The Union of
Southwest Airlines Flight Attendants
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TWU Local 556
Executive Board Meeting
May 10-12, 2016
Synopsis

Tuesday

May 10, 2016

Audrey Stone called the Meeting to order at 0905.

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Matt Hettich, Stacey Vavakas, Rachel Brownfield, Jimmy West, Donna Keith, John DiPippa, Brian "BR" Ricks, David Jackson and Jessica Parker were present at the Meeting.

Pamila Forte and Todd Gage were excused for personal reasons.

John Parrott was excused for vacation.

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

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

TWU Local 556 Executive Assistant, Debbie Huntsman, entered the Meeting at 0908. The Executive Board welcomed Debbie Huntsman as TWU Local 556's fourth Employee.

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

The Executive Board discussed staffing of the Union Office.

Jessica Parker made a **motion (1)** to excuse John Parrott from the Executive Board Meeting for vacation. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

Stacey Vavakas made a **motion (2)** to excuse Pamila Forte from the week's Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Sam Wilkins made a **motion (3)** to excuse Todd Gage from today's, Tuesday's, session of the Executive Board Meeting for personal reasons. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

Jimmy West made a **motion (4)** to excuse Michael Massoni from the afternoon session and the following day’s afternoon session of the Executive Board Meeting for Union Business. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Brett Nevarez presented his **Officer’s Report**. There was no written report submitted.

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

Sam Wilkins was the Emergency Officer On-Call April 4-11. Sam attended the Executive Board Meeting April 12-14 in Dallas. Sam and Denver Domicile Executive Board Member Jessica Parker participated in the Grievance Review Committee on April 11. Sam attended the April 25 Negotiating Team Lounge Mobilization in Oakland along with Shop Steward Josh Rosenberg and Precinct Captain Mario-Galileo Cendejas. Sam continues to assist Members via email, phone, text and social media. Sam answered dozens of questions regarding Oakland Sick Leave (OSL),California Kin Care (CKC) and the recently filed Group Grievance. Sam also has been helping those Members in Oakland with understanding the reserve rotation due to the high number of New Hires holding a line their first month. Sam encourages Oakland-based Members to visit the Oakland Base Page on www.twu556.org to view any current information regarding OSL/CKC procedures.

Audrey Stone left the Meeting at 0945.

Brett Nevarez chaired the Meeting.

Michael Massoni submitted his **Officer’s** and **Safety Committee Reports**:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 17

ID	Event Date	Status	Summary
3540	3/28/2016	Sent to ERC for review	Inexperienced pilot taking off with overweight aircraft
3559	4/5/2016	Sent to ERC for review	FAR Policy Procedure / Passenger landed in forward lav
3561	4/6/2016	Sent to ERC for review	FAR Policies Procedures / Passenger landed in Forward Lavatory
3562	4/6/2016	Sent to ERC for review	Arm/Disarm Door /Jetbridge brought back due to maintenance issue FA told to open door and "A" FA began to open door before disarming
3585	4/11/2016	Sent to ERC for review	Company Safety Policy / unusual movement of aircraft on climb and unusual sounds
3603	4/6/2016	Sent to ERC for review	Maintenance / Fumes on take off and landing
3605	4/21/2016	Sent to ERC for review	Arm/Disarm Door / Disarmed Fwd Entry door too soon
3607	4/21/2016	Sent to ERC for review	Maintenance / Fumes on take off and landing
3608	4/19/2016	Sent to ERC for review	Arm/Disarm Door / Unable to land in my jumpseat and disarm my doors.
3622	4/27/2016	Sent to ERC for review	Jumpseat / Inaccessible jumpseat harness
3628	4/28/2016	Sent to ERC for review	Stowage of POC
3635	4/18/2016	Sent to ERC for review	CRM / to advice passengers of weather
3638	5/4/2016	Sent to ERC for review	OWWE_Briefing / Late on exit row briefing
3640	5/5/2016	Sent to ERC for review	Boarding / Three-Man Assist hampered by 737-800 fixed arm rests putting assistants and pax at risk of injury
3642	4/21/2016	Sent to ERC for review	Employee Passenger Conflict / Leaving owwe during boarding
3643	5/2/2016	Sent to ERC for review	OWWE_Briefing / exit row briefing
3646	5/8/2016	Sent to ERC for review	Unsecure Cabin / Flight door flew open

ASAP Reports received Year-to-Date:	*250 Reports Covering 226 Events*
Accepted Reports Year-to-Date:	*223*
Excluded Reports to date:	*17*
Open Reports:	*17*
Total Reports Received over the Life of Program	*3943*

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:

- *03/14/16 through 05/09/16 = 451*
- *Emergencies Declared = 36*
- *2016 Year-to-Date = 1053*
- *All of 2015 = 2843*
- *All of 2014 = 2119*
- *All of 2013 = 1138**
- *All of 2010 = 1413*
- *All of 2009 = 1210*
-

**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:
03/14/16 through 05/09/16 = 35
2016 Year-to-Date = 48
All of 2015 = 788

- Year-to-Date OSHA 300 Log for all Domiciles (Attachment) for EB Review

ASAP InfoShare:
A Teleconference meeting concerning ASAP Cabin InfoShare took place between fellow InfoShare co-chairs, TWU Local 556 Operational Safety Chair Michael Massoni, AFA-CWA Air Health & Safety Coordinator Candace Kolander and FAA CSI Sherry Miller. The focus of the teleconference was our twice-yearly InfoShare meetings <or alternatively> changing those meetings to an annual frequency. The reasons for considering such a change has to do with challenges in:

1.) Filling up two half-day sessions or a half day and full day in the overall agenda
2.) Having enough organizations willing to come forward with presentations
3.) Limited resources available to some organizations to attend on a bi-annual bases

After much consideration the parties came to the consensus that they will move to an annual frequency effective immediately. This means that the Cabin InfoShare session will not be held during the next InfoShare (tentatively scheduled for September, 2016) and instead will be held during the next annual Cabin InfoShare session in March 2017 (or alternate month). In the 2017 session we will again reassess this frequency change as an agenda item for consideration by the entire floor of participants.

