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

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Executive Board Meeting
August 25th – 28th, 2009
Synopsis

Tuesday

August 25th, 2009

Thom McDaniel called the meeting to order at 0830.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Donna Keith and Audrey Stone recorded the minutes of the Meeting.

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

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

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

Audrey Stone was asked to excuse herself from the Meeting at 0832 so that the Executive Board could discuss charges brought against her and Cuyler Thompson by a Member of the Local.

Thom read and distributed charges brought forth against two Executive Board Members by Chris Click.

Thom read Constitutional Bylaws Article XIX.

Thom asked if everyone understood the charges and gave an account of the events leading up to the charges.

There was discussion about the charges and the receipt of them.

Crystal Rains made a **motion** to take a roll call vote. Jimmy West **seconded** the motion. The motion **carried**.

There was discussion regarding whether or not a Member could bring the same charges forward again if they had already been found improper.

Article XIX Charges for Cuyler Thompson

	A	B	C	D
Todd Gage	n	n	y	y
Mark Torrez	n	n	y	y
John Parrott	n	n	y	y
Bryan Orozco	n	n	y	y
Karen Amos	n	n	n	y
Stacy Martin	n	n	n	n
Jimmy West	n	n	n	n
Colleen Griffin	n	n	n	n
John DiPippa	y	n	n	n
Donna Keith	n	n	y	n
Crystal Rains	n	n	y	y

Article XIX Charges for Audrey Stone

	A	B	C	D
Todd Gage	n	n	y	y
Mark Torrez	n	n	y	y
John Parrott	n	n	y	y
Bryan Orozco	n	n	y	y
Karen Amos	n	n	n	y
Stacy Martin	n	n	n	n
Jimmy West	n	n	n	n
Colleen Griffin	n	n	n	n
John DiPippa	n	n	y	y
Donna Keith	n	n	y	y
Crystal Rains	n	n	y	y

The Executive Board found that the charges are not proper according to the TWU Constitution and Thom will communicate the decision to the Executive Board Members and Member that his charges are not proper.

Mark Torrez left at 0914 and returned at 0915 with Audrey Stone.

There was discussion about the TWU International Convention.

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

> *Colleen worked in the TWU 556 Union Office July 27th-29th on the Policy and Procedures Manual (P&P). Allyson uploaded the current P&P onto the shared server and provided a copy to Colleen on disc. Colleen reviewed the entire manual and made several proposed revisions. Colleen also received revision proposals from Stacy and Mark. Colleen sent an email to the Board on August 20th asking that the Board send any proposed revisions to Colleen so that they could be included with the P&P on the August Executive Board Agenda. Colleen also made the Board aware that all of the proposed revisions were available to the Board upon request. Audrey, Mark, Crystal, and Thom requested advanced copies of the proposed Policy and Procedures Manual revisions. On July 28th, Colleen met with Mark and*

Todd to formulate questions for the upcoming annual Membership Survey. Colleen designed a Membership Survey t-shirt and researched cost of t-shirts. Colleen also wrote scripts for a Membership Survey voice blast and a Membership Survey email reminder. At some point, the conversation turned to an overdue redesign of the Union Red Racks. With all of the Base Lounges receiving a remodel, our Union Red Racks look somewhat antiquated and inadequate. Colleen offered to do a mock-up design of a Union Red Rack that would retain our Lounge real estate while enhancing Membership/Union communication. August 11th-13th, 2009, Colleen attended CAMI training in OKC. Per Michael's request, Colleen wrote an article on aircraft evacuations and related safety based on the information provided at CAMI. Colleen submitted the article to Michael on August 22nd. The article will appear in the Fall Unity magazine. Colleen wrote an article on Group Grievance 19-0024. Colleen submitted the article to Kyle on August 19th, for publication in August Unity Update. Colleen wrote a short piece encouraging the Membership to attend the October Membership Meetings to vote on bylaw amendments and BOE election by secret ballot. Colleen submitted the piece to Kyle on August 19th for publication in the August Unity Update. Karen asked Colleen for a copy of the piece in advance so that she could include the information on her DEBM page. Colleen happily obliged. On August 25th, Colleen sought the Boards approval to issue positive space passes for travel to all bases system-wide for Union business (i.e. Membership Meetings, Lounge Mobs, etc.) and to serve the Membership in the capacity in which Colleen was elected. Colleen fully understands and accepts that, until there is a BMAL budget, all lodging and ground transportation will be a personal expense.

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

Mark began his report stating that he has enjoyed working on the various projects assigned to him over the last month with several different Board Members. He also wanted to express his appreciation for being given the opportunity to attend the Civil Aerospace Medical Institute (CAMI) to attend the Cabin Safety Workshop. It was an exciting class and he is excited to share his experiences there with the Membership. Mark continued his report by stating that much of his efforts will be discussed in forthcoming committee reports.

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

John updated the Board that PHX has been very quiet as far as Fact Finding Meetings go. John also updated the Board that Employees that park in the 42nd Street Employee Lot have now transitioned over to the East Economy Lot in the parking garage. This is a great alternative to the 42nd Street Lot since the top two levels that Employees are required to park in will be covered. Also, the rate will be the same as before, which is $30.00/month. John informed the Board that the City of Phoenix also wants to consolidate their parking lots to one East Side Lot and one West Side Lot. In order to accomplish this, the City of Phoenix is allowing employees that live on the west side of town to also park in the East Economy Garage, thus eliminating the previously required 24th Street boundary. John informed the Board that he has contacted all of his Shop Stewards to see if they were interested in doing a Lounge Mob in August, but because he didn't receive any responses, John did Lounge Mobs on August 15th and 16th along with the system-wide Unaccompanied Minor Lounge Mob, which John did on August 20th and 21st. John also informed the Board that PHX Flight Attendant Michael Broadhead recently discovered that his term on the Arizona AFL-CIO is four years instead of three and Michael has graciously decided to fulfill this term that ends in September 2010. Once finishing the term, he will not seek re-election to the Arizona AFL-CIO. Per Michael's request, John emailed all of the Shop Stewards to see if any of them are interested in attending the Arizona AFL-CIO Convention in October as a Delegate and to this point, John has only received one response of definite interest. John informed the Board that due to this fact, Michael and John are exploring the option of sending out a call to the entire base. John met with Base Management about some conduct issues that happened in a July Fact Finding Meeting. The result *of this meeting was that it was agreed that Base Management and the Union are on the same team in regards to respect for each other and both parties agreed that it sent a bad message to the grievant if there is hostility between the two parties before the meeting gets started. John also attended CAMI (Civil Aerospace Medical Institute) in Oklahoma City with the rest of the Executive Board. John has sent out an E-Connection after July Boards and has updated the Base Page to represent the most recent E-Connection. The Red Rack has been updated and the Glass Case has been updated with the BOS Baked Beans Contest information removed and replaced with an excerpt from the Ground Ops Manual outlining the responsibilities of Ground Ops in regards to deplaning Unaccompanied Minors. Finally, John contacted via email PHX Flight Attendant Sharon Croatt, who was the winner of the BOS Baked Beans contest. John also informed Executive Membership Coordinator Keenan Ryan of the winner of the $25.00 iTunes Gift Card.*

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

Baltimore has continued to have many Fact Finding Meetings, most regarding Unaccompanied Minors, write ups from passengers and employees, and recently, delays of flights. Most of the Flight Attendants have received Written Warnings. Audrey continues to look for opportunities for new Shop Stewards to "shadow" meetings for hands on training. The Inflight Office has not had any changes recently, and Audrey has spoken with Base Management about local activity. There will be another Safety Day in the BWI Lounge next month. Despite initial reports that a wall would be going up at the end of the "B" gates (to close off the area that SWA gave back to Maryland Aviation Authority), no construction has been made. Audrey conducted a Lounge Mobilization on August 20th regarding Unaccompanied Minor procedures and was invited to speak to the Recurrent Training class that day. Another one is scheduled for this week. Also, an E-Connection has been sent this month, the base page was updated, and all Shop Stewards were contacted. There have been no publications to distribute, and the Glass Case will be updated with new material following this week's meeting. Gary Alexander was the Boston Baked Bean Contest winner in BWI. Steven Romero continues to attend the monthly Baltimore Metropolitan AFL-CIO meetings as a delegate. Audrey attended the Cabin Safety Workshop with the Executive Board on August 11-13th.

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

Karen reported that the Dallas Base has been unusually busy. To date there have been eleven Fact Finding Meetings and one Step Two hearing held in Dallas. Karen attended all except one meeting which she was unable to attend due to being present at Executive Boards. Seven of the meetings were issues with Unaccompanied Minors; one was a point termination, which after further review the individual was not at point termination level, one was a no-show on line, two were altercation/misunderstandings between other employees. The Step Two hearing was regarding an Unaccompanied Minor incident. Unaccompanied Minor incidents have generated discipline in the form of Letters of Warning in all cases except one where no discipline was issued. Karen reported that the Flight Attendants have expressed that the current Unaccompanied Minor procedure system is not working and the procedures should be changed. A Lounge Mobilization was held on Friday August 14th and a system-wide Lounge Mobilization was held on Friday August 21st. The system-wide Lounge Mob centered around Unaccompanied Minors and the increased incidents that are currently occurring. Karen placed copies of Unaccompanied Minor paperwork in the Loungefor Flight Attendants to review, as well as Unaccompanied Minor procedures for both Flight Attendants and Operations Agents. The copies will remain in place by the Red Rack until the procedures change. Karen attended CAMI a Cabin Safety Workshop in Oklahoma on August 11th, 12th, and 13th. The workshop was very informative and Karen suggests that any Flight Attendant that has a chance to attend should do so as it was a great learning experience. The new Provisioning facility is very close to being finished and the back parking *lot for Ground Employees will be closed soon. The next construction area is the North Concourse. The Union Red Rack has been cleaned and organized, the Dallas Web page has been updated, all Union publications have been distributed and the Union Glass Case has been updated.*

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

Jimmy reported that MCO has been fairly quiet with the exception of one termination this past week. Jimmy reported there have been no Unaccompanied Minor issues so far. Jimmy reported that he purchased gift cards for the MCO Shop Stewards as a way of saying thank you for all they do. Jimmy reported he still has a few Shop Stewards who need to shadow Fact Finding Meetings, but has had no meetings for them to shadow. Jimmy reported he did two Lounge Mobilizations, one being the system-wide Lounge Mobilization on August 21st. Jimmy reported that Barbie Paddock was the winner of the Boston Baked Bean contest and that she guessed 671 baked beans and there were actually 687. Jimmy reported the Flight Attendants are still anxious to receive a hard copy of the new Contract. Jimmy reported the Union Red Rack and Union Glass Case are up to date and the MCO E-Connection was sent out on August 2nd, 2009.

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

Todd would like to thank TWU Local 556 on behalf of Shop Steward Heather Joy for the $250 ticket purchase to the Alameda County Labor Day Picnic. Heather continues to serve Local 556 by participating in the Alameda Local Labor Council. She has offered to volunteer along with Flight Attendant Erin Reamer at the upcoming Labor Day Picnic. The Alameda Labor Council is also organizing a Midnight March for all unionized employees who are still working without a Contract and to support The Employee Free Choice Act. Heather will keep Todd posted with the upcoming date. Flight Attendant Matt Hettich informed Todd that he would like to get involved with COPE. Matt is studying Political Science and feels that this would be great opportunity for his field. Five Fact Finding Meetings were conducted in Oakland since the last Board Meeting. Two of the meetings were conducted by Shop Steward Val Lorien and three by Todd himself. Once again, Unaccompanied Minor situations made up almost half the meetings. Todd attended the TSA Self Defense Class on July 31st. He also attended the CAMI Training in OKC with the other Board Members. He felt both were very beneficial to his job as a Flight Attendant. The E-Connection was sent out on August 3rd. The Oakland Base Page was updated on August 6th and again on August 18th with the date for the upcoming Membership Meeting in October. The Red Rack has been organized and the Glass Case was set up with the Boston Baked Bean Contest and then updated again once the contest ended. Flight Attendant Jim Sherrill was the closest guess without going over. He will be receiving his iTunes gift card shortly. Todd contacted his Shop Stewards via email on August 6th. Shop Stewards Heather Joy and Don Silva conducted Lounge Mobs on both July 19thand July 20th. Todd did another Lounge Mob on August 20th. One more will be conducted in the month of August. Todd has met with Base Manager Reen on several occasions. The latest issue in Oakland is the new Uniform Appearance Day. Since the Oakland Lounge is so far off the beaten path, Flight Attendants do not usually come down before a trip. Flight Attendants are allowed to check-in for a trip before passing through security. By the time they get through security, they could potentially run into an issue of needing to be at their gate 30 minutes prior to push and not having enough time to head down to the Loungefor the Appearance Check. Todd and Reen have not come up with an appropriate resolution to this issue. On a very positive note, Todd has received many compliments on the latest issue of Unity Magazine as well as the monthly E-Connection. This concludes Todd's report.

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

Donna reports states that the Unaccompanied Minor Lounge Mobilization on August 20th was well received. Many questions were asked and answered. Donna has updated the Glass Case, the Red Rack, sent out the MDW E-Connection, and updated the MDW Base Page. The winner of the Boston Baked Bean contest was notified and the results posted on the Base Page. The Unaccompanied Minor procedural issues still continue with Fact Finding Meetings ensuing and letters being placed in Flight Attendant files. There has been much discussion with Base Management concerning shared responsibility of Unaccompanied Minors and possible solutions. There was a Roundtable in MDW on August 20th attended by Henry Townsend. Donna attended CAMI August 11th, 12th and 13th. Much Learned.

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 Attendant 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.

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

Audrey Stone reported that she reviewed the final Contract Q and A's with Members of the Negotiating Team before submission to the Company earlier this month. She is working on building the Education Committee for future Contract education plans like TWU University.

There was discussion about the printing of the Contract.

Donna Keith submitted the **Professional Standards Committee Report** for Western Division Chair Lori Powell:

Total calls	*21*
Involving Pilots	*2*
Gone to Mgmt	*2*
Worked	*19*

Thom McDaniel submitted the **Professional Standards Committee Report** for Easter Division Chair Jean Chandler Brooks:

Calls	*22*

Calls involving pilots *4*
Calls resolved favorably *21 (1 went to HR)*

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

Mark reported that he has brainstormed ideas with his committee regarding fundraising options for our Locals two scholarships. The committee decided that due to upcoming events, Feeding America and Toys for Tots, they would postpone any fundraising efforts until the Spring.

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

Mark stated that he met with several members of the Survey Committee. They drafted a 22-question survey based on feedback from the Executive Board. Each committee member was tasked with various projects to implement the survey. The initial promotion will begin the last week of September and the survey will run October 4th-24th. BWI/FA Ginger King expressed interest in the committee via the Local 556 website. She has a master's degree in experimental psychology, which focuses on designing and conducting research. She stated that while in college she designed, implemented and assessed survey results.

Bryan Orozco submitted the **Civil and Human Rights Committee Report**:

Bryan Orozco had a few calls with some of the Members, as he looks to develop the Committee. He may be looking to make some sub-committees, so that the Members can go in the direction of their choice. Bryan hopes that within a few months the committee is fully functioning.

The Board reviewed and discussed the proposed *Making TWU Stronger* Survey. Mark **agreed** to make proposed changes to the questions and resubmit it to the Board.

The Board took a break at 1027 and reconvened at 1045.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

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

Donna Keith stated that Cat Dusek would be deferring the **TWU Working Women's Committee Report** until October.

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

The Board **agreed** that, while sitting Emergency Office On Call during the weekends, no Fact Finding Meetings would be scheduled for the following Monday unless the Board Member located and scheduled a Shop Steward to do it.

There was discussion regarding Madelein Howard's retirement cake.

John DiPippa left the meeting at 1053.

The Executive Board contacted Lori Powell, **Professional Standards Committee** Western Division Chair, via conference call to discuss her recommendations for new Professional Standards Committee Members.

