3 contacted due aircraft backing into each other*

- *3 contacted due to severe turbulence – 2 Flight Attendants taken to hospital*
- *3 contacted due to severe turbulence – 2 Flight Attendants taken to hospital (different flight than one mentioned above)*
- *2 contacted due to personal medical issues during flight*
- *1 contacted due to personal medical issue during flight*

Articles/Research

- *Several articles regarding H1N1*
- *Article on FMLA*
- *Article on Pet Allergies*
- *Article on Breast Cancer Awareness Month*
- *Research on Internet Cabin Crew Health Program*
- *Research on prescription medication allowed while working*
- *Daily Monitoring of the CDC and WHO websites as well as news stories regarding the H1N1 virus and upcoming vaccinations*
- *Research on expected additional outbreaks of H1N1*
- *Responses to "Ask the Source" submissions*
- *Research on radiation in relation to Wi-Fi on aircraft*

Follow-up Issues

- *Additional Contact with Inflight Management regarding pet allergy issues*
- *Continual contact with Inflight Management regarding H1N1 issues and being proactive in our approach to the ongoing outbreak*
- *Responded daily to emails and phone calls from Flight Attendants*
- *Responded to Flight Attendant inquires regarding pet allergy issues – number of calls are decreasing*
- *Responded to Flight Attendant inquires regarding swine flu issues - numerous phone calls*
- *Responded to Flight Attendant concern regarding possible radiation on aircraft from Wi-Fi*
- *Several open ASHDI (air quality) reports – being addressed in HASC meeting*
- *Several open safety reports – being addressed in HASC Meeting*
- *Contacted Flight Attendant regarding ongoing Workers Compensation issues she was having*

Scheduled Meetings in October:

- *HASC (Health and Safety Committee)*
- *Workers Compensation Seminar in Austin*
- *Safety Rep Meeting*
- *IIPT (Inflight Injury Prevention Team)*
- *Meeting with APFA (Association of Professional Flight Attendants) Health Coordinator*

The Board **agreed** to decide on the Health Mastery Weight Loss Solutions Cabin Crew program later this week, after fully reviewing the information.

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

> *Audrey reported that she is building the Education Committee and looking for Members. She requested each Domicile Executive Board Member submit names of Flight Attendants from their respective Bases who might be interested in education projects. She explained these would be for both Union and Contract education, and that she will review the results of the Membership Survey to help direct the format of these projects. Audrey is also working on the Contract Resource Guide.*

There was discussion regarding what the Flight Attendants would be doing regarding efforts to build the Education Committee and add Members.

There was discussion regarding Jean Chandler-Brooks' resignation from the Professional Standards Co-Chair position.

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

Karen Amos left the Meeting at 0948.

There was discussion regarding the fact that the Domicile Executive Board Members are still not being notified by the Grievance Staff of Fact Finding Meetings happening in their Base. There was further discussion regarding why training or procedures have not been implemented in the Office to address this ongoing problem.

Colleen Griffin left the Meeting at 0954.

Karen Amos returned to the Meeting at 0955.

There was discussion regarding the Executive Board/Office Team Staff Lunch.

Colleen Griffin returned to the Meeting at 1000.

Stacy Martin left the Meeting at 1002.

There was discussion about the need for further Laborsoft training for Executive Board Members.

There was discussion about the importance of the message and clear communication being conveyed to the Staff about Board directives.

Michael Massoni submitted the **IT Committee Report**. There was no written report submitted.

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

> *The Survey is up and running. Mark would like to thank everyone who contributed to the content of this Survey and for helping to promote this Survey. Mark would like to mention a concern, the Survey has been up since the 4th and to date there hasn't been a strong response (166). He is planning a voice broadcast call in the next couple of days and would like to again urge the DEBM's to focus on promoting this in their Bases.*

Donna Keith left the Meeting at 1020.

There was discussion regarding the low numbers of participation from Flight Attendants taking the Survey, and ways to increase the numbers through the month by utilizing Shop Stewards.

Donna Keith returned to the Meeting at 1025.

The Board took at break at 1031 and reconvened at 1055.

TWU Local 556 Executive Board Members present were Michael Massoni, John Parrott, Mark Torrez, Colleen Griffin, Todd Gage, Karen Amos, Audrey Stone, and Donna Keith.

Thom McDaniel, Cuyler Thompson, and Crystal Rains were excused to attend the Houston Membership Meeting.

Jimmy West was excused due to illness.

Stacy Martin, Bryan Orozco, and John Dipippa were absent.

John DiPippa returned to the Meeting at 1056.

Mark Torrez submitted the update on **Project Redesign**:

> *Mark and Audrey happily reported that Project Redesign is winding down. The Committee had their face to face meeting on September 28th – 30th. In attendance were Mark Torrez, Audrey Stone, Todd Gage, Cuyler Thompson, Greg Hofer, Lynn Beall, David Reed, Brett Nevarez, Ryan Regal, Latonia Benoit, Kent Hand, Nathan Koschmann, Lori Lochelt, David Kirtley and Mark Richard. The meeting was very productive and yielded some interesting recommendations for the Executive Board's consideration. Mark is currently working on writing the Committee's final report and will present it to the Executive Board for their review at their annual Strategic Planning Retreat in November.*

There was discussion regarding the Board's upcoming Strategic Planning Retreat.

Stacy Martin returned to the Meeting at 1058.

Mark Torrez presented a proposed Union Red Rack remodel design.

Bryan Orozco returned to the Meeting at 1104.

There was discussion.

The Board **agreed** to consider remodeling the current Red Racks to better utilize the space, and cost out purchasing new Red Racks in the future.

There was further discussion regarding Stacy Martin's communication to the Office Staff, and whether or not he was accurately and thoroughly passing information on from the Board to the Staff.

There was further discussion.

Michael Massoni submitted the **Professionals Standards Committee Report** for Eastern Division Chair Jean Chandler Brooks:

Calls	*25*
Calls involving Pilots	*3*
Calls resolved favorably	*25*

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the third quarter of 2009:

Thom McDaniel	flew HS21	dated August 13th
Michael Massoni	flew PS24	dated September 19th
Stacy Martin	flew DS07	dated September 11th
John Parrott	flew DC20	dated July 24th
Cuyler Thompson	flew BC25	dated September 6th
Mark Torrez	flew OS58	dated September 7th
Colleen Griffin	flew MS60	dated August 16th
John DiPippa	flew PB77	dated September 4th
Audrey Stone	flew BA45	dated August 1st
Crystal Rains	flew HC56	dated September 24th
Karen Amos	flew DS06	dated August 27th
Jimmy West	flew FA03	dated September 24th
Donna Keith	flew MF18	dated August 18th
Todd Gage	flew OA12	dated September 7th
Bryan Orozco	flew LO81	dated September 7th

Colleen Griffin submitted proposed changes to the **Local 556 Policies and Procedures Manual**. There was discussion. The Board **agreed** that each change would be reviewed and voted on independently.

The Executive Board went to lunch at 1217 and reconvened at 1335.

TWU Local 556 Executive Board Members present were Michael Massoni, John Parrott, Mark Torrez, Colleen Griffin, Todd Gage, Bryan Orozco, Karen Amos, John DiPippa, Audrey Stone, and Donna Keith.

Thom McDaniel, Cuyler Thompson, and Crystal Rains were excused to attend the Houston Membership Meeting.

Jimmy West was excused due to illness.