We will carry forward (to our 2017 Cabin InfoShare) the top 3 discussion items from our last session (March, 2016) along with groups that agreed to give presentations on specific topics. We will also reach out to all cabin InfoShare participants when we are closer to the March 2017 date to solicit additional presentations and training/education opportunities for all participants.

As released in a May 9, 2016 IIOTG - Effective May 17, the Transportation Security Administration (TSA) will implement changes to the Known Crewmember (KCM) program for Crew Members traveling to international destinations for personal travel. The TSA policy changes will be as follows:

- Crew Members traveling for personal travel from a U.S. location to an international location must be screened as a passenger through the passenger-screening checkpoint prior to entering the sterile area of the airport.
- Crew Members will no longer be allowed to use the KCM access point for personal travel from the U.S. to an international location.

KCM:
Crew Members traveling from the U.S. to international locations on Company business may continue to use the KCM access points. Company business includes, but is not limited to, the following:

Flight Operations (Pilots and Flight Attendants)

Training
Crew Positioning
Deadheading
Other Company Business

The outgoing Global Cabin Air Quality Executive (GCAQE) Board (of which TWU has been a long-standing charter member of) updated TWU Local 556 Safety about some recent changes within the GCAQE. On Feb. 19, Tristan Loraine voluntarily resigned from his Co-Chair position and also from the GCAQE Board. The primary reason at that time was that he was unhappy that the remaining members of the Board disagreed with his proposed budget and fee increase. Because he resigned, the Board had no choice but to notify him that he must transfer control of the GCAQE bank account (located in the UK) to the remaining UK-resident member on the Board. Tristan did not respond favorably, and it was not until April 18, that he confirmed how to transfer the funds to a new GCAQE bank account that we had to establish. To meet the Board's financial responsibilities as stewards of member Unions' money, they have now used those funds to initiate payment of GCAQE bills from the new account.

GCAQE / UW Research:
Effective immediately, all five Board Members are stepping down and our Unions are withdrawing from the GCAQE. This decision is a direct result of long-standing and significant differences of opinion with Susan Michaelis and Tristan regarding what is achievable – and how to achieve it - given the available resources. The Board knows that we are stronger, as Unions, when we stand together on this issue, so it was a hard decision to tender their resignations. But it is simply not possible for them to continue to work productively as volunteers under the circumstances. Each of them will continue their commitment to address the health and safety hazards of onboard exposure to contaminated air within their respective Unions. And each of them has valued the professional and personal connections forged with each other and with representatives from other GCAQE member Unions. As for the future of the GCAQE, it is assumed that Susan and Tristan will be in contact with member Unions to discuss next steps. The outgoing Board will send any newly appointed Board the most recent Board meeting minutes, and will address other administrative details to facilitate the transition. The hope is that, under new leadership, the GCAQE will continue because it is a valuable means to share important health and safety information with Unions. If the GCAQE does not continue, or if our Union does not renew its membership, the outgoing Board asks that we please donate our annual dues to Professor Clem Furlong's research project at the University of Washington. The research team is working to define the toxicity of TCPs in oil fumes and to develop a blood test for exposure to oil fumes, both essential for airline crewmembers and oil workers around the world. Concerning the University of Washington research: Prof. Clem Furlong at UW has informed us that if $75,000 is donated into the research account by May 13, that would be enough to secure the blood test by the end of this year that will prove Crew Member and passenger exposures during bleed air events. This is the first time in the ten years of research in the matter that Prof. Furlong has ever given a definite time frame on a final product. In short, this appears to be the end game! But they must get this aggregate amount to the research fund by May 13, or the program will not be able to continue. In addition to TWU International and Local 556, the other Unions or organizations that have been asked to make a contribution to reach the total of $75,000 are:

IAM
ALPA MEC at United Airline
Allied Pilots Association
Independent Pilots Association (IPA represents UPS pilots)
CUPE
Unite (UK)

ACPA (Air Canada Pilots Association)
Kreindler & Kreindler (largest Plaintiff's aviation law firm in the U.S. I have a connection with them since the founding partner, Lee Kreindler used to contribute to the Aviation Consumer Action

GCAQE collected $4,000 in donations for this research and that has been sent. It is expected that IAM and UNITE will contribute and that CUPE will provide a smaller amount. APA made their first contribution ever to the UW research of $15,000 in February 2016, but are anticipated to contribute more by the deadline. AFA will contribute what they need to in order to keep the UW blood test research from shutting down even though they have already given $100,000 over the last year alone. TWU International Vice President Thom McDaniel is going to bring the request for additional funding on behalf of TWU International to his Leadership this week and Michael Massoni from Local 556 is presenting the request to his Executive Board simultaneously.

Open discussion items:
Fume Events in April
Global Cabin Air Quality Executive (GCAQE) Future Participation
University of Washington Research Funding Continuation Request
737 MAX / 737-800 G7 Update

Scheduled and Standing Meetings:
Tuesday, May 10, 2016 – UDT Final Presentation to ESG
Tuesday, May 17, 2016 – Health and Safety Coordination (HASC) Meeting
Tuesday, May 17 – Wednesday, 18, 2016 – Final H&H Meeting
Tuesday, May 24 - Thursday, May 26, 2016 – 737-800 G7 GDT Event

Audrey Stone returned to the Meeting at 0954.

Michael Massoni made a **motion (5)** to donate $5,000 to the University of Washington research project that is developing a blood test that will be able to show individual exposure to chemicals/byproducts indicative of bleed air exposure events. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Audrey Stone chaired the Meeting.

