



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

**Tuesday
July 12, 2016**

Todd Gage called the Meeting to order at 0900.

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

Audrey Stone and Brett Nevarez were excused for Union Business.

Jessica Parker was excused for vacation.

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

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

Sam Wilkins made a **motion (1)** to excuse Brett Nevarez and Audrey Stone from today's Executive Board Meeting Session for Union Business. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Excused
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	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

David Jackson made a **motion (2)** to excuse Jessica Parker from today’s Session of the Executive Board Meeting for vacation. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Excused
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	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

John Parrott made a **motion (3)** to excuse Michael Massoni from Thursday’s Executive Board Meeting Session to attend the ASAP Quarterly Administrative Meeting. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Excused
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	Yea
Brian “BR” Ricks	Yea

Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

The Executive Board **agreed** to observe a moment of silence for the Dallas Police Officers and all victims that lost their lives the previous week.

Jimmy West made a **motion (4)** to excuse Cuyler Thompson from the Thursday afternoon Session of the Executive Board Meeting due to vacation. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Excused
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	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (5)** to excuse Matt Hettich from Thursday's Session of the Executive Board Meeting for personal reasons. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (6)** to excuse Audrey Stone from the Wednesday and Thursday Sessions of the Executive Board Meeting for personal reasons. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Excused
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	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

John Parrott presented the **Office Manager’s Report**. There was no written report submitted.

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

Sam Wilkins presented her **Officer’s Report**. There was no written report submitted.

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

John has done a Fact-Finding Meeting since the June Executive Board Meeting. John made sure the red rack was tidy along with placing the Membership Meeting information in the glass case. John was Emergency Officer On-Call for two weeks in June and wants to thank Houston and Chicago Domicile Executive Board Members David Jackson and Donna Keith respectively for allowing him to transfer his phone to them while he was flying. John also wants to thank Secretary Treasurer John Parrott for allowing him to transfer his phone to him while he was flying. 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 contact with the Shop Stewards. John has reviewed all of the Grievances that will be discussed at the Executive Board Meeting. John attended a Celebration of Life for Phoenix Flight Attendant LouAnn Alexander who recently passed away from cancer. Cancer continues to wreak havoc in the base as John was informed that a few other Members have been diagnosed with various forms of

cancer. 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 presented the **Baltimore Base Report**. There was no written report submitted.

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

David reports he attended the Executive Board Meeting in Dallas on June 14-16. David participated in the Precinct Captain Conference Call on June 17. David participated in the Minutes Review Committee. David reports he conducted several Fact-Finding Meetings on various topics. He remained in constant contact with Members of the Executive Board, Houston Base Management and Flight Attendants.

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 remain steady in Orlando. Jimmy reported that he continues to receive complaints regarding hot aircraft. Jimmy reports that he continues to encourage the Flight Attendants to fill out the hot aircraft form on SWAlife, but the general consensus is the Flight Attendants feel it is a waste of time and nothing will be changed to improve the issue. Jimmy continues to work with the Orlando Base Management to resolve issues that pertain to the Flight Attendants in Orlando. Jimmy reported the Union Glass Case is up to date, including the next Membership Meeting notification.

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

Matt reported that there has been one Fact-Finding Meeting since last report; it involved a Flight Attendant not being within two hours driving distance of domicile during Reserve contact times. Matt updated the Base Page on the TWU Local 556 Website, distributed an E-Connection, updated the glass case, and answered Member phone calls and emails. Matt was in the lounge on July 11 discussing the changes to California Kin Care and Oakland Sick Leave (OSCK). Matt is pleased to report that Southwest Airlines Attendance & Leave (A&L) has changed their OSCK policy and will no longer run OSCK leave concurrently with PINs and Doctors' notes. Previously, A&L would allow a Flight Attendant to submit a PIN or Doctors' note when OSCK is applied to the same reported absence, effectively double counting a PIN or Doctors' note with OSCK. While this change came as a result of the Union's efforts advocating for its Members, the underlying dispute of Southwest Airlines automatically applying OSCK to the first nine (or more) days of reported illness, remains unresolved. On July 9, the Port of Oakland completed the re-stripping project along the north-facing fence of the secured Neil Armstrong Employee Lot and has added additional parking stalls. The Port will continue this project along the east-facing fence at a yet-to-be determined date. Matt is in the process of establishing a direct line of communication to the Port of Oakland to enhance communication when issues arise which impact TWU Local 556 Members. On June 26, Matt joined other TWU Members from across the country to march in the San Francisco Pride Parade. The parade theme was "San Francisco Pride: for Racial and Economic Justice" and provided a wonderful opportunity for TWU Members to show their commitment to represent all Members equally and to reaffirm the commitment to the ongoing struggle for racial and economic justice. Members of TWU Local 100, 171, 250-A, 555, 556, and 570 were represented in the TWU contingent; Matt thanked TWU Local 556 Members Sam Wilkins, Lori Lochelt, Josh Rosenberg, Ryan Dunn, Damion West, Don Shipman, Kevin Daniels, Nicole Brendle, Bill Holcomb, and Conrad Arnold for volunteering their time to attend this wonderful event.