Stacy Martin was absent.

There was more discussion regarding the Policy and Procedures Manual.

Stacy Martin returned to the Meeting at 1341.

There was further discussion.

John DiPippa left the Meeting at 1427.

John DiPippa returned to the Meeting at 1434.

There was discussion regarding that position descriptions are needed for both the Board of Adjustment Coordinator and Contract and Leave Specialist positions. Michael Massoni **agreed** to communicate with these Staff Members to draft the language to be reviewed for inclusion in the Policy and Procedures Manual.

The Board went on a break at 1437 and reconvened at 1458.

TWU Local 556 Executive Board Members present were Michael Massoni, John Parrott, Mark Torrez, Colleen Griffin, Todd Gage, Bryan Orozco, Karen Amos, John DiPippa, Audrey Stone, and Donna Keith.

Thom McDaniel, Cuyler Thompson, and Crystal Rains were excused to attend the Houston Membership Meeting.

Jimmy West was excused due to illness.

Michael Massoni reported that the Grievance Team Chairperson should be able to review and make necessary changes to that job description for the Board to review later this week, but that the new position descriptions would probably be developed for review at the next Board Meeting.

There was discussion regarding the Office on Call procedures.

Thom McDaniel, Cuyler Thompson, and Crystal Rains entered the Meeting at 1525.

Thom McDaniel chaired the Meeting.

Cuyler Thompson was excused for Union business at 1532.

Audrey Stone continued to record the Minutes of the Meeting.

Audrey Stone made a **motion** to table discussion regarding the Officer on Call procedures to discuss in New Business and continue reviewing the Policy and Procedures Manual. Stacy Martin **seconded** the motion. The motion **carried**.

The Board continued reviewing the Policy and Procedures Manual revisions.

Cuyler Thompson returned to the Meeting at 1552.

There was discussion regarding the Policy and Procedures language about the Survey Committee.

The Board **agreed** to table further discussion and approval of the Policy and Procedures Manual until later this week.

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

> *Audrey Stone reported that the BWI Base has been quiet since August. We have had a handful of Fact Finding Meetings, regarding harassment, passenger complaint letter, Scheduling complaint, and one points case that resulted in termination. Audrey has received many complaints regarding Tina Tess, Inflight Supervisor, since the new Appearance Standards checks began happening, and will be following up with Base Manager Jamie Willard in their meeting later this month. Stephanie Roberts conducted the BWI Safety Day Lounge Mobilization on September 10th, in conjunction with Inflight Leaders. She*

also attended the quarterly Safety Meeting held in Dallas at SWA Headquarters on October 6th. Audrey Stone conducted a Lounge Mobilization on September 26th in conjunction with distributing the fliers regarding new bidding timelines. Lounge Mobilizations were also conducted on October 4th, October 6th, and October 8th by Ralph Anderson, Eric McFadden, and Michael Reid Rodriguez. Bag tags, DEBM contact cards, and Shop Steward shirts were distributed. The focuses of the Mobilizations were to promote the TWU Membership Survey. The Glass Case was updated twice, and now includes both the Survey information as well as Breast Cancer Awareness display. The Red Rack has been cleaned and includes the cancer self-checks provided by the Working Womens' Committee. The Baltimore E-Connection was sent on September 28th, and the Base Page was updated on October 3rd. However, multiple DEBM's have updated their Base Pages but the information is not saving. We have notified Webmaster Kyle Whiteley. All Shop Stewards have been contacted.

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

Bryan Orozco told the Board that he attended Arbitration class in September. He also said he attended the TWU Convention. There has been a bunch of Fact Finding with a few terminations. He wants to thank Shop Steward Steve Guardado for stuffing boxes. Bryan updated the Glass Case and cleaned off the Red Rack. He sent emails to all new Shop Stewards. Bryan conducted two Lounge Mobilizations and met with Base Manager Scott Wells.

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

Mark reported that the previous month has been quite busy. He attended the 75th TWU International Convention in Las Vegas Nevada along with the rest of the Executive Board and delegates from around the system. He also helped to facilitate Project Redesign on September 28th – 30th. Mark also reported that the Membership Survey is on the website and running smoothly. Further, Mark discussed the Local's cell phone bill and some excessive overages. He resolved the issue with Sprint and we received a credit of over $1000. He is currently working on completing Project Redesign and will report more in Committee reports. Finally, Mark was asked to testify in a recent Arbitration however, was not needed at the last minute.

Cuyler Thompson submitted the **Publications Report** for Chair Kyle Whiteley:

The past two months have been very busy on the publications front. Since my last report, we have sent out two Unity Updates, and our fall issue of Unity is currently at the printer. Approximately 6,600 Flight Attendants received the email versions of Unity Update; however, only forty percent of those Flight Attendants actually opened them. Since we began sending Unity Update as an electronic publication, the average number of Flight Attendants who open each edition has remained at under fifty percent, I request that the Executive Board reconsider the decision to end the printed version. The fall issue of Unity should arrive in the Crew Bases on October 22nd. I would like to thank everyone on the Editorial Team who submitted their suggestions and corrections, especially, Denny Sebesta and John DiPippa. While the Editorial Team will remain in place, only those who submit suggestions and corrections will be listed in each magazine as being a part of the team. As it is time consuming to wait for feedback and follow-up with those who have not provided revisions by the deadline, I will be replacing those members of the Editorial Team who do not respond after three consecutive issues. I would like to thank Chicago Flight Attendant Susan Sundeen for her assistance with the "Overlap Options" article in the upcoming issue of Unity. Susan looked over the article to ensure that we were not being too technical and her help is greatly appreciated. We successfully transitioned our Web site services to our new provider, Appletree Mediaworks, and our Web site is now being hosted at Network Solutions. Both of these *changes will result in a cost savings to our Membership. Over the week during which we made the transition, there was a problem with the Internet Relay Servers (IRS) in the United States, and this prolonged domain name servers (DNS) worldwide from learning our new hosting provider. I have received some reports from Domicile Executive Board Members reporting difficulty in updating their Base Pages and Member profiles on the TWU Local 556 Web site. These issues have been addressed with Katie at Appletree, and both problems have been resolved. We have also transferred our business to a new survey company called Survey Monkey. The product quality and capabilities of our new Survey host are far superior to our previous provider, Polldaddy. This change resulted in a $699.00 annual savings for our Union. Over the past two months, we have also sent out several E-Connections to the Bases, as well as launched a large campaign to ensure the Flight Attendants were aware of and prepared for the bidding date changes. This campaign included two broadcast calls to all of our Members, text messages to those that had signed-up to receive them, and special notices from the TWU Executive Board sent via email. In August, I was able to come to Dallas to prepare the National Content side of the Glass Cases. Through the assistance of Cat Dusek, our Local's Chair to the ATD Working Women's Committee, we launched a very successful Breast Cancer Awareness program to our Members. Great information can be found in the Union's Glass Cases as well as the Web site about this important topic, and I am grateful for Cat's contribution in bringing this information forward. I would also like to thank our Members who stepped forward to share their experiences with Breast Cancer: Megan Clearly, Connie Cox, Sandra Force, Gail McDonald, Lori McKinney, Donna Nelson, and Carol Greco. In November, we will be launching our Feeding America drive, as well as our annual Toys for Tots campaign. The Toys for Tots collection boxes need to be in the Lounges beginning November 10th to allow for a full one-month collection period. I wanted to take an opportunity to thank Thom McDaniel for allowing me to serve as both a Delegate at the TWU Convention as well as being able to work with our International on the streaming video project. I hope to use this new knowledge of video streaming to assist in getting messages out to our Members.*

There was discussion regarding the **Professional Standards Committee Chair** position.