The Executive Board took a break at 1040 and reconvened at 1100.

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

Pamila Forte and Todd Gage were excused for personal reasons.

John Parrott was excused for vacation.

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

> *John has been on FMLA for the past two months thus he wasn't able to attend the March and April sessions of the Executive Board Meeting as he was off caring for his mother. Between the February Executive Board Meeting and now, John has done a few Fact-Finding Meetings and is proud to say that Shop Steward Kelly Reeves is no longer a Shop Steward in training but is able to do meetings on her own. John attended a City Council meeting in March and in the meantime has met with the Chiefs of Staff of the two City Council members who "tentatively" voted for the off-site parking fee increase as the final and formal vote isn't until May 18. John has had continuous dialogue with these Chiefs of Staff to further emphasize how important this vote is and how it affects airport employees. John has also had help with this from Michael Broadhead who is the Chair of the Maricopa Area Labor Federation and Pride at Work-Arizona Chair Jim Volpe as both individuals have spoken with others to bring concerns out about this issue. Speaking of Michael and Jim, John and his family attended a Community Service Day with them benefitting the Labors Community Service Agency. John also attended a Workers Memorial Day with Jim and Michael at the State Capitol and the initial Pride at Work-Arizona Convention this month. John wrote his most recent Unity article about Cancer, a disease that has affected many Members of his base and is sad to report that LouAnn Alexander and Melinda Rosenblum recently passed away, LouAnn had pancreatic cancer and the reason for Melinda's passing is unknown. John has been in constant contact with the Executive Board and the Membership via emails and phone calls dealing with a variety of subjects. John has also been in the lounge a few times and made sure the red rack and glass case are up to date. John has reviewed all of the Grievances that will be discussed at the Executive Board Meeting. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.*

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

> *Stacey reports that she continues to answer Members' questions and concerns via phone calls, emails, and Facebook. The Union Red Rack and the glass case have been updated. Stacey continues to meet with Management regarding all issues within the base. Stacey wants to thank Shop Stewards Melissa Grube and Jay McCleave for participating in a Lounge Mobilization on April 25 for Negotiations. Stacey has also been assisting the Negotiating Team and the Mobilization Committee on a training event that will take place later this month in Dallas.*

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

> *David reports he conducted several Fact-Finding Meetings at the base. He reports that all Houston Shop Stewards have now observed a Fact-Finding Meeting and are ready to conduct a Fact-Finding*

Meeting on their own. David participated in the Minutes Review Committee (MRC) for the Executive Board and he sent an E-Connection to the Members of the Houston Base. David attended a special presentation by the Scheduling Committee on May 9 at the Training and Operational Support (TOPS) building and would like to thank Lisa Trafton, Sheri Tyler and Janet Lamy for educating him on how lines are built. David would like to thank Education Committee Co-Chairperson Angie Kilbourne with help on materials for a Lounge Mobilization.

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 are on the rise again in Orlando. The meetings range from delay of flight, late to gate and attendance points issues. Jimmy reported that all the restaurants in the food court in the Southwest Airlines terminal in Orlando are now open. Jimmy reported that construction on the Orlando Lounge will begin in the third quarter. Jimmy reported that while no additional square footage is being added, there will be more user friendly space by moving offices and computer stations to different locations. Jimmy reported that the Orlando Base will also be getting a quiet room which will be located in the room where our life raft for Recurrent Training is located. The life raft will be moved to a room further down the hall from the current Recurrent Training room.

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

Matt reported that Fact-Finding Meetings have involved delay of flight and perception issues; Step Two hearings have involved grieving of Failure to Report and No Shows. Matt updated the Base Page on the TWU Local 556 Website, answered Member phone calls and emails, wrote an article for Unity Magazine, and met with Oakland Inflight Management to discuss Member issues. Matt was in the lounge on May 3 answering Member questions. Matt thanked Board Member at Large Sam Wilkins, Oakland Shop Steward Josh Rosenberg, and Precinct Captain Mario-Galileo Cendejas for facilitating the Negotiations Lounge Mobilization on April 25. Matt participated as a member of the Minutes Review Committee, reviewing the April Executive Board Meeting Minutes for grammatical changes only. Matt updated the Oakland Membership on the status of the group Grievance regarding the Oakland Sick Leave (OSL) and California Kin Care (CKC) combined policy. Matt continues to work with all parties trying to reach an equitable solution over the changes to OSL and CKC. Matt attended the Pride at Work Arizona's "We're Better Together" symposium on May 6. The discussion focused on issues confronting the LGBTQ community within the workplace and how some Unions have, and continue to take, an active role in representing all Members, including those Members of the Lesbian Gay Bisexual Transgender Questioning (LGBTQ) community.

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

Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue for various reasons; including but not limited to attendance points, delay of flight, Passenger letters, and Employee write ups. Donna was in Dallas for the Executive Board Meeting April 11-14. Donna spent time in the Chicago Lounge speaking with Members during the month, Donna represented Members in Fact-Finding Meetings, straightened the red rack, communicated with Shop Stewards and met with Chicago Base Management to address issues pertaining to the base affecting Flight Attendants. Donna and Shop Steward Brendon Remezas attended the Chicago Federation of Labor Meeting on May 3. Donna spent time coordinating with Illinois/Indiana State Conference Members to attend fundraisers and support events. Shop Steward Brendon Remezas and Shop Steward Dale Wilson attended the Illinois/Indiana State Conference Meeting at Notre Dame College Campus on April 21. Donna has been working to *coordinate another Worker's Compensation Seminar to include more TWU Locals in the area to help them navigate the Worker's Compensation system.*

