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

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TWU Local 556 Executive Board Meeting
January 13th, 14th & 15th, 2009
Synopsis

Tuesday

January 13th, 2009
Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

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

Brett Nevarez read aloud the **TWU International Membership Pledge**.

TWU International Vice-President Garry Drummond swore in Flight Attendant Crystal Rains as the new Houston Domicile Executive Board Member.

The Chair updated the Board on the Meeting's Agenda.

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

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

Allyson Parker-Lauck presented her report as **Board Member at Large**. There was no written report submitted.

Brett Nevarez presented his report as **Board Member at Large**. There was no written report submitted.

There was discussion regarding the importance of candidates in the upcoming Executive Board Elections not campaigning on Union Time or using Union Resources.

The Board took a break at 0943 and reconvened at 1000.

Executive Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

Jerry Lindemann was excused for Union Business.

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

> *David Curry updated the Board on the 2009 Recurrent Training classes that had begun that month. David stated that he had received positive feedback from the Flight Attendants who had completed the training. Thom reported that the Executive Board had received different feedback; he reported reports had indicated that the online portion of the training was taking 5-8 hours rather than the 4 hours that had been reported by Management. David reported that there may be problems 'bookmarking' and that he was looking into it. Thom asked if any of the beta testers for the training had been Union-sponsored. David said that he was unsure. Allyson Parker-Lauck discussed the fact that she was displeased with the way the Flight Attendants were portrayed during the BNA incident. She noted that the Flight Attendants were blamed for the injuries to PAX as the result of initiating the evacuation and poor CRM and that that wasn't true. David stated that he would look into it. Brendan stated that the airline's Holiday Operations went well. He recognized that there were some problems relating to irregular operations. He noted that during October 2008, there were 60,000 calls to the Scheduling Department. In November there were 56,386 and in December there were 80,000. He realized that it was difficult to reach Scheduling by telephone during the irregular operations and that several people at Southwest Airlines Headquarters who were not part of the Scheduling Department had been trained to answer the phones during such times. He noted that at times there were 20-30 calls "in queue" during the holidays. Brett Nevarez noted that the monthly Scheduling Score Card was a great idea and was very helpful to our Members. Brendan noted that soon, Flight Attendants would be able to hear all of the DRT results on the VRU, not just their own. Kyle Whiteley again requested that PAX's connecting gate information be added to the Flight Attendant Information Sheet in an effort to provide better Customer Service. Brendan again stated that he would look into it. The Board again discussed the issue of Flight Attendants not being allowed to Gate Check their Crewbags. David Curry reported that he would send the RBF concerning Gate Checked Crewbags to the Executive Board. There was more discussion regarding the error messages that members of Southwest Airlines Management continued to send to all Flight Attendants which sometimes contained the personal information of our Members. Brendan again reported that he was working on fixing the problem. Brendan stated that he would notify Thom McDaniel when the problem was resolved. Brendan agreed to talk to Naomi Hudson regarding whether Flight Attendants could be allowed to donate Sick Bank to other Flight Attendants in need. David Curry agreed to clarify for Flight Attendants what could and could not be in the Seatback Pockets for taxi, takeoff and landing. There was discussion regarding Clear Zone procedures. There was*

> *discussion regarding the incomplete construction of the MCO Inflight Lounge. John DiPippa discussed the Recycling Program in PHX.*

Southwest Airlines Management Representatives were excused at 1043.

Garry Drummond updated the Board on Contract Negotiations and the ongoing Mediation between TWU Local 555 and Southwest Airlines Management.

John DiPippa was excused to attend to computer issues at 1046.

There was discussion.

Gwen Dunivent presented the **Dallas Domicile Report**. There was no written report submitted.

The Board took a break at 1102 and reconvened at 1108.

Executive Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

Jerry Lindemann was excused for Union Business.

John DiPippa was absent.

Kyle Whiteley presented the **Chicago Domicile Report**. There was no written report submitted.