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

Audrey Stone made a **motion** to approve the July 2009 Executive Board Meeting Synopsis. Stacy Martin **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **August 2009 Executive Board Meeting Minutes** for review. There was discussion regarding Colleen Griffin's August Officer's Report as Board Member at Large. The Board reviewed and made changes to the Minutes.

Colleen Griffin left the Meeting at 1725.

Karen Amos left the Meeting at 1733.

There was further review and discussion of the Minutes.

Mark Torrez made a **motion** to recess. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1748.

Tuesday

October 13th, 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, Colleen Griffin, Mark Torrez, Todd Gage, Crystal Rains, Donna Keith, John DiPippa, Bryan Orozco, Karen Amos and Audrey Stone.

Jimmy West was excused for illness.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Local 556 Grievance Chair Allyson Parker-Lauck was a guest at the Meeting and submitted the **Grievance Committee Report**:

> *Allyson Parker-Lauck presented the Grievance Committee Report. The Union and Company met September 22nd to discuss several grievances. Allyson reported that while many grievances have been resolved recently, far more new grievances are being filed, so the number of grievances on file continues to rise. As of Friday, October 9th, 2009, the Union has 188 grievances on file including 28 Terminations, 20 Group Grievances, 52 Non-Termination Discipline Grievances, and 88 Individual Contract Grievances. Since the last Grievance Committee Report to the Executive Board, four Arbitrations and one Board of Adjustment were scheduled to be heard, with Allyson Parker-Lauck, Becky Parker, Lyn Montgomery, Patricia Ireland, and Ed Cloutman presenting for the Union. In the end, only one case was actually heard, an Arbitration regarding Termination of employment with Allyson Parker-Lauck presenting for the Union. Two of the cases slated for Arbitration and the one Board of Adjustment case were all settled favorably for the grievant(s) prior to their hearings, and one of the Arbitration cases was delayed due to new information that came up during preparations. The Union and Company will be holding several Board of Adjustment and Arbitration hearings in the near future. On October 20th, Lyn Montgomery will be presenting a Contract Grievance to the Board of Adjustment. In addition, the Board of Adjustment panel who had jurisdiction over a case held on August 4th will reconvene to rule on a dispute on the amount of back pay that the Grievant should have been awarded since the Company and Union cannot resolve this issue. On November 9th, Patricia Ireland will be presenting an Arbitration for the Union on a Termination grievance. In addition, the Company and Union are currently working on finding a mutually acceptable date to hold an Arbitration that will take place in late November or early December for a Termination grievance. Cuyler Thompson will be presenting this Arbitration for the Union. There have been several important group settlements since the last report: Jury Duty and Optimization – these two issues encompassed several individual and group grievances. 87.71 TFP were awarded to the Flight Attendants included in this settlement. Holiday Pay – 33.3 TFP were awarded to the Flight Attendants included in this settlement. The settlement also included precedent-setting language, which clarified that Flight Attendants who were pulled from trips due to FAR illegalities would receive Holiday Pay, while Flight Attendants who ELECT to be pulled from trips (but are FAR legal) would not receive Holiday Pay. Employee Relations – the Company was not abiding by contractual time frames on cases that were referred to Employee Relations (formerly People Services). The settlement agrees that contractual time frames will be followed. 233.04 TFP were awarded to the Flight Attendants included in this settlement who were awarded back pay. There are a few current "hot button" issues that are now either already group grievances or may become group grievances in the very near future: "Phantom" Sick Calls – there have been several instances where Flight Attendants have either looked at their screens or have reported for duty only to find a Sick*

Leave green bar on their screens. When the first occurrences happened, no changes in sick call procedures were put into place; however after the most recent incident, the Company initiated some procedural changes, which take additional steps to verify the identity of the person calling in. Replacement Luggage – Flight Attendants who were hired when certain luggage pieces were required Uniform items have been "grandfathered" so that their luggage has continued to be replaced as necessary at Company expense. The Union has been made aware of inconsistencies from Base to Base on this issue including requiring some Flight Attendants to take their luggage to the repair shop for warranty work. The Union and Company will be meeting soon to try to resolve this issue. The Company and Union have finally agreed to a full panel of Arbitrators. The Company reconsidered their previous decision to not agree with the Union's nomination of Robert Hoffman, and agreed to accept him on the panel. The Company nominated Charlotte Gold and the Union agreed with her being on the panel.

Board of Adjustment/Arbitration Coordinator Lyn Montgomery entered the Meeting at 0918 to discuss the merits of a Grievance.

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

There was discussion.

Allyson Parker-Lauck and Lyn Montgomery were excused from the Meeting at 0936.

Flight Attendant Neicee Coulson and her Chaplain, Nathan Timberland, entered the Meeting at 0937 to address the Board regarding Chaplaincy Ministries. Neicee volunteered to work a few hours each month at the Union Office as a Chaplain for the Flight Attendants who may need it. The Board discussed Chaplaincy Ministries with Neicee and thanked her for her willingness to serve the Membership.

Neicee and Nathan Timberland were excused at 1020.

There was discussion. Thom McDaniel **agreed** to contact Neicee to thank her for her willingness to serve the Membership and to notify her that the Executive Board had **agreed** that offering a chaplain to our Members was outside of the scope of what we do in the Union Office.

The Board took a break at 1023 and reconvened at 1045.

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

Jimmy West was excused for illness.

Karen Amos was absent.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Allyson Parker-Lauck and Lyn Montgomery were guests at the Meeting.

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

Karen Amos returned to the Meeting at 1052.

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

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

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

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

Allyson Parker-Lauck and Lyn Montgomery were excused at 1154.

CISM Chair Eileen Rodriguez entered the Meeting at 1155 to discuss the structure and function of the Committee with the Board. She invited all Board Members to attend the next CISM Training during April 2010. Eileen submitted the **CISM Committee Report**:

Total calls into CISM-	***43***
A/C Incident-	*3*
A/C Mechanical-	*11*
Assault on Employee-	*3*
F/A Hospitalization-	*5*
Injury-	*1*
Jumpseat Intervention-	*4*
Medical Emergency-	*9*
Passenger Misconduct-	*2*
RON-	*1*
Smoke in cabin-	*1*
Suicide Intervention-	*1*
Suicide-	*2*

The Board discussed with and complimented Eileen on her outstanding work for our Members as Chair of the CISM Committee.

Eileen excused at 1213.

The Board went to lunch at 1215 and reconvened at 1330.

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

Jimmy West was excused for illness.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Allyson Parker-Lauck, Lyn Montgomery and Grievance Team Members Becky Parker and Joe Skotnik were guests at the Meeting.

Becky Parker left the Meeting at 1445 to retrieve information pertaining to a Grievance and returned to the Meeting at 1500.

A Grievant entered the Meeting at 1432 to discuss the merits of a Grievance.

Joe Skotnik, Becky Parker and the Grievant were excused at 1453.

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

There was discussion.

Allyson and Lyn **agreed** to provide training to the Grievance Team in order to ensure the consistency the information contained in the Grievance Packets presented for review to the Executive Board.

The motion **carried**.

John Parrott was excused for a conference call at 1514.

Grievance Team Member Sara King entered the Meeting at 1515 to discuss the merits of a Grievance.

John Parrott returned to the Meeting at 1521.

A Grievant entered the Meeting at 1530 to discuss the merits of a Grievance.

Sara King and the Grievant were excused at 1607.

Karen Amos left the Meeting at 1608.

Sara King returned to the Meeting at 1610 to discuss the merits of a Grievance.

Sara King was excused at 1611.

Bryan Orozco made a **motion** not to proceed on a Grievance. Stacy Martin **seconded** the motion.

There was discussion.

Karen Amos returned to the Meeting at 1613.

The motion **carried**.

The Board took a break at 1615 and reconvened at 1630.

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

Jimmy West was excused for illness.

John DiPippa was absent.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Allyson Parker-Lauck and Lyn Montgomery were guests at the Meeting.

Todd Gage was excused for Union Business at 1631.

Todd Gage and John DiPippa returned to the Meeting at 1637.

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

Michael Massoni left the Meeting at 1639.

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

Michael Massoni returned to the Meeting at 1708.

Cuyler Thompson made a **motion** to proceed on a Grievance. Bryan Orozco **seconded** the motion. The motion **carried**.

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

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

Stacy Martin made a **motion** to recess. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1745.

Wednesday

October 14th, 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, Colleen Griffin, Mark Torrez, Todd Gage, Crystal Rains, Donna Keith, John DiPippa, Bryan Orozco and Audrey Stone.

Jimmy West was excused for illness.

Karen Amos was absent.

Allyson Parker-Lauck and Lyn Montgomery were guests at the Meeting.

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

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

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

Karen Amos entered the Meeting at 0843.

John Parrott made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

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

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

Allyson Parker-Lauck and Lyn Montgomery were excused at 0858.

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

> *Crystal opened her report by congratulating Javi Garcia, the HOU winner of the Boston Baked Bean contest. Houston had 62 Flight Attendants participate in the contest. Similarly, Crystal offered congratulations to HOU Flight Attendants Teri Queen and David Kirtley who were elected by the Membership to represent our Local at the TWU 22nd Constitutional Convention. Crystal continued her report by informing the Board that Buffalo Wild Wings is finally open for business in the HOU airport. Crystal met with HOU Base Manager Kevin Clark on Friday August 21st during a Lounge Mobilization where Kevin mentioned that Management will begin conducting Briefing Days where Flight Attendants Appearance Standards will be monitored. There has been an increase in Fact Finding and Step Two Meetings in HOU for situations stemming from Unaccompanied Minor discrepancies, sick leave abuse, points and other work in conduct issues. Crystal offered the opportunity for new Shop Stewards to shadow a Fact Finding Meeting and Teri Queen and Chey Clark accepted the invitation. Crystal thanks the Executive Board for affording her the opportunity to attend CAMI at the FAA headquarters in OKC where she was given invaluable information and hands on experience in various evacuation situations such as smoked filled cabin, ditching and decompression. The Red Rack, HOU Base Page and Glass Case have been up dated as of July 21st, no publications needed to be distributed, Crystal contacted HOU Shop Stewards on July 14th and conducted Lounge Mobilizations on July 14th and 21st.*

Crystal Rains made a **motion** to sponsor a hole in the amount of $400 at the Charitable Golf Tournament in honor of Flight Attendant Lori Shoptall. John Parrott **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Western Region Chair Lorie Powell:

Total calls 17
Worked 16
Unresolved 1

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

The Board took a break at 0938 and reconvened at 0957.

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

Jimmy West was excused for illness.

Cuyler Thompson reported that as requested by the Executive Board, he had requested legal opinions pertaining to the 42 motions to amend the Local 556 Bylaws that were made by Members during the 2nd Membership Meetings of 2009. Cuyler noted that he had contacted TWU International General Counsel David Rosen and the law firm of Phillips & Richard in Miami. Cuyler reported that once again, Mr. Rosen had been very difficult to work with and that the Local deserved better service than what was eventually provided by Mr. Rosen. Thom McDaniel **agreed** to contact Jim Little regarding Mr. Rosen.

Southwest Airlines Management Representatives Naomi Hudson, David Curry and Mike Mankin entered the Meeting at 1008.

Stacy Martin left the Meeting at 1009 due to illness.

*Naomi reported on rumors that the Flight Attendant Bid Lines would pay 50-60 TFP beginning in January 2010. Naomi stated that this rumor was untrue and thanked Thom McDaniel for addressing the rumors on the Local 556 Website. She explained that Southwest Airlines expected to increase the flight schedule in March of 2010. She also reported that because of its success and popularity, **Time Away** might once again be offered after the first of the year. There was discussion regarding the onboard sales of alcohol. Naomi said that Southwest Airlines would like to decrease the number of free drink coupons in circulation and may do away with them altogether and do something else to reward our frequent flyers. Karen Amos suggested that the Company offer a **rebate** on the coupons. Naomi noted that the Company did not currently have the technology to offer 'smart cards' to our Customers for drinks. There was also discussion regarding the use of Rapid Rewards cards to purchase drinks. Colleen Griffin suggested that Rapid Rewards Members just show their membership card to Flight Attendants to be given one free drink per flight. Naomi stated that she liked the idea; it was **greener**. David Curry updated Cuyler Thompson that Management had recently better clarified for our Flight Attendants what could and could not be stowed in Seatback Pockets during taxi, takeoff and landing. Thom McDaniel asked for an update regarding the Executive Board's request that the wording of the Flight Attendant Handbook pertaining to how Scheduling notifies Flight Attendants of reschedules/reroutes be changed back to reflect current and longstanding practice. Naomi stated that that was an **easy fix** and noted there was no change to the 'intent' of the language. She reported that she had simply forgotten about that. Naomi stated that she believed that all Southwest Airlines aircraft would be Wi-Fi capable* *sometime during 2011. Thom asked if with the increase in flying there would be any new Flight Attendant classes. Naomi said that she did not think so. There was discussion regarding adding commonly used Spanish phrases to the Inflight web page. Thom McDaniel asked if there had been in any progress on making changes to the Unaccompanied Minor Procedures. Naomi noted that Management had talked to many Flight Attendants and Ops and Customer Service Agents and that there would be some changes but not this year. Todd suggested that the Ops Agent give a report of how many Unaccompanied Minors were coming off each flight when the door is opened. There was discussion. Michael Massoni explained that ALL procedures were having problems being followed—not just Unaccompanied Minor procedures. Naomi said that, "when you look at the stats, we are 99% plus doing it right, but we are still having problems." Karen Amos brought up the fact that a Flight Attendant had recently been called into the Inflight Office regarding her ratio of comps to sales of alcohol onboard the aircraft. Naomi stated that Management, "will call people in and talk to them if there appears to be a problem but the 'percentage of comps' should not be the trigger." Karen asked if such a discussion would go into a Flight Attendant's file. Naomi stated that she was unsure if it would go into their file but that there would be a discussion. Audrey Stone inquired as to if these people are being informed about their right to Union representation. Naomi stated that she could commit not to document any conversations that they have with Flight Attendant regarding comping/swiping, etc. and would give the Union notice in advance if there were a change. Michael Massoni again discussed with Management the idea of providing the actual flying time to the Flight Attendant so that they could better make decisions regarding safety and service. Thom McDaniel asked if the other departments were being pushed to adhere to the new uniform standards like Inflight. Naomi replied, "Not to the degree ours is, not yet." David Curry stated that Ground Employees are being allowed to continue to purchase and wear pieces discontinued for Inflight. As an example, David said that Cintas would have charged Southwest Airlines $12,000 to buy all of the remaining stock of brown belts, so they let the Ground Employees continue to wear them. David and Naomi stated that they would look into the fact that Flight Attendant's luggage was no longer allowed to be embroidered with the Southwest Airlines logo. There was discussion regarding some Supervisors' poor delivery of criticism.*

Management was excused at 1109.

Allyson Parker-Lauck and Grievance Team Member Catherine Rea entered the Meeting at 1116 to discuss the merits of a Grievance.

Stacy Martin returned to the Meeting at 1128.

Lyn Montgomery entered the Meeting at 1131.

A Grievant entered the Meeting at 1147 to discuss the merits of a Grievance.

Catherine Rea and the Grievant were excused at 1209.

The Board went to lunch at 1215 during which the Quarterly Executive Board/Office Staff/Grievance Team Meeting was held.

The Executive Board Meeting reconvened at 1340.

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

Stacy Martin and Jimmy West were excused for illness.

John DiPippa was absent.

Cat Dusek was a guest at the Meeting and submitted the **TWU Air Transport Division Working Women's Committee Report**:

> *My name is Catherine Dusek. I am the newly appointed Chair to the Air Transport Divisions Working Womens Committee. I want to start by thanking Cuyler and the rest of the Board for inviting me here today to present my committee report in person. I am very happy to finally put faces with names. Just a little about myself and how I came to chair the WWC. I have been a Flight Attendant with Southwest for over eight years now. I have been based in Oakland, Phoenix and now I am Dallas-based. This past January my husband and I moved to Dallas. I do my best to fly between 100 and 120 trips a month. In February, I attended my first Working Womens Committee meeting with Gwen Dunivent. Gwen was one of the founding member s of the Working Womens Committee. It has been her baby. However, more recently she has taken on some heavy responsibilities with COPE and other legislative work. My arrival and interest in the WWC was in Gwen's words, "perfect timing." Late in the Spring, Cuyler called to congratulate me on being appointed chair of the Working Womens Committee. I would be taking over in that capacity for Gwen. I am sure the surprise in my voice when I thanked him was apparent. To be clear, I am honored and humbled to serve 556 in any capacity. I will do my upmost to represent our Local in the WWC. I am going to have to ask the Board for help and a large learning curve in the near future, as this is my first venture into Union activism. I do very much intend to be active. A few months ago, Kyle Whiteley contacted me and wanted to involve the WWC in the Union's Breast Cancer Awareness Month campaign. I was able to procure a stack of informational packets and buddy checks from a hospital in Florida. I had come across these at the previous WWC meeting. We distributed these to our Bases alongside an amazing power point presentation Kyle put together. I contacted a number of Flight Attendants regarding re-use of their survivor stories to be posted on our Union's website during the month of October, Breast Cancer Awareness Month. The women I spoke to were very supportive of and happy to be a part of our efforts to get the facts out. I am grateful to Kyle for bringing the WWC into the fold and allowing us to be a part of the BCAM efforts this year. The Working Womens Committee met for the third and final time this year on October 5th and 6th in Hurst, TX. When the meeting convened Monday morning there were 32 Members representing approximately 17 different locals, and a few guests. That number has grown since I last attended in February. The TWU under Southwest Airlines is represented by Local 556, Local 555, the ground/and Operations personnel, and for the first time ever Southwest Airlines Dispatchers at Local 550. Local 550 was represented by Catherine Jackson. As we all know the Dispatchers have recently become unionized under the TWU. Ms. Jackson reported that the Dispatchers were still getting their feet wet in terms of the TWU. She expressed positive feedback regarding the Working Womens Committee and through her, I look forward to fostering a strong working relationship with our own 556 and 550. I also spoke with the women representing 555. They expressed concerns about the company's attempts to "downsize through forced attrition" and their Members being denied FMLA, specifically "bonding leave" for new fathers. The number of grievances they are dealing with this year has tripled over last year, and obviously, the year isn't over yet. During committee reports, representatives from the other locals expressed similar concerns and issues. On a more positive note, many of the locals discussed projects and charity events to which they donate time and effort. As Members of the WWC we commit to helping each other out whenever possible to better our own communities and promote Labor friendly causes and events. I will be offering my time and efforts to promote my sisters and they in turn have offered their help in promoting and growing our own Local 556 WWC Membership. Additionally, over the course of the*

two-day meeting period the WWC welcomed presentations and reports on several topics, including legislative updates covering health care and the Employee Free Choice Act among others complete with printed information on the subjects. Sharon Polk of Los Angeles Local 502 gave a presentation on planning and carrying out a successful campaign. Linda Dill, a TWU International Organizer spoke on the importance of activism in our Memberships and how we might initiate that. We also heard from Roy Dean Foster, the OSHA Labor Liaison from Region 6 (our region). As we all know the Flight Attendant group is not currently protected under the OSHA umbrella. However, with a more Labor friendly administration in place, now may be the time to explore the possibility of finally addressing this issue. Perhaps there is already some movement in that direction. The Board can look forward to hearing more from me on this issue in the near future. Finally, the WWC held its election for new Officers. The newly elected Officers will remain in office for a three-year period. We voted on a new Committee Chair, Co-Chair, and Secretary. I am pleased to announce that Margaret Sadler from Local 555, Southwest Airlines Ground/Ops was nominated to WWC Co-Chair. Margaret is a tremendous asset to the committee leadership. Furthermore, her connection to the TWU through Southwest Airlines offers us a unique connection to the new WWC leadership of which I intend to take full advantage in my efforts to bolster our own Membership. She has already brought to my attention the name of a Flight Attendant out of Chicago that may have an interest in the Working Womens Committee. In conclusion, October 5th and 6th saw another successful and educational meeting of the WWC of which I was thrilled to be a part. Over the course of the next few months I intend to work closely with the Executive Board to establish myself as the Working Womens Committee Chair along with all the responsibilities inherent therein. My first priority at this time is outreach to our own Local 556 Membership, and expanding the Working Womens Committee Membership through communication and events. Again, I want to thank the Executive Board and all our Members in advance for their help and patience as I dive into my new role headfirst. I can only hope my dive doesn't turn out to be a belly flop. Either way I will be making some waves. Thank you for your attention and time.

John DiPippa entered the Meeting at 1346.

Stacy Martin entered the Meeting at 1400.

Cat Dusek was excused at 1403.

Michael Massoni was excused for Union business at 1403.

The Board discussed the Executive Board/Office Staff/Grievance Team Luncheon held that day.

Allyson Parker-Lauck and Lyn Montgomery entered the Meeting at 1435 to discuss the merits of a Grievance.

John DiPippa left the Meeting at 1435.

The Board spoke with legal counsel Ed Cloutman regarding a Grievance.

Michael Massoni and John DiPippa returned to the Meeting at 1450.

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

Allyson Parker-Lauck and Lyn Montgomery were excused at 1504.

The Board further discussed the Staff Luncheon.

The Board discussed Stacy Martin's position as Office Manager and unmet expectations.

Allyson Parker-Lauck, Lyn Montgomery, Becky Parker and Grievance Team Member Brandon Hillhouse entered the Meeting at 1534 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1553 to discuss the merits of a Grievance.

