



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
January 12-14, 2016
Synopsis**

January 12, 2016

Audrey Stone called the Meeting to order at 0900.

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

Matt Hettich was excused for Union Business.

Crystal Reven was excused for personal illness.

David Jackson was excused for personal reasons.

Audrey Stone led the Executive Board in reciting the **Pledge of Allegiance**.

Brett Nevarez read aloud the **TWU Local 556 Membership Pledge**.

Sam Wilkins made a **motion (1)** to excuse Crystal Reven from the whole week of Boards due to personal illness. 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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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**.

Sam Wilkins made a **motion (2)** to excuse Matt Hettich from the morning session today, January 12, for Union Business. John DiPippa **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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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 discussed and updated the Meeting Agenda with the Executive Board.

Stacey Vavakas made a **motion (3)** to excuse Pamila Forte from the Thursday afternoon session of Boards due to the Martin Luther King Convention. 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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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 submitted the information necessary for the Executive Board to bid for weeks on the 2016 Emergency Officer On-Call Calendar.

Jessica Parker made a **motion (4)** to excuse David Jackson from today’s, January 12, Executive Board Meeting and tomorrow’s morning session, for personal reasons. 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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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**.

2nd Vice President Brett Nevarez presented his **Officer’s Report**. There was no written report submitted.

Board Member at Large Sam Wilkins submitted her **Officer’s Report**:

Sam Wilkins was the Emergency Officer On-Call December 1-7, 2015. Sam attended the Executive Board Meeting on December 15-17. Sam was honored to accompany the Negotiating Team to the opening bargaining session at Southwest Airlines Headquarters on December 16. Sam attended the TWU Local 555 Regional Union Meeting at TWU Local 513 in Dallas on December 18. Sam volunteered in the Oakland Lounge assisting Members and answering questions. Sam has been answering a lot of questions about the new Oakland Sick Leave (OSL) procedures. Sam would like to encourage all Oakland-based Flight Attendants to familiarize themselves with the new OSL procedures. Sam was in the Union Office December 21-23 and was on call on Christmas Day. Sam was in the Union Office December 28-31 assisting the Office Team and Grievance Team. Sam would like to wish everyone a Happy New Year.

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

Stacey reports that during the December Executive Board Meeting she had the pleasure to accompany the Negotiating Team for Opening Statements with Southwest Airlines Management. Stacey attended the Baltimore Membership Meeting. The Colonial Insurance was rolled out in the base. Stacey would like to thank Shop Stewards Lucy White-Lehman and Melissa Grube for assisting in the roll out of Colonial Insurance. Stacey stayed in constant contact with Colonial to ensure a smooth roll out for the entire Membership. Stacey assisted several Flight Attendants that were unable to make it to the lounge for enrollment. Stacey continues to stay in constant contact with Base Leadership to address concerns within the base. Stacey continues to answer phone calls and emails from the Membership.

The Executive Board discussed the ongoing open enrollment period for the Supplemental Insurance options available to Members of TWU Local 556. Stacey Vavakas **agreed** to take feedback and suggestions from Executive Board Members regarding the enrollment process. Stacey and John Parrott **agreed** to meet with Lori Whitaker, the Union's Supplemental Insurance Representative, to discuss how to improve the process for the next year.

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 in Orlando have had a sharp decline the past month. Jimmy reported that the Toys for Tots drive was a huge success. Jimmy reported that he believes this was a record year for the amount of toys collected and they were delivered on December 19 to the Marine's warehouse. Jimmy reported the last week of December proved to be a very busy week due to the weather and Flight Attendants being rescheduled and being stranded while on their pairings. Jimmy reported that while conducting lounge mobilizations, the main topic of conversation has been that status of our negotiations. Jimmy reported he has let the Flight Attendants know that opening statements were made between TWU Local 556 and Southwest Airlines Management on December 16. Jimmy reported there were issues with Colonial Insurance Representatives not being available in the Orlando Lounge during the beginning of the open enrollment.

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

Donna reports that the Chicago Base continues with a large number of Fact-Finding Meetings and Step 2 Meetings, many of which are for delay of flight and late to gate. Donna attended the Chicago Membership Meeting on December 9. Donna would like to thank all the Shop Stewards and Members who made time to attend the Membership Meeting. Donna put up the Toys for Tots box in November and on December 14 delivered the toys for distribution. Donna thanks everyone for their generosity and kindness. Donna assisted in getting the supplemental insurance fliers up and the schedule set up and communicated with Chicago Base Leadership. Donna wrote an E-Connection, straightened the red rack, updated the glass case, communicated with Shop Stewards, and met with Chicago Base Management to address issues pertaining to the Flight Attendants. Shop Steward Brendon Remezas and Shop Steward Dale Wilson attended the Chicago Federation of Labor Meeting on December 1. Donna was also in communication with the Illinois/Indiana State Conference Members, local representatives, and their aides to set up visits between State Conference Members and candidates.

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

Jessica reports that she attended the Executive Board Meeting in Dallas on December 15-17. Jessica attended the TWU Local 555 Regional Union Meeting held at TWU Local 513 in Southlake, Texas on December 18. Jessica dropped off all toys collected in the Toys for Tots donation drive on December 19. The Toys for Tots donation drive was a huge success and Jessica would like to thank all Denver Flight Attendants who were able to donate. Jessica represented Members in Fact-Finding Meetings and answered Members' phone calls, texts, and emails. Jessica updated the Union Glass Case and tidied the Union Red Rack. Jessica continues to deal with parking issues in the Landside Employee Lot at Denver International Airport (DIA). Flight Attendants were issued tickets over the holidays and while those tickets were voided, inadequate parking continues to be a problem for Denver Flight Attendants. Jessica spoke with the Director of Parking and Transportation for DIA and was assured that a solution is in the very near future. Jessica met with Denver Inflight Leadership to discuss issues specific to the Denver Base.

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

Rachel reports that she attended the Executive Board Meeting December 15-17 in Dallas. Rachel attended the TWU Local 555 Regional Union Meeting on December 18. Rachel spent several days in the Las Vegas Lounge meeting with Members, updating the glass case, tidying the red rack, and meeting with Las Vegas Base Leadership. Rachel is proud to report that Fact-Finding Meetings are not happening as frequently as they have in the past.

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

Pamila did Fact-Finding Meetings and updated the glass case. Pamila attended the Executive Board Meeting in Dallas on December 15-17. Pamila and the Executive Board joined the Negotiating Team for Opening Statements at Southwest Airlines Headquarters. Pamila worked with Civil and Human Rights Chairperson Lori Lochelt on the Martin Luther King Jr. Convention scheduled January 15-18 in Washington, D.C. Pamila dropped off toys collected from the Toys for Tots campaign December 20. Pamila would like to thank the Atlanta Flights Attendants that donated toys for children. Pamila assisted with the roll out of Colonial Insurance open enrollment.

Cuyler Thompson submitted the **Education Committee Report** for Chairperson Amanda Gauger:

Amanda reports the Education Committee Chairperson and Co-Chairpersons met in Dallas to complete Contract 101 (the New Hire handbook). Currently the handbook is going through the final editing process prior to being printed, and will be ready to be distributed to the first New Hire class later this month. The Education Committee wishes to recognize Houston-based Flight Attendant Ashley Watson for her artistic contribution to Contract 101, as well as Executive Board liaison, Matt Hettich, for communicating with the printing company. Contributions to Unity and Unity Update continue to be made by Committee Members Denny Sebesta and Amanda Gauger.

Cuyler Thompson submitted the **Communication Committee Report** for himself, and Co-Chairpersons Erich Schwenk and Robin Brewer:

Mass E-Mails

The MailChimp account was used over the past month for E-Connections, Unity Update, and Shop Steward email campaigns. In 2015, we sent over one half million emails to our Members. The past ten E-Connections or base updates are 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. 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. We would like to thank Cordell Carter for the beautiful images we are now using throughout our Website and publications.

Videos

The last Live Webcast was held in December. The event was streamed using YouTube, again, with great success. The streaming was much more consistent and stable than past episodes on 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, our 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. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. We have started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of our 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. We have seen an increase of Member submitted questions in the recent months, via the app or email. The App is highlighted in the current edition of Unity Magazine. Requests for future updates include:

- ☐ Calendar
- ☐ CSS Codes
- ☐ -800 Informational Packet

Unity Updates

- *Provided edits and revisions suggestions for the Unity Update on November 20, December 5, December 20 and January 5.*
- *Created Unity Update in PDF file to attach to email including the design and layout.*

Other projects

- *November Lounge Mob flyer – “Depression”*
- *“RESPECT” postcard layout and design*
- *“Human Trafficking” material for January Lounge Mob*
 - *Glass Case Poster*
 - *First responder reference card*
 - *Human Trafficking 101 flyer*
 - *Human Trafficking informational sheet*
- *Changes to Crew Connections for Matt Hettich.*

Cuyler Thompson discussed future Communications Committee projects with the Executive Board.

