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

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Executive Board Meeting
December 14th-16th, 2009
Synopsis

Monday

December 14th, 2009
Thom McDaniel called the Meeting to order at 0830.

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

Michael Massoni was excused for personal reasons.

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

Crystal Rains read aloud the **TWU International Membership Pledge.**

John Parrott submitted the **Local 556 Office Manager's Report**:

For the Period of November 30th – December 13th we had the following:

Vacation Days Taken	*17.5*
Sick Days	*21.0*
Appointments	*2.0*
Temporary Staff Days	*6.0*
Officer On-Call Days	*2.0*

For the rest of December:

Planned Vacation Days	*53.5*
Planned Temp Staff:	*21.0*
Officer On-Call Days	*8.0*

As of today, John has not been able to reconcile the Office Vacation Usage. John will audit this once the records are furnished by Stacy. Beginning in 2010, each Team Member will receive a report on how much vacation he or she has exhausted and how much remains for him or her to use. This would help *alleviate any confusion. 2010 Vacation slots have been opened for January only. The office will remain status quo until the Executive Board has been able to determine if the 4x10 schedule should be continued. Lastly, the Office Operations e-mail has been removed due to redundancy as of December 1st. John has requested that the Team e-mail all vacation/appointments/shift trades to TOPS (TWU Operations)*

Colleen Griffin submitted her report as **Board Member at Large**:

October 11th-16th, 2009: Colleen traveled to DAL and attended the October Executive Board Meeting.

October 16th, 2009: Colleen attended the DAL Membership Meeting.

October 27th, 2009: Colleen traveled to MCO and participated in a Lounge Mobilization. Colleen's focus was encouraging Members to attend the MCO Membership Meeting and complete the Membership Survey on the TWU Website.

October 28th, 2009: Colleen attended the MCO Membership Meeting.

November 7th, 2009: Colleen updated the Policies and Procedures Manual via Microsoft Word Program. Colleen will need to update Policies and Procedure Manual on the shared server when she is in the office in December.

November 16th-19th, 2009: Colleen traveled to Camp For All and participated in the annual Strategic Planning Retreat.

December 6th-10th, 2009: Colleen traveled to DAL and attended the Special Executive Board Meeting regarding Grievances.

December 13th-16th, 2009: Colleen traveled to DAL and attended the Executive Board Meeting.

December 20th, 2009: Colleen would travel to DAL for a Lounge Mobilization with Karen Amos. Colleen's focus was to remind Members that their Union is accessible even during the holiday season via the Officer On-Call.

December 21st-January 4th, 2009: Colleen would fulfill Officer On-Call duties in DAL.

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

John updated the Board that PHX has been very quiet in regards to Fact Finding Meetings as of late. John wants to congratulate PHX Flight Attendant Michael Broadhead for being appointed the new Chairperson of the Professional Standards Committee. John distributed the Toys for Tots to the Marines, but before he came to Dallas in December ran across a few checks that he will drop off with the Marines when he comes back from Dallas. As far as Lounge Mobilizations are concerned, Shop Steward George LaMonda was in the Lounge on November 10th and the 25th. For the month of December, John was in the Lounge on December 3rd and Shop Steward Della Saucier will be in the Lounge on December 14th and Shop Steward Darryl Daoang will be in the Lounge later in the month. John attended a Strategic Planning Retreat in November in Burton, TX along with rest of the TWU 556 Executive Board. John has sent out an E-Connection in November and thanks to Webmaster Kyle Whiteley, the most recent E-Connection is on the Base page. The Red Rack has been updated and the Glass Case will be updated soon.

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

Audrey Stone reported that the BWI Base has had three terminations since the October Board Meeting, one of which has has already been brought back, and the discipline was reduced to a two-week suspension. There has also been one 30-day suspension and a three-day suspension. Audrey has worked hard to quell a rumor going around the Base that 28 BWI Flight Attendants were terminated for selling Cokes and water. Lounge Mobilizations were conducted October 22nd and 23rd to promote the Union Survey. Audrey was on vacation during the November 10th system-wide Lounge Mobilization to promote the kickoff of Toys for Tots and the Shop Steward scheduled to go was unable to attend. However, Lounge Mobilizations were conducted November 28t, 29th, and 30th to answer questions about Maryland Flexible Leave Act changes and Dr.'s note vs. PIN guidelines, as well as on December 3rd. The Base page was updated on November 15th and December 12th. The Glass Case was updated in October, November, and December in accordance with the seasonal national content. Audrey and BWI Shop Steward Kevin Schnittker were among a handful of BWI Flight Attendants asked to participate in the BWI Inflight Holiday Bazaar on November 20th by volunteering their time in the Lounge. E-Connections were sent out on October 23rd and November 28th. All Shop Stewards were contacted on October 12th and November 23rd. Audrey attended both the DAL Membership Meeting on October 16, and the BWI Meeting on October 27th. Following the Meeting, she took all Shop Stewards who were able to attend to dinner. Audrey and Base Manager Jamie Willard met on October 20th and again on November 19th to talk about activity at the Base. Former OAK Inflight Supervisor Carolene Goulbourne will remain in BWI permanently following her recent stretch assignment. The Toys for Tots donations will be distributed to the Marines this week.

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

Crystal began her report by stating that the Houston Base has been relatively quiet since she last reported in October. There are no administrative changes in the In-Flight office. Several Fact Finding meetings have been held for various discipline issues including discourteous behavior, delays of flight, alleged sick leave abuse, attendance and other Work in Conduct violations. There has been one termination in HOU and other forms of discipline issued including letters of warning and counseling. Crystal reported that the Annual Toys for Tots campaign is in full swing in the HOU Base and toys will be delivered to the toy drop-off locations on Dec 18th. She would like to thank HOU Inflight Office and the Flight Attendants of HOU for helping promote the 2009 Toys for Tots campaign. Crystal reported that the HOU Holiday Ball would be held on January 16th, 2010 at the Hilton Hotel in League City. Crystal continued her report by informing the Executive Board that the golf tournament in honor of Lori Schofstall was a great success. Crystal thanked the Executive Board and Members of TWU 556 for the hole sponsorship donation which directly benefitted Lori and her family. She added that fundraising efforts still continue for Lori Schofstall. Since her report in October, Crystal has fulfilled her obligation of Officer On-Call during the week of October 26th through November 1st. Crystal, along with the rest of the Executive Board, spent 3 days at the annual Strategic Planning Retreat in Burton, Texas. Similarly, Crystal participated in the Weekend On-Call program on October 17th and 31st as well as November 1st, 14th and 15th and worked in the office on November 23-25th. Crystal is excited to report that she will be able to apply what she learned in June at the National Labor College Arbitration Prep and Presentation class as she will help present two termination Arbitrations in January. Crystal looks forward to being able to assist in future Arbitrations. Crystal spoke with Kevin Clark most recently on Dec 3rd. Crystal continues to correspond with Shop Stewards and reported that the Glass Case has been updated in November and December with the various seasonal campaigns including Feeding America and Holiday/Toys for Tots material. The Red Rack is current. Crystal sent out an E-Connection to all HOU Flight Attendants on Oct 27th and December 19th. There were no publications to distribute in

HOU. Crystal concludes her report by wishing all TWU 556 Members a very Merry Christmas and safe holiday season.

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

Karen reported the Dallas Base was very quiet during the month of November. There was one incident that warranted an investigation from which no discipline was issued. The Base served meals for both the Flight Attendants and Pilots on Thanksgiving. The North Concourse Parking Lot will be closed on December 31st as airport construction in this area will commence on January 1st. The television in Dallas Lounge was inoperable for most if the month of November. The Base Manager sent numerous reports requesting action on the issue. Dell (the company through which the television was ordered through) arbitrarily canceled the order. Thus, a loaner TV is now in the Lounge and hopefully Dallas will have a permanent TV sometime in December. There is also a temperature problem in the Dallas Lounge. The air condition/heating system is antiquated and the temperature in the Lounge is tied into the concourse temperature as it is run off the same system. The Dallas Lounge has a propensity to be either too hot or too cold. To solve the problem the air conditioning/heating system would have to be replaced and that is not going to take place, when the entire Lounge will be rebuilt when the airport is reconstructed. In this interim time, it has been requested that two heaters be placed in the Lounge to make the area more comfortable. Karen attended the TWU Local 556 Strategic Planning Session on the 16th, 17th and 18th of November at Camp for All. The Toys for Tots box and Christmas decorations were placed in the Dallas Lounge on November 9th and a Maestro message reminding Flight Attendants of the toy drive was sent out. The Union Glass Case was changed to reflect the Feeding America information on November 1st. Shop Stewards were contacted and Lounge Mobilizations were held. Union pins were placed in boxes of Flight Attendants who requested a Union pin when they took the Union survey. The Red Rack has been updated. The Dallas Web Page has been updated, and all Union publications have been distributed.

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

Jimmy reported that he delivered the toys for the annual Toys For Tots drive this past Saturday. Jimmy reported that he had five very large bags and Jimmy believes this is the best turnout he has ever seen. Jimmy reported that while October and the first half of November were quiet, Flight Attendants were in being called in again for various reasons ranging from delay of flights to points. Jimmy reported that there have been no Unaccompanied Minor issues in the past few months. Jimmy reported he has had a few phone calls from Flight Attendants regarding the implementation of the rest of the contract. Jimmy reported the Red Rack and Glass Case are up to date and there have been no publications to distribute. Jimmy reported he had fulfilled his quarterly flying per the TWU Local 556 Bylaws.

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

Todd reports that since this past October, the Oakland Base has not seen any significant changes. Fact Finding Meetings were high in the month of November but significantly lower so far in December. Shop Stewards Matt Roe, Kent Hand, Cynthia Belle, and Donald Silva have assisted Todd with the Fact Finding Meetings. In the month of November, Todd started the Toys for Tots drive and to date has had high participation in the Base. The Glass Case was updated twice with the different holiday and philanthropic literature for the Local. Todd would like to thank Bud Olaffson from Floppies Printing and Copy in Sacramento, California for donating the printing for both the Toys for Tots poster and the Feeding America poster. Board Member at Large Mark Torrez did a Lounge Mobilization in November and helped Todd with the Red Rack. It is now very well organized and up to date. Emails were sent out to all the OAK Shop Stewards both in November and December. The Oakland E-Connection was sent out in both November and December and has sparked interesting feedback from *the Membership. Lounge Mobilizations were executed twice in November and once so far in December and one more is planned for the end of the month. The Base Page was updated both in November and again in December. Todd would like to thank both the Executive Board for purchasing a gift basket for a needy family in our Local, and Shop Steward Donald Silva for delivering the basket and participating in the program One New Toy. This program came from the California State Conference, which is the gathering of all TWU Locals in the State of California. In November, Todd participated in the Strategic Planning retreat with the Executive Board and in December, spent an extra week in Dallas listening to the backlog of grievances and terminations. .*

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

Donna reports that the MDW Base has been relatively quiet with a small number of Fact Finding Meetings. Some of the Meetings are concerning multiple customer complaint letters. One Meeting concerned points. Donna has updated her Base Page, the Glass Case, Red Rack, and has conducted Lounge Mobilizations in November. Donna placed a box in the Lounge for Toys for Tots drive and has already delivered one load of toys. The remaining toys will be delivered this week. In November Donna attended he Strategic Planning Retreat in Burton, Texas.

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

Bryan Orozco attended Strategic Planning Retreat in November. He put out his Toys for Tots box. He attended the first TWU State Conference at the dealer's office in Las Vegas. He also attended our COPE Team meeting in DAL. He contacted his Shop Stewards by phone, text or email. He changed out the posters in the Glass Case and cleaned off the Red Rack. Bryan met with Scott the LAS Base Manager. He conducted a few Fact Finding Meetings. The LAS Base seems to be having about one or two Fact Finding Meetings each week. He conducted a few Lounge Mobilizations. He answered his emails and returned calls made to his Union phone.

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

The Education Committee has added Members in response to the October Unity article. Audrey has had discussions with Publications Chair Kyle Whiteley regarding education projects on the books for next year. Audrey is continuing to work on the Contract Resource Guide.

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

Bryan has made contact with the Special Olympics and is making plans for participation at all Flight Attendant Bases. He also has hopes that the Union will conduct a Black History Day, a Gay and Lesbian Day, a Latino History Day and a day with the Working Womens' Committee.

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

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

Todd Gage presented the **Veterans Committee Report**. There was no written report submitted.

John DiPippa submitted the **Inflight/Provisioning Committee Report**:

This past week myself and MDW DEBM Donna Keith had an opportunity to participate in the Inflight/Provisioning Committee Meetings in LAS and MDW and wanted to share the details with you:

The size of the Michelob Ultra can is not able to be changed and the reason we chose this beer over Budweiser is because Budweiser was a beer that sold particularly well ONLY in certain parts of the country. Also, speaking of beer, SWA pays about $8.50 for a case of it and Heineken is the best seller. It was mentioned at the meeting that of all four beers that we currently sell, three of them are Light Beers and some of the Committee Members were wondering if we could add more beer selections and also if we would ever get bottles for beer instead of cans. The Committee was told that SWA is looking at different flavors of beer to the extent of having some of the kits stocked with different varieties and that glass bottles are not an option because of the added weight and safety concerns, plus the fact that they are not recyclable under the current Co-Mingled Recycling Program. A Committee Member inquired about our wine selection and was told that this is best selection we can get at the cost SWA wants to pay. Splenda, which costs three times as much as Equal and Sweet n Low is too expensive and is not an option. Hazelnut Creamer will be introduced for the Christmas season starting on 12/14 and will run through the 1st Quarter of 2010. One of the Committee Members that was there was from Headquarters and was a participant in the Co-Mingled Recycling Project and shared some information with us: 64 million cans a year are ordered and SWA ONLY collects about 35 percent of them. Clear bags are being explored as a possible replacement to black bags for recyclable items. It was also mentioned that the center that processes our recyclables considers black bags to be trash and announcements have to be made stating that the bags are from SWA and they are in fact not trash. The Co-Mingled Recycling Program has added additional revenue to SWA's bottom line except in ABQ because the program is ran by the city. BWI is also a partial exception to this because they only receive a portion of money for recyclables, whereas all the other Provisioning cities receive a full amount. There is going to be a Phase Two for the recycling program, which will include the non-Provisioning cities and SWA will not receive any additional revenue because these are city run programs. Finally, the last piece of information that was conveyed was that SWA spent $80 million dollars last year in Workers' Comp claims and a safety sub-committee was set up to see how to reduce this amount.

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

Happy Holidays to all of you! I hope everyone had a wonderful Thanksgiving. November was uneventful (thank goodness). Renda and Lisa were on call and did a great job together! We had a total of 38 incidents logged into CISMCARE. Here is the breakdown:

A/C Incident	*2*
A/C Mechanical	*2*
Assault on Employee	*1*
Confidential	*2*
Death Onboard	*1*
F/A Personal Issue	*3*
Jumpseat Intervention	*16*
Lightning Strike	*1*
Medical Emergency	*6*
Near Miss	*1*
Other	*1*
Suicide Attempted	*1*
Turbulence	*1*

Mark Torrez and Audrey Stone submitted copies of the **Project Redesign Report**:

Project Redesign (n.) A TWU 556 Membership initiative to bring about positive change within our Local resulting in increased Membership Meeting participation, Executive Board/Committee/Office organization, and Union Domicile structure.

On September 28th – 30^{th,} 14 Flight Attendants from around the system came together in Dallas for Project Redesign. The meeting was facilitated by Mark Richard, our Local's Strategic Advisor. The purpose of this meeting was to get new and fresh ideas, challenge existing practices, and offer alternative to solutions to problems our Local faces on a day to day basis. The Flight Attendants chosen to participate in the meeting were all very different. They were senior, junior, commuters, non-commuters, Union Activists, non-Activists, and from all different Bases. The meeting began by getting a gauge of how group members felt about the process we were about to embark on. The degree of emotions varied widely. In one word, members were asked to describe how they felt about the process. The next task involved setting ground rules amongst the group. Those ground rules were established to hold all members accountable for their participation in this project.

Day one concluded with splitting the big group into three subgroups. The subgroups were formed to focus on three different areas of our Local. The first group was to address the Executive Branch. That committee committed to explore ways to improve the Executive Board, Committee Structure and Office Operation. The second group was to address the Membership as a whole. They committed to come up with ideas to address apathy within our Membership, increase participation in Membership Meetings, and increase the amount of trust Flight Attendants have in the Union. The third group was tasked with evaluating the Domicile Structure. The agreed to look at the role of the Domicile Executive Board Member in the Domicile, Shop Stewards, and adding some sort of structure/organization to the Domicile increasing their independence.

After an opening address by Mark Richard about the state of the Union movement in America and how our Local fits into that picture, day two was spent largely in subcommittee's. After several hours of attempting to come to consensus on many issues, the Committee made final recommendations for the Executive Board to consider.

The Executive Board agreed to discuss the recommendations of Project Redesign in detail, later in the Meeting.

Cuyler Thompson submitted copies of the **October 2009 Executive Board Meeting Minutes** for review. The Board reviewed and made corrections and changes to the Minutes.

The Board took a break at 1003 and reconvened at 1020.

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

Michael Massoni was excused for personal reasons.

Cuyler Thompson submitted copies of the **October 26th, 2009 Executive Board Conference Call Synopsis** for review. The Board reviewed and made corrections and changes to the Synopsis.

Audrey Stone made a **motion** to approve the October 26th, 2009 Executive Board Conference Call Synopsis as amended. Donna Keith **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted copies of the **October 30th, 2009 Executive Board Conference Call Synopsis** for review. The Board reviewed and made corrections and changes to the Synopsis.

Todd Gage made a **motion** to approve the October 30th, 2009 Executive Board Conference Call Synopsis as amended. Donna Keith **seconded** the motion. The motion **carried**.

John Parrott submitted copies of the **October 2009 TWU Local 556 Financial Report** for review.

There was discussion.

Mark Torrez made a **motion** to approve the October 2009 TWU Local 556 Financial Report. Jimmy West **seconded** the motion. The motion **carried**.

There was discussion regarding the bidding process for the 2010 Local 556 Officer On-Call.

There was discussion regarding updating the Glass Cases in the Flight Attendant Lounges in a timely manner. The Executive Board **agreed** that if a Domicile Executive Board Member were going to be unavailable for contact, the Board Member would notify Communications Chair Kyle Whiteley after designating a Shop Steward or another Representative to act in their stead.

There was discussion regarding plans for a **TWU Local 35th Anniversary Celebration**. Thom McDaniel reported that Kyle Whiteley was in charge of planning the celebration and would address the Board regarding the issue later in the Meeting.

There was more discussion regarding the bidding process for Officer On-Call.

Thom McDaniel left the Meeting at 1123.

Stacy Martin chaired the Meeting.

There was more discussion regarding the bidding process for Officer On-Call.

Thom McDaniel returned to the Meeting at 1128.

There was discussion regarding the **Uniform Committee Chair** position. Thom McDaniel reported that the Flight Attendant recommended by former Chair Val Lorien as his successor had declined to accept the position. The Board **agreed** to discuss the matter further but later in the Meeting.

Allyson Parker-Lauck entered the Meeting at 1128 to discuss the merits of a Grievance.

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

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

John DiPippa made a **motion** to table a Grievance to await further information. Karen Amos **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck was excused at 1142.

John DiPippa left the Meeting at 1142.

Karen Amos made a **motion** to place Crystal Rains in the position of Uniform Committee Chair for the interim period vacancy. Todd Gage **seconded** the motion. The motion **carried**.

The Board went to lunch at 1146 and reconvened at 1330.

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

Michael Massoni was excused for personal reasons.

The Board discussed in detail the Project Redesign Report.

Mark Torrez made a **motion** to dissolve the Special Committee, Care and Concern, and to transfer the responsibilities to the Local 556 Executive Membership Coordinator. Todd Gage **seconded** the motion. The motion **carried**.

Karen Amos **agreed** to contact current Care and Concern Committee Chair Lucy White-Lehman.

John DiPippa left the Meeting at 1436.

Mark Torrez made a **motion** to dissolve the Special Committee, Information Technology, and transfer the responsibilities to an Information Technology Coordinator. Todd Gage **seconded** the motion. The motion **carried**.

John DiPippa returned to the Meeting at 1442.

The Board continued to discuss the Project Redesign Report.

The Board took a break at 1506 and reconvened at 1530.

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

Michael Massoni was excused for personal reasons.

John DiPippa was absent.

The Board discussed in detail the Project Redesign Report.

John DiPippa entered the Meeting at 1548.

John Parrott was excused for Union Business at 1600.

The Board reviewed and updated the **2010 Local 556 Strategic Plan**.

Mark Torrez **agreed** to present, at the next Board Meeting, a more detailed explanation of how the Executive Board could best implement the plan to survey random Flight Attendants regarding the quality of the services received during their recent calls to the Union Office.

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

Thom McDaniel recessed the Meeting at 1711.

Tuesday

December 15th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

Michael Massoni was excused for personal reasons.

John Parrott submitted copies to the Executive Board of the financial information necessary to plan the **2009-2010 Local 556 Operating Budget**.

The Board discussed the 2009-2010 Local 556 Operating Budget.

Stacy Martin left at 0848.

The Board continued to discuss the 2009-2010 Local 556 Operating Budget.

Stacy Martin returned to the Meeting at 0858.

Thom McDaniel left the Meeting at 0935 to testify in Arbitration.

Stacy Martin chaired the Meeting.

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

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

Michael Massoni was excused for personal reasons.

Thom McDaniel was excused to testify in Arbitration.

John DiPippa was excused to move his car.

Audrey Stone was excused to speak with a Member.

The Board continued to discuss the 2009-2010 Local 556 Operating Budget.

John DiPippa entered the Meeting at 1026.

Audrey Stone entered the Meeting at 1030.

Thom McDaniel returned to the Meeting at 1040.

There was discussion regarding the request made by Phoenix Flight Attendant Michael Broadhead, a Member of the Arizona State AFL-CIO Executive Council, to increase the per capita payment that the Local makes to the Arizona AFL-CIO. The Executive Board reviewed the current per capita payments made to all city and state AFL-CIO Chapters and Labor Councils by Local 556 and deemed that the amounts were currently sufficient. Bryan Orozco **agreed** to contact Michael Broadhead.

Kyle Whiteley entered the Meeting at 1057 to discuss the Communications Committee Budget.

John DiPippa left the Meeting at 1105.

Kyle discussed with the Board the TWU Local 35th Anniversary Celebration plans.

John DiPippa returned to the Meeting at 1112.

Thom McDaniel left the Meeting at 1139.

Stacy Martin chaired the Meeting.

Kyle Whiteley submitted the **Communications Committee Report**:

> *Since my last Communications Report, we have sent out two Unity Updates, and are currently working on the January issue of Unity. Copies will be sent to the Editorial Team for review as soon as possible. The January Unity should be in the Bases by the third week of the month due to the New Year holiday. I am still receiving multiple versions of national content for inclusion in the various E-Connections. Please allow Audrey and John to write the national content, while you focus solely on Base-specific issues. This makes the editing process go much more smoothly, and we can get the E-Connections out to the Membership much more quickly. Also, Domicile Executive Board Members are now able to track various statistics relating to their E-Connections by going to http://emailreports.twu556.org. Please let me know if you have any questions about how to interpret the information. Please make certain that the national content for the bulletin boards is kept up-to-date. Beginning in January, I will be sending each Domicile Executive Board Member home with a new background color for the bulletin boards, but the materials (e.g. posters) will be printed at your local print shop. If you have any projects coming up, please let me know as soon as possible in order to coordinate any communications needs or issues and to set up time for the project to be completed. Between November 4th and December 13th, 2009, 813 people have visited the live chat page on the Web site. Unfortunately, it is not possible to see how many times each video was viewed. Our next live chat happens this Wednesday, December 16th, at 6 p.m. Over the next several months, I request that we focus some of our efforts on ensuring that the Flight Attendants are aware of the TWU Local 556 Web site address.*

Thom McDaniel returned to the Meeting at 1144.

Kyle Whiteley was excused at 1152.

The Board took a break at 1200 and reconvened at 1330.

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

Michael Massoni was excused for personal reasons.

John Parrott submitted copies of the **November 2009 Local 556 Financial Report**.

John DiPippa made a **motion** to approve the November 2009 Local 556 Financial Report. Todd Gage **seconded** the motion. The motion **carried**.

The Board continued to discuss the 2009-2010 Local 556 Operating Budget.

There was discussion regarding Domicile Executive Board Member Budgets. The Board **agreed** that Domicile Executive Board Members could only in extraordinary circumstances submit parking receipts for which they would be reimbursed.

A Flight Attendant entered the Meeting to give Christmas gifts to Members of the Executive Board.

New **Local 556 Professional Standards Committee Chair** Michael Broadhead entered the Meeting at 1436 to discuss the Committee Report:

> *Established as of December 1st, a "temporary" Chair to assume all daily operations for ninety (90) days during transition. Kevin Mackenzie has agreed to run all daily operations during the 90 day period, concluding on March 1st, 2010. Kevin and I have spoken at length and are meeting for a complete run through of the program and all expectations. Kevin has agreed to run the program in exchange for twenty (20) TFP per month to be used at his discretion for pay to himself or other Committee Members that assist him. He will be providing monthly reports of all work done and all necessary time sheets. TWU Local 556 will pay his 20 TFP per month. I briefed PHX Base Manager Steve Murtoff on Kevin's role and gave an overview of the program. I will be working on an "as needed" basis during the transition, documenting and reporting all hours for pay directly to TWU Local 556. I will attempt to do all my work on days off, but if necessary, will work directly with TWU Local 556 for pull requests and schedule adjustments with proper documentation. It is my request that since this program is supported by both groups that my pay for total hours worked on the "redo" should be split 50/50 between the Union and Inflight for the 90-day transition.*
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> - *Obtain list of all identified and/or known Committee Members from Inflight Management and TWU Local 556. Direct contact to be made with all identified Committee Members, along with Lorie Powell, to establish status of future participation on the Committee.*
> - *Compile from Scheduling an audit of any and all Flight Attendant's that may have the "PS" code in their profile to ensure all levels of confidentiality are in place. Ensure Scheduling has the PS code in my profile.*
> - *Recruitment for new Committee Members will be done using three approaches: 1) Open recruitment using an RBF and blast voice mail and or email via TWU Local 556, 2) Contacting each Base Manager and 3) Each TWU Local 556 Executive Board Member and asking for "referrals" with stated credentials. All three methods used will produce a list of candidates to be interviewed and considered. This task is targeted to be completed by the second week in January, 2010.*

- *Once recruitment has been completed, TWU Local 556 and Inflight Management will review the list of possible candidates to provide any input as needed for consideration.*
- *Train all Committee Members, both new and returning, in a training session/workshop. Committee Members will be flown to Dallas positive space, provided a hotel room and two days' pay to complete the training. Training will start on day one with a two-hour session later in the day, then day two will run for approximately five-six hours allowing for flight departures in late afternoon. Agenda will include all aspects of program operation as well as input from TWU Local 556 Executive Board Members, and members of Inflight Management. Training of new Committee Members and existing Committee Members will be completed by the 3rd week of February 2010 during a non-holiday or peak travel period. SWA Inflight will be responsible for all pay and expenses associated with training as previously agreed upon.*
- *Produce articles and "roll out" information for publication in Unity and Onboard*
- *Establish electronic means (email) links for Flight Attendants to request the use of Professional Standards in addition to 800 number on SWALife and TWU Local 556 websites to be activated on March 1st, 2010.*
- *Train all Inflight Base Managers, Base staff and Grievance/Office staff of TWU Local 556 with an "overview and explanation" of the new program to ensure qualified and correct referrals are given to the program. This "road show" of presentations will be a presentation lasting no more than forty-five minutes with time allocated for questions. It is estimated that this will require approximately six days of pay to complete all presentations. SWA Inflight will be responsible for all expenses for this training as it falls under "training." It appears that training has not been completed in the past several years and this extra push on training will ensure that proper and correct information is provided to all key parties involved.*
- *Complete a redo of the entire Professional Standards book to be reviewed by TWU Local 556 and SWA Inflight Management. Some key components of the redo will be using automation to accept referrals, a new website design and update and using "password" concepts as an added layer of program operation to ensure confidentiality.*
- *Work with CISM to attempt to develop a "joint marketing" of both programs. If this were achieved, a sticker will be produced similar to the one used before to put on our Flight Attendant Manuals with both programs' contact information. The cost of the sticker will be paid for by Inflight and each Base will have its Supervisor Team place one in each mailbox on the start date of the new program on or about March 1st, 2010.*
- *Contact Pilots Professional Standards and inform of changes and operational aspects of the new program.*
- *Information has already been written and provided to TWU Local 556 Communications for January Unity to be published highlighting the forthcoming changes and addressing daily operations will be provided. If Inflight would like to publish the same information, please let me know and it will be provided.*
- *Submit a budget proposal to TWU Local 556 Executive Board*
- *New Professional Standards program targeted start/rollout date is March 1st, 2010.*
- *Once the new program has been launched, then a revamped "new hire Flight Attendant presentation" will be completed.*

Michael Broadhead was excused 1504.

The Board took a break at 1505 and reconvened at 1528.

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

Michael Massoni was excused for personal reasons.

John DiPippa was excused from the Meeting at 1531 for personal reasons.

The Board continued to discuss the 2009-2010 Local 556 Operating Budget.

The Board **agreed** that all Executive Board Members who had answered phones during the Expanded Customer Service Test Project would email their reports to Audrey Stone on or before January 8th so that the Executive Board could re-evaluate the Project during the January Executive Board Meeting.

There was more discussion regarding the bidding process for Officer On-Call.

Mark Torrez made a **motion** to reconsider the previous agreement that all Executive Board Members, not currently on full-time pulls, would work in the Union Office during their Officer On-Call weeks. Todd Gage **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** that Executive Board Members have the option to work in the Union Office on their Officer On-Call week. John Parrott **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to recess. Cuyler Thompson **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1732.