Becky Parker, Brandon Hillhouse and the Grievant were excused at 1643.

The Board took a break at and 1645 and reconvened at 1700.

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

Jimmy West was excused for illness.

John DiPippa was absent.

Allyson Parker-Lauck and Lyn Montgomery were present at the Meeting.

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

There was discussion regarding how the Executive Board would handle an outbreak of H1N1 Flu in the Union Office. Stacy Martin asked that Board Members be prepared to come to Dallas to conduct the business of the Local if many or all Grievance Team Members became ill. Stacy reported that there were five or six Flight Attendants on his list of 'temps' for the Union Office.

John DiPippa returned to the Meeting at 1708.

There was discussion regarding how the sick calls and/or pay are computed for ten-hour office shifts.

The Board **agreed** that if Grievance Team/Office Staff Members must leave the Office without completing their shift, they are required to either take a half day of vacation or report sick for the number of hours that were missed. Stacy Martin **agreed** to write and distribute to Grievance Team/Office Staff Members new **Sick Call Reporting Policy and Procedures**.

Todd Gage submitted to the Board a proposal to create a **Local 556 Veterans Committee** to help and support Members of our Local who are either veterans of or currently serving in the US Military and their families.

Audrey Stone made a **motion** to form a Special Committee to be named the Veterans Committee and to appoint Todd Gage as Chair. Mark Torrez **seconded** the motion. The motion **carried**.

The Board **agreed** to purchase large, tabbed copies of the new Collective Bargaining Agreements (Contracts) for all Executive Board Members thus enabling them to better serve the Flight Attendants.

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

Thom McDaniel recessed the Meeting at 1800.

Thursday

October 15th, 2009

Michael Massoni called the Meeting to order at 0834.

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

Jimmy West was excused for illness.

John DiPippa and Thom McDaniel were absent.

TWU International Vice President Garry Drummond was a guest at the Meeting.

John Parrott submitted the **TWU Local 556 August 2009 Financial Report**.

Thom McDaniel and John DiPippa entered the Meeting at 0842.

There was discussion regarding the fact that Board of Election (BOE) Chair Sonia Hall had requested a full-time pull for the month of August 2009 to conduct Union Business. According to her timesheet, Sonia had not performed sufficient work in August to justify the TFP associated with the pull and currently owed the Local approximately seventy TFP. John Parrott and Michael Massoni reported that they had spoken with Sonia and that she had agreed to repay the TFP in the form of 'future work' for which she would not request pay.

It was discussed that during fiscal year 2008-2009, ongoing Contract Negotiations had cost the Local almost $1,000,000 whereas elections conducted by the BOE had cost the Local $200,000.

John DiPippa left the Meeting at 0852.

Cuyler Thompson made a **motion** to approve the Local 556 August 2009 Financial Report. Mark Torrez **seconded** the motion. The motion **carried**.

John Parrott submitted the **Local 556 September 2009 Financial Report.**

John DiPippa returned to the Meeting at 0911.

Todd Gage made a **motion** to approve Local 556 September 2009 Financial Report. Cuyler Thompson **seconded** the motion. The motion **carried**.

John Parrott submitted to the Board information needed to begin preliminary discussions for the **TWU Local 556 2009-2010 Operating Budget**.

Todd Gage made a **motion** to table TWU Local 556 2009-2010 Budget discussions. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel submitted the **Presidents Report**:

> *Thom McDaniel reported that since the September Executive Board meeting he had worked with the Grievance and Arbitration Team on several issues with both resolving issues with Management and preparing cases for Board of Adjustment and Arbitration. Fortunately, due to the diligence of our Team, many of the cases have settled, and Thom thanked our Team for allowing him to be part of the process. The cases that have gone forward have been well prepared and presented and we are confident in favorable results for our Members. Thom travelled to Las Vegas for the International Executive Council and Board Meeting, which began on September 6th. During the week before the Convention, the IEC & B discussed the 42 Resolutions presented before the Constitutional Convention as well as prepared for the numerous events and workshops that our Members enjoyed during the Convention. Thom was impressed with all the work that went into the preparation and thanked President Little and his Team for their hard work. Thom attended the 23rd TWU Constitutional Convention September 13th-18th. It was great to work with the TWU Local 556 Delegates and all the delegates from other Locals on the important issues that affect our Members. TWU Local 556 was spotlighted as one of the premier Locals in the TWU due to our second industry leading contract, organizing and political activism, and the contributions of our very own Members Gwen Dunivent, Michael Massoni, Portia Reddick, Kyle Whiteley, and Susan Kern who received a special "Quillie" Award for her rank and file activism. Most of all, Thom was excited by the elected delegates who stepped up and fully participated in the convention and came back ready to work hard for our Members and all working people. Thom reported that he and Garry Drummond had been re-elected International Vice Presidents and would continue working hard to represent TWU Local 556 on the Executive Council Thom also extended congratulations to President Jim Little and his entire slate who were re-elected to carry on the great work they have started. Thom and Michael Massoni attended the Coalition of Flight Attendants Meeting on September 29th-30th in Dallas hosted by the Association of Professional Flight Attendants. The meeting was well attended by TWU, APFA, AFA, IAM, and USW. The issues discussed were the FAA Fatigue Study, FAA Reauthorization Bill, Petition to change the National Mediation Board Rules, and the general state of the Industry and collective bargaining updates. The next meeting will be in Washington DC February 23rd-25th hosted by the Association of Flight Attendants. The Coalition is also planning a lobbying day in conjunction with the Coalition Meeting. Thom reported that he would be attending the second meeting of the TWU Texas State Conference on October 19th in Houston. The State Conferences are designed to encourage local activism in local, state, and national issues that affect working people. Thom also notified the Executive Board that the first meeting of the Nevada-Arizona State Conference would be held on October 27th. Thom asked that the Board identify and get a commitment from a Nevada and Arizona based Flight Attendant to attend this meeting on behalf of Local 556. Thom has worked with Susan Kern to plan the next Committee On Political Education (COPE) Team Meeting. Due to the Convention, Thom and Susan felt that it was best to delay the meeting and have finally decided on November 9th-10th. With the numerous Labor Bills in Congress and coming up over the next few months, this should be an exciting meeting. In addition, Thom and Susan feel that it is time to add new activists to the Team based on the excitement about the importance of labor in our bread and butter political issues from the Convention. Thom and Susan will also be coordinating with the TWU Legislative and Political Action Teams and asking our DEBMs to assist with a COPE Drive in the future. Thom attended the HOU Membership Meeting on October 12th and plans on attending all other Membership Meetings. Due to the very full agenda with Bylaw Amendments, these meetings can be very challenging. Thom thanked Cuyler Thompson for his hard work in preparing for and assisting with these meetings. A good Recording Secretary is a valuable asset to all*

of us and Cuyler is a great Recording Secretary. Thom updated the Executive Board on the Strategic Planning Retreat that would take place November 16th-19th. Thom asked all EB Members to notify him of their arrival time so that he could coordinate transportation. Thom stated that he would be providing additional information for the retreat in a future communication. Thom notified the Executive Board that he had worked closely with Kyle Whiteley on Local 556 communications. Kyle has truly raised the bar on every level of our communications and Thom has received kudos on his good work and lots of thanks for the bidding timeline reminders that arrived in every form except smoke signals. The new issue of Unity is currently at the printer and is amazing. Thanks to all who contributed. Thom has asked Kyle to coordinate the 35th anniversary celebration for TWU Local 556 that will occur in February and Kyle has graciously agreed to take on this task. Thom reported that the new Contracts are currently in the bases and are being distributed. While there have been some of the usual hiccups that come with every contact in the beginning, implementation has been relatively smooth and we have been able to work through any difficulties. Thom has held meeting with the SWA benefits department to change requirements for Committed Partner benefits and passes. As a result, the yearly recertification of committed partners' status has been eliminated and Thom is submitting committed partner qualifications from other airlines to SWA in an effort to bring them more in line with industry standards. Thom will be attending the SWA Labor Summit and SWA Labor Briefing on October 15th. One issue that Thom will take to the SWA Labor Summit will be a renewed effort for cockpit jumpseat access for Flight Attendants as requested by our Members but not achieved in Contract Negotiations. Finally, Thom has maintained an open door policy for all Members and continues to serve as a liaison between TWU Local 556 and Southwest Airlines Management.