The Board **agreed** to postpone further discussion until Michael Massoni returned to the Meeting later this week.

John DiPippa returned to the meeting at 1104.

Thom McDaniel reported to the Board that he was waiting for a response from Brendan Conlon regarding the complaints about the slow down during this month's Open Time.

Thom McDaniel also reported that Southwest Airlines is continuing to look at Unaccompanied Minor procedures, and that there have been discussions of turning the responsibility of deplaning to the 'A' Flight Attendant. He stated that if new procedures are agreed upon, a request has been made to have all discipline letters Flight Attendants have received regarding Unaccompanied Minors be removed from their files.

The Board went to lunch at 1120 and reconvened at 1245.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

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Thom McDaniel submitted the **Care and Concern Committee Report** for Chair Lucy White-Lehman.

> *Lucy White-Lehman submitted the names of three former TWU Local 556 Officers who are deceased for the tribute memorial video during the TWU International 23rd Convention. Those names are: Mike "Bunkie" McCarthy MDW DEBM, Sherrie Dobbins BOE, and Marty Nelson Board Member at Large. It took many phone calls to get pictures and to come up with an accurate list of Local 556's previous deceased Officers. The Flight Attendant Memorial Plaque has been updated with all names except for Sherril Wilson. We need a new plaque. I have an estimate from The Sign Shop for $570.00. There would be a slight difference in the new plaque since that design has been discontinued. The new plate would be square not curved like the one on there now. I would like to get approval to order the plaque from the Executive Board. Please continue to update me of any Care and Concern situations you may hear of on line. Also, I wanted the Board to know that I have replied to, what appears to be, three unanswered emails sent during my maternity leave by Flight Attendants.*

John Parrott made a **motion** to approve the purchase of a memorial plaque for the Care and Concern Committee. Audrey Stone **seconded** the motion. The motion **carried**.

Donna Keith submitted the **Uniform Report** for Chair Val Lorien.

> *Val has been in communication with David Curry on the alteration issue for the new slacks. David said that he will be reviewing possibilities with Purchasing and Cintas in the next few days and will update Val by the next Uniform Steering Committee Meeting on September 2nd. Val has been in communication with Cintas regarding the lack of size 0 and size x0 in the new slacks for women. Cintas will update the Uniform Steering Committee on September 2nd regarding this issue. The dress sample that is in the works currently is an asymmetrical shirt dress. Once Cintas verifies that the dress correctly fits the 'fit model' per the recent USC discussions, the dress will be sent to Heather Hollenshead, the Senior Buyer in Purchasing. Heather anticipates that we'll have the dress to look at in time for the next Uniform Steering Committee Meeting. Val has received positive feedback from Flight Attendants regarding the extended deadline for the conversion to black shoes until December 31, 2009. They were most pleased with the modification of sock colors to allow socks to match shoes or pants when wearing long pants.*

Donna Keith submitted the **Publication Report** for Chair Kyle Whiteley.

> *At the end of July, our first issue of Unity was distributed to our Crew Bases. With the exception of Orlando, all of the shipments arrived in a timely manner. Jimmy West, the Orlando DEBM located the issues, and discussed with Management ways to streamline the process for future shipments. I received feedback from Jimmy, Todd, and John requesting additional copies be printed for their Bases. Please contact me if you need to make adjustments (more or less) to the number of printed materials needed in your Base. We received several compliments on the summer edition from our Members, as well as from a few members of Management. We received eight comments from our Members with regards to the Reality Check, all in support of the article. The majority of the articles for the fall issue are due by September 1st. I hope to be mostly done with the edits prior to the TWU Convention. My current plan is to have the Fall Unity to the Editorial Team in the first few days of October. I ask that Members of the Editorial Team please submit your corrections by the deadline that will come with your proof. The August Unity Update will be sent Wednesday morning. And I wish to thank Thom, Colleen, and Denny for their submissions.*

Thom McDaniel reported that Kyle has received many compliments on a job well done for his first issue of Unity.

There was discussion regarding the format used to write the word “E-Connections,” and Audrey Stone **agreed** to contact Kyle Whiteley.

Southwest Airlines Management Representatives Henry Townsend, David Curry, and Mike Mankin were guests at the meeting.

> *David Curry stated that Southwest Airlines has a lot going on right now and remarked on the amount of technology updates that are yet to be implemented. There was discussion concerning the ongoing Pets on Board issues we have been dealing with. One positive action by the Company is that pets will soon be listed on the Specials Report, which should alleviate some of the confusion Flight Attendants are currently experiencing with the pets on board. David was asked about the directive for Flight Attendants if it is discovered that there is a pet on board that has not been paid for, the response being there is no current procedure on dealing with “stow aways.” David Curry also addressed the subject of*