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

Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue and have increased in number for various reasons; including but not limited to attendance points, delay of flight, late to gate, Passenger letters, Class 1.17, and Employee write ups. Donna was in Amarillo the weeks of June 12 and June 17 to attend the Federal Trial of the Passengers removed from the aircraft last August. Donna was there as an advocate and support for the Crew who were involved in the incident who were there to testify during the trial. 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, met with Chicago Base Management to address issues pertaining to the base affecting Flight Attendants. Donna spent time coordinating with Illinois/Indiana State Conference Members to attend fundraisers, support events, and scheduled meetings. Donna posted the upcoming Membership Meeting schedule in the glass case.

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

Rachel reports that she attended the Executive Board Meeting June 14-16 in Dallas. Rachel spent many days in the Las Vegas Lounge assisting Members, meeting with Base Leadership, tidying the Union Red Rack and Union Glass Case. Rachel reports that Fact-Finding Meetings in Las Vegas include allegations of Flight Attendants being late to the gate and Flight Attendants receiving negative letters from Customers. Rachel served on the Minutes Review Committee to correct spelling and grammatical errors only.

Pamila Forte presented the **Atlanta Base Report**. There was no written report submitted.

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

Matt reported that the U.S. House of Representative passed a short-term FAA Reauthorization bill that will fund FAA programs through September 2017. The bill did not include the Flight Attendant minimum 10-hour rest requirement or the Flight Attendant fatigue risk management plan; both contained in separate bills advanced by the two chambers of Congress. The bill does have language requiring training for Flight Attendants in recognizing and responding to potential victims of human trafficking. Additionally, the bill provides for employment background checks that look fifteen years into an employee's past, five years longer than the current law requires. The additional scrutiny would apply only to Security Identification Display Area (SIDA) badge holders and this requirement is opposed by TWU International, as it could put some TWU Members and other airline workers out of work.

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

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety Action Program (ASAP) – Reports under Event Review Committee (ERC) review = 73

<i>ASAP Reports received Year-to-Date:</i>	<i>420 Reports covering 356 events</i>
<i>Accepted Reports Year-to-Date:</i>	<i>262</i>
<i>Excluded Reports to date:</i>	<i>24</i>
<i>Open Reports:</i>	<i>73</i>
<i>Total Reports Received over the Life of Program</i>	<i>4438</i>

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

- 07/11/16 through 07/11/16 = 385
- Emergencies Declared = 19
- 2016 Year-to-Date = 1895
- 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:

06/11/16 through 07/11/16 = 164

2016 Year-to-Date = 284

All of 2015 = 788

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

21APR16 and 24APR16 Fume Event Report and Analysis:

Reported Fume Event – Flight #3875, April 21, 2016

<i>Event Date</i>	<i>April 21, 2016</i>
<i>Flight #</i>	<i>3875</i>
<i>Line of Flight</i>	<i>MCO- PIT</i>
<i>Aircraft Registration #</i>	<i>N570WN (Boeing 737-700)</i>
<i>Departments Involved</i>	<i>Inflight, Technical Operations, Safety & Security</i>

Introduction

Two Inflight Employees (the B and C Flight Attendants) on Flight #3875 each reported smelling fumes of a chemical nature and experiencing adverse health effects. Southwest Airlines Safety & Security has reviewed the Flight Attendants' reports, researched possible causes of the reports, and in response to a request from the TWU Local 556 Operational Safety Chairperson, prepared this report.

Analysis

As part of the internal investigation, they reviewed and analyzed (1) reports received from other sources, including the Flight Crew and Customers, (2) engine wash procedures, (3) other potential sources, including spills, products applied to our aircraft and equipment, and (4) maintenance activity possibly related to the Flight Attendants' reports.

Reports Received from other Sources

Southwest Airlines received and reviewed reports from the Captain and Dispatcher of Flight 3875. The Captain reported an odor in the cabin and cockpit during the takeoff roll (which dissipated quickly) and recurring on approach. The Dispatcher reported receiving notification of fumes in the cockpit and cabin after flight #3875 arrived in Pittsburgh. Southwest Airlines Customer Relations and Customer Claims Departments have advised that no claims, complaints or inquiries from any Customers who flew on Flight #3875 have been received to date.