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

The Board discussed upcoming Lounge Mobilizations.

John DiPippa returned to the Meeting at 1120.

Susan Kern presented the **Orlando Domicile Report**. There was no written report submitted.

John DiPippa presented the **Phoenix Domicile Report**. There was no written report submitted.

Kevin Onstead presented the **Las Vegas Domicile Report**. There was no written report submitted.

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

> *This past Holiday season brought a great "Toys for Tots" drive with lots of participation. A big "thanks" to everyone who contributed, from toys donated to the Shop Stewards who assisted with the delivery of them. The BWI base has seen a slow down of activity after an incredibly busy end of Nov/early Dec activity. We have had very few meetings during the last month. Audrey Stone conducted the 3 day system wide lounge mobilization in BWI from*

January 6-8th to discuss Negotiation progress, recruit CAT Members, and answer any questions. Overall Flight Attendants gave positive feedback on what has been Tentatively Agreed on thus far. We have a new Leave Specialist, Jill Ingson, who joined the BWI Inflight Staff this month, and brings not only airline experience but a nursing background. Audrey is happy to report that Base Manager Jamie Willard informed her that, in preparation for a record number of travelers during the Presidential Inauguration period next week, the BWI Office will be open from 5 am to 12 am on the 19-21st. She is requesting cots, pillows, and blankets be brought in anticipation of Flight Attendants being stranded and unable to get home. We are encouraging all F/A's to communicate their status with the base if problems arise in their efforts to get to work. All publications are distributed and up to date.

Crystal Rains presented the **Houston Domicile Report**. There was no written report submitted.

Gwen Dunivent presented the **COPE Report**. There was no written report submitted.

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

Here is a brief look at December for the CISM Team. We spoke to over 77 Flight Attendants throughout the month of December. We are still on target to have our annual CISM Training in DAL - April 21, 22 & 23. I hope all of you can stop by. I wish everyone a Happy New Year!
Total calls into the hotline: 31
A/C Mechanical - 13
Confidential F/A issue - 1
Depressurization-1
F/A personal issue- 1
Injury-1
Medical Emergency-7
Other-1
Passenger Misconduct-1
RON Incident-1
Turbulence- 3
Van Accident on RON-1

Brett Nevarez presented the **Scheduling Committee Report**. There was no written report submitted.

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

Executive Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Mark Torrez and Kevin Onstead.

Kyle Whiteley and Jerry Lindemann were excused for Union Business.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

Local 556 Member John Allen, Negotiating Team Member Cindy Ritner, Grievance Chair John Parrott and Grievance Team Member Lyn Montgomery entered the Meeting at 1335 to address the Board.

Local 556 Member John Allen, Negotiating Team Member Cindy Ritner, Grievance Chair John Parrott and Grievance Team Member Lyn Montgomery were excused at 1357.

Kyle Whiteley returned to the Meeting at 1411.

Stacy Martin left the Meeting at 1416.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Eastern Chair, Jean Chandler Brooks:

Calls	*16*
Calls involving Pilots	*2*
Calls resolved favorably	*16*

Thom McDaniel or Gwen Dunivent **agreed** to invite the Ground Employees to be part of the Professional Standards Program at the next Southwest Airlines Labor Summit scheduled to take place the following week.

Stacy Martin returned to the Meeting at 1423.

The Board **agreed** that messages via CWA were not the appropriate method for the Chairs of the Professional Standards Committee to communicate with our Members.

Allyson Parker-Lauck presented the **Publications Committee Report**. There was no written report submitted.

Grievance Team Member Becky Parker and Grievance Chair John Parrott entered the Meeting at 1436 to discuss the merits of a Grievance.

The Board attempted to conference call a Grievant at 1450.

Brett Nevarez made a **motion to table** a Grievance so that the Board could speak with the Grievant later during the Meeting via conference call. Kevin Onstead **seconded** the motion. The motion **carried**.