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

Jessica reports that she attended the Executive Board Meeting in Dallas April 12-14. Jessica submitted an article to be published in the Spring 2016 Unity Magazine. Jessica conducted Fact-Finding Meetings and Step Two Hearings. Jessica is happy to report that several new Shop Stewards have had the opportunity to shadow and are now ready to conduct meetings. Jessica would like to thank Denver Flight Attendants Paula Taub and Alexander Ricker for conducting a Lounge Mobilization for Negotiations on May 25. Jessica answered Member phone calls, texts, and emails. Jessica met with Denver Inflight Leadership to discuss issues and events specific to the Denver Base. Jessica tidied the Union Red Rack and updated the Union Glass Case. Jessica was thrilled to attend the Pride at Work-Arizona "We're Better Together" Event in Phoenix on May 6 and would like to commend Pride at Work-Arizona Co-Chairperson Michael Broadhead, Chairperson Jim Volpe, Treasurer Michael Massoni, and Precinct Captain Cyndi Bickel for their hard work and dedication in organizing this outstanding event.

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

Rachel reports that she attended the Executive Board Meeting April 12-14. Rachel worked in the Union Office April 18-22 then again April 25-29 and May 2-5 and remained available to all Members through emails, texts, and phone calls. Rachel spent the morning of April 23 in Henderson, Nevada at the Southwest Airlines Culture Committee Earth Day Event located at the Pittman Wash. Rachel attended the New Hire presentations with New Hire Committee Chairperson Joe Skotnik for Class 339 and 340 then attended the New Hire Dinners for Class 339 on April 19 and April 20 and Class 340 on May 3 where she enjoyed meeting with New Hire Flight Attendants and welcoming them to Southwest Airlines and TWU Local 556. Rachel attended a function for the TWU International Executive Council on May 4. Rachel was the Emergency Officer On-Call from April 25 through May 9. Rachel would like to thank Shop Steward Patrick Lucas for facilitating the Negotiations Lounge Mobilization on April 25 and also thanks the Shop Steward Committee Chairperson Mark Anthony Reyes for his assistance in the base and for distributing the ASAP-a-grams in the Flight Attendant mailboxes in the lounge.

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

COPE Chairperson Bryan Orozco attended the Nevada AFL-CIO conference in Las Vegas on April 25 and 26. At the conference Bryan met with candidates running for the U.S. Senate and Congress and the state Senate and Assembly. The conference centered around electing candidates that will support collective bargaining, retirement and jobs in Nevada. Matt reported that on April 15 the Department of Transportation (DOT) granted tentative approval of a foreign air carrier permit to Norwegian Air International (NAI). This permit, if finalized, would allow NAI to implement a Flag of Convenience scheme, giving NAI a tremendous competitive advantage over Southwest Airlines and other U.S. air carriers by allowing NAI to compete with reduced rates of pay and below industry-average work rules for its Crewmembers. In response to the DOT approval, TWU Local 556 Committee on Political Education (COPE) mobilized with a call to action, encouraging Members to write their congressional representatives to oppose the DOT ruling and to cosponsor HR 5090, bipartisan legislation protecting airline workers from unfair foreign competition. Additionally, TWU Local 556 COPE took measures to ensure Members were informed on the specifics of the industry-wide protest of NAI that is scheduled for May 12 in Washington D.C., in front of The White House. Matt reported that the FAA reauthorization bill remains unfinished, as only the U.S. Senate has passed a multi year funding bill; FAA *reauthorization expires in 67 days. The TWU Local 556 COPE would like to thank TWU Local 556 Members Michael Massoni, Michael Broadhead, Jim Volpe, and Cyndi Bickel of Pride at Work-Arizona, for facilitating the "We're Better Together" symposium on May 6. The event focused on issues confronting the LGBTQ community within the workplace and how Unions can use the legislative process to better serve all Members, including those of the LGBTQ community.*

Michael Massoni presented the **Health Committee Report** for Chairperson Michele Moore. There was no written report submitted.

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

Amanda reports the Education Committee met in Dallas April 19-22 to work on the Contract 101's and the New Hire Handbook. After implementing the last round of edits, the decision was made to do one more final overhaul to see if pages could be removed to reduce the page count and cost. Four pages were removed to streamline the book, and currently this revision is being edited. Also during this meeting, Co-Chairperson Angie Kilbourne completed the remaining 101's and submitted them to be edited and approved. Co-Chairperson Josh Rosenberg worked on additional whiteboard videos to accompany the 101's. As soon as final approval has been given, the 101's and the Handbook will be uploaded on to the Website.

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

Professional Standards Activity Report For April 2016

NOT TAKEN	*3*
CRM	*8*
PILOT	*2*
I.R. FILED	*4*
HOTEL	*1*
UNPROFESSIONAL BEHAVIOR	*3*
WITHDRAWN	*4*
F.A.R.	*1*
COMPANY POLICY	*2*
TOTAL CASES	*28*
POSITIVE OUTCOME	*14*
NEGATIVE OUTCOME	*1*
UNRESOLVED	*3*
BASE	
Houston	*5*
Chicago	*4*
Denver	*3*
Orlando	*3*
Oakland	*2*
Phoenix	*1*
Dallas	*2*
Baltimore	*2*

Atlanta	*2*
Las Vegas	*2*

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

> *TWU Local 556 Uniform Committee Chair Jabari Smith attended the final design team meeting in Chicago on April 17 and 18 with Management and Cintas executives. The Uniform Employee Design Team reviewed and discussed the results of the Employee survey and the Wear Test blog results. The Core Team will present the final Uniform pieces to Senior Management this month and a date will be set to reveal the final Uniform to the Employees. Jabari would like to thank the Executive Board for allowing him to serve the Members of TWU Local 556.*

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

> ***Mass E-Mails***
> *The Action Network account was used over the past month for National Campaigns, E-Connections and Shop Steward email campaigns. The Communications Team has completed a switch from MailChimp to Action Network, an AFL-CIO partner. As an affiliate of the AFL-CIO, the Union is provided access to the Action Network toolset at no cost to the Local. This is a savings of nearly $150 per month. TWU Local 556 will continue to host Member data in the MailChimp account through the month of May as an emergency backup as the Union starts using Action Network. TWU Local 556 will no longer have the capability to have the past ten E-Connections or base updates displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members (DEBM). 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 being used throughout the Website and publications.*
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> ***Videos***
> *The April Live Webcast was held on April 13. The event was streamed using YouTube with great success especially when considering the reduced internet capacity of the office, which has now been increased. 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 Webcast 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.*
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> ***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 very quickly. During the month of February, TWU Local 556 removed the restrictions on its Facebook Page. Members are now encouraged to post and comment on the posts. Members are requested to review the "TWU Local 556 Facebook Page Terms of Service and Fair Play," which is found under the "about" section of the Facebook Page. Since lifting the restrictions, there has been an increase in the amount of interaction through the Facebook Page. "Messaging" functionality was also turned on and the Communications Committee is able to answer Members' Contract or private questions. 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 and/or email.

The available contacts in the App have been updated. Requests for future updates include:
- *Calendar*
- *CSS Codes*
- *-800 Informational Packet*

Publications
The Spring 2016 issue of Unity Magazine will be shipped to Inflight Bases this week. Cuyler Thompson will notify all Domicile Executive Board Members and Base Managers when to expect the issue to arrive. Cuyler will attach copies of the COMAT shipping labels for tracking purposes.

Cuyler Thompson encouraged Committee Chairpersons and their Executive Board Liaisons to submit articles and photos regarding committee news and/or events to the Communications Committee for publication on the TWU Local 556 Website and Facebook Page. There was discussion.

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

Chairperson Lori Lochelt made a presentation to the Northwest Oregon Labor Council/AFL-CIO on April 25 regarding chartering a Coalition of Labor Women Chapter (CLUW) in Portland, Oregon. There was overwhelming support for this endeavor. Lori will be working with local Unions on this effort. Pride at Work-Arizona held its premier event May 6 in downtown Phoenix at the offices of UFCW99. The theme was "We're Better Together". Speakers included Phoenix Mayor Greg Stanton, Maricopa County Supervisor Steve Gallardo, Rebekah Friend from the Arizona AFL-CIO, Author and Philanthropist Winn C. Claybaugh, Kellen Baker from Center for Progress, Samantha Pstross and Juli Myers from Arizona Advocacy Network, Thom McDaniel from TWU International, John Beaulieu a teacher from Q High, Richard Andrade from LD29, Angela Hughey from One Community and Jerame Davis, Executive Director of Pride at Work. Throughout the day there were over 55 people in attendance. This was the first known event of its kind in Arizona bringing a variety of labor, government, and business organizations into a conversation of LGBTQ protections in the workplace and other issues facing the LGBTQ community. Pride at Work-Arizona Officers include TWU Local 556 Members Jim Volpe, Chair; Michael Broadhead, Co-Chair; Michael Massoni; Treasurer; Cyndi Bickel; Secretary. Other Local 556 Members in attendance were Lori Lochelt, Susan Johnson, Matt Hettich, Tina Coffee, John DiPippa, Allyson Parker-Lauck, Jessica Parker, and Audrey Stone. The Arizona chapter was chartered a short eight months ago and this event is a testament to the hard work and dedication of TWU Local 556 Members.

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

Mobilization/Organizing Co-Chairperson Sam Wilkins assisted the Negotiating Team in mobilization efforts for the entire month of April. Sam assisted the Digital Precinct Captains and Lead Precinct Captains with digital media campaigns. Sam assisted in the launch of "The People Behind the Profits—Return on Employee Contribution (ROEC)" Campaign. Sam attended the Oakland Negotiations Lounge Mobilization on April 25. Sam, Baltimore Domicile Executive Board Member Stacey Vavakas and Shop Steward Liz Howayeck have been organizing the Precinct Captain Training that will be held in Dallas May 24-25. Sam encourages any Member who would like to get involved with mobilization efforts to *email moborg@twu556.org. Sam would like to thank all of the Members who continue to participate in the digital campaigns on Facebook and Twitter.*

Michael Massoni was excused for Union Business at 1208.

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

Joe gave the New Hire Presentation to Class 339 on April 19 and also presented to Class 340 on May 3. Joe attended the graduation of Class 339 on April 28, and looks forward to the graduation of Class 340 on May 12. Joe would like to thank Grievance Team MemebersAllison Hare and Prairie Firkus for their assistance with the New Hire Committee. Joe is excited to speak with Class 341 on May 17.

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

Jessica reports that the deadline to submit applications for the Michael J. Quill Scholarship was April 22, 2016. Winners of the scholarships will be determined by a public drawing to be held in May. Winners will be notified by mail 5-7 days thereafter. TWU Local 556 is currently accepting applications for the Paul Gaynor and Madeleine Howard Scholarships. Completed applications must be postmarked by June 30, 2016 and awards will be announced by August 20. Mark York, Dallas County AFL-CIO Financial Secretary-Treasurer, has once again agreed to serve on the TWU Local 556 Scholarship Selection Subcommittee. Jessica sent a reminder email to Domicile Executive Board Members to please include scholarship information in their E-connections.

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

The TWU Local 556 Veterans Committee Co-Chairperson and Co-Chairman of the TWU International Veterans Committee Brendon Remezas reports that the Veterans Committee has had conversations with Southwest Airlines Management in regards to the creation of an Honor Flight Kit to be distributed to crews who are assigned to work those flights. Brendon also reports that the TWU International Veterans Committee has succeeded in lobbying the United State House of Representatives in passing the Preventing Crimes Against Veterans Act of 2016 (H.R. 4676) which will now move to the United States Senate. Brendon and TWU Local 556 Veterans Committee Chairperson Chris Sullivan are planning a fundraising event to benefit Building Homes for Heroes in the Chicago and Denver Domiciles in the coming months. Chris and Brendon have assisted TWU Local 556 Members in navigating issues regarding upcoming deployments. The next TWU International Veterans Committee meeting will be in Tulsa July 12-14. Brendon would like to thank the TWU Local 556 Executive Board for their continued support to our Veterans and to thank all TWU Veterans for their service to our great Country and Union.

Audrey Stone presented the **Working Women's Committee Report**. There was no written report submitted.

Brett Nevarez submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Report** for Committee Chairperson Natalie Salser:

Committee Co-Chairpersons Tom Spillers, Natalie Salser, and Midway Chicago Team Base Coordinator Steve Dotson attended Critical Incident Stress Management (CISM) Training April 26-27. The TWU Local 556 FADAP Policy and Procedure Manual was completed and printed.

Audrey Stone submitted copies of a letter from TWU International regarding the Local's endorsement of candidates in the upcoming U.S. Presidential Election. The Executive Board **agreed** not to endorse a candidate at this time.

The Executive Board went to lunch at 1235 and reconvened at 1406.

Executive Board Members Audrey Stone, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Matt Hettich, Stacey Vavakas, Rachel Brownfield, Jimmy West, Donna Keith, John DiPippa, Brian "BR" Ricks, David Jackson and Jessica Parker were present at the Meeting.

Michael Massoni was excused for Union Business.

Pamila Forte and Todd Gage were excused for personal reasons.

John Parrott was excused for vacation.

Cuyler Thompson submitted the **April 2016 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the April 2016 Executive Board Meeting Minutes.

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

The Executive Board took a break at 1530 and reconvened at 1547.

Executive Board Members Audrey Stone, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Matt Hettich, Stacey Vavakas, Rachel Brownfield, Jimmy West, Donna Keith, John DiPippa, Brian "BR" Ricks, David Jackson and Jessica Parker were present at the Meeting.

Michael Massoni was excused for Union Business.

Pamila Forte and Todd Gage were excused for personal reasons.

John Parrott was excused for vacation.

Audrey Stone submitted a proposal for a TWU Local 556 Executive Board Strategic Planning Session.

The Executive Board agreed to participate in the Executive Board Strategic Planning Session in lieu of the September 2016 Executive Board Meeting.

The Executive Board discussed a Member's concern regarding Grievance procedures. The Executive Board **agreed** to continue with current procedures.

There was discussion regarding donating to Members during financial hardship.

There was discussion regarding proposed monthly Presidential updates provided to the Executive Board.

There was discussion regarding a meeting scheduled between TWU Local 556 and Southwest Airlines Management to discuss changes to California Kin Care/Oakland Sick Leave.

Cuyler Thompson made a **motion (6)** to recess. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1700.

Wednesday

May 11, 2016

Audrey Stone called the Meeting to order at 0902.

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

Michael Massoni was excused for Union Business.

Pamila Forte was excused for personal reasons.

John Parrott was excused for vacation.

Grievance Committee Chairperson Becky Parker entered the Meeting at 0905 to present the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

128 total Grievances:	
31 terminations	*24.2%*
12 group Grievances	*9.4%*
34 non term disciplinary	*26.6%*

52 individual contract 40.6%

Total Contract Grievances on file: 64 50.0%
Total Discipline Grievances on file: 65 50.8%

Grievance removals between April 13 and May 10 are broken down as follows:

- *18 Settled*
- *20 Withdrawn*
- *38 Total Removed*

Update on Denver regarding Winter Storm Selene Attendance Infractions:
TWU Local 556 worked extremely hard to obtain the removal of all attendance infractions accrued do to the Winter Storm Selene. This storm prevented Flight Attendants from reporting for duty as normal on March 23 and March 24. Management initially wanted each Member to contact the Union to process what would have been over forty individual Grievances. This would have resulted in over forty Step Two Hearings. The Union did not believe the Flight Attendants should be required to attend individual Step Two Hearings with Base Leadership in order to resolve this issue. The Union and Management agreed to extend the time frames in order for the Union to investigate each case and request the removal of each attendance infraction prior to the Grievance process. We were successful in obtaining the removal of 38 MBL's (Might Be Late) three FTR's (Failure to Report) and four NS's (No Shows). This was a total of 44 potential Grievances resolved at the lowest level possible.

Update on Houston Flooding Attendance Infractions:
While working to resolve the Denver attendance infractions caused by Winter Storm Selene, Houston faced torrential rain causing flooding on April 17 and 18. This flooding prevented over twenty Flight Attendants from reporting for duty as normal. The Union worked diligently to find resolution prior to the Grievance process in an effort to avoid over 20 individual Step Two Hearings with Base Leadership. We were successful in obtaining the removal of seven MBL's, one FTR and twenty No Shows.

Board of Adjustments (BOAs)
We currently have two BOA's scheduled for this month. The details are as follows:

- *Individual discipline Grievance – This individual received a No Show that should have been reduced to a FTR. This hearing is set to take place on May 24.*
- *Individual discipline Grievance – This individual received a Written Warning. This hearing is set to take place on May 26.*

Arbitrations:
We currently have three Arbitrations slated. The details are as follows:

- *Two Individual discipline Grievances*
- *One Group Grievance was filed in May of 2013 for the violation of Article 12 of the Contract regarding Piece Back Pairings. The Parties extended the deadline to hold this arbitration while working on a settlement. If the Parties do not reach a settlement by May 31 we will reschedule the arbitration as outlined in the Collective Bargaining Agreement (CBA).*

Todd Gage made a **motion (7)** not to proceed on a Grievance per the recommendations of the Grievance Review Committee (GRC). John DiPippa **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (8)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (9)** not to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Inflight Management Representatives Jim Jordan and Henry Townsend entered the Meeting at 1001.