Thom McDaniel presented five pieces of Correspondence.

Thom McDaniel was excused at 1000 to attend the Southwest Airlines Labor Summit at Southwest Airlines Pilots' Association Headquarters.

Michael Massoni chaired the Meeting.

John DiPippa left the Meeting at 1010.

The Board discussed an email from BOE Member Jannah Dalak in which she stated that she disagreed with verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes. The Board **agreed** that John Parrott, John DiPippa, Crystal Rains and Audrey Stone would research the verbiage in question and Jannah's complaint. Crystal Rains **agreed** to author a response to Jannah on behalf of the Board regarding her complaint. Crystal agreed to submit her response for review before sending it to Jannah.

John DiPippa returned to the Meeting at 1021.

The Board took a break at 1039 and reconvened at 1100.

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

Thom McDaniel was excused to attend the Southwest Airlines Labor Summit.

Jimmy West was excused for illness.

John DiPippa was absent.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Val Lorien was a guest and submitted the Local 556 **Uniform Committee Report**:

Current issues:
Better looking and fitting uniform dress or skirt
Modified uniform "takeoff" logo
New gender-specific sweaters (zip-up for men and shawl collar for women)
Maternity sweater for interim
"Unwritten" appearance standards
- *Decorated aprons*
- *Sunglass wear in the terminal*
- *Loose-fitting tie for females*

Approval of patent leather shoes (letter writing campaign to Hafner)
Resolved issues:
Modified v-neck sweater and sweater vest
Alteration Issue for new tailored pants (not in our favor)
Issues for Board to Consider:
Filing a grievance over unavailability of three (3) different lengths of tailored pants, per CBA
Filing a grievance over unavailability of all sizes of tailored pants, per CBA (size 2 is smallest for females)

Val Lorien was excused at 1141.

The Board **agreed** that while Board Members were sitting Weekend On Call, they would change the outgoing message on their mobile phones to say that Members calling outside of the normal 9-5 operating hours would have their call returned the next day.

The Board **agreed** that when sitting Officer On Call (OOC) or Weekend On Call (WOC), important calls or calls requiring attention would be documented in Laborsoft under the 'Personnel View' tab and then emailed to a dedicated email address. The Board **agreed** that the Local Office Leadership would decide on Monday morning who would make the callbacks. Michael Massoni **agreed** to set up a dedicated email address for this purpose.

The Board **agreed** that Mark Torrez would create electronic signatures for all Executive Board Members. The Board **agreed** that the electronic signature would not be used without the written permission from the Board Member.

Todd Gage made a **motion** to form a Special Committee to be called the Provisioning Committee. Mark Torrez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion** to appoint John DiPippa as Chair and Donna Keith as Co-chair of the Provisioning Committee. John Parrott **seconded** the motion. The motion **carried**.

John DiPippa and Donna Keith **agreed** to serve as the Local 556 Representative on the Southwest Airlines Provisioning Committee.

Cuyler Thompson **agreed** to notify current Local 556 Provisioning Committee Representative Chris Sullivan as well as the Southwest Airlines Representative.

The Board went to lunch at 1230 and reconvened at 1345.

Executive Board Members present were Michael Massoni, Stacy Martin, Colleen Griffin, Mark Torrez, Todd Gage, Crystal Rains, Donna Keith, John DiPippa, Bryan Orozco and Karen Amos.

Thom McDaniel was excused to attend the Southwest Airlines Labor Summit.

Jimmy West was excused for illness.

Allyson Parker-Lauck and Lyn Montgomery were guests at the Meeting.

Cuyler Thompson, Audrey Stone, Bryan Orozco and John Parrott were absent and entered the Meeting at 1350.

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

Mark Torrez made a **motion** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Grievance Chair Allyson Parker-Lauck noted that she would be changing the procedures by which Grievance Team Members determine which Grievance cases to present at the monthly Executive Board Meeting.

Allyson Parker-Lauck and Lyn Montgomery were excused at 1419.

Because of the high number of Grievances and the fact that the Board would be participating in a Strategic Planning Retreat instead of a Board Meeting in November, the Board **agreed** to hold an additional Special Executive Board Meeting Board Meeting December 7th-10th, 2009.

The Board **agreed** that considering the current economic climate, the Local 556 Holiday Open House would not be held this year.

Bryan Orozco left the Meeting at 1435.

Mark Torrez made a **motion** to create a Special Committee to be known as the Green Team and to appoint Donna Keith as the Chair and John DiPippa as the Co-Chair. Cuyler Thompson **seconded** the motion. The motion **carried**.

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

> *Jimmy reported that over the past two months, MCO has been very busy with several Fact Finding Meetings. Jimmy reported while the Unaccompanied Minor issue has seemed to have died down, other issues have arisen. Jimmy reported that a major cause of concern is Flight Attendants taking pictures with their camera phones of other Flight Attendants doing things on the aircraft, they don't agree with and sending the pictures to Management. Jimmy reported of two cases, one resulted in termination and the other was no discipline. Jimmy reported that other meetings have included complaints from PAX to personal issues between Flight Attendants on the aircraft. Jimmy reported that the Flight Attendants in*

MCO are anxious to receive the printed copy of the Contract which is scheduled to arrive the week of the 14th. Jimmy reported he has had several calls regarding same day trip trading with open time in which the Flight Attendants were under the impression this would also take effect October 1st. Jimmy reported he contacted TWU President Thom McDaniel for clarification. Jimmy reported he attended the Florida State AFL-CIO conference in Daytona Beach, Florida. October 4th through October 7th. Jimmy reported several resolutions were passed, two of which will have a major impact in the Orlando area. Resolution #28: Support the CSX-Florida Department of Transportation Central Florida Commuter Rail which will increase support for a high speed rail with in the central Florida area. Jimmy reported the other major resolution was #23: Support Union Local AFGE's Campaign To Organize The Federal Employees Of The Transportation Security Administration (TSA). Jimmy reported he has also re-joined the Central Florida CLC (Central Labor Council). Jimmy reported the Glass Case and Red Rack are up to date and all information, including the new bag tags, have been distributed.

Cuyler Thompson submitted the **Shop Steward Committee Report** for Co-Chair Susan Kern:

Shop Steward shirts have been delivered to all the Bases, and the Committee thanks the Domicile Executive Board Members for ensuring they are delivered to those who attended the training in July. The Committee also thanks Audrey Stone for taking on the task of initially sorting all the shirts so that they could be distributed. Angie Tucker from the ATD has completed the DVD of the July training and the Committee will be making arrangements to duplicate and distribute the DVD to those who attended. Our next goal is to ensure those Shop Stewards who were unable to attend in July are trained, using the new DVD, and to order their shirts.