Becky Parker left the Meeting at 1502.

John Parrott submitted the **Grievance Chair Report**:

As of Friday, January 9th, the Union has a total of 123 active grievances.
The Grievance breakdown is as follows:

Termination Cases:	*21*	-	*17.1%*	*From December 16th – January 9th*	
Contract:	*63*	-	*51.2%*	*Grievances Filed:*	*10*
Non Termination:	*17*	-	*14.8%*	*Withdrawn:*	*11*
Groups:	*22*	-	*17.9%*	*Settled:*	*11*

The 9th Annual Labor Law and Labor Arbitration Conference will be held February 8-10, 2009 in Miami, Florida. Thom McDaniel, John Parrott, Stacy Martin, and Lyn Montgomery will be attending.

The Board took a break at 1512 and reconvened at 1536.

Executive Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

Jerry Lindemann was excused to attend to Union business.

Becky Parker and John Parrott entered the Meeting 1545 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1619 to discuss the merits of the Grievance.

The Grievant and Becky Parker were excused at 1650.

Thom McDaniel left the Meeting at 1655.

Stacy Martin chaired the Meeting.

The Board agreed to table discussion regarding a Grievance to await further information.

Brett Nevarez presented the **Drug and Alcohol Committee Report**. There was no written report submitted.

Cuyler Thompson presented the **December 2008 Executive Board Meeting Minutes** for review.

The Board reviewed and made corrections to the Minutes.

Brett Nevarez made a **motion** to recess. Kevin Onstead **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1735.

Wednesday

January 14th, 2009

Thom McDaniel called the meeting to order at 0830.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

John Parrott and Becky Parker entered the Meeting at 0835 to discuss the merits of a Grievance.

Gwen Dunivent was excused for personal reasons at 0900.

A Grievant entered the Meeting at 0900 to discuss the merits of the Grievance.

Becky Parker and the Grievant were excused at 1000.

The Board took a break at 1000 and reconvened at 1005.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

John Parrott and Becky Parker entered the Meeting at 1007 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1039 to discuss the merits of the Grievance.

Becky Parker and the Grievant were excused at 1057.

Allyson Parker-Lauck made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

The Board took a break at 1110 and reconvened at 1130.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

John Parrott and Grievance Team Member Lyn Montgomery were guests at the Meeting to discuss a Grievance.

Lyn Montgomery was excused at 1212.

Kevin Onstead made a **motion** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** to proceed on a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

Stacy Martin left at 1224.

Allyson Parker-Lauck made a **motion** to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

The Board went to lunch at 1228. Kevin Onstead, Stacy Martin, Gwen Dunivent and Cuyler Thompson answered Local Union Office telephones during lunch so that the Office Staff and Grievance Team could leave the premises together for lunch.

At 1400, the TWU Local 556 Executive Board and Grievance Team participated in a Laborsoft Grievance Database Training via Conference Call with the LaborForce Company. The training ended at 1447 and the Executive Board Meeting resumed.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

John Parrott was a guest at the Meeting.

Allyson Parker-Lauck made a **motion** to table a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to revisit on a Grievance. Kevin Onstead **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Val Lorien, Local Uniform Committee Chair, entered the Meeting at 1533.

Val submitted the **Uniform Committee Report**:

> *The focus of the meeting today was the Uniform Survey that the Union conducted late last year. The most important issues that were discussed were: The customer service from Cintas, the ability of Flight Attendants to have their Uniforms tailored, the quality of the Uniforms (mainly shirts and pants), the problems of the one-size-fits all style, mixed messages and bad communication from Management, future Uniform pieces that are unique to Inflight, and appearance standards. The first half of the meeting talked about quality issues and admittance*