Cuyler Thompson submitted a proposed TWU Local 556 Facebook Page “Terms of Service” scheduled to be posted prior to opening the page for comment, for Executive Board review.

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

CHRC Chairperson Lori Lochelt continues to network with Members and is creating a pool of resources and Flight Attendants who are interested in working on CHRC projects and events.

Human Trafficking Project:

The Human Trafficking Project was launched in January in conjunction with Human Trafficking Awareness Month. An article written by Alexandria Jeffers, Denver-based Flight Attendant, appeared in the January 5, 2016 Unity Update. Lori submitted a secondary article that was posted on the TWU Local 556 Website. In addition, Domicile Executive Board Members (DEBMs) put up posters in Flight Attendant lounges from the Department of Homeland Security Blue Campaign project. DEBMs are scheduled to hold a Lounge Mobilization on or around January 20, 2016 and will hand out additional educational materials and resources to Flight Attendants. Oakland Domicile Executive Board Member Matt Hettich attended the Airline Ambassadors Human Trafficking Training in San Francisco on January 11, 2016. Lori would like to thank all the participants in this project for their dedication and support.

AFL-CIO Martin Luther King, Jr. Conference:

The AFL-CIO MLK Conference is scheduled for January 14 through 18, 2016 in Washington, D.C. Seven Flight Attendants from five domiciles are scheduled to attend. Attendees will participate in workshops, plenary sessions, community service, prayer breakfast, gala awards banquet, and a parade. To date over 1,000 people have registered for this event which is an excellent educational and networking opportunity for Members.

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 be meeting January 26-28 in Miami, Florida. The meeting will be hosted by TWU Local 568. Chris and TWUVC Recording Secretary and Chicago Flight Attendant Brendon Remezas will be attending on behalf of TWU Local 556. Chris will be attending the annual meeting of the National Honor Flight Association February 19-21 in Baltimore, Maryland. The Fisher House Foundation will be opening a new home in Las Vegas, Nevada this February. Fisher Houses provides housing for military families close to a loved one during hospitalization for an illness, disease or injury. Chris will be attending the opening with Nevada Honor Flight founder and Reno Cargo Agent Jon Yuspa. 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.

Brett Nevarez submitted the **Flight Attendant Drug and Alcohol Program Committee (FADAP) Report** for Chairperson Natalie Salser. There was no written report submitted.

Cuyler Thompson submitted the **Minutes of the 3rd Membership Meeting of 2015** for review.

The Executive Board made corrections and changes to the Minutes.

The Executive Board took a break at 1101 and reconvened at 1117.

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

Matt Hettich was excused for Union Business.

Crystal Reven was excused for personal illness.

David Jackson was excused for personal reasons.

Critical Incident Stress Management (CISM) Committee Chairperson Eileen Rodriguez and Operational Safety Chairperson Michael Massoni were guests at the Meeting.

Michael Massoni updated the Executive Board regarding the issue of Cabin Security Check Procedures on the first flight of the day, pursuant to 49CFR Part 1540. Michael **agreed** to draft bullet points for Management regarding how the final decisions would be made by the parties involved. Michael **agreed** to present the final proposed Cabin Security Check Procedures for a final review by the Executive Board.

Matt Hettich entered the Meeting at 1126.

There was discussion regarding the Flight Attendant debriefing which followed the evacuation of flight #31 in Nashville. The Executive Board thanked Eileen Rodriguez for taking such good care of the Members of TWU Local 556.

Eileen Rodriguez submitted the **CISM Committee Report**:

December 2015 CISM Total

<i>Personal Issue FA</i>	<i>11</i>
<i>Medical Emergency</i>	<i>9</i>
<i>Mechanical</i>	<i>5</i>
<i>Mechanical with Divert</i>	<i>4</i>
<i>Non Work Related</i>	<i>4</i>
<i>Turbulence FA Hospitalization</i>	<i>4</i>
<i>Death of FA Family Member</i>	<i>4</i>
<i>Declared Emergency</i>	<i>3</i>
<i>Calls Related to FA Family Member Death</i>	<i>2</i>
<i>Turbulence</i>	<i>2</i>
<i>Domestic Abuse FA</i>	<i>2</i>
<i>FA Hospitalization</i>	<i>2</i>
<i>Passenger Misconduct</i>	<i>2</i>
<i>FA Family Member Illness</i>	<i>2</i>
<i>Medical with Divert</i>	<i>2</i>
<i>FA Illness on AC</i>	<i>1</i>
<i>FA Pull Family Issues</i>	<i>1</i>
<i>FA Injury</i>	<i>1</i>
<i>Lightning Strike</i>	<i>1</i>
<i>Suicide Attempt of a Family Member</i>	<i>1</i>
<i>AC Incident Damage</i>	<i>1</i>
<i>Lounge Mobilization MCO</i>	<i>1</i>
<i>Employee Death Off Duty</i>	<i>1</i>
<i>FA Personal Illness</i>	<i>1</i>
<i>Van Accident RON</i>	<i>1</i>
<i>Medical Emergency In Terminal</i>	<i>1</i>

<i>Personal Issue Divorce</i>	<i>1</i>
<i>Debriefing Team Member</i>	<i>1</i>
<i>Death on Board</i>	<i>1</i>
<i>Accident</i>	<i>1</i>
<i>Lounge Mobilization LAS</i>	<i>1</i>
<i>Lounge Mobilization MDW</i>	<i>1</i>
<i>Bomb Threat</i>	<i>1</i>

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2015 Year End CISM Summary

<i>AC Incident Damage</i>	<i>5</i>
<i>Aborted Takeoff</i>	<i>8</i>
<i>Accident</i>	<i>2</i>
<i>Assault Off Duty</i>	<i>6</i>
<i>Assault On Duty</i>	<i>6</i>
<i>Birdstrike</i>	<i>4</i>
<i>Blown Tire</i>	<i>3</i>
<i>Bomb Threat</i>	<i>13</i>
<i>Calls related to AC Accident</i>	<i>1</i>
<i>Calls Related to Death of FA</i>	<i>11</i>
<i>Calls Related to FA Family Member Death</i>	<i>22</i>
<i>Calls related to FA Injury</i>	<i>15</i>
<i>Calls Related to Media Attention</i>	<i>1</i>
<i>Crew Member Conflict</i>	<i>13</i>
<i>Death of FA Family Member</i>	<i>64</i>
<i>Death on Board</i>	<i>10</i>
<i>Debriefing</i>	<i>5</i>
<i>Debriefing Team Member</i>	<i>22</i>
<i>Declared Emergency</i>	<i>5</i>
<i>Decompression</i>	<i>13</i>
<i>Defusing</i>	<i>6</i>
<i>Domestic Abuse FA</i>	<i>5</i>
<i>Emergency Drill</i>	<i>1</i>
<i>Emergency Landing Unplanned</i>	<i>4</i>
<i>Employee Death Off Duty</i>	<i>7</i>
<i>Employee Death On Duty</i>	<i>1</i>
<i>Evacuation</i>	<i>2</i>
<i>Evacuation At Gate</i>	<i>1</i>
<i>FA Death</i>	<i>10</i>
<i>FA Hospitalization</i>	<i>39</i>
<i>FA Illness on AC</i>	<i>25</i>
<i>FA Illness on RON</i>	<i>6</i>
<i>FA Injury</i>	<i>70</i>
<i>FA Pull - Family Issues</i>	<i>3</i>
<i>FA Family Member Illness</i>	<i>67</i>
<i>FA Involved in Accident - Off Duty</i>	<i>6</i>
<i>FA Personal Illness</i>	<i>26</i>
<i>FA Terminal Illness</i>	<i>3</i>