> *There was discussion regarding possible "tracking" capabilities related to the Electronic Flight Attendant Manuals (EFB's). Henry Townsend reported that Ron Freer was currently working with the Southwest Airlines Labor Relations Department on a communication to be sent to Flight Attendants regarding the matter. Henry and Jim both reported that any change to the use or "Terms and Conditions" of the Electronic Flight Bag (EFB) would have to be first be presented to the Union. Jimmy West discussed service procedures on very short flights such as Greenville- Spartanburg to Atlanta. Henry said that he would look into why the issue had not been addressed. Jim Jordan discussed the recent extreme Irregular Operations (IROP), which resulted from a storm in Denver. Jim noted that it was up to the individual Flight Attendant whether or not it was safe to come to the airport during such situations. Henry said that he would communicate regarding Southwest Airlines Network Operations Control (NOC) and how the NOC will communicate with Flight Attendants during future IROPs. Henry updated the Executive Board regarding Crew Operations Support Agents (COSA) who handle hotels and accommodations for unscheduled Crews. Cuyler Thompson discussed Flight Attendants using Uber when hotel transportation was unavailable. Henry reported that Jeremy has been instructed to give Flight Attendants the option of using Uber in such situations. Jim Jordan reported that he is talking to Ground Operations Leadership regarding Gate Check procedures for Crew Bags not being followed. Jim Jordan reported that he would report back to the Executive Board regarding the status of having the correct Unaccompanied Minor (UM) Procedures followed by Ground Operations. There was discussion regarding the fact the Flight Attendant Jonathan Black was currently handing Medical Leave issues at the Union Office. Jim Jordan reported that Flight Attendants could attach photos when responding to emailed receipt notifications sent to them from the Crew Accommodations Board (CAB). Donna Keith discussed an issue of a Complaint Resolution Official (CRO) overriding Company Policy. Henry Townsend said that he would get back to Donna. Jimmy West discussed a situation in which all three Flight Attendants were audited by the same Supervisor on the same flight. Cuyler Thompson noted that Management had previously agreed to publish information regarding the four types of audits to which Flight Attendants were subject. Cuyler asked about efforts to increase the amount of back stock in the galley of 737-300, 500 and 700 aircraft.*

The Inflight Management Representatives left the Meeting at 1100.

The Executive Board took a break at 1100 and reconvened at 1118.

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

Michael Massoni was excused for Union Business.

Pamila Forte was excused for personal reasons.

John Parrott was excused for vacation.

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

Todd Gage made a **motion (10)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (11)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (12)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Grievance Team Member Brandon Hillhouse entered the Meeting at 1147 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1200 to discuss the merits of the Grievance.

Brandon Hillhouse and the Grievant were excused at 1211.

Todd Gage made a **motion (13)** to proceed on a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1235 and reconvened at 1407.

Executive Board Members Audrey Stone, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Rachel Brownfield, Jimmy West, Donna Keith, John DiPippa, Brian "BR" Ricks, David Jackson and Jessica Parker were present at the Meeting.

Michael Massoni was excused for Union Business.

Pamila Forte was excused for personal reasons.

John Parrott was excused for vacation.

Todd Gage, Stacey Vavakas and Matt Hettich were attending to Union Business.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Drew Kennedy were guests at the Meeting to discuss the merits of a Grievance.

Todd Gage and Matt Hettich entered the Meeting at 1413.

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

Audrey Stone left the Meeting at 1232.

Todd Gage chaired the Meeting.

The Executive Board continued to discuss the merits of the Grievance.

Stacey Vavakas returned to the Meeting at 1437.

Drew Kennedy was excused at 1441.

Sam Wilkins made a **motion (14)** to proceed on a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

Audrey Stone returned to the Meeting at 1448.

Grievance Team Member Lauren Childs entered the Meeting at 1449 to discuss the merits of a Grievance.

Lauren Childs was excused at 1455.

Sam Wilkins made a **motion (15)** not to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Becky Parker left the Meeting at 1500.

Todd Gage made a **motion (16)** to excuse Michael Massoni from the remainder of the day's session of the Executive Board Meeting. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Grievance Team Member Renda Marsh entered the Meeting and Becky Parker returned to the Meeting at 1504.

A Grievant entered the Meeting at 1515 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1546.

Sam Wilkins made a **motion (17)** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1555 and reconvened at 1611.

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

Michael Massoni was excused for Union Business.

Pamila Forte was excused for personal reasons.

John Parrott was excused for vacation.

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

Audrey Stone left the meeting for a phone call at 1613.

Todd Gage chaired the Meeting.

Becky Parker distributed information regarding a proposed settlement to a Grievance. There was discussion.

Audrey Stone returned to the Meeting at 1618.

The Executive Board **agreed** not to accept the proposed settlement to a Grievance.

Audrey Stone submitted information regarding a proposed Clarification of Letter of Agreement regarding Grievance #19-0089. There was discussion.

Michael Massoni returned to the Meeting at 1658.

Cuyler Thompson made a **motion (18)** to accept the updated Clarification of the Letter of Agreement for Grievance #19-89. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed Grievance procedures.

Becky Parker was excused from the Meeting at 1740.

Cuyler Thompson made a **motion (19)** to recess. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1742.

Thursday

May 12, 2016

Audrey Stone called the Meeting to order at 0906.

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

Pamila Forte was excused for personal reasons.

John Parrott was excused for vacation.

Grievance Team Member Brandon Hillhouse entered the Meeting at 0907 to discuss the merits of a Grievance.

Grievance Team Member Drew Kennedy entered the Meeting at 0915 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 0943 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1011.

Matt Hettich made a **motion (20)** to proceed on a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Brandon Hillhouse was excused at 1036.

The Executive Board took a break at 1042 and reconvened at 1102.

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

Pamila Forte was excused for personal reasons.

John Parrott was excused for vacation.

Cuyler Thompson submitted the **April 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 Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Audrey Stone left the Meeting at 1135.

Todd Gage chaired the Meeting.

The Executive Board continued to make corrections and changes to the Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Matt Hettich made a **motion (21)** to approve the April 2016 Executive Board Meeting Synopsis as amended. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (22)** to approve the April 2016 Executive Board Meeting Minutes as amended. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone returned to the Meeting at 1141.

Matt Hettich made a **motion (23)** to approve the April 2016 Executive Board Meeting Attendance Report. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Abstain
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (24)** to approve the April 2016 Executive Board Meeting Voting Record and Vote Tally. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Donna Keith made a **motion (25)** for the Executive Board to move into Executive Session. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board entered Executive Session at 1145.

Stacey Vavakas made a **motion (26)** to exit Executive Session. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board exited Executive Session at 1210.

The Executive Board discussed Shop Steward Protocol.

The Executive Board **agreed** that the Shop Steward Committee would submit proposed language regarding Shop Steward Protocol for inclusion in the TWU Local 556 Procedures and Guidelines Manual.

Audrey Stone discussed ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

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

Mark Anthony reports that the Shop Steward Committee focused on note taking format for the month of April. The following is an update on what the Committee has done this past month:

Fact-Finding Meetings
During the month of April there were a total of 73 Fact-Finding Meetings. Ten of the 73 meetings were a Step Two. There has been a decrease of Fact-Finding Meetings in comparison to the April 2015 record. The two highest categorized meetings were Passenger Complaints and Class 1.17. Mark Anthony is proud to say that they have also seen a decrease in Delay of Flight Fact-Finding Meetings. Mark Anthony would like to thank all of the Shop Stewards for getting information out to the Membership about the Delay of Flight/Late to the Gate initiative.

Conference Call

The April conference call was canceled and rescheduled for May. Mark Anthony updated the Shop Steward list by base as well as represented several Members in Fact-Finding Meetings and trained new Shop Stewards.

Brett Nevarez submitted **Scheduling Committee Report** for Chairperson Lisa Trafton:

Chairperson Lisa Trafton and Co-Chairperson Don Shipman reported that line writing in April for June 2016 bidding had the normal beginning of summer challenges in some bases more than others. In the June 2016 schedule our density changed from 6.98 TFP per day in May to 7.07 TFP per day in June. The number of line positions that a Flight Attendant could be awarded increased by 7 line positions from 9,063 in May to 9,070 in June. The Scheduling Committee left 1,453 positions in open time for the month of June in comparison to May where we left 312 positions in Open Time. The committee for the month of June wrote an average of 72% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 35% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average line pay was 97.01 TFP. The Scheduling Committee set up a presentation on Monday, May 9 for the Executive Board to see how the Scheduling Committee puts together our Flight Attendant lines. This would allow them to better assist their domicile. We would like to thank Houston Domicile Executive Board Member David Jackson for attending. Please continue to let Flight Attendants know they are always more than welcome to watch Primary or Secondary line writing. Houston based Flight Attendant B.R. Williamson joined the Scheduling Committee to watch Primary and Secondary line writing. She has continued to return and the committee feels she would be a great addition to our team. The Line Writers for the June Primary Lines were: Richard Locher, Sheri Tyler, Rebekah Knox, Kay McCurley, Alexander Ricker, Janet Zbojniewicz, Chase Goldman, Janet Lamy, and Lisa Trafton. The Line Writers for June Secondary Lines were: Rebekah Knox, Sheri Tyler, Kay McCurley, Doreen Argyropoulus-Ricker, Alexander Ricker, Chase Goldman, Kim Foster, Richard Locher, Janet Lamy, Don Shipman, Shelley Taylor and Lisa Trafton.

Todd Gage presented his **1st Vice President's Report**. There was no written report submitted.

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

CISM Chairperson Eileen Rodriguez presented CISM to New Hire Class 339 on April 21. The CISM Team held its annual Recurrent Training on April 26,27 and 28 in Dallas. There were a total of 125 attendees this year. There were approximately 70 Flight Attendant CISM Members and 45 Pilot CISM Members that trained together as one team. The guests included three Members from the FADAP Team, one Network Operations Control (NOC) Manager, five Inflight Base guests and six Crew Members from other airlines. The training covered topics such as mental health first aid, suicide prevention, grief and anxiety and CISM debriefings. The team celebrated its 20th anniversary as a CISM Committee this year!

The CISM Team assisted with at total of 98 incidents that were called into the hotline. Below you will see a breakdown of the types of incidents.

Personal Issue	*38*
Medical Emergency	*15*
FA Illness	*7*
FA Injury	*4*
Debriefing - Team Member	*4*

Smoke/Fumes in Aircraft	*4*
Mechanical	*4*
Decompression	*3*
Death on Board	*3*
Passenger Misconduct	*2*
Suicide Attempt	*2*
Substance Abuse Referral-FADAP Team	*1*
Calls related to FA Injury	*1*
Turbulence	*1*
Near Miss	*1*
FA Involved in Incident on the way to work	*1*
Declared Emergency	*1*
Aircraft Incident	*1*
FA Death	*1*
Professional Standard Referral	*1*
Lounge Mobilization - PHX	*1*
Suicide of a Family Member	*1*
Bomb Threat	*1*
	98

Jimmy West made a **motion (27)** to adjourn. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Nay
Pamila Forte	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1333.

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

Cuyler Thompson
TWU Local 556 Recording Secretary