from Mike Hafner and David Curry that the Uniform is not what they were expecting. They admitted that they do not know where the defects are coming from or when they're going to stop. The both made a pledge to better the communication given in terms of care instructions and return options. Naomi was concerned about the feedback that female Flight Attendants provided on the survey and asked Val to provide statistics separating the men's responses from the women's responses. David also asked about the willingness of Flight Attendants to pay more for better quality pieces, like better pants, noting the failure of the new blue pants matching the blazer. The second half of the meeting focused on appearance standards and there was a lot of discussion about how and when Uniform standards should be applied. David and Naomi gave their interpretations of how standards should apply. Mike Hafner left the room so he could not comment. Thom stated that he did not want the "hat police," referring to the Chief Pilots looking around for those without their hats. Val added that the timing of enforcing appearance standards should follow the introduction of higher quality Uniform pieces that Flight Attendants are more easily able to wear and take care of. There was discussion of a Uniform Task Force specific to Inflight that would consist of Flight Attendants from around the system as well as Union Members that would dictate and decide upon future Uniform pieces and appearance standards that were unique to Inflight. Mike Hafner admitted that this is a road we could go down. Val will keep the Board informed of the status of the newly created Task Force as soon he hears anything from Management. The next Uniform Committee meeting is on Thursday, January 22nd.

The Board took a break at 1553 and reconvened at 1515.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

Jerry Lindemann presented the Board with a spreadsheet detailing the number of Flight Attendants living in each state where the Flight Attendant Domiciles were located and the per capita suggested to be paid the corresponding State AFL-CIO Chapters and Central Labor Councils.

The Board **agreed** that Jerry Lindemann would recalculate the figures presented and present them at the next Executive Board Meeting for further examination.

Audrey Stone, Mark Torrez and Brett Nevarez updated the Board on the progress of **Project Redesign 2009**.

Cuyler Thompson discussed with the Board the completion of the **TWU Local 556 Minutes Archival Project**.

The Board discussed the Wear It to Win It Contest. The Board **agreed** to publish in the February UNITY Update the trips flown by the Domicile Executive Board Members as a result of the contest.

Gwen Dunivent and Stacy Martin were excused for personal reasons at 1727.

John Parrott entered the Meeting at 1731 to discuss the merits of a tabled a Grievance.

The Board spoke with a Grievant and Grievance Team Member Becky Parker via conference call to discuss the merits of the Grievance at 1742.

The Board **agreed** to table discussion regarding the Grievance pending further information.

Brett Nevarez made a **motion** to recess. Crystal Rains **seconded** the motion. The motion **carried**.

The Chair recessed the Meeting at 1811.

Thursday

January 15th, 2009

Thom McDaniel called the meeting to order at 0830.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

Jerry Lindemann presented the **November 2008 TWU Local 556 Financial Report** for review**.**

Cuyler Thompson made a **motion** to approve the November 2008 TWU Local 556 Financial Report. Stacy Martin **seconded** the motion. The motion **carried.**

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

Michael Massoni presented the **Safety Team Report** via conference call. There was no written report submitted.

The Board took a break at 1030 and reconvened at 1045.

Executive Board Members present were Thom McDaniel, Stacy Martin, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Crystal Rains, Audrey Stone, Gwen Dunivent, Susan Kern, John DiPippa, Kyle Whiteley, Mark Torrez and Kevin Onstead.

Michael Massoni was excused to attend a meeting of the TWU International Safety Department Reorganization Task Force.

The Board conducted a Roll Call to establish Board Members' compliance with TWU **Local 556 Bylaw Article VII (g)** for the fourth quarter of 2008:

Thom McDaniel	flew pairing HC55	dated November 25
Michael Massoni	flew pairing DS12	dated December 28
Stacy Martin	flew pairing DS23	dated December 21

Jerry Lindemann	flew pairing DC17	dated October 30
Cuyler Thompson	flew pairing BD06	dated November 23
Brett Nevarez	flew pairing LS65	dated December 5
Allyson Parker-Lauck	flew pairing DS17	dated December 19
Mark Torrez	flew pairing OA67	dated November 11
Kevin Onstead	flew pairing LB43	dated December 11
John DiPippa	flew pairing PS21	dated November 27
Gwen Dunivent	flew pairing DS10	dated December 19
Crystal Rains	flew pairing HC21	dated December 21
Kyle Whiteley	flew pairing MS68	dated October 19
Audrey Stone	flew pairing BB21	dated November 3
Susan Kern	flew pairing FS58	dated November 13

John Parrott entered the Meeting at 1050 to discuss a tabled Grievance.

Becky Parker entered the Meeting to discuss the Grievance.

There was discussion.

Becky Parker was excused at 1102.

Allyson Parker-Lauck made a **motion** not to proceed on a Grievance. Susan Kern **seconded** the motion. The motion **carried**.

Kevin Onstead made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

John Parrott was excused at 1112.

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

Thom McDaniel reported that since the last Executive Board Meeting there has been some progress made in Negotiations. The Union and Management continue to meet, have discussions, and exchange proposals. The Company has said several times that they do want to reach a tentative agreement as soon as possible, however their proposals have not always sent the same message. There was more movement made during January 7 and 8 than had been accomplished in the last several meetings. In addition, the two Negotiating Teams are very close to an agreement on Open Time Optimization. This has been a huge issue for our Members that was scheduled to go to Arbitration on February 8-9. Settling this agreement through negotiation will bring a quicker resolution to the issue and avoid a costly arbitration. Under the terms of the agreement, our Members will be compensated where they were harmed and the grievances will be settled. By settling this issue, the Union and Management Teams were able to schedule Negotiations for February 7-9. Thom reported that recruitment for CAT Members was going very well thanks to the efforts of the DEBMs and Shop Stewards while the NT was bargaining. Member to Member mobilization is the most important part of our Strategic Plan and our success in Bargaining. Thom has been in close contact with the other Unions regarding the Negotiations. After over 2 years in Negotiations, SWAPA still does not have a Contract. TWU Local 555 has been in Negotiations for over a year and has currently *held two sessions with the National Mediation Board. So far no progress has been made. There are no further meetings scheduled at this time and they are looking at dates in February. IAM is currently in negotiations for CSA and Res Agents, but there have been no recent updates on their progress. AMFA is currently voting on a Tentative Agreement. Thom thanked Gwen Dunivent for coordinating and the Executive Board and Grievance Team for their hard work on the Holiday Open House honoring Herb Kelleher and Colleen Barrett. Herb and Colleen were very touched by the honor and the TWU was honored to be able to bestow this historical honor on them for their impact on Labor-Management relations. Thom read a personal message from Herb expressing his TWU Membership as the greatest honor he has ever received. Thom reported that the first 2009 Membership Meetings have begun. He chaired the DAL Meeting on Monday, January 12 and will chair HOU Meeting on January 15. Michael Massoni will chair the MDW and MCO Meetings and Thom will chair the BWI meeting between due to the difficulty of getting in and out of BWI during the Inauguration. Thom will also chair the OAK, LAS and PHX Meetings. Arbitrator Massey has ruled in favor of the Union that the Record Improvement Arbitration scheduled for November is arbitrable after Management raised the objection in November delaying the hearing of the case. Thom will assist and testify in the Arbitration on January 22 and 23. Thanks to John Parrot, Denny Sebesta, and Kathy Anderson for preparing this difficult case. Patricia Ireland from Mark Richard's firm will present the case. Thom reported that he attended a meeting with Uniform Chair Val Lorien as well as Management Leaders Mike Hafner, Naomi Hudson, and David Curry on January 14 to discuss the results of the Union Uniform survey and to discuss Flight Attendant concerns and discuss improvements on our Uniform. Val did a great job of presenting the data to Management and Management agrees that there is great opportunity for improvement in the quality and style of our current Uniform. Thom notified the Executive Board that the quarterly Union Labor Summit and SWA Labor Briefing will be held on January 22. Thom will attend both meetings if he is able to work around the scheduled arbitration. Gwen Dunivent will also be attending to represent TWU Local 556. It should be noted that the relationships developed through these Labor Summits has been invaluable in resolving issues between work groups and supporting each other in Negotiations. Thom reported that he has had numerous complaints and concerns regarding the new online Recurrent Training. He has asked Members to submit feedback based on their RT experience in writing to address it with Management and has already received several emails. The issue was briefly discussed with SWA Management and will be discussed further in an upcoming meeting. At the request of a Member, Thom has worked with Brendan Conlon to have Scheduling post all DRT results available to be viewed by Flight Attendants on SWA Life or CWA. Brendan notified Thom that this task will be accomplished around the end of January. Thom and Gwen will also be holding a debrief session for Labor 2008 participants on January 29 after the LAS Membership Meeting to discuss their experiences to plan for the future. The Southwest Airlines Pilots Instructors Association (SWAPIA) is considering affiliating with TWU. On January 8, TWU President Jim Little and Organizer Linda Dill met with the Instructors to explain and answer questions about the TWU. Thom was invited to speak with the group about his experiences as a Union Leader with TWU and a Southwest Employee. Due to Negotiations, Thom only had a limited amount of time and invited SWAPIA Members to contact him any time if they had any additional questions and expressed that he would be open to speaking to them again if they desired. SWAPIA Members asked great questions and if they do decide to affiliate with TWU, will be a great addition to our Union. Thom will be attending an Arbitration Seminar with John Parrot, Stacy Martin, and Lyn Montgomery in Miami, FL on February 8 and 9. These seminars have been very helpful to our Local in building our Arbitration Team. Following the*