<i>Incident on RON</i>	9
<i>Lightning Strike</i>	3
<i>Lounge Mobilization - ATL</i>	1
<i>Lounge Mobilization - BWI</i>	2
<i>Lounge Mobilization - DAL</i>	1
<i>Lounge Mobilization - DEN</i>	1
<i>Lounge Mobilization - HOU</i>	1
<i>Lounge Mobilization - LAS</i>	2
<i>Lounge Mobilization - MCO</i>	1
<i>Lounge Mobilization - MDW</i>	3
<i>Lounge Mobilization - OAK</i>	1
<i>Lounge Mobilization - PHX</i>	1
<i>Mechanical</i>	27
<i>Mechanical w/ Divert</i>	51
<i>Medical Emergency</i>	136
<i>Medical Emergency In Terminal</i>	7
<i>Medical with Divert</i>	72
<i>Natural Disaster</i>	7
<i>New Orleans Incident Calls</i>	1
<i>Non Work Related</i>	37
<i>Passenger Injury Onboard AC</i>	1
<i>Passenger Misconduct</i>	51
<i>Personal Issue Divorce</i>	21
<i>Personal Issue Ground Employee</i>	1
<i>Personal Issue FA</i>	226
<i>Personal Issue Pilot</i>	4
<i>Prep Cabin for Emergency</i>	2
<i>RT Incident</i>	2
<i>Sexual Assault</i>	3
<i>Sexual Harassment</i>	2
<i>Slide Deployment Inadvertent/Inadvertent</i>	2
<i>Smoke in Cockpit</i>	1
<i>Smoke/Fumes in Cabin</i>	10
<i>Substance Referral FADAP Team</i>	8
<i>Suicidal Threats</i>	3
<i>Suicide</i>	1
<i>Suicide Attempt</i>	5
<i>Suicide Attempt of a Family Member</i>	1
<i>Suicide of a Family Member</i>	6
<i>Tail Strike</i>	1
<i>Terrorist Threat</i>	4
<i>Turbulence</i>	20
<i>Turbulence FA Hospitalization</i>	4
<i>Turbulence with Injury</i>	23
<i>Van Accident RON</i>	6
<i>Van Accident TOPS</i>	2
<i>Weapon Found On AC</i>	1
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Michael Massoni and Eileen Rodriguez were excused at 1209.

The Executive Board went to lunch at 1209 and reconvened at 1349.

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

Crystal Reven was excused for personal illness.

David Jackson was excused for personal reasons.

The Executive Board continued to make corrections and changes to the Minutes of the 3rd Membership Meeting of 2015.

Matt Hettich submitted the **November 2015 Executive Board Meeting Synopsis, Minutes, Attendance Report and Voting Record and Vote Tally** for review.

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

Cuyler Thompson made a **motion (5)** to approve the November 2015 Executive Board Meeting Synopsis as amended. 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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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**.

Cuyler Thompson made a **motion (6)** to approve the November 2015 Executive Board Meeting Minutes as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
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Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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**.

Cuyler Thompson made a **motion (7)** to approve the November 2015 Executive Board Meeting Attendance Report 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	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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**.

Cuyler Thompson made a **motion (8)** to approve the November 2015 Executive Board Meeting Voting Record and Vote Tally 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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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**.

The Executive Board took a break at 1528 and reconvened at 1545.

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

Crystal Reven was excused for personal illness.

David Jackson was excused for personal reasons.

Matt Hettich submitted the **December 2015 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

The Board conducted a roll call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the fourth quarter of 2015:

Audrey Stone	flew CS1P	dated November 22
Todd Gage	flew OS2H	dated November 23
John Parrott	flew DAXT	dated December 24
Brett Nevarez	flew PS2H	dated October 6
Cuyler Thompson	flew OA1P	dated November 23
Sam Wilkins	flew OAKR	dated November 25
Crystal Reven	flew HACW	dated October 25
Stacey Vavakas	flew BAWW	dated December 22
David Jackson	flew HA1S	dated December 2
John DiPippa	flew PAYK	dated December 24
Matt Hettich	flew OAN6	dated November 27
Rachel Brownfield	flew LABE	dated October 7
Pamila Forte	flew AA1N	dated December 20
Brian "BR" Ricks	flew DARM	dated December 20
Jimmy West	flew FANV	dated December 22
Donna Keith	flew MS2P	dated October 29

The Executive Board discussed Emergency Officer On-Call bidding procedures. The Executive Board **agreed** to continue bidding by Flight Attendant seniority.

The Executive Board discussed email communications between Members of the Executive Board.

Cuyler Thompson made a **motion (9)** to recess. 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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
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 Executive Board Meeting at 1711.

January 13, 2016

Audrey Stone called the Meeting to order at 0900.

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

Crystal Reven was excused for personal illness.

David Jackson was excused for personal reasons.

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

Becky Parker entered the Meeting and submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

126 total grievances:

<i>17 terminations</i>	<i>13.5%</i>
<i>16 group grievances</i>	<i>12.7%</i>
<i>32 non term disciplinary</i>	<i>25.4%</i>
<i>61 individual contract</i>	<i>48.4%</i>

Total Contract Grievances on file: 77 *61.1%*

Total Discipline Grievances on file: 49 *38.9%*

Grievance removals between November 7, 2015 and January 12, 2016, are broken down as follows:

48 Settled Union

36 Withdrawn

84 Total Removed

Grievance Summit Update:

A Grievance Summit was held December 15, 2015. 33 cases were slated for discussion ranging from oldest to newest. These grievances have been on the books as far back as December 2008. The Parties executed nine settlements. There are currently six pending settlements. Southwest Airlines and TWU Local 556 are working to get Letters of Agreement submitted to the Executive Board in February.

