



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

One Brookriver Place 7929 Brookriver Drive, Suite 750 Dallas, TX 75247 (214) 640-4700 (800) 969-7932
Fax (214) 357-9870 www.twu556.org Hotline (800) 806-7992

Special Grievance Executive Board Meeting December 7th - 10th, 2009 Synopsis

Monday

December 7th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Audrey Stone was excused to attend the funeral of a Local 556 Member.

Cuyler Thompson was en route due to an Unscheduled Overnight; Donna Keith recorded the Minutes of the Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

Grievance Chair Allyson Parker-Lauck, Board of Adjustment/Arbitration Coordinator Lyn Montgomery and Contract and Leave Coordinator Denny Sebesta were guests at the Meeting to discuss the merits of Grievances.

There was discussion regarding the fact that there had been recently been more Grievances filed for terminated Flight Attendants than normal.

Mark Torrez made a **motion** to revisit a Group Grievance. John Parrott **seconded** the motion. The motion **carried**.

There was discussion regarding the employee-parking situation at the Oakland Flight Attendant Domicile. The Board discussed the challenges that the Union and Southwest Airlines Management had faced with the Oakland Port Authority's unwillingness to accommodate safety.

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

John Parrott made a **motion** to revisit a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

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

Mark Torrez made a **motion** to revisit two Grievances. John Parrott **seconded** the motion. The motion **carried**.

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

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

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

There was discussion.

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

There was discussion regarding the withdrawal of Grievances, whether or not the Union should hand-deliver release letters to Grievants, and when or if a Grievant's case should be considered abandoned.

John DiPippa made a **motion** to withdraw a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Colleen Griffin made a **motion** to proceed on a Grievance. Bryan Orozco **seconded** the motion. The motion **carried**.

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

There was discussion.

The motion **carried**.

The Board took a break at 0953 and reconvened at 1012.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Audrey Stone was excused to attend the funeral of a Local 556 Member.

Cuyler Thompson was en route due to an Unscheduled Overnight; Donna Keith recorded the Minutes of the Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

Grievance Team Member Catherine Rea was a guest at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1030 to discuss the merits of a Grievance.

The Grievant and Catherine Rea were excused at 1046.

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

John DiPippa 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. Mark Torrez **seconded** the motion. The motion **carried**.

Karen Amos made a **motion** to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

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

John DiPippa left the Meeting at 1132.

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

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

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

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

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

John DiPippa returned to the Meeting at 1214.

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

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

The Board went to lunch at 1223 and reconvened at 1400.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Audrey Stone was excused to attend the funeral of a Local 556 Member.

Cuyler Thompson was en route due to an Unscheduled Overnight; Donna Keith recorded the Minutes of the Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

There was discussion regarding potential topics of conversation for Southwest Airlines CEO Gary Kelly, scheduled to be a guest at the Meeting later in the day.

Cuyler Thompson entered the Meeting at 1409 and recorded the Minutes of the Meeting.

Allyson Parker-Lauck, Lyn Montgomery, Denny Sebesta and Grievance Team Member Joe Skotnik entered the Meeting at 1415 to discuss the merits of a Grievance.

Joe Skotnik was excused at 1448.

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

Bryan Orozco made a **motion** to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

The Board took a break at 1517 and reconvened at 1531.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Audrey Stone was excused to attend the funeral of a Local 556 Member.

Stacy Martin and Crystal Rains were excused due to illness.

Garry Drummond was a guest at the Meeting.

Southwest Airlines CEO Gary Kelly was a guest at the Meeting to discuss issues currently faced by Southwest Airlines and its Employees.

Southwest Airlines CEO Gary Kelly left the Meeting at 1641.

Allyson Parker-Lauck, Denny Sebesta, Joe Skotnik, and a Grievant entered the Meeting at 1643 to discuss the merits of the Grievance.

Lyn Montgomery entered the Meeting at 1648.

The Grievant and Joe Skotnik were excused at 1715.

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

John Parrott made a **motion** not to proceed on a Grievance. Bryan Orozco **seconded** the motion. .

Karen Amos made a **motion to table** a Grievance to wait for more information from the Grievant. Donna Keith **seconded** the motion. The motion **carried**.

Jimmy West made a **motion** to recess. Todd Gage **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1847.

Tuesday

December 8th, 2009

Thom McDaniel called the Meeting to order at 0830.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Mark Torrez, Colleen Griffin, Todd Gage, Audrey Stone, John DiPippa, Jimmy West and Donna Keith.

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

John Parrott was excused for vacation.

Stacy Martin and Crystal Rains were excused due to illness.