Wednesday

December 16th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

John DiPippa, Michael Massoni and Donna Keith were excused for personal reasons.

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

Cuyler Thompson submitted the **Care and Concern Committee** Report for Chair Lucy White-Lehman:

> *Seventeen cards were sent for November and December 2009:*

Thom McDaniel submitted the **COPE Team Report** for Co-Chair Susan Kern:

> *On November 9th and 10th, 16 Members of the COPE Team, representing all eight Bases, met in Dallas for a day and a half. Based on feedback from prior meetings, the agenda covered such topics as the vision for the TWU 556 COPE Team, how to talk to Members, the basics of lobbying, and using*

websites. Guest speakers included Alex Garcia, Legislative and Political Field Representative and Gwen Dunivent, Field Service Assistant. Alex and Gwen discussed such issues as the development of State Conferences, the importance of involvement on the local level, specifically with the Central Labor Council, and the use of COPE dollars. Several of the participants in this meeting had been released to work on the AFL-CIO Labor 2008 Election campaign, and everyone benefitted from hearing about the various experiences and challenges they faced. The team participated in a Texas State Strategy Call on the 10th, outlining the work the American Federation of Government Employees (AFGE) is undertaking to organize the Transportation Security Administration (TSA). A mini COPE drive was held among the attendees, and there were nine new pledges of support for a total of $281.00 additional COPE dollars per month just from these 16 people! On Monday, December 7th, I attended the open meeting in Washington, DC to hear comment on the proposed rules change for Union representation elections as they are held under the Railway Labor Act (RLA). Currently 50% plus one of all eligible voters in a class or craft must participate for an election to be valid; once the 50% + one threshold of participation is met, the presence of a Union on the property is determined by the yea vs. nay of those who voted. If participation in the election does not reach this level, then it doesn't matter what the outcome of the yea vs nay is, there will be no Union on the property. The proposed change would eliminate the 50% + one requirement, and bring the election procedure for the RLA in line with the election procedure for the National Labor Relations Act (NLRA), whereby all NLRA Union representation elections follow the principle of the majority of those who voted win- just like all other elections in the United States. John Conley, Director of the TWU Air Transit Division (ATD), spoke on behalf of the TWU; a total of 31 people spoke both in support of and against the change. The speakers ranged from lawyers representing Delta Airlines and known Union-busting firms to Labor leaders to line flying Flight Attendants and Pilots. The speakers were arranged to ensure alternating arguments, and each speaker received ten minutes for their presentation. Of the various speakers, Professor Kate Bronfenbrenner, Director of Labor Education Research at Cornell University's School of Industrial and Labor Relations, made a most compelling case for making this change. Although the intent of the RLA is to ensure that the majority of workers in a particular craft or class have participated in the election, thereby ensuring stability within the workforce and protecting commerce, the actual result has been that companies have engaged in voter suppression tactics, hoping to prevent the workforce from gaining Union representation. In studying the case histories of Union representation elections held under both the NLRA and the RLA, Ms. Bronfenbrenner has found that voter participation is much higher in NLRA elections, a fact which she attributes to the voter suppression campaigns waged by Management in RLA elections. This defeats the supposed purpose of the Act. Another speaker, who was a Supervisor of Flight Attendants for Delta Airlines during the Association of Flight Attendants (AFA) campaign for representation during 2001-2002, spoke of how Delta hired the firm American Consulting to train Management in techniques of voter suppression and intimidation, and further identified methodologies used by Delta to both reward and punish Supervisors who succeeded or failed in their mission to discourage Unionization. Of the 31 speakers, nine were attorneys, eight of whom represented interests opposed to the rule change and one who was from the Transportation Trades Department (TTD), AFL-CIO. Six were either Pilots or Flight Attendants speaking on their own personal beliefs, and of those four were against the rule change while two were in favor of the rule change. Eleven speakers represented Unions. Go to http://www.nmb.gov/representation/proposed-rep-rulemaking.html to access the full transcript of the day's proceedings, the roster of speakers, read the comments that have already been submitted and make your own comment. The public comment period will end on January 4th, 2010.

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

Thom McDaniel reported that since the last Executive Board Meeting, he and Cuyler Thompson had completed the remaining seven Membership Meetings. The first round of Membership Meetings is scheduled and posted on the Local 556 Website as well as sent to all Domicile Executive Board

Members to be posted in their Glass Cases. Thom attended the TWU Texas State Conference meeting on October 19th in Houston. The next TSC meeting will be held on January 11th at the TWU Local 556 headquarters. Thom and Allyson Parker-Lauck participated in the first live webcast on November 4th. The format consisted of Thom answering questions that were frequently asked in the Local 556 survey as well as answering questions that were emailed in directly from Members. Thom and Kyle agreed to make this a monthly feature and it was approved by the Executive Board as part of the Strategic Plan. The December webcast will be held on December 16th. Thom met with the Grievance Team on November 5th to hold a roundtable lunch to discuss any Office issues or concerns they had. Feedback from the meeting was good and the Grievance Team expressed a desire to hold similar meetings in the future to foster positive communication. Thom has participated in weekly conference calls with other TWU Leaders on the health care reform bill that is currently in Congress and how to make sure that Americans have adequate health care and workers health care benefits are protected. The call is hosted by the TWU Legislative Department. COPE Co-Chairs Thom and Susan Kern held a COPE Team Meeting on November 9th and 10th with Local 556 Members from all Bases to discuss strategy for Membership involvement on a local, state and national level regarding issues that affect Flight Attendants, the airlines industry, and working people. The meeting was well attended and productive. Thom thanked TWU International Field Reps Gwen Dunivent and Alex Garcia for addressing the meeting and participating in the discussion. There will be additional meetings of the COPE Team in 2010. Thom coordinated and participated in the Local 556 Strategic Planning Retreat from November 16th-19th in lieu of the regular Executive Board Meeting. The meeting was productive and the Executive Board has an aggressive agenda for the upcoming year. On November 23rd -25th, Thom flew Pairing HC27 and is in compliance with the Bylaw requirement regarding Officer flying. Thom was the emergency On-Call Officer December 6th-13th. Thom and John Parrott held a Staff Meeting on December 2nd to notify the Office Team that they would be assuming the roles of Office Manager. Thom will handle all personnel and performance issues and John will coordinate staffing and attendance. Thom has met regularly with Grievance Chair Allyson Parker-Lauck as well as Contract and Leave Coordinator Denny Sebesta regarding Grievance and Contract issues. Thom testified in arbitration on December 15th regarding contractual time frames. Thom will present an arbitration on February 3rd. Thom notified the Executive Board that he had sent the Bylaw amendments approved by the TWU Local 556 Membership to the TWU International Executive Council and hoped to hear back from them soon regarding approval of the changes.