Engine Wash Procedures

Aircraft 570WN underwent an engine wash during the overnight in Orlando prior to operation of Flight #3875 on April 21, 2016. Engine washes utilize only pure water to clean the engine. As such, the Technical Operations Department eliminated chemical contamination during the engine wash process as a cause of the reported fumes. If the engine wash procedure is not followed, there is a potential for the water separator sock to not dry out, resulting in an unpleasant odor (sometimes compared to the smell of dirty socks) due to atmospheric contaminants (i.e., dust, airborne particles, etc.) that the sock filters during flight. Since the description of the odor reported by the Flight Attendants does not match that of a “wet” water separator sock, improper execution of the engine wash procedure was also eliminated as a cause of the reported fumes.

Potential Chemical Sources

A review of other potential sources of chemical contamination revealed the following:

- **Maintenance Stores Chemicals.** No chemicals were issued by Materials Stores for the aircraft during the overnight in Orlando.
- **Aircraft Appearance** reported that only approved chemicals were utilized during the overnight cabin cleaning.
- No spills within the cargo hold on N570WN were reported immediately before, during or immediately after Flight #3875.
- The fan blade lube last performed on the aircraft was on December 22, 2015. Citing the lapse of time between the lube and the April 21, 2016 reports, Southwest Airlines Technical Operations Department has concluded that fan lube contamination was not a contributing factor to the reported fumes.
- The hydraulic system is isolated from the bleed air system. As such, Southwest Airlines Technical Operations Department has concluded that hydraulic fluid contamination was not a contributing factor to the reported fumes.
- Southwest Airlines Technical Operations Department has concluded that oil contamination of the engine gas path was not a contributing factor to the reports based on the following:
 - Oil consumption monitoring logs for the last 42 days that show the oil consumption in the normal range.
 - If the internal engine forward sump air/oil seals were leaking oil, the contamination would be continuous and would require an engine replacement/repair. The aircraft has no reported odor events since the event in question.
- Southwest Airlines Technical Operations Department has concluded that fuel contamination of the engine gas path was not a contributing factor to the reported fumes. Fuel is isolated from the engine bleed system and from the gas path until injection at the fuel nozzles in the combustor; aft and downstream of the engine bleed air ducts. There is no plausible fuel leakage path into the engine bleed system, other than through the engine inlet (from a puddle on the ground for example).

Other Maintenance Activity

The aircraft's recent maintenance history (3/31/16-5/16/16) was reviewed. Technical Operations did not identify any defects that would produce odors or smells as reported by the Crew of Flight #3875.

Conclusion

All aircraft are equipped with highly efficient “environmental control systems” that filter air as it is circulated through the aircraft cabin. Further, Southwest Airlines conducts regular inspections and performs maintenance in accordance with FAA and manufacturer requirements to ensure such systems

are operating properly. While Southwest Airlines' internal review and investigation did not identify a cause of the fume event reported by the Flight Attendants on Flight #3875 on April 21, 2016, we continue to monitor and address reported fume events. In the event a fume event is reported and Southwest Airlines is able to ascertain the cause, rest assured there will be swift corrective action in the interest of protecting the health and safety of Employees.

Reported Fume Event – Flight #3131 on April 24, 2016

<i>Event Date</i>	<i>April 24, 2016</i>
<i>Flight #</i>	<i>3131</i>
<i>Line of Flight</i>	<i>MCO- PIT-MDW</i>
<i>Aircraft Registration #</i>	<i>N714CB (Boeing 737-700)</i>
<i>Departments Involved</i>	<i>Inflight, Technical Operations, Safety & Security</i>

Introduction

Inflight Employees assigned to Flight #3131 reported smelling fumes of a chemical nature and experiencing adverse health effects upon arrival at the gate in Pittsburg. Southwest Airlines Safety & Security has reviewed Employee reports on file, researched possible causes of the reports, and in response to a request from the TWU Local 556 Operational Safety Chairperson, prepared this report.

Analysis

As part of an internal investigation, Southwest Airlines reviewed and analyzed (1) reports received from other sources, including the Flight Crew, (2) potential sources of the reported fumes, including spills, products applied to aircraft and equipment, and the preconditioned air unit in Pittsburg, and (3) maintenance activity possibly related to the Flight Attendants' reports.

Reports Received from other Sources

Southwest Airlines received and reviewed reports from the Captain who operated Flight #3131 from MCO to PIT, the Captain who met the aircraft for the continuation of Flight #3131 from PIT to MDW, and an Inflight Employee who traveled on Flight #3131. In response to the reported odor from the Inflight Crew and similar reports from Customers, the Flight Crew assigned to the continuing leg of Flight #3131 from PIT to MDW attempted to ascertain whether the preconditioned air unit or the aircraft's air conditioning system powered by the APU contributed to the odor. Such attempt did not reveal whether either system contributed to the reported odor. The Flight Crew subsequently coordinