



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
March 15-17, 2016
Synopsis**

Tuesday, March 15

Audrey Stone called the Meeting to order at 0903.

TWU Local 556 Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, David Jackson, Stacey Vavakas, Pamela Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

Michael Massoni was excused to Co-Chair an Aviation Safety Action Program (ASAP) Infoshare Meeting in Philadelphia.

John DiPippa was excused for personal reasons.

Matt Hettich was excused to attend the California State Labor Federation Conference.

Sam Wilkins read aloud the **TWU International Pledge**.

Donna Keith led the Executive Board in reciting the **Pledge of Allegiance**.

Jimmy West made a **motion (1)** to excuse John DiPippa from the week's Executive Board Meeting for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea

John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Todd Gage made a **motion (2)** to excuse Michael Massoni from today’s session of the Executive Board Meeting due to a previous engagement of Co-Chairing ASAP Infoshare in Philadelphia. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Stacey Vavakas made a **motion (3)** to excuse Jimmy West for personal reasons during the Thursday afternoon session. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea

Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (4)** to excuse Matt Hettich for Union business to attend the California State Labor Federation Conference for Tuesday. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Stacey Vavakas made a **motion (5)** to suspend the Agenda to discuss a time-sensitive issue. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea

Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jimmy West made a **motion (6)** to move into Executive Session. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board entered into Executive Session at 0919.

John Parrott made a **motion (7)** to exit Executive Session. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board exited Executive Session at 1033.

The Executive Board took a break at 1033 and reconvened at 1048.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, David Jackson, Stacey Vavakas, Pamela Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

Michael Massoni was excused to Co-Chair an ASAP Infoshare Meeting in Philadelphia.

John DiPippa was excused for personal reasons.

Matt Hettich was excused to attend the California State Labor Federation Conference.

Audrey Stone presented her **President's Report**. There was no written report submitted.

John Parrott presented his **Office Manager's Report**. There was no written report submitted.

Todd Gage presented his **Officer's Report**. There was no written report submitted.

Sam Wilkins submitted her **Officer's Report**:

Sam Wilkins attended the Executive Board Meeting February 15-17 in Dallas. Sam and Dallas Domicile Executive Board Member BR Ricks participated in the Grievance Review Committee on February 15. Sam attended the Digital Media Training on February 18-19 in Dallas. Sam attended the Mobilization Training on February 22-23 in Dallas. Sam continues to assist Members via email, phone, text and social media. Sam answered dozens of questions regarding Oakland Sick Leave (OSL). Sam encourages Oakland-based Members to visit the Oakland Base Page on the Union Website to view educational materials regarding OSL procedures.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 1118 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1127 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1144.

Cuyler Thompson made a **motion (8)** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1148.

Stacey Vavakas submitted the **Baltimore Base Report**:

Stacey reports that she attended the Baltimore Membership Meeting on March 8. Stacey also attended the February Executive Board Meeting followed by the Digital Media Training in Dallas. Stacey also attended the Mobilization Training in Dallas the following week. Stacey has met with Baltimore Base Leadership to address all concerns within the base. Fact-Finding Meetings are continuing in the base including meetings for attendance points as well as meetings for possible Class 1, Section 17 violations. Stacey has also begun doing informational Facebook posts on the Baltimore Base Page. Stacey has updated the glass case and the Union Red Rack. Stacey continues to spend time in the lounge, answer emails, phone calls, and texts from Members. Stacey would like to thank Shop Stewards Melissa Grube and Jay McCleave for doing a Lounge Mobilization and distributing the Unity Magazine on February 24.

Audrey Stone left the Meeting at 1149.

Todd Gage chaired the Meeting.

David Jackson submitted the **Houston Base Report**:

David reports he conducted Fact-Finding Meetings on various topics. David was in contact with Houston Management during the month and addressed parking issues and the fact that the check-in phone outside of security is at times covered by a Transportation Security Administration (TSA) television. David sent communications to Shop Stewards and offered shadow opportunities for the remaining new Shop Stewards who have not yet shadowed a meeting. David would like to thank all of the Houston Shop Stewards for their continued help. David participated in the Digital Media and Mobilization Trainings in Dallas. David participated in the Minutes Review Committee and attended the Executive Board Meeting in Dallas March 15-17. After meeting with Houston Base Leadership, David was informed that Supervisors will now be required to travel on flights that have been targeted as flights that aren't provisioned for several legs. These Supervisors are online to assist in the overall operation and are not on these particular flights to issue discipline.

Brian "BR" Ricks presented the **Dallas Base Report**. There was no written report submitted.

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

Jimmy reported that Fact-Finding Meetings have had a sharp increase in the past month due to Delay of flight incidents and Flight Attendants being late to the gate. Jimmy reported that he has received several calls regarding the recent Read Before Flight (RBF) regarding the secondary screening when traveling as a non-revenue passenger. Jimmy explained to those who have contacted him that this practice has been in place for several years and the reason for the RBF is in part due to a recent incident regarding the process. Jimmy reported that he attended the Orlando Membership Meeting on March 9. Jimmy reported that the meeting had about 30 Members in attendance. Jimmy reported there was a slight delay in the delivery of the latest Unity Magazine in Orlando. Jimmy would like to thank Orlando Shop Steward Mitch Marks for being available to distribute the magazines once they arrived. Jimmy reported the Union Glass Case is up-to-date and the Union Red Rack has been cleaned.

Audrey Stone returned to the Meeting at 1152.

Audrey Stone chaired the Meeting.

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

Donna reports the Chicago Base continues conducting Fact-Finding Meetings and Step Two Meetings for various reasons. Donna spent time in the Chicago Lounge speaking with Members, Donna conducted Lounge Mobilizations during the month, wrote an E-Connection, straightened the red rack, updated the glass case, distributed communications, communicated with Shop Stewards, met with Chicago Base Management to address issues pertaining to the base affecting Flight Attendants, including but not limited to parking and file requests. Donna, Shop Steward Dale Wilson, and Shop Steward Brendon Remezas attended the Chicago Federation of Labor meeting on February 1. Donna attended the Digital Media Training led by Beth Becker on February 19. Donna attended the Mobilization Training led by Mark Richard on February 21-23. Donna, Brendon Remezas, and three Members from TWU Local 512 attended a fundraising event for Illinois Attorney General Lisa Madigan in Springfield, Illinois on February 29. Donna and Brendon Remezas attended the TWU International Committee On Political Education (COPE) Conference on March 6-9 in Washington, D.C.

Jessica Parker submitted the **Denver Base Report**:

Jessica reports that she attended the Executive Board Meeting in Dallas February 16-18. Jessica attended Digital Media Training February 18-19 and Mobilization Training February 22-23. Jessica spent time in the Denver Lounge and met with Inflight Leadership to discuss issues and events specific to the Denver Base. Jessica tidied the Union Red Rack and updated the Union Glass Case with current material. Jessica answered Member phone calls, texts, and emails. Jessica sent out an E-Connection on February 18. Jessica reports that Fact-Finding Meetings in Denver have been infrequent. Jessica participated in Precinct Captain Conference Calls on March 3 and March 11. Denver Flight Attendants received a Crew Web Access message that Denver International Airport (DIA) will begin enforcing illegal parking in the Landside Lot effective Friday, March 18. The only exception will be for vehicles currently parked in the hashed out areas and still remaining there on March 18. These vehicles will be documented and not ticketed. Approximately 300 DIA employees have been relocated to the Airside Lot to help alleviate overcrowding. Those employees take the bus marked "Airside Overflow" and are non-airline employees. Jessica was honored to attend the TWU International COPE Legislative Conference in Washington, D.C. March 7-9.

Rachel Brownfield submitted the **Las Vegas Base Report**:

Rachel reports that she attended the Executive Board Meeting February 16-18 in Dallas, Texas. Rachel also attended the Digital Media Training February 18 and 19 and the Mobilization Training February 22-23. Rachel attended the TWU International COPE Legislative Conference in Washington, D.C. where the emphasis was on registering Members to vote in the upcoming election. Rachel also spent many days in the Las Vegas Lounge for Fact-Finding Meetings, meetings with Management, updating the glass case, tidying the red rack, speaking with Members and discussing parking security at McCarran Airport.

Pamila Forte submitted the **Atlanta Base Report**:

Pamila updated the glass case. Pamila did Fact-Finding-Meetings. Pamila attended the Executive Board Meeting February 15-17. Pamila attended Digital Media Training February 18 -19 in Dallas. Pamila attended Mobilization Training February 22 and 23 in Dallas. Pamila answered many phone calls and text messages throughout the month. Pamila attended the TWU International Committee On Political Education Legislative Conference in Washington, D.C. March 6-9.

Jimmy West submitted the **Professional Standards Committee Report** for Committee Chairperson Kurt Beggs:

ACTIVITY REPORT FOR FEBRUARY 2016

UNPROFESSIONAL BEHAVIOR	4
NOT TAKEN	3
CRM	4
SOCIAL MEDIA	2
WITHDRAWN	2
COMPANY POLICY	1
HOTEL COMMITTEE	1
<u>I.R. FILED</u>	<u>1</u>
TOTAL CASES	18

POSITIVE RESOLUTION	10
UNRESOLVED	2

BASE

Baltimore	3
Chicago	3
Phoenix	2
Houston	5
Las Vegas	3
Denver	1
Atlanta	1

Cuyler Thompson submitted the **Communications Committee Report** for himself and Co-Chairperson Erich Schwenk:

Mass E-Mails

The MailChimp account was used over the past month for E-Connections, Membership Meeting Reminders, and Shop Steward email campaigns. The Communications Committee is looking into switching mass email providers. The change will happen behind-the-scenes and Members will not notice a difference. The behind-the-scenes work is underway with a planned completion by the end of March. Currently, the past ten E-Connections or base updates are displayed on their respective Base Pages on the TWU Local 556 Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members. Please utilize this tool.

Website

The TWU Local 556 Website is constantly updated with current events. The main graphics and slides are constantly updated for current events, holidays, and special occasions. The Communications Committee would like to thank Atlanta-based Flight Attendant Cordell Carter for the beautiful images now displayed throughout the TWU Local 556 Website and publications.

Videos

The February Live Broadcast was held on February 17. The event was streamed using YouTube with great success especially when considering the reduced internet capacity of the office. The streaming has been very consistent and stable when compared to past episodes using various services. YouTube streaming is still in Beta and allows free streaming with no advertising. The Live Broadcast replay was

published the following day utilizing Vimeo, the online video streaming service. The videos are embedded on the TWU Local 556 Website for viewing.

Social Media

Facebook continues to be a great way to reach the Members of TWU Local 556. Members are receptive to posts and this free tool reaches a lot of Members quickly. During the month of February, the Communications Committee removed the restrictions on the Facebook Page. Members are now encouraged to post and comment on the posts. The Communications Committee asks that Members review the "TWU Local 556 Facebook Page Terms of Service and Fair Play" which is found under the "about" section of the Facebook Page. The Communications Committee has started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of Members.