Cuyler Thompson made a **motion (10)** to proceed on three Grievances per the recommendation of the Grievance Review Committee (GRC). John DiPippa **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (11)** not to proceed on a Grievance per the recommendation of the GRC. Jessica Parker **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (12)** to revisit a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (13)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (14)** to revisit a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (15)** to accept the settlement to a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (16)** to revisit a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

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

Cuyler Thompson made a **motion (18)** to revisit a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

John Parrott left the Meeting at 1030.

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

John DiPippa made a **motion (20)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Todd Gage made a **motion (21)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (22)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1120 and reconvened at 1250.

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

Audrey Stone was excused for Union Business.

Crystal Reven was excused for personal illness.

Rachel Brownfield made a **motion (23)** to excuse Audrey Stone from the beginning of the day's PM Session for Union Business. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 1305 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1316 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 1335.

Jimmy West made a **motion (24)** to proceed on a Grievance. Sam Wilkins **seconded** the motion.

Audrey Stone returned to the Meeting at 1340.

The motion **carried**.

The Executive Board took a break at 1401 and reconvened at 1415.

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

Crystal Reven was excused for personal illness.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 1419 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1428 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 1445.

John Parrott made a **motion (25)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1456.

Matt Hettich submitted the **December 2015 Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally** for review.

The Executive Board made corrections and changes to the Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Brandon Hillhouse entered the Meeting at 1513 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1522 to discuss the merits of a Grievance.

Brandon Hillhouse and the Grievant were excused at 1530.

John Parrott made a **motion (26)** to proceed on a Grievance. Brian "BR" Ricks **seconded** the motion. The motion **carried**.

Stacey Vavakas left the Meeting at 1600.

The Executive Board continued to review the December 2015 Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Audrey Stone left the Meeting at 1617.

Todd Gage chaired the Meeting.

Brett Nevarez made a **motion (27)** to approve the December 2015 Executive Board Meeting Synopsis as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (28)** to approve the December 2015 Executive Board Meeting Voting Record and Vote Tally as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone returned to the Meeting at 1622.

Brett Nevarez made a **motion (29)** to approve the December 2015 Executive Board Meeting Attendance Report as amended. John DiPippa **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	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Away
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Away
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson made a **motion (30)** to approve the December 2015 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	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Away
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1625 and reconvened at 1635.

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

Crystal Reven was excused for personal illness.

Audrey Stone presented two pieces of correspondence for review.

The Executive Board discussed the creation of an ad-hoc E-Membership Meeting Feasibility Committee, recently approved by the Membership of TWU Local 556. Todd Gage **agreed** to serve as the President's designee and Chairperson of the Committee. Todd **agreed** to author a post to the Membership regarding an Open Call for committee members.

The Executive Board discussed the Union Red Racks. Pamila Forte **agreed** to research replacing the racks in all Flight Attendant Lounges and report her findings to the Executive Board.

Brett Nevarez made a **motion (31)** 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	Nay
John Parrott	Nay
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Nay
Crystal Reven	Excused
Stacey Vavakas	Nay
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Nay
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.

January 14, 2016

Audrey Stone called the Meeting to order at 0901.

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

Crystal Reven was excused for personal illness.

Audrey Stone submitted correspondence from Herb Kelleher and Colleen Barrett, honorary Members of TWU Local 556, in which they thanked the Union for the gift sent to them during the recent holidays.

Brett Nevarez presented an updated **FADAP Report**. There was no written report submitted.

Cuyler Thompson made a **motion (32)** to appoint Flight Attendant Tom Spillers to serve as Co-Chairperson of the TWU Local 556 Flight Attendant Drug and Alcohol Program (FADAP) Committee. 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
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**.

Brett Nevarez **agreed** to email an updated FADAP Manual and Committee Roster to the Executive Board.

Brett Nevarez **agreed** to discuss motions made during the 3rd Membership Meeting of 2015 with legal counsel.

The Executive Board discussed a reported typographical error contained in the October 2015 Executive Board Meeting Minutes regarding a pairing number flown by a Member of the Executive Board. John Parrott **agreed** to research the reported error and submit his findings during the next Executive Board Meeting.

The Executive Board discussed the TWU Local 556 logo with regard to the signage at the new TWU Local 556 Office. The Executive Board **agreed** to maintain the current logo.

The Executive Board **agreed** that the adjournment of an Executive Board Meeting would be the deadline for Committee Chairpersons and Executive Board Members to submit reports for inclusion in the Minutes of an Executive Board Meeting.

John Parrott discussed the upcoming move to the new TWU Local 556 Office.

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

Cuyler Thompson submitted the **Officer's Report** for Crystal Reven:

Crystal Reven began her Board Member at Large report by informing the Executive Board that since she last reported, she has facilitated several Fact-Finding Meetings for Houston Flight Attendants for delay of flight, Passenger complaints, Crew conflict and alleged falsification of FMLA (Family Medical Leave Act) documentation. Similarly, Crystal served as Emergency Officer On-Call from December 28, 2015 through January 4, 2016. Crystal assisted fellow Shop Steward Chairperson, Mark Anthony Reyes with Shop Steward Committee duties. Crystal thanks fellow Uniform Committee Co-Chair Jabari Smith for attending the Employee Design Committee meeting in Dallas on December 15 while Crystal attended the Executive Board Meeting in Dallas. Crystal continues to make herself available to the Members of TWU Local 556 as a Shop Steward, Uniform Committee Chairperson, Shop Steward Committee Co-Chairperson and as Board Member at Large.

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

John has done two Fact-Finding Meetings since the December Executive Board Meeting and had Shop Steward Wayne Tipton shadow one of them. John has been in constant contact with the Executive Board and the Membership via emails and phone calls. John dropped off the Toys for Tots with Shop Steward Tina Coffee. John also dropped off the canned goods for Labor Community Service Agency (LCSA) to help Union Members. John wants to thank Colonial Representative Becky Merritt for stepping up and filling the schedule for one of the Colonial Representatives who had an emergency. John attended, along with the rest of the Executive Board and Negotiating Team, the re-opening event of Contract 2013 Negotiations. John was in the lounge in December and plans to be in the lounge this month for the Human Trafficking event and at other times when his schedule permits. John sent an email to City Council Members Kate Gallego and Laura Pastor, as well as Daniel Valenzuela, who is the Chairperson of the Phoenix City Council Aviation Subcommittee in regards to the proposed trip fee that the City of Phoenix would like to charge off-site parking companies any time they enter the airport. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

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

David reports he collected and delivered the toys donated for the Toys for Tots charity on December 18. He would like to thank the Houston Base for the overwhelming response. David volunteered as the Emergency Officer On-Call for after hours emergencies from December 21-28. David conducted several Fact-Finding Meetings on various topics. David updated the Union Glass Case and Union Red Rack, and he also participated in the Minutes Review Committee (MRC). David attended the Executive Board Meeting during the month of January.

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

Matt reported that Fact-Finding Meetings have been quiet since the previous month; Matt had a Step 2 Meeting about a No Show. Matt updated the Base Page on the TWU Local 556 Website, wrote a monthly E-Connection, answered Member phone calls and emails, and met with Oakland Inflight Management to discuss Members' issues. Matt thanked Oakland Shop Stewards Carlene Raymond, Shelly Lefebvre, Joachim Ramirez and Board Member at Large Sam Wilkins for helping to discuss Oakland Sick Leave

(OSL) with Flight Attendants in the Oakland Lounge. The Oakland Shop Stewards helped to distribute OSL educational pieces and answer Members' questions about this new leave during the first week of January. On January 11, Matt attended a press conference and training event at the San Francisco International Airport, hosted by Airline Ambassadors International and the Bay Area Anti-Trafficking Coalition, addressing the crime of human trafficking. Airline Ambassadors International will continue the human trafficking training this week at the Oakland and San Jose International Airports. Matt attended the Alameda Labor Council Delegates Meeting on January 11 and briefed the council on the recent developments of suspended Members of TWU Local 555; the Alameda Labor Council sent a letter of support and a \$500 donation to the TWU Local 555 hardship fund.

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

Matt reported that TWU International has developed an online Member survey for the 2016 national election of the President of the United States. Before the endorsement of a presidential candidate, TWU International wants to hear from Members about the issues that are most important and which candidate TWU Members support. TWU International is encouraging TWU Members to take the online survey. Matt reported that he is still in the process of adding an issues tab to the COPE page of the Union Website. The tab will highlight legislative policies in which TWU Local 556 is engaged. Matt expects to have this project completed in time for the 2016 TWU Legislative & COPE Conference in March.