Cuyler Thompson submitted the **COPE Report** for Co-Chair Susan Kern:

I attended the Florida Biennial AFL-CIO Conference held in Daytona Beach, FL on October 4th-8th. There were 183 voting delegates seated over the course of the four days, and the keynote speakers were Arlene Holt-Baker, Executive Vice President AFL-CIO and the Honorable Alex Sink, Chief Financial Officer for the State of Florida and Candidate for Governor of Florida in 2010. Arlene spoke of the critical need to resolve the challenges that are facing the nation, and acknowledged the Florida AFL-CIO's progress under the New Alliance, which has increased the affiliation rate by 23% and resulted in a truly unified movement throughout the state. Ms. Sink spoke to the challenges facing the House of Labor in the State legislature, and reaffirmed her commitment to supporting the goals of Labor. Other speakers included: Eddie Acosta, National Worker Center Coordinator for the AFL-CIO, who discussed the AFL-CIO position on immigration; Representative Franklin Sands, Minority Leader of the Florida House of Representatives; Ken Johnson, Director AFL-CIO Southern Region; Jackie Lee, Campaign Manager for Fair Districts Florida who's goal is to advance a ballot initiative to have districting based on community proximity instead of constituent density; and Karen Woodall of Common Cents.
There were many thanks given to retiring President Cindy Hall and retiring Secretary-Treasurer Dwayne Sealy for their service to the Florida AFL-CIO over the past eight years. Nominations for office were held on Tuesday, resulting in an unopposed slate, and on Wednesday afternoon newly elected President Mike Williams and Secretary-Treasurer Brian Dempsey were installed into office. The future promises to be very exciting for the Florida AFL-CIO; in his acceptance speech President Williams stated "You won't recognize the Florida AFL-CIO in six months" and "Rank and File activists make it happen in the State of Florida". Some of his goals are to emphasize organizing, to reach out to community and constituency groups forming coalitions, and to hold elected officials accountable. I participated in the Legislative and Political Action workshops on Monday and Tuesday afternoon, amending and approving resolutions for presentation to the assembled delegates on the following days. The Florida AFL-CIO has a very strong plan for the next two years. On the local level, plans are under

way to hold the next COPE meeting in Dallas on Monday and Tuesday, November 9th and 10th. I have reviewed the materials from the outgoing Co-Chair Gwen Dunivent and intend to build upon the platform left by her capable leadership. It is my intention to develop a strategic plan for the COPE that encompasses the next three years, and I will be able to incorporate the knowledge acquired at the Florida Biennial Conference to that end.

John DiPippa left the Meeting at 1438.

Thom McDaniel entered the Meeting at 1440.

Thom submitted two more pieces of correspondence.

Thom reported on what was discussed during the Southwest Airlines Labor Summit.

Bryan Orozco and John DiPippa returned to the Meeting at 1446.

There was discussion regarding Thom McDaniel's August 2009 recommendation that Stacy Martin remain Office Manager.

Bryan Orozco made a **motion** to reconsider the motion to accept Thom McDaniel's recommendation that Stacy Martin be the Office Manager. Cuyler Thompson **seconded** the motion. The motion **carried**.

Michael Massoni was excused at 1500 for personal reasons.

Discussion regarding Stacy Martin as Office Manager continued.

Michael Massoni returned to the Meeting at 1520.

John Parrott made a **motion** to approve Thom McDaniel's recommendation. Michael Massoni **seconded** the motion.

Michael Massoni made a **motion** calling for a roll call vote. Mark Torrez **seconded** the motion. The motion **did not carry**.

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

Michael Massoni was excused at 1527 for personal reasons.

Discussion regarding Stacy Martin as Office Manager continued.

Michael Massoni returned to the Meeting at 1545.

Stacy Martin left the Meeting at 1618.

John DiPippa left the Meeting at 1620.

Discussion regarding Stacy Martin as Office Manager continued.

Stacy Martin returned to the Meeting at 1625.

John DiPippa returned to the Meeting at 1630.

Michael Massoni was excused at 1632 for personal reasons.

Discussion regarding Stacy Martin as Office Manager continued.

Stacy Martin left the Meeting at 1650.

John DiPippa left the Meeting at 1652.

The Board took a break at 1700 and reconvened at 1715.

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

Jimmy West was excused for illness.

Todd Gage was excused for personal reasons at 1720.

Thom McDaniel made a recommendation that Stacy Martin remain Office Manager until we can reevaluate the Office Structure at the upcoming TWU Local 556 Strategic Planning Retreat.

Discussion regarding Stacy Martin as Office Manager continued.

Thom McDaniel recommended that Stacy Martin remain in the position of Office Manager.

Discussion regarding Stacy Martin as Office Manager continued.

Michael Massoni made a **motion** to have Stacy Martin remain Office Manager, be evaluated by the President on or before December 31st, 2009 and present his final recommendation for the position to the Executive Board for approval. Colleen Griffin **seconded** the motion. The motion **did not carry**.

Stacy Martin left the Meeting at 1807.

Discussion regarding Stacy Martin as Office Manager continued.

Stacy Martin returned to the Meeting at 1815.

Michael Massoni made a **motion** to reconsider his failed motion to have Stacy Martin remain Office Manager, be evaluated by the President on or before December 31st, 2009 and present his final recommendation for the position to the Executive Board for approval. John Parrott **seconded** the motion. The motion **carried**.

The motion, to have Stacy Martin remain Office Manager, be evaluated by the President on or before December 31st, 2009 and present his final recommendation for the position to the Executive Board for approval, **carried**.

Stacy Martin left the Meeting at 1839.

Michael Massoni made a **motion** to recess. Cuyler Thompson **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1842.

<u>Friday</u>

October 16th, 2009
Thom McDaniel called the Meeting to order at 0830.

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

Michael Massoni was excused for Union Business.

Todd Gage was excused for personal reasons.

John Parrott was excused to fly his scheduling pairing to comply with Local 556 Bylaw Article VII (g).

Jimmy West was excused for illness.

Cuyler Thompson submitted the **August 2009 Executive Board Meeting Minutes** for review.

The Board made corrections to the Minutes.

Audrey Stone made a **motion** to approve the August 2009 Executive Board Meeting Minutes as amended. Colleen Griffin **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted the **August 2009 Executive Board Meeting Synopsis** for review.

Bryan Orozco made a **motion** to approve the August 2009 Executive Board Meeting Synopsis as amended. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 0854 to attend the Dallas Session of the 3rd Membership Meeting and reconvened at 1622.

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

Michael Massoni was excused for Union Business.

Todd Gage was excused for personal reasons.

John Parrott was excused to fly his scheduling pairing to comply with Local 556 Bylaw Article VII (g).

Jimmy West was excused for illness.

There was more discussion regarding the Local 556 Policies and Procedures Manual.

John DiPippa **agreed** to submit a proposal at the next Executive Board Meeting to change the Officer On Call Procedures again.

The Executive Board **agreed** to adopt the current Officer On Call Procedures as amended and include them into the Policies and Procedures Manual.

Audrey Stone made a motion to adjourn. Mark Torrez seconded the motion. The motion carried.

Thom McDaniel recessed the Meeting at 1630.

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

Cuyler Thompson
Recording Secretary