If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App is a great resource for Members. There has been an increase of Member submitted questions in the recent months, via the app or email. Requests for future updates include:

- *Calendar*
- *CSS Codes*
- *-800 Informational Packet*

The Executive Board went to lunch at 1221 and reconvened at 1403.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

Michael Massoni was excused to Co-Chair an ASAP Infoshare Meeting in Philadelphia.

John DiPippa was excused for personal reasons.

Matt Hettich was excused to attend the California State Labor Federation Conference.

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC) Report** for Chairperson Lori Lochelt:

CVS/Caremark Prescription Issue

On January 16, Chairperson Lori Lochelt became aware of problems that some TWU Local 556 Members were having filling and refilling maintenance medications with the new Southwest Airlines prescription provider CVS/Caremark. Lori reached out to some of the Members and contacted TWU Local 556 President Audrey Stone, Safety Committee Chairperson Michael Massoni, and Jim Volpe, TWU Local 556 Member and President of Pride At Work Arizona. Other Members were also making contact with Jim, Lori, and Michael about this problem. There were two issues at hand: lack of continuity for pre-authorized refills and Members being forced into ordering by mail, thus losing both drug company and federal copay assistance. Jim contacted the Benefits Department and was able to negotiate a rapid and very effective resolution. The Benefits Department estimated there are around 500

Southwest Airlines Employees that may have been affected by the miscommunication. This was a very positive example of collaborative advocacy for TWU Local 556 Members and all Employees.

General

Lori continues to network with Members and brainstorm future projects and events.

Todd Gage submitted the December 2015 **Shop Steward Committee Report** for Chairperson Mark Anthony Reyes:

Mark Anthony Reyes reported the following activities were completed by the Shop Steward Committee in November and early December:

Base specific Shop Steward spreadsheets were updated for each Domicile Executive Board Member and the Office Staff to assist in scheduling Fact-Finding Meetings and shadowing opportunities; Fact-Finding Meeting statistics were evaluated for each base with the help of Grievance Specialist Drew Kennedy; A Shop Steward Conference Call on November 30 was conducted and the next Shop Steward Conference Call will be held on December 29. A Shop Steward Committee Agenda was created for the first quarter of 2016. The Shop Steward Committee Chairpersons responded to all emails and calls from Shop Stewards, Office Staff Members as well as Executive Board Members. The Shop Steward Committee Chairpersons appreciate the opportunity to work with the Shop Stewards, Grievance Team, Office Staff and the Executive Board.

Todd Gage submitted the January 2016 **Shop Steward Committee Report** for Chairperson Mark Anthony Reyes:

Mark Anthony Reyes and Crystal Reven reported that the Shop Stewards have been very busy in December and early January. Fact-Finding Meetings are on the rise in almost every base. The following are related statistics for December meetings in each base:

Atlanta:

*2-Step Two Meetings
1-Passenger complaint
Total: 3 Meetings*

Baltimore:

*1-Dishonesty
1-Class 1.17 (not being within two hours driving distance on Reserve)
5-Step Two Meetings
2-Termination level points
1-Probationary performance
1-Failure to comply with all other Company rules (late to gate)
Total: 11 Meetings*

Dallas:

*1-Delay of flight
1-Step Two Meeting
1-Employee complaint (Operations, non-revenue, Crew conflict, etc.)
3-Probationary performance
Total: 6 Meetings*

Denver:

- 2-Delay of flight*
- 1-Termination level points*
- 1-Probationary performance*
- 1-Dishonesty*
- Total: 5 Meetings*

Houston:

- 1-Falsification of documents*
- 1-Class 1.17 (not being within two hours driving distance on Reserve)*
- 2-Step Two Meetings*
- 1-Passenger complaint*
- 5-Delay of flight*
- Total: 10 Meetings*

Las Vegas:

- 1-Step Two Meeting*
- 1-Termination level points*
- 2-Employee complaint (Operations, non-revenue, Crew conflict, etc.)*
- 1-TSA issues (not finding items, flying with an expired ID, etc.)*
- 4-Delay of flight*
- Total: 9 Meetings*

Orlando:

- 1-Delay of flight*
- 2-Failure to comply with all other Company rules (late to gate)*
- 1-Conduct endangering lives/safety (Class 2.5)*
- 1-Intentional conduct endangering lives (Class 1.14)*
- 1-Theft*
- Total: 6 Meetings*

Chicago:

- 1-Conduct endangering lives/safety (Class 2.5)*
- 1-Termination level points*
- 1-Harrassment Policy (Sexual Harrassment, Discrimination, etc.)*
- 1-Social Media Policy*
- 1-Fatigue call meeting*
- 2-Employee complaint (Operations, non-revenue, Crew conflict, etc.)*
- 2-Passenger complaint*
- 2-Probationary performance*
- 1-Failure to maintain courteous demeanor*
- 4-Delay of flight*
- Total: 16 Meetings*

Oakland:

- 1-Delay of flight*
- 1-Fatigue call meeting*
- 1-Probationary performance*
- Total: 3 Meetings*

Phoenix:

1-Step Two Meeting

1-Passenger complaint

1-Class 1.17 (not being within two hours driving distance on Reserve)

1-Delay of flight

Total: 4 Meetings

The Shop Steward Committee reports that in 2015, there were 946 meetings conducted system wide with the largest total of meetings being held for the following issues:

Delay of flight = 246 meetings

Step Two Meetings = 167

Employee complaint = 65

Probationary performance = 52

Failure to comply with all other Company rules (late to gate) = 43

Termination level points = 36

Conduct endangering lives/safety = 35

Passenger complaint = 34

Class 1.17 (not being within two hours driving distance on Reserve) = 28

Failure to maintain courteous demeanor = 24

Unaccompanied Minor procedures = 22

Fatigue call meeting = 21

Harassment = 19

Non-revenue policy = 16

Positive Alcohol/Drug test = 15

Social Media Policy = 13

Supervisor write-up = 12

TSA issues (not finding items, expired ID, etc.) = 11

Unprofessional conduct = 10

Other issues not listed = 46 (meetings with less than 10 occurrences)

Mark Anthony and Crystal report that a Shop Steward Conference call was scheduled for December 29, 2015, however it was canceled and rescheduled for January 29 at 11:00. Mark Anthony and Crystal continue to support the Domicile Executive Board Members in training newly elected Shop Stewards as well as encouraging Shop Steward shadowing when available. As always, Mark Anthony and Crystal thank the Executive Board for allowing them to serve as the Shop Steward Committee Chairpersons and are open to any questions, concerns and suggestions to further improve the functionality of the Shop Steward Committee and all Shop Stewards.

Sam Wilkins submitted the **Mobilization/Organizing Committee Report**:

Mobilization/Organizing Co-Chairperson Sam Wilkins assisted the Negotiating Team (NT) in mobilization efforts. The NT hired Digital Media Consultant Beth Becker to assist with the Strategic Contract Campaign. Beth facilitated a Digital Media Training on February 18-19 in Dallas. Forty-nine Flight Attendants, including rank-and-file Union Members, Committee Chairpersons, Shop Stewards and Executive Board Members attended the first ever Digital Media Training. The group spent two days with Beth Becker, an experienced digital media strategist, discussing ways to more effectively educate, engage and communicate with the Membership via social media. On February 22 and 23, 50 Flight Attendants attended training in Dallas with TWU Local 556 Strategic Advisor and Legal Counsel

Mark Richard. The Members present at this training decided to call themselves “Lead Precinct Captains.”

Jessica Parker submitted the **Scholarship Committee Report**:

Jessica reports that she has requested all information for the Madeleine Howard and Paul Gaynor Scholarships be updated on the TWU Local 556 Website. A communication piece will be going out soon along with a poster to go in glass cases advertising both scholarships. All applications must be postmarked by June 30, 2016. Jessica would also like to request that all Domicile Executive Board Members advertise these scholarships in their E-Connections. TWU International is still accepting applications for the Michael J. Quill Scholarship with a deadline of April 22, 2016.

Rachel Brownfield submitted the **Veterans Committee Report** for Chairperson Chris Sullivan:

The Veterans Committee Chairperson Chris Sullivan, reports that the Transport Workers Union Veterans Committee (TWUVC) will meet April 4-7 in Washington, D.C. The meeting will be hosted by TWU International. Chris and TWUVC Recording Secretary and Chicago Flight Attendant Brendon Remezas will attend on behalf of TWU Local 556. Chris met with Denver Shop Steward Jake Goddard and United States Army Special Forces Sergeant First Class (Ret.) Viktor Felkers in Denver, Colorado. There were discussions regarding Post Traumatic Stress Disorder (PTSD), suicide prevention and ways to increase awareness of these issues. On behalf of the Veterans Committee, Chris would like to thank Members of TWU Local 556 who are serving, or have served in our Nation’s Armed Services. The sacrifice made by these Members and their families must be honored and never forgotten.

Cuyler Thompson submitted the **February 2016 Executive Board Meeting Minutes** for review. The Executive Board made corrections and changes to the Minutes.

The Executive Board took a break at 1526 and reconvened at 1541.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

Michael Massoni was excused to Co-Chair an ASAP Infoshare Meeting in Philadelphia.

John DiPippa was excused for personal reasons.

Matt Hettich was excused to attend the California State Labor Federation Conference.

Audrey Stone submitted two pieces of correspondence from Jim Volpe, Pride at Work-Arizona Chairperson and Committee Co-Chairperson Michael Broadhead.

Todd Gage made a **motion (9)** to donate \$1,275 for the Pride at Work Arizona “We’re Better Together” event in Phoenix, Arizona. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone
Todd Gage

Chair
Yea

John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott submitted the **February 2016 TWU Local 556 Financial Report** for review.

There was discussion.

Todd Gage made a **motion (10)** to approve the February 2016 TWU Local 556 Financial Report as presented. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Away
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott submitted correspondence from a TWU Local 556 Member regarding forgiveness of dues.

John Parrott submitted copies of the **TWU Local 556 2015-2016 Operating Budget** and proposed budget amendments for review.

Jimmy West made a **motion (11)** to revisit the TWU Local 556 2015-2016 Operating Budget. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

There was discussion.

Jimmy West made a **motion (12)** to approve the TWU Local 556 2015-2016 Operating Budget as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

There was discussion regarding the chairs in the Executive Boardroom.

Cuyler Thompson made a **motion (13)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1702.

Wednesday, March 16

Audrey Stone called the Meeting to order at 0901.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

John DiPippa was excused for personal reasons.

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

Grievance Committee Chairperson Becky Parker entered the Meeting at 0935.