Brett Nevarez presented the **Scheduling Committee Report**. There was no written report submitted.

Cuyler Thompson submitted the **Safety Committee Report** for Operational Safety Chairperson Michael Massoni:

*Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 25*

ASAP Reports received to date (01-01-2015 to 12-31-15): 829 events and 1000 reports

<i>Accepted Reports Year-to-Date:</i>	<i>898</i>
<i>Excluded Reports to date:</i>	<i>57</i>
<i>Open Reports:</i>	<i>45</i>

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

- *12/16/15 through 01/12/16 = 180*
- *Emergencies Declared = 13*
- *2016 Year-to-Date = 154*
- *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:

12/16/15 through 01/12/16 = 2

2015 Year-to-Date = 1

All of 2015 = 788

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

Open Discussion Items:

*Cabin Security Check Procedures on the First Flight of the Day Pursuant to 49CFR Part 1540 Update
WN31 (BNA Evacuation) Update*

Scheduled and Standing Meetings:

Tuesday, January 5, 2016 – ASAP Administrative Meeting (Expenses per LOU) with Todd Gage, Michele Moore and Steve Larsen

Monday, January 11, 2016 – Follow-up Meeting with Henry Townsend, Kisha Golden, Todd Gage and Eileen Rodrigues concerning NOC EAP Initiative

Tuesday, January 12, 2016 – Meet with EB concerning WN31 15DEC15 BNA Evacuation (Update)

Tuesday, January 12, 2016 – Meet with EB concerning Cabin Security Check Procedures on the First Flight of the Day Pursuant to 49CFR Part 1540 (Update)

Wednesday, January 20, 2016 – Health and Safety Coordination (HASC) Meeting

Thursday, January 28, 2016 – ASAP Administrative Meeting concerning process document and/or goals moving forward and quarterly ERC voting member meeting

Cuyler Thompson submitted the **Uniform Committee Report** for Chairpersons Crystal Reven and Jabari Smith:

Crystal Reven and Jabari Smith are pleased to announce that the second round of wear testing for the all new Southwest Airlines Uniform will begin in mid to late January. There will be 22 new and or enhanced items and nineteen items remaining from round one of the wear test process will be tested again in the cooler months. We are excited to announce that one of the new items will be an additional dress similar to our current dress which we feel will be a hit with female Members. The last Employee Design Committee Meeting was held in Dallas on December 15, where members of the Employee Design Team, Uniform Core Team and Cintas representatives all met to discuss the feedback received from round one of the wear test process. Crystal and Jabari continue to assist Members with uniform related issues including but not limited to allergies, allotment issues, overall fit discrepancies, etc. Similarly, Crystal and Jabari are in constant contact with the Members of TWU Local 556 through email, phone calls, social media and in person. Crystal and Jabari welcome all questions, suggestions, concerns and ideas at Uniforms@twu556.org and thank the Executive Board for allowing them to continue to serve the Members of TWU Local 556 as the Uniform Committee Chairpersons.

Stacey Vavakas discussed the hotels utilized by Executive Board Members when in Dallas for monthly meetings. Sam Wilkins and Stacey Vavakas **agreed** to research hotels in the area and to report their findings during the next Executive Board Meeting.

The Executive Board took a break at 1043 and reconvened at 1056.

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

Crystal Reven was excused for personal illness.

Todd Gage and Matt Hettich were absent.

Negotiating Team Members Bill Holcomb, Trish Krider and Don Shipman were guests at the Meeting to discuss the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

There was discussion regarding the ongoing Contract Negotiations Survey.

There was discussion regarding how TWU Local 556 Communications would change in the months ahead. There was discussion regarding the Union's social media strategy. There was discussion regarding future Membership mobilization and education. All Executive Board Members were invited to attend an upcoming mobilization training. There was discussion regarding ongoing Contract Negotiations at TWU Local 555.

Todd Gage returned to the Meeting at 1131.

The Executive Board continued to discuss ongoing Contract Negotiations.

Matt Hettich returned to the Meeting at 1134.

There was discussion regarding future Negotiations strategies and tactics.

The Negotiating Team Members were excused at 1213.

Brett Nevarez made a **motion (33)** to adjourn. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1214.

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 long horizontal stroke extending to the right.

Cuyler Thompson
TWU Local 556 Recording Secretary