gate checking Flight Attendant luggage mentioned in our last Board Meeting. David noted that he has not been able to locate even one Irregularity Report concerning this issue, to which Mark Torrez answered by supplying him with the file number of an Irregularity submitted on that subject. David Curry stated that he would like to monitor the situation and not put anything out as it doesn't seem to be a problem. There was discussion on the Self-Referral program and the hope it will be a success. Thom McDaniel asked if there had been any progress on the Union's request for clarification for our Members on what can and cannot be in Seatback Pockets during taxi, takeoff, and landing. David Curry reported that there has been no response from the FAA after submitting Southwest Airline's Contract of Carriage to them for clarification on the seatback issue. There was mention of possible conversation by the Company with the FAA informing them of our intent based on the Company's interpretation, that we are not going to police for magazines in the seatbacks but laptops and other heavier articles are another consideration. "Laptops or something heavy, yes. Little things, no." Thom McDaniel inquired about the impending Appearance Checks. He stated that we are getting mixed messages on exactly what they are going to be. He also mentioned that there was a CWA message sent out telling Flight Attendants they were subject to discipline if they did not come to the Lounge during the check periods. David Curry, Mike Mankin, and Henry Townsend all concurred that the Company is not requiring Flight Attendants to come in to the Lounges for the Appearance Checks. Mike Mankin and Henry Townsend assured the Board that the CWA message is being addressed. Mike Mankin stated that "People are trying to relate this to the old Briefing Days and it is not conducive to the way we are set up." Thom McDaniel confirmed the procedure on Concourse Checks – when conducting a Concourse Check it will only be on Appearance Standards, not manuals. Crystal Rains questioned David Curry on the procedure if a Flight Attendant does not check in with a Supervisor on the Appearance Days. David assured her that there would be no discipline and that the Flight Attendant is not required to check in with a Supervisor. Thom McDaniel brought up the old Contract language concerning "failure to brief" to which David Curry replied, "We did not bring back Briefing Days." Thom McDaniel broached the subject of information available made available to the Union for Fact Finding Meetings. Jimmy West stressed the importance of availability of information and how Management's resistance to disclose can create an atmosphere of mistrust. Mike Mankin reassured the Board that Management's goal is "to be as transparent as possible as they have nothing to hide." There was then discussion on the importance of good communication between the Union and Southwest Airlines Management. Thom McDaniel asked a related question concerning the lack of decision making power at Base Level evident in the Base Manager's deferral to the People Department when conducting a Step Two Meeting. Mike Mankin assured the Board that those decisions lie with the Manager conducting the Step Two as they do have the authority to render those decisions. Audrey Stone expressed concern over the Wyndham Hotel in Dallas advising Flight Attendants that check out is at 11:00 a.m. and if they were still there after that time there would be a charge for another day. She also mentioned that Housekeeping was knocking on Flight Attendant's hotel room doors waking them in the morning. Henry Townsend stated he will address that with the Hotel Committee. Thom McDaniel questioned the poor treatment of Flight Attendants by Customer Service Agents across the system requesting a remedy for the lack of internal Customer Service our Flight Attendants are receiving. There was discussion as to whether it was particular Stations or specific incidents. Thom McDaniel brought up the subject of the slowing of Open Time. He related his conversation with Brendan Conlon concerning the speed of processing the information and questioned the fact as to why, if we weren't growing as a Flight Attendant group the system was slowing down considerably. David Curry agreed it is unacceptable relating his information with Brendan Conlon concerning the speed and switch system. Mike Mankin is planning on speaking with Brendan to try and find a solution. Thom McDaniel asked when we can expect a printed copy of the Contract which could include the current Q & A's with the addition any newer Q & A's as needed. There was then discussion of scheduling procedures in reference to the addition of legs on pairings if Flight Attendants had a light day, which Scheduling was defining as an "Add On," which does not exist the proper term being ***rescheduled***. *Thom requested that information be passed back to Naomi* *regarding the practice schedule has of calling the entire VJA list regardless of the preference listed, can be modified to calling only those on the VJA list that are legal to fly the pairing.*

Southwest Airlines Management Representatives were excused at 1351.

There was review and discussion of the Time Away Program, and slots awarded in each Base.

Allyson Parker-Lauck entered the Meeting at 1414 and submitted the Grievance Committee Report.

Allyson reported that while many grievances have been resolved recently, just as many new grievances are being filed. Currently, the Union has 169 grievances on file including 20 Terminations, 24 Group Grievances, 39 Non-Termination Discipline Grievances, and 86 Individual Contract Grievances. On July 31st, and August 4th and 5th, the Union slated five cases for Board of Adjustment; however, only one case was actually heard on August 4th. Of the four cases that were not heard by the Board of Adjustment, three of the Flight Attendants chose to withdraw their grievances, and one was offered a full settlement by the Company. The grievance that was heard by the BOA was upheld, a suspension was reduced to a Written Warning, and the Grievant was awarded back pay. A dispute still exists on the amount of the back pay, and the Union and Company agreed that the BOA Panel retains jurisdiction on the case, so they will reconvene in early September. In the meantime, the Company has paid the Grievant the amount of back pay that they agree to so that the Grievant is only waiting on the disputed amount. The Company and Union's panel of Arbitrators has been a point of contention. There were three vacancies on the Arbitration panel including two Union choice Arbitrators and one Company choice Arbitrator. The Union has filled one of our vacancies, but the Company has continued to strike the Union choices in the other position. Thom McDaniel has met with Joe Harris in an attempt to resolve this dispute. The Company has not offered a replacement for the vacant Company choice Arbitrator. On August 19th, Allyson, Thom McDaniel, Lyn Montgomery, and Denny Sebesta met with the Company to discuss several grievances including some grievances that have been on file for quite some time regarding Jury Duty and Optimization. Denny Sebesta worked hard to identify cases where the Union and Company hope to find resolution by mutual agreement rather than continuing on to Arbitration. As of the date of this report, the Company has not yet made a settlement offer, but Allyson is hopeful these issues will be resolved soon. In addition to the Jury Duty and Optimization Grievances, other grievances discussed at the August 19th meeting included three termination cases, and an upcoming Arbitration case regarding the Company not abiding by Contractual timelines. Thom and Allyson have a meeting scheduled to discuss this Group Grievance again with the Company on August 25th.

There was discussion regarding a grievance and missed timelines. The Board **agreed** that they did not want to know prior to hearing the grievances which one had missed timelines, and would make decisions based on merit only.

Lyn Montgomery entered the Meeting at 1430 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1505 to discuss the merits of the Grievance.

The Grievant and Lyn Montgomery were excused at 1614.

The Board took a break at 1615 and reconvened at 1640.

Jimmy West made a **motion** to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

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

Thom McDaniel recessed the Meeting at 1730.

Wednesday

August 26th, 2009

Thom McDaniel called the meeting to order at 0830.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

There was discussion regarding grievances.

The Board once again **agreed** that the Officer on Call would defer any Fact Finding Meeting requests over the weekend to the base and the Union Office on Monday, to ensure timelines are followed.

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

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

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

The Board took a break at 0925 and reconvened at 0935.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

Catherine Rea entered the Meeting at 0936 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 1003 to discuss the merits of the Grievance.

The Grievant and Catherine Rea were excused at 1110.

There was discussion.

The Board went to lunch at 1115 and reconvened at 1330.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

Catherine Rea entered the Meeting at 1337 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 1410 to discuss the merits of the Grievance.

The Grievant and Catherine Rea were excused at 1430.

Colleen Griffin made a **motion** to proceed on a Grievance. Crystal Rains **seconded** the motion. The motion **carried**.

The Board took a break at 1455 and reconvened at 1505.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

Becky Parker was a guest at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1519 to discuss the merits of the Grievance.

The Grievant and Becky Parker were excused at 1535.

Denny Sebesta entered the Meeting at 1630 to discuss the merits of a Grievance.

Denny Sebesta was excused at 1643.

There was discussion.

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were excused at 1730.

There was discussion about Executive Board Members needing to respect boundaries regarding projects, Committee Chair's and DEBM's relationships at their respective Bases. The Board **agreed** to address any concerns with the individual in question first. Todd Gage requested that if there is an issue at a particular base, please go through the Base DEBM before you address Base Management.

Jimmy West made a **motion** to recess. Crystal Rains **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1758.

Thursday

August 27th, 2009

Thom McDaniel called the meeting to order at 0830.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Todd Gage was excused to meet a previous commitment.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

There was discussion on a Group Grievance solution.

Thom McDaniel was excused for Union Business at 0835.

There was more discussion.

Thom McDaniel returned to the Meeting at 0849.

Jimmy West left the Meeting at 0917.

Jimmy West returned to the Meeting at 0925.

Sara King entered the Meeting at 0950 to discuss the merits of the Grievance.

A Grievant entered the meeting at 1010 to discuss the merits of the Grievance.

The Grievant and Sara King were excused at 1114.

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

Jimmy West made a **motion** not to proceed on a Grievance. Mark Torrez **seconded** the motion.

There was discussion.

The motion on the floor was **withdrawn**.

The Board **agreed** to table a Grievance.

The Board went to lunch at 1200 and reconvened at 1315.

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

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Todd Gage was excused to meet a previous commitment.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

There was discussion regarding a Grievance.

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

Karen Amos made a **motion** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried.**

Becky Parker entered the Meeting at 1342 to discuss the merits of the Grievance.

There was discussion.

Colleen Griffin left at 1415 and was excused for the remainder of the Meeting to meet a previous commitment.

A Grievant entered the Meeting at 1423 to discuss the merits of the Grievance.

The Grievant and Becky Parker were excused at 1510.

Jimmy West made a **motion** to table a Grievance. Bryan Orozco **seconded** the motion. The motion **did not carry**.

There was discussion.

John Parrott made a **motion** to table a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

The Board took a break at 1524 and reconvened at 1540.

Board Members present were Thom McDaniel, Stacy Martin, John Parrott, Mark Torrez, Bryan Orozco, Karen Amos, Jimmy West, John DiPippa, Donna Keith, and Crystal Rains.

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Todd Gage and Colleen Griffin were excused to meet a previous commitment.

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

Grievance Chair Allyson Parker-Lauck and BOA/Arbitration Coordinator Lyn Montgomery were guests at the Meeting.

Sara King entered the meeting at 1545 to discuss the merits of the Grievance.

Jimmy West left the Meeting at 1550.

Jimmy West returned to the Meeting at 1557.

A Grievant entered the Meeting at 1600 to discuss the merits of the Grievance.

The Grievant and Sara King were excused at 1625.

Jimmy West 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 1655.

Audrey Stone and Mark Torrez updated the Executive Board on the progress on the face-to-face meeting for **Project Redesign,** which is scheduled at the end of September and will be held here in Dallas at the Union Office. Audrey reported that they would now be utilizing the alternate list to fill the slots of those unable to attend the meeting, as well as coordinating with Mark Richard as the facilitator.

Audrey Stone and John Parrott updated the Executive Board on the **Expanded Customer Service** project, and Audrey presented the plan for the trial period that will operate from October through December, on Saturdays and Sundays. The Board **agreed** to move forward with the proposed plan, and that interested Board Members would coordinate with Audrey on their weekend availability.

Mark Torrez presented the Executive Board with the Officer On-Call Procedures.

There was discussion, and Mark Torrez agreed to make revisions and present to the Board.

There was discussion regarding the follow-up phone calls that the Executive Board had previously agreed would be placed to Members who had called the Union Office for help and/or advice. The phone calls were to aid the Executive Board in determining if the Office/Grievance Team was providing good Customer Service.

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

Thom McDaniel recessed the Meeting at 1800.

Friday,

August 28, 2009

Thom McDaniel called the meeting to order at 0830.

TWU Executive Board Members present were Thom McDaniel, Stacy Martin, John Parrott, Mark Torrez, Bryan Orozco, Karen Amos, Jimmy West, John DiPippa, Donna Keith, and Crystal Rains.

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Todd Gage and Colleen Griffin were excused to meet a previous commitment.

Grievance Chair Allyson Parker-Lauck was a guest at the Meeting.

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

There was discussion regarding grievance procedures, missed timelines, and Arbitration requirements.

The Board took a break at 0950 and reconvened at 1007.

TWU Executive Board Members present were Thom McDaniel, Stacy Martin, John Parrott, Mark Torrez, Bryan Orozco, Karen Amos, Jimmy West, John DiPippa, Donna Keith, and Crystal Rains.

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Todd Gage and Colleen Griffin were excused to meet a previous commitment.

Grievance Chair Allyson Parker-Lauck was a guest at the Meeting.

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

TWU Local Treasurer John Parrott presented the **June 2009 Financial Report** for review.

There was discussion regarding employees in dues arrears that have not been on the dues roster, nor paid the initiation fee.

There was further discussion regarding past dues, and the number of Flight Attendants who have left the Company through Freedom '09 who still owe dues money.

Jimmy West made a **motion** to approve the June 2009 Financial Report. Karen Amos **seconded** the motion. The motion **carried**.

TWU Local Treasurer John Parrott presented the **July 2009 Financial Report** for review.

Jimmy West made a **motion** to approve the July 2009 Financial Report. Mark Torrez **seconded** the motion. The motion **carried.**

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

> *Thom McDaniel reported that since the last Executive Board Meeting, the official Contract Signing had been held on July 27th along with a celebratory dinner afterward. Thom thanked all EB Members who had been able to attend for a great evening. Thom thanked the Executive Board for the SWA model airplane I honor of the new Contract. Thom also extended sincere thanks to TWU International for hosting the dinner and presenting all Negotiators with honorary plaques for a job well done. Thom met with the Negotiating Teams from Southwest Airlines and TWU to finalize the final implementation schedule on July 28th. Although the implementation is taking longer than our Negotiating Team would like, the extra time should allow for time to make sure the job is done correctly. The Negotiating Team has sent the Q and A's over to the Company for approval and has recently received the Company responses. Thom has continued to work with the Grievance and Arbitration Teams on outstanding issues and grievances. Most recently he has held discussions with Southwest Airlines regarding time limits on Employee Relations investigations which is scheduled for Arbitration. It appears that the Union will prevail with a settlement in our favor. Thom has also spent considerable time working with Allyson Parker-Lauck and Denny Sebesta as well as other Members of the Grievance Team trying to settle outstanding issues. Thom complimented the great work of our Grievance and Arbitration Teams in their representation of our Members. As always with a new Contact there has been a rise in the number of new grievances, however our Team has worked diligently to identify and resolve issues before and through the grievance process. On August 11th, Thom met with Naomi Hudson to discuss a program allowing for extended leaves for Flight Attendants to deal with the overstaffing and line total reduction as a result of the seasonal schedule reduction. Thom and Naomi agreed that such a program*

would be beneficial if it could allow Flight Attendants to take voluntary time off and improve the productivity of those who want to fly. Initially, Management wanted to offer extended leaves, however Thom stated that Flight Attendants should be able to record improve during the time off. The Company took this into consideration and changed their proposal. The result has been the "Time Away" program which was originally designed to be awarded to ten Flight Attendants in every base. The program proved to be so popular and operational factors ended up allowing the Company to award the program to 148 Flight Attendants. Due to the efforts of our Union, our Members will record improve during Time Away. Thom thanked the Executive Board for their willingness to support this "win-win" program and reiterated that while our Union continues to willingly seek solutions to the unique challenges of the economic climate, there has been NO discussion of furloughs with Management. Thom reported that he had attended the debrief of Flight 2294 on August 11th which suffered a rapid decompression. There was consensus among everyone that the cockpit and cabin crew performed their duties flawlessly and the debrief was a great opportunity to review the incident, hear from all parties, and learn how we can react most effectively to emergency situations. In a fitting recognition, the crew of Flight 2294 was awarded the "Winning Spirit Award" from Southwest Airlines. Thom attempted to work with Southwest Airlines on the failed Frontier Airlines acquisition. While the efforts failed, our Union was fully prepared to protect the interests of all Members to make sure that there was a seamless transition compliant with all Contractual and Federal Law for all involved. While the experience was interesting as a whole, it was disappointing to discover the SWAPA was informed of the plans to purchase Frontier long before any other work group. While our Union has negotiated strong language in our Contract in the case of a merger or acquisition, open communication from Management may be the key to any successful transition. Thom worked with Jamie Horwitz on our Local 556 effort to highlight the differences between of supporting a Labor friendly airline as Southwest Airlines entered the Boston market where we compete with many non Union carriers. The effort was successful in promoting both SWA and may assist in organizing efforts in the future. We did receive several positive news stories on the uniqueness of a Union promoting their Company especially in the wake of SWA's failed bid to buy Frontier due to inability to reach Labor agreements. Thom has continued to work with Kyle Whiteley on furthering and improving communication through any way possible. In addition to regular updates and written updates on the TWU Local 556 Website, Kyle has filmed a short video update and Thom has made frequent updates to the TWU Local 556 Facebook page. Thom received numerous compliments on the July Unity magazine. This was Kyle's first issue as Communication Chairperson and he continues to do a great job providing the very best communication for our Members. Thom fulfilled the Bylaw requirement for the third quarter by flying Pairing HS21 on August 13th and 14th. Thom also fulfilled his on-call commitment by sitting August 16-24. Thom has notified all TWU Local 556 Delegates of their responsibilities for the upcoming TWU International Constitutional Convention September 13th-18th. Thom will also be moderating a workshop on strengthening communities through Union activism at the Convention. Thom has scheduled the third Membership Meetings for October. At the Meetings Bylaws and Board of Election elections will be on the agenda. Thom witnessed the numerous complaints during August Open Time and has contacted Management to resolve any problems from the past and develop a proactive response to the OT issues which seem to be on the rise. Thom notified the Board that he would be attending the TWU International Executive Council the week before the Convention and reminded the Board that if they had any issues they wanted to bring forward to email them to him. Thom held a meeting with Naomi Hudson and Mike Hafner to discuss the printing of the Contract. Due to the length of time it has taken to resolve the Q and A's, Thom suggested printing the Contract and adding the Q and A's as a revision. He hasn't heard back from the Company on this suggestion. At the meeting, they also discussed Unaccompanied Minor procedures, which will be changing, but there haven't been any final decisions made yet. They also discussed issues with pets. Naomi and Mike notified Thom that pets would be placed on the Specials sheets in the very near future. They also informed Thom that the Company would be selling carriers that fit under the seats at the ticket counter for those who arrive at the airport with carriers that are too big. Naomi and Mike reiterated *that if there was a Flight Attendant who was affected by pets on the aircraft, they would be accommodated and would suffer no loss of pay. Thom will be meeting with Laura Wright at the request of several Members Friday, August 28th regarding inequities between benefits for married Employees vs. Committed Partners. He will report back to the Board if any progress is made. Thom has continued to work with Members, Executive Board, Grievance Team, and Southwest Airlines on all Union issues and maintains an open door policy to all.*

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

There was discussion regarding staffing in the office, and a new Leave Specialist/Contract Coordinator position.

There was more discussion.

Bryan Orozco made a **motion** to accept Thom McDaniel's recommendation to staff a Leave Specialist/Contract Coordinator position. John Parrott **seconded** the motion. The motion **carried.**

There was discussion regarding the four-day workweek.

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

Bryan Orozco reported that there has been an increase in Fact Finding Meetings. He was able to train a few new Shop Stewards. Bryan was able to talk to most of the LAS Shop Stewards by phone. He also had his monthly meeting with Base Manager Scott with nothing special to report. Bryan was able to attend CAMI. He emailed Kyle the winner of the Boston Bean contest and cleaned the Union Glass Case and the Red Rack.

Jimmy West stated that the Florida AFL-CIO Convention is coming up and requested to send someone.

John Parrott made a **motion** to approve for Jimmy West or a designee to attend the Florida AFL-CIO Convention. Crystal Rains **seconded** the motion. The motion **carried.**

Thom McDaniel presented a letter from TWU Political Field Representatives Gwen Dunivent, Alex Garcia, and Terry Daniels expressing gratitude for the invitation to Shop Steward Training.

The Board went to lunch at 1309 and reconvened at 1430.

Board Members present were Stacy Martin, John Parrott, Mark Torrez, Bryan Orozco, Karen Amos, Jimmy West, John DiPippa, Donna Keith, and Crystal Rains.

Michael Massoni was excused to attend the Voluntary Protection Programs Participant Association (VPPPA) Convention on behalf of the International as a member of the Health & Safety Task Force.

Cuyler Thompson was excused for vacation.

Todd Gage and Colleen Griffin were excused to meet a previous commitment.

Thom McDaniel was excused to attend a meeting at Southwest Airlines Headquarters.

Stacy Martin chaired the Meeting.

There was discussion regarding Office On Call procedures, and whether you could give your weeks away.

The Board **agreed** that all non-full time Officers would be able to bid one of their on call weeks during Board week, and that they would also be able to give away one week a year.

There was discussion regarding having a room at the Hawthorne Suites, and that all Officers would utilize it during their on call weeks.

Thom McDaniel entered the meeting at 1530.

There was more discussion.

Mark Torrez made a **motion** to approve the Officer on Call procedures as amended. Audrey Stone **seconded** the motion. The motion **carried.**

Thom McDaniel requested that the Board defer the Strategic Plan review until October.

The Red Rack Remodel was also deferred until October due to Colleen Griffin's absence since it was an agenda item at her request.

The Board conducted a conference call with TWU Webmaster Kyle Whiteley regarding switching out the website host.

The Board **agreed** with Kyle Whiteley's recommendation to transfer hosting service from Allied to AppleTree.

Karen Amos and Mark Torrez presented the **Scheduling Committee Report**. There was no written report submitted.

There was discussion regarding the definition of AM and PM trips.

The Board **agreed** to participate in DPOS training, provided by the Southwest Airlines Technology Department.

Jimmy West made a **motion** to adjourn. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1700.

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

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Donna Keith & Audrey Stone
Acting as Recording Secretary