Becky Parker submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

135 total Grievances:

21 terminations

15.6%

15 Group Grievances

11.1%

<i>41 non term disciplinary</i>	<i>30.4%</i>
<i>58 individual Contract</i>	<i>43.0%</i>
<i>Total Contract Grievances on file: 73</i>	<i>54.1%</i>
<i>Total Discipline Grievances on file: 62</i>	<i>45.9%</i>

Grievance removals between February 17 and March 15 are broken down as follows:

*20 Settled Union
14 Withdrawn
34 Total Removed*

Southwest Airlines Inflight Management Representatives Jim Jordan and Jamie Willard entered the Meeting at 1008.

Cuyler Thompson discussed the lack of sufficient stock in the forward galley of Southwest Airlines aircraft. Cuyler Thompson discussed issues with the supplies provided, and the delivery of supplies, in non-Provisioning cities. Cuyler Thompson discussed Unaccompanied Minor Procedures. Jamie Willard agreed to look into the matters. Cuyler Thompson discussed how Inflight Scheduling handled the lack of hotel transportation during irregular operations, and asked if Inflight Scheduling could provide transportation via an Uber account. Jim Jordan said that he would look into it and noted that Scheduling would like to be able to “push” information regarding reroutes and hotel accommodations to Flight Attendants electronically. Cuyler Thompson inquired as to how the types of Inflight Audits and the associated expectations could be published to the Flight Attendants. Jamie agreed to look into it. Stacey Vavakas discussed the increased amount of ground time and that Flight Attendants were often required to remain with aircraft after their scheduled release time due to through Passengers being present. Stacey Vavakas discussed issues with Ground Operations not following established procedures regarding Crew Bags that were checked “Claim at Gate.” Michael Massoni discussed the taskforce convened to address security prior to an aircraft’s first flight of the day. David Jackson discussed potential issues for Flight Attendants who No Show online at an international destination. Matt Hettich discussed the new Crew Accommodation Board page and the fact that files, pictures and videos could not be attached. Jessica Parker discussed problems the Attendance and Leave Department was having applying Doctor’s Notes and Personal Illness Notes (PINs) properly. Sam Wilkins discussed educating Flight Attendants where to find reroute information on their Crew Web Access (CWA) screens. Audrey Stone thanked Jim Jordan for implementing the Crew Ops Support Desk and noted that events surrounding irregular operations seemed to have improved. Jamie Willard updated the Executive Board regarding the final push to ensure that all Flight Attendants had attended Hospitality Training. Jamie reported that keys for the locked overhead bins on Heart Interior aircraft would begin to be delivered April 1. Jim Jordan reported that bidding for special training evens would be handled much better in the future. Donna Keith discussed issues with Passengers saving seats on the aircraft.

The Southwest Airlines Inflight Management Representatives left the Meeting at 1105.

The Executive Board took a break at 1108 and reconvened at 1123.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, David Jackson, Stacey Vavakas, Pamela Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

John DiPippa was excused for personal reasons.

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

Todd Gage made a **motion (14)** to proceed on a Grievance per the recommendation of the Grievance Review Committee. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (15)** not to proceed on twelve Grievances per the Grievance Review Committee. Cuyler Thompson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (16)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (17)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (18)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

There was discussion regarding a proposed settlement to a Grievance.

The Executive Board went to lunch at 1207 and reconvened at 1332.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

John DiPippa was excused for personal reasons.

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

Legal Counsel Ed Cloutman was a guest at the Meeting to discuss an issue regarding social media.

Ed Cloutman was excused at 1411.

Grievance Team Member Drew Kennedy entered the Meeting at 1417 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1427 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1439.

Sam Wilkins made a **motion (19)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (20)** to revisit a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (21)** to accept the Letter of Understanding regarding a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (22)** to revisit a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (23)** to revisit the Language of Destination/Origin (LODO) Program. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Todd Gage made a **motion (24)** to approve the Language of Destination/Origin (LODO) Program as amended. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Nay
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1600 and reconvened at 1620.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

John DiPippa was excused for personal reasons.

Cuyler Thompson submitted the **February 2016 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally** for review.

The Executive Board made corrections and changes to the February 2016 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Matt Hettich made a **motion (25)** to approve the February 2016 Executive Board Meeting Synopsis as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Abstain
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Abstain
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (26)** to approve the February 2016 Executive Board Meeting Voting Record and Vote Tally as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Abstain
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea

Sam Wilkins	Yea
Michael Massoni	Abstain
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (27)** to approve the February 2016 Executive Board Meeting Attendance Record as amended. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Abstain
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Abstain
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (28)** to approve the February 2016 Executive Board Meeting Minutes as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Abstain
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Abstain
Stacey Vavakas	Yea

David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jessica Parker made a **motion (29)** to recess. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1720.

Thursday, March 17

Audrey Stone called the Meeting to order at 0902.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

John DiPippa was excused for personal reasons.

The Executive Board **agreed** that the Union Red Racks that house Union material in Flight Attendant Lounges be redesigned and purchased for the Atlanta and Orlando Inflight Bases. Jessica Parker **agreed** to bring potential designs to the Executive Board for review.

John Parrott made a **motion (30)** that effective July 1, 2016, any TWU Local 556 Member on a full-time Union Pull be required to fly one multi-day pairing per calendar quarter unless otherwise excused by the Executive Board. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Nay
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Yea

The motion **carried**.

There was discussion regarding social media. John Parrott **agreed** to discuss the matter with legal counsel.