Arbitration Seminar, Thom will represent TWU Local 556 at the annual TWU International Executive Council and Board meeting in Hollywood, FL February 10-12 and would report on that meeting next month. Thom reminded the EB that the TWU International Constitutional Convention would be held September 14-18 in Las Vegas. He will be passing along all information for electing delegates to the Board of Election as well as working with Jerry Lindemann to provide the proper information to TWU for determining the right number of delegates we are entitled to. Thom continues to maintain an open door policy for all Members as well as working with all Executive Board Members, Negotiating Team Members, Grievance Team and Management to resolve any issues regarding our Members.

Thom McDaniel presented four pieces of correspondence for Board review.

Thom McDaniel read aloud a letter from Herb Kelleher and Colleen Barrett, thanking the Executive Board and TWU International for the honor of making them honorary non-voting and non-dues-paying Members of TWU Local 556.

The Board discussed The Local's **Civil and Human Rights Committee**. Thom **agreed** to contact Portia Reddick-White and Michael McNeil, the Chairs of the Committee regarding the future staffing needs of the Committee.

The Board **agreed** that Mark Torrez would participate on the Local's Executive Board Transition Team.

Crystal Rains **agreed** to send an email to Executive Board Members when she was able to find out more information regarding the memorial service for Flight Attendant David Ford.

There was discussion regarding the Management's Reserve Utilization Audit.

There was discussion regarding Charters.

There was discussion regarding the ongoing Contract Negotiations between the Local and Southwest Airlines Management.

Cuyler Thompson presented the **December 2008 Executive Board Meeting Minutes** for review.

Brett Nevarez made a **motion** to approve the December 2008 Executive Board Meeting Minutes as amended. Susan Kern **seconded** the motion. The motion **carried.**

Cuyler Thompson presented the **December 2008 Executive Board Meeting Synopsis** for review.

Brett Nevarez made a **motion** to approve the December 2008 Executive Board Meeting Synopsis as amended. Mark Torrez **seconded** the motion. The motion **carried.**

Kyle Whiteley made a **motion** to adjourn. Gwen Dunivent **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1223.

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

Cuyler Thompson
Recording Secretary