Thom McDaniel submitted three pieces of correspondence.

Crystal Rains submitted copies of letter that she had written, as requested, on behalf of the Executive Board to Board of Election (BOE) Member Jannah Dalak. The letter addressed an email from Jannah in which she disagreed with verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes. There was discussion.

The Board **agreed** to discuss the letter further but later in the Meeting.

Mark Torrez made a **motion** to give Madeleine Howard a net bonus of $2,000. John Parrott **seconded** the motion. The motion **carried**.

The Board took a break at 0951 and reconvened at 1000.

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

John DiPippa, Michael Massoni and Donna Keith were excused for personal reasons.

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

Cuyler Thompson submitted the **Grievance Committee Chair Report** for Allyson Parker-Lauck:

> *Allyson Parker-Lauck reported that as of December 10th, 2009, there are 174 total grievances, with 27 of those being termination cases, 16 Group grievances, 52 non-termination discipline grievances, and 79 individual Contract grievances. Allyson has been working closely with Lyn Montgomery and Denny Sebesta to resolve many older grievances. The three met with the Company on November 18th to make one last effort to settle the oldest cases on file before proceeding to Board of Adjustment or Arbitration. Allyson reported that the Company offered settlements on several of those cases, but the Union will likely be proceeding to Board of Adjustment and/or Arbitration on a significantly higher number of cases in 2010 than in previous years. Lyn Montgomery conducted a workshop for the Grievance Team on November 10th-11th, 2009 on preparing Grievance Packets. The training gave the Team the tools and expertise to create their presentation packets electronically, helped them improve research, and was very widely praised by the Team. Denny Sebesta has taken the initiative to schedule regular monthly meetings with Dave McDonald, Manager of Scheduling to deal with ongoing, "pre-grievance" issues. Allyson has attended the last two meetings with Denny, and they have been very productive. The top two issues discussed at the November and December meetings were the VRU check-in procedure and Charter irregularities. Allyson reported that the rate of new grievances being filed has leveled off and with the hopeful resolution of the cases that have recently been discussed with the Company, that our total number of grievances will soon see a decline.*

The Board **agreed** that Crystal Rains and Karen Amos would author an email reminder to our Flight Attendants reminding them of the upcoming changes to the Contract scheduled to take place during January and February 2010.

Inflight Management Representatives Mike Hafner and David Curry entered the Meeting at 1009.

> *David Curry reported that the Southwest Airlines Inflight Recurrent Trainers had flown to Dallas the previous week to prepare for the 2010 Recurrent Training Classes. David went on to say that the Online Homestudy portion had been pared down a bit from last year's program. David noted that according to those Flight Attendants who had completed the Homestudy thus far, on average, it had taken them five hours and 40 minutes. Thom McDaniel asked if David would please stress to our Members the importance of being on time for and having updated Flight Attendant Manuals updated before the classes begin. David stated that Carmen Allen would soon be sending out an RBF about the issue. There was discussion regarding the fact that the FAA currently required Flight Attendants to complete at least four hours of Homestudy. David stated that the extra hour and a half of average time was necessary to ensure that the FAA requirements were satisfied. Mark Torrez thanked David for improving the way that Bulletins to the Flight Attendant Manual were inserted into the Manual. Mike Hafner stated Southwest Airlines was currently accepting flight reservations thru mid-August. He noted that there would be a modest increase in Flight Attendant Bid Line Totals due to additional flights being added to the Southwest Airlines flight schedule. Mike reported that Sara Schulte would now be the point person for the joint Union/Southwest Airlines CISM Committee. Mike went on to say that Steve Murtoff would be the Southwest Airlines point person for Chair Michael Broadhead on Professional Standards Committee. Mike Hafner asked that the Union be extra conscientious of the number of trip pulls submitted for Union business during the upcoming holiday season. The Executive Board expressed their thanks to Mike Hafner for his personal help resolving a recent Grievance. Audrey Stone again discussed the way that Reserve days were allowed to be submitted to Trip Trade/Give Away (TT/GA) in*