There was discussion regarding expectations of Executive Board Members.

There was discussion regarding Membership Meetings.

There was discussion regarding the Education Committee.

The Executive Board took a break at 1045 and reconvened at 1103.

Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, David Jackson, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Brett Nevarez was excused for vacation.

John DiPippa was excused for personal reasons.

Audrey Stone was attending to Union business.

Todd Gage chaired the Meeting.

The Executive Board discussed Electronic Flight Attendant Manuals (E-FAMs) and their future title of Electronic Flight Bags (EFBs)

Todd Gage submitted proposed language regarding the implementation of the **Electronic Membership Meeting Committee** for review.

Jimmy West was excused at 1125.

Audrey Stone returned to the Meeting at 1126.

Audrey Stone chaired the Meeting.

The Executive Board **agreed** to accept the Electronic Membership Meeting Committee proposal as presented.

There was discussion regarding the Shop Steward Committee.

The Executive Board discussed Voter Registration.

The Executive Board discussed the FAA Reauthorization Bill. The Executive Board **agreed** that Matt Hettich and Jessica Parker would draft a neutral communication piece to educate Flight Attendants regarding the reduced rest issue.

Matt Hettich submitted the **Oakland Base Report**:

Matt reported that Fact-Finding Meetings have involved allegations of Delay of flight incidents and inappropriate behavior on an overnight. Matt updated the Base Page on the TWU Local 556 Website, updated the glass case, distributed an E-Connection, answered Member phone calls and emails, was in the lounge on February 24 answering Member questions, and met with Oakland Inflight Management to discuss Member issues. Matt participated as a member of the Minutes Review Committee, reviewing the February Executive Board Meeting Minutes for grammatical changes only. Matt attended the TWU Local 556 Mobilization Training on February 23-24. Matt participated in a conference call with TWU Local 556 1st Vice President Todd Gage and with representatives from Southwest Airlines Attendance & Leave and Employee Relations Departments to discuss further changes to California Kin Care (CKC) and Oakland Sick Leave (OSL) on February 29. This forthcoming change marks the third change in approximately eighteen months to how Southwest Airlines Management implements California State Leaves of Absence.

Matt Hettich submitted the **Committee on Political Education (COPE) Report**:

Matt reported that TWU Local 556 Members attended the 2016 TWU: United, Invincible Legislative Conference held on March 6-9 in Washington, D.C. The conference gathered TWU activists and leaders from across the nation to engage in the political process and lobbying efforts to better advocate on issues that impact TWU Members. Audrey Stone, Bryan Orozco, and Matt Hettich would like to thank Pam Forte, Eric McCully, Jennifer Vitalo, Jessica Parker, Paula Taub, LaTonia Paul Benoit, Michael McNeil, Rachel Brownfield, Susan Johnson, Donna Keith, Brendon Remezas, and Jim Volpe for representing TWU Local 556 at the legislative conference; and also thank Corliss King and Anita Vinje for volunteering their time to attend. Matt reported that in February, H.R. 4441, the Aviation Innovation, Reform, and Reauthorization Act of 2016 (AIRR Act) was reported out of the Transportation

& Infrastructure Committee of the U.S. House of Representatives, but was withheld from consideration due to the lack of support for privatization of the U.S. air traffic control system. The U.S. House of Representatives has introduced a short-term extension aimed at continuing funding until a long-term bill can be passed. On March 9, the U.S. Senate Commerce Committee released a draft of the FAA Reauthorization bill; the legislation includes some TWU-supported provisions but doesn't include everything called for by TWU. Fortunately, there is no air traffic control reform language; the system would remain under federal authority. Additionally, the legislation calls for an increase in the minimum crew rest period for Flight Attendants, increasing the minimum rest period from eight to ten hours. The Commerce Committee will begin mark up on March 16. Matt reported that the TWU California State Conference met on March 14 during the California Labor Federation's Joint Legislative Conference in Sacramento, California. California Labor Federation President, Art Pulaski, was a guest at the meeting and was briefed on the Contract Negotiations between TWU Local 556 and Southwest Airlines Management. President Pulaski pledged his support to TWU Locals throughout the State of California in securing Contracts that TWU Members deserve. The California State Conference endorsed the reelection campaigns of Congresswoman Julia Brownely (CD-26), Congressman Eric Swalwell (CD-15), and Congressman Pete Aguilar (CD-31). Additionally, the TWU California State Conference met with members of the California Assembly and Senate to discuss the TWU issues of increasing state funding of transit, the 13(c) obligations for transit employees, and employer retaliation during organizing drives.

Todd Gage submitted the **Critical Incident Stress Management (CISM) Committee Report** for Chairperson Eileen Rodriguez:

The CISM Team responded to a total of 62 Incidents during the month of February. The CISM Team spoke to approximately 185 Flight Attendants and provided peer support. Below you will see the breakdown of each type of incident called into the CISM Team:

<i>Personal Issue</i>	<i>18</i>
<i>Medical Emergency</i>	<i>9</i>
<i>FA Injury</i>	<i>5</i>
<i>FA Illness</i>	<i>4</i>
<i>Passenger Misconduct</i>	<i>2</i>
<i>Debriefing Team Member</i>	<i>2</i>
<i>Death of FA Family Member</i>	<i>2</i>
<i>Professional Standard Referral</i>	<i>2</i>
<i>Turbulence FA Hospitalization</i>	<i>2</i>
<i>Suicidal Threats</i>	<i>2</i>
<i>Smoke and Fumes in Cabin</i>	<i>1</i>
<i>Substance Abuse Referral FADAP Team</i>	<i>1</i>
<i>Aborted Takeoff</i>	<i>1</i>
<i>Near Miss</i>	<i>1</i>
<i>Van Accident</i>	<i>1</i>
<i>Lounge Mobilization Phoenix</i>	<i>1</i>
<i>Accident</i>	<i>1</i>
<i>Turbulence</i>	<i>1</i>
<i>Mechanical</i>	<i>1</i>
<i>Mechanical with Divert</i>	<i>1</i>
<i>Emergency Landing Unplanned</i>	<i>1</i>
<i>FA Personal Illness</i>	<i>1</i>
<i>Aircraft Incident</i>	<i>1</i>

CISM Chairperson Eileen Rodriguez presented the CISM Program to approximately 88 New Hires in Inflight Class 334 on February 11. The CISM Team Base Coordinators (TBC) attended the bi-annual TBC Conference on February 17-18 in Dallas, Texas. This meeting was to prepare for the upcoming annual CISM Recurrent Training, implement new ideas and plans, and discuss the year ahead. Eileen Rodriguez attended the Professional Standards Training on February 23 as a guest and spoke about CISM and answered CISM related questions for the Professional Standards Committee Members. Eileen Rodriguez met with Association of Flight Attendants (AFA) Director of Employee Assistance Programs in Washington, D.C. and took the Licensed Associate Professional Counselor (LAP-C) Certification exam. Eileen Rodriguez flew pairing DB24 on February 27-29.

Michael Massoni submitted the **Safety Committee Report:**

*Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 44*

<i>ID</i>	<i>Event Date</i>	<i>Status</i>	<i>Summary</i>
3387	1/16/2016	Sent to ERC for review	OWWE_PAX XS pax was trying to sit in the Emergency Exit Row.
3399	1/23/2016	Sent to ERC for review	Arm/Disarm Door, When front entry door was 1/4 open, I felt resistance and stopped Ops from opening. Slide was attached.
3416	1/31/2016	Sent to ERC for review	notified that I didn't disarm fwd galley door
3420	2/4/2016	Sent to ERC for review	The front entry door was cracked while still armed.
3438	2/14/2016	Sent to ERC for review	Boarding, Was not in boarding position when boarding started
3447	2/19/2016	Sent to ERC for review	Arm/Disarm Door Slide Malfunction
3448	2/18/2016	Sent to ERC for review	Child Restraint Device / Infant seat in row 10, directly forward of overwing exit.
3449	2/19/2016	Sent to ERC for review	Opened door without disarming, slid did not deploy
3452	2/20/2016	Sent to ERC for review	Child Restraint Device car seat in row 1
3464	2/24/2016	Sent to ERC for review	Flight Attendant Manual Violation / missing a bulletin from manual
3465	2/24/2016	Sent to ERC for review	Tarmac Delay / flight was diverted to CLT coming form CUN
3466	2/25/2016	Sent to ERC for review	OWWE_Briefing Overwing exit briefing not completed
3467	2/25/2016	Sent to ERC for review	OWWE_Briefing / Failure to brief exit rows
3468	2/25/2016	Sent to ERC for review	minimum crew violation
3469	2/27/2016	Sent to ERC for review	Pets / Emotional assist pets
3470	2/27/2016	Sent to ERC for review	Arm/Disarm Door Armed door and took off with yellow safety strap inside
3471	2/27/2016	Sent to ERC for review	OWWE_Briefing / Failed to brief 1 pax at exit row
3472	2/28/2016	Sent to ERC for review	OWWE_Briefing / I forgot to brief my exit row.
3474	2/28/2016	Sent to ERC for review	Security Concerns / Escorted to and thru jetbridge door from tarmac.
3475	2/28/2016	Sent to ERC for review	OWWE_Briefing / We had to reseat pax because of a medical emergency and I forgot to brief 1 pax who was resealed to the OWWE row.

3476 2/29/2016 Sent to ERC for review Flight Deck Door / I mistakenly shut the cockpit door before making the arm doors for departure and crosscheck pa.
 3477 2/28/2016 Sent to ERC for review Due to passenger distraction entry door was not properly disarmed
 3478 2/29/2016 Sent to ERC for review Arm / Disarm Door /A bin came open on landing, distracting me from properly disarming the aft doors.
 3479 2/29/2016 Sent to ERC for review had a deaf passenger in Exit row
 3480 2/29/2016 Sent to ERC for review OWWE_Briefing / second guessing if I briefed owwe

ASAP Reports received Year-to-Date: 78 Reports Covering 82 Events
 Accepted Reports Year-to-Date: 43
 Excluded Reports to date: 4
 Open Reports: 44

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:
 02/16/16 through 03/14/16 = 198
 Emergencies Declared = 10

2016 Year-to-Date = 602
 All of 2015 = 2843
 All of 2014 = 2119
 All of 2013 = 1138*
 All of 2010 = 1413
 All of 2009 = 1210
 All of 2008 = 940

**ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all future Safety Team Reports*

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:
 02/16/16 through 03/14/16 = 13
 2016 Year-to-Date = 21
 All of 2015 = 788

- Year-to-Date Occupational Safety and Health Administration (OSHA) 300 Log for all Domiciles (Attachment) for EB Review

The TWU Local 556 Safety is attending the first ASAP InfoShare of 2016 being held in Philadelphia, March 14 through March 17. TWU Local 556 Board Member at Large and Operational Safety Chair, Michael Massoni is a Co-Chair of the Cabin Safety Section of InfoShare. The Local 556 Safety Team, as a part of the Southwest Airlines Cabin Services ASAP Event Review Committee (ERC), is presenting a panel discussion concerning aircraft door arming and disarming procedural errors, ERC recommended procedural changes and overall corrective actions implemented by the ERC over our programs five years of existence. We will also be reviewing our statistical data in order to share our mitigation strategy successes and challenges as it relates to door arming/disarming events we have experienced within our operations over this five year period. We also hope to gain knowledge of procedural best

practices with the industry in order to help us continue the ERC's quest to improve door arming/disarming procedural compliance with the goal of overall operational safety improvement.

Open discussion items:

Global Cabin Air Quality Executive (GCAQE) / International Transport Workers Federation (ITF) Cabin Section & Safety Committee meetings in April

Scheduled and Standing Meetings:

Tuesday, March 29 – American Airlines (AA) ASAP ERC Visit at AA HDQ

Tuesday, March 29 – Health and Safety Coordination (HASC) Meeting

Wednesday, March 9 – ASAP ERC Phoenix Base Visit

Thursday, March 10 – ASAP ERC Recommendation Meeting

Monday, March 14, 15, 16 & 17 Bi-Annual ASAP InfoShare Meeting in Philadelphia

Michael Massoni submitted the **Uniform Committee Report** for Chairperson Jabari Smith:

Over the last couple of months there have been a few exciting updates pertaining to uniforms.

**As of February 1, a Flight Attendant will be able to make uniform purchases for dollar amounts that are larger than the dollar amount in his/her uniform account. The excess charges will be payroll deducted from her/his paycheck in \$25 increments until it is paid off.*

** Your Uniform Design Team and wear testers are in the final stages of wear test 2 which is scheduled until March 31. Please look out for a survey by the Company in the following weeks on SWALife.*

**Cintas and the Design Team introduced a third dress to add to the wear test similar to the current Lands' End dress. The dress is charcoal/black with red piping. Many of you expressed that you loved the easy care, fit, and overall look of the current dress. So the Team took that into consideration while also incorporating the new branding aesthetic. The new dress features a concealed black zipper, side seam pockets and it is made of the same suiting fabric of the new pants and it is lined. The dress is currently in production and is expected to be delivered to wear testers soon.*

As a friendly reminder, you can always find the latest and most up-to-date information on uniforms on the Uniform Committee Page on the TWU Local 556 Website and the new and improved Facebook page titled, "The Southwest Airlines Flight Attendant Uniform Page".

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

ASAP

In 2016 we have received 78 reports, covering 82 events. The report number differs from the event number because more than one Flight Attendant could have reported on the same event. We have excluded several reports lately because the Flight Attendants are now doing their Procedural Reviews or not returning multiple calls to get more information on the event.

ENS Follow-ups:

We received 602 ENS messages year-to-date. Additionally, we are continuing to receive emails from the Network Operations Control (NOC), all of which require follow-up.

Health/Safety:

We are still getting calls regarding the Zika Virus as well as the water in Flint. We also received calls regarding the Methane event in Los Angeles. We are starting to get concerns regarding Hot Aircraft events so we will bring this issue up in our next Health and Safety Committee (HASC) Meeting.

During our monthly HASC meeting, we continue to discuss the latest Health and Safety issues in the news. Additionally, we review the current injury reports and trends.

Upcoming Meetings:

ASAP ERC: Weekly Meeting with a day of preparation and follow-up

HASC: Monthly Meeting

ASAP Operational Meeting

Phoenix ASAP Visit

InfoShare in Philadelphia

Audrey Stone submitted the **New Hire Committee Report** for Chairperson Joe Skotnik:

Joe gave the New Hire Presentation to Class 335 on February 23 and also presented to Class 336 on March 8. Joe attended the graduation of Class 335 on March 3 and looks forward to the graduation of Class 336 on March 17. Joe would like to again thank Executive Membership Coordinator Kimberly Colmenares for her assistance with the New Hire Committee. Joe is excited to speak with Class 337 on March 22.

Matt Hettich submitted the **Education Committee Report** for Chairperson Amanda Gauger:

Amanda reports the Education Committee continues to work on the New Hire Handbook, with the last set of edits to be implemented this month. She is also working with Communications Co-Chairperson Erich Schwenk to get an Education tab on www.twu556.org set up by the end of the month. Co-Chairperson Angie Kilbourne has completed Contract 101s for Deadheading and the Commuter Policy. In addition, Contract 101s for Reserve and Overlap are going through the editing process. Co-Chairperson Josh Rosenberg continues to work on whiteboard videos to coincide with Angie's Contract 101s.

Audrey Stone ruled motion 18, made during the February 2016 Executive Board Meeting, out of order.

There was discussion regarding a potential "Town Hall Meeting" in Atlanta, to allow Members to discuss the issues surrounding the AirTran Point Conversion. The Executive Board **agreed** to continue the discussion after the necessary research was complete. Audrey Stone **agreed** to publish an update to the Membership regarding the matter.

There was discussion regarding Union Pins.

Audrey Stone submitted correspondence from legal counsel regarding attendance at Membership Meetings.

Cuyler Thompson made a **motion (31)** to adjourn. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Away

David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1404.

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

A handwritten signature in black ink, appearing to read "C. Thompson", with a stylized flourish at the end.

Cuyler Thompson
TWU Local 556 Recording Secretary