Bryan Orozco and Karen Amos were absent.

Karen Amos entered the Meeting at 0837.

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

Bryan Orozco entered the Meeting at 0847.

Cuyler Thompson made a **motion** to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

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

Grievance Team Member Jamie Lynch entered the Meeting at 0917 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0925 to discuss the merits of the Grievance.

Jamie Lynch and the Grievant were excused at 1000.

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

The Board took a break at 1025 and reconvened at 1035.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

John Parrott was excused for vacation.

Stacy Martin and Crystal Rains were excused due to illness.

Audrey Stone made a **motion** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

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

Grievance Team Member Becky Parker entered the Meeting at 1051 to discuss the merits of a Grievance.

The Board attempted to reach a Grievant via Conference call at 1100.

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

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

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

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

Cuyler Thompson made a **motion** to proceed on a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

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

Audrey Stone made a **motion** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

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

The Board went to lunch at 1215 and reconvened at 1337.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

John Parrott was excused for vacation.

Stacy Martin and Crystal Rains were excused due to illness.

Attorney Ed Cloutman and Contract and Leave Coordinator Denny Sebesta were guests at the Meeting.

The Board discussed Southwest Airlines Management's recent new interpretation of the Maryland Flexible Leave Act.

Denny Sebesta and Ed Cloutman were excused at 1400.

Grievance Team Member Catherine Rea, Allyson Parker-Lauck and Lyn Montgomery entered the Meeting at 1405 to discuss Grievances.

Audrey Stone was excused to attend a Meeting at Southwest Airlines Headquarters regarding Management's interpretation of the Maryland Flexible Leave Act.

A Grievant entered the Meeting at 1426 to discuss the merits of a Grievance.

Catherine Rea and Grievant were excused at 1452.

John DiPippa left the Meeting at 1452.

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

The Board took a break at 1509 and reconvened at 1520.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

John Parrott was excused for vacation.

Audrey Stone was excused to attend a Meeting at Southwest Airlines Headquarters regarding Management's interpretation of the Maryland Flexible Leave Act.

Stacy Martin and Crystal Rains were excused due to illness.

The Board spoke with Local Communications Chair Kyle Whiteley via conference call at 1521 regarding the Communications Committee Budget.

John DiPippa left the Meeting at 1521.

John DiPippa returned to the Meeting at 1527.

Mark Torrez made a **motion** to approve the purchase of audiovisual equipment not to exceed \$3,500. Cuyler Thompson **seconded** the motion. The motion **carried**.

Karen Amos was excused at 1540 to attend a Fact Finding Meeting at the Dallas Base.

Grievance Team Member Sara King, Allyson Parker-Lauck and Lyn Montgomery entered the Meeting at 1543 to discuss the merits of a Grievance.

Audrey Stone and Denny Sebesta entered the Meeting at 1545.

A Grievant entered the Meeting at 1554 to discuss the merits of a Grievance.

Sara King and the Grievant were excused at 1612.

Thom McDaniel left the Meeting at 1620.

Cuyler Thompson chaired the Meeting.

Thom McDaniel returned to the Meeting as chair at 1623.

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

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

Mark Torrez made a **motion** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Becky Parker entered the Meeting at 1627 to discuss the merits of a Grievance.

Bryan Orozco and John DiPippa left the Meeting at 1627.

Allyson Parker-Lauck and Audrey Stone were excused at 1627 to speak with a Member.

Executive Board business stopped due to the lack of a quorum.

Bryan Orozco returned to the Meeting at 1630.

Business resumed.

The Board again attempted to reach a Grievant via Conference call at 1633.

John DiPippa returned to the Meeting at 1633.

Becky Parker was excused at 1633.

Allyson Parker-Lauck and Audrey Stone returned to the Meeting at 1639.

John DiPippa made a **motion** to proceed on a Grievance. Bryan Orozco **seconded** the motion. The motion **carried**.

Audrey Stone and Allyson Parker-Lauck were excused at 1703 to speak with a Member.

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

The Executive Board spoke with a Grievant via Conference Call at 1710 regarding his Grievance.

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

Thom McDaniel recessed the Meeting at 1713.

Wednesday

December 9th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

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

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

Joe Skotnik entered the Meeting at 0852 to discuss the merits of a Grievance.

The Board spoke with a Grievant via conference call at 0900 regarding the merits of a Grievance.

Joe Skotnik was excused at 0917.

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

Cuyler Thompson 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**.

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

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

The Board took a break at 1003 and reconvened at 1018.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

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

John DiPippa left the Meeting at 1039.