CWA. She again requested that Reserve Days only be allowed to be submitted to TT/GA in chronological order, eliminating unnecessary confusion for our Flight Attendants. She noted that while a Flight Attendant may check in up to six hours prior to an assignment, the Check-In Reminder prompts would only appear two hours in advance. She requested that the Check-In reminder to prompt appear six hours in before a Flight Attendant's assignment, in hopes that this would eliminate unnecessary Failure to Reports (FTRs). Mike Hafner stated that he would talk to Brendan Conlon about these requests. Audrey reported that several BWI Flight Attendants had been told by Crew Scheduling that when a Flight Attendant voluntarily assigned themselves more than one Pairing during a day, and ran late on the first Pairing, they would No-Show the second Pairing. David Curry and Mike Hafner said they would look into the situation. Mark Torrez asked for clarification regarding why a Customers could not exchange a drink coupon for an unopened alcoholic beverage to be taken off the aircraft. David Curry noted that it was because of the license to serve alcohol as written for Southwest Airlines in Texas. David Curry stated that he would ask Melissa Overby to write an article reminding our Flight Attendants about the alcohol policies of Southwest Airlines. Mike Hafner stated that the current free drink coupon program was under review. John Parrott suggested that in lieu of giving Rapid Reward Members free drink coupons, that we should offer them a "taste" of other services offered by the Company such as a free Speedbird Fare or a free Business Select upgrade in hope that they would purchase such upgrades in the future. Cuyler Thompson asked for an update regarding the Executive Board's request that the wording of the Flight Attendant Handbook pertaining to how Scheduling notifies Flight Attendants of reschedules/reroutes be changed back to reflect current and longstanding practice. David Curry stated that he did not have an update, but stated again that he would look into it. Cuyler Thompson asked for an update regarding the fact that Flight Attendant's luggage was no longer allowed to be embroidered with the Southwest Airlines logo. David Curry noted that Management planned to change the Flight Attendant Appearance Standards to allow luggage to be embroidered with the Southwest Airlines logo. There was discussion regarding some Supervisors' poor delivery and subjectivity when addressing Flight Attendants' appearance. Jimmy West discussed the fact that some Station Employees appear to unaware that Uniformed Crewmembers may Gate Check their bags to the jetway. Mike Hafner reported that Inflight Management was currently redefining the roles of some Inflight Supervisors roles in an effort to provide better service to the Flight Attendants. Mike Hafner noted that Inflight Management would continue to conduct Inflight Audits because of the requirements of the FAA. Thom McDaniel again discussed Inflight Supervisors' tactics and subjectivity when addressing Flight Attendants about Appearance Standards. David Curry noted that Cintas should be caught up with the back-orders of dress slacks by February 2010. Audrey Stone requested that Southwest Airlines jetways be updated with the correct information necessary to contact Inflight Scheduling. There was discussion regarding the fact that the Hotel Committee would no longer be negotiating the 1, 2, 3 alcohol discounts at our RON Hotels. Mike Hafner thanked the Executive Board for the work that they do and for the way that Management and the Union are typically able to resolve conflict(s).

The Inflight Management Representatives were excused at 1053.

The Board **agreed** that *Unity* Editor Kyle Whiteley would make the decision regarding Professional Standards Committee Chair Michael Broadhead's request that he be allotted two pages in the March 2010 edition of *Unity* Magazine. Michael had requested extra space in the publication to address changes to the Professional Standards Committee and to promote renewed interest in and utilization of this invaluable Committee.

There was more discussion regarding the letter to Board of Election (BOE) Member Jannah Dalak to address her disagreement with verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes.

The Board agreed to table further discussion until after the lunch break.

Members of the Local's Grievance Team and Office Staff entered the Meeting at 1127. On behalf of the Officers, Staff and Membership of TWU Local 556, Thom McDaniel presented Madeleine Howard, TWU Local 556 Executive Assistant, a holiday bonus check in recognition of her work, dedication and contributions to the Local.

The Board went to lunch at 1130 and reconvened at 1345.

Cuyler Thompson, Jimmy West, Todd Gage and Bryan Orozco answered the Office phones during the lunch break so that Members of the Team could have lunch together during the Quarterly Office Grievance Team Outing.

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

John DiPippa, Michael Massoni and Donna Keith were excused for personal reasons.

Audrey Stone was excused to speak with a Member.

Thom McDaniel was at a lunch with Madeleine Howard, TWU International ATD Director John Connolly and Garry Drummond thanking her for her years of service to Local 556.

Stacy Martin Chaired the Meeting.

Crystal Rains submitted, as requested, an updated letter to Board of Election (BOE) Member Jannah Dalak to address her disagreement with verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes. The Board **agreed** to discuss the letter further, but later in the Meeting.

Audrey Stone entered the Meeting at 1356.

Allyson Parker-Lauck and Sara King entered the Meeting at 1358 to discuss the merits of a Grievance.

Sara King was excused at 1404.

Todd Gage made a **motion** to take from the table a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

There was discussion.

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

The Board recognized the exceptional work of Local Grievance Chair Allyson Parker-Lauck during the previous week's Special Grievance Executive Board Meeting and asked that she pass along the Board's gratitude to her Grievance Team as well.

Allyson Parker-Lauck was excused at 1411.

Garry Drummond updated the Executive Board on the Arbitration, which he had presented the previous day for the Union in defense of a terminated Flight Attendant.

Thom McDaniel returned to the Meeting at 1418.

The Board **agreed** upon the final verbiage of the letter to Board of Election (BOE) Member Jannah Dalak to address her disagreement with verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes. The Board **agreed** that the May and June 2009 Executive Board Meeting Minutes were an accurate reflection of the proceedings.

Cuyler Thompson discussed with the Board the possibility of conducting a 2010 Flight Attendant Census Survey. Cuyler and Survey Committee Chair Mark Torrez agreed to work with Webmaster Kyle Whiteley to determine the timeliness and content of a **2010 Flight Attendant Census Survey**.

The Board **agreed** to encourage better communication between the Grievance Team, Office Staff and the Executive Board.

Cuyler Thompson submitted copies of the **October 2009 Executive Board Meeting Minutes** for review. The Board reviewed and made corrections and changes to the Minutes.

Todd Gage made a **motion** to approve the October 2009 Executive Board Meeting Minutes. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson submitted copies of the **October 2009 Executive Board Meeting Synopsis** for review. The Board reviewed and made corrections and changes to the Synopsis.

Todd Gage made a **motion** to approve the October 2009 Executive Board Meeting Synopsis. Mark Torrez **seconded** the motion. The motion **carried**.

The Board **agreed** that Audrey Stone and Mark Torrez would make the changes agreed upon by the Executive Board to the Officer On-Call Procedures and submit them as a proposed addition to the Local 556 Policies and Procedures Manual during the January 2010 Executive Board Meeting.

Thom McDaniel left the Meeting at 1509.

Stacy Martin chaired the Meeting.

Thom McDaniel returned at 1515.

Stacy Martin left the Meeting at 1518.

The Board **agreed** that on the last day of future Executive Board Meetings, Cuyler Thompson would submit printed copies of the previous month's Executive Board Synopsis but would only email copies of the previous month's Executive Board Minutes for the Board to review in an effort to save paper.

Cuyler Thompson submitted the **3rd Membership Meeting of 2009 Minutes** for review. The Board reviewed and made corrections and changes to the Minutes.

Cuyler Thompson made a **motion** to adjourn. John Parrott **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1553.

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

Cuyler Thompson
Recording Secretary