There was discussion regarding the procedures followed by Management when a Flight Attendant loses their ID.

John DiPippa returned to the Meeting at 1049.

Sara King entered the Meeting at 1055 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1104 to discuss the merits of the Grievance.

Sara King and the Grievant were excused at 1121.

Audrey Stone made a **motion** not to proceed on a Grievance. John Parrott **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**.

Mark Torrez left the Meeting at 1124.

There was discussion regarding discipline and the suspension of Flight Attendants' pass privileges.

Lyn Montgomery and Allyson Parker-Lauck **agreed** to author and share with Union Leadership procedures for how a loss of pass privileges would be explained to Flight Attendants calling the Union Office with such questions.

Mark Torrez returned to the Meeting at 1140.

Allyson Parker-Lauck submitted for Board review copies of a settlement letter from Southwest Airlines Management, which clarified the Company's procedure for repairing/replacing luggage for Flight Attendants that were hired on or before February 26th, 1993. The Board **agreed** to accept the settlement.

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

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

There was discussion regarding the fact that Flight Attendants checking in for pairings via the Scheduling Check-in Phones must soon only use the Voice Recognition Unit (VRU), and would not speak to an Inflight Scheduler when checking in.

There was discussion regarding the Local 556 Flight Attendant Assistance Program (FAAP).

Jamie Lynch entered the Meeting at 1350 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1415 to discuss the merits of a Grievance.

Jamie Lynch and the Grievant were excused at 1435.

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

The Board took a break at 1445 and reconvened at 1500.

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

Michael Massoni was excused to attend a TWU International Health and Safety Task Force Meeting.

Stacy Martin and Crystal Rains were excused due to illness.

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

There was discussion regarding the planned communication to our Flight Attendants regarding blocks of Reserve that were being picked up on a regular basis by Flight Attendants who don't normally sit Reserve and the impression that some of the blocks were being picked up without an intention of actually being available for an assignment.

John DiPippa left the Meeting at 1513.

Discussion regarding the planned communication to our Flight Attendants continued.

John DiPippa returned to the Meeting at 1519.

Sara King entered the Meeting at 1525 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1540 to discuss the merits of the Grievance.

Thom McDaniel left the Meeting at 1606.

John Parrott chaired the Meeting.

Thom McDaniel returned to the Meeting at 1609.

Sara King and the Grievant were excused at 1622.

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

Sara King entered the Meeting at 1626 to discuss the merits of a Grievance.

Sara King was excused at 1629.

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

Thom McDaniel recessed the Meeting at 1630.

Thursday

December 10th, 2009

Thom McDaniel called the Meeting to order at 0830.

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

Stacy Martin and Crystal Rains were excused due to illness.

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

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

John Parrott left the Meeting at 0848.

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

John Parrott returned to the Meeting at 0854.

The motion **carried**.

Todd Gage made a **motion** to purchase a basket for “The One New Toy Program” in the value of \$300. Mark Torrez **seconded** the motion. The motion **carried**.

Catherine Rea entered the Meeting at 0900 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0920 to discuss the merits of a Grievance.

Catherine Rea and the Grievant were excused at 0942.

John Parrott made a **motion** to table a Grievance to await further information. Jimmy West **seconded** the motion. The motion **carried**.

John DiPippa left the Meeting at 0948.

The Board took a break at 0952 and reconvened at 1002.

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

Stacy Martin and Crystal Rains were excused due to illness.

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

Flight Attendant Assistance Program (FAAP) Chair Brett Nevarez was a guest at the Meeting.

There was discussion.

Becky Parker was excused at 1018.

Catherine Rea entered the Meeting at 1020.

A Grievant entered the Meeting at 1041 to discuss the merits of a Grievance.

Brett Nevarez, Catherine Rea and the Grievant were excused at 1055.

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

Audrey Stone was excused at 1108 to catch a flight to Baltimore.

Karen Amos left the Meeting at 1109.

Colleen Griffin left and Karen Amos returned to the Meeting at 1115.

The Board **agreed** that Union Representatives would not “hand-deliver” notices to Flight Attendants regarding the disposition of their Grievances.

Colleen Griffin returned to the Meeting at 1126.

Todd Gage made a **motion** to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to take from the table a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

John DiPippa made a **motion** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **did not carry**.

Mark Torrez made a **motion** to proceed on a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

There was discussion regarding the fact that the Transportation Security Administration workers were attempting to form a Union.

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

Thom McDaniel adjourned the Meeting at 1154.

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



Cuyler Thompson
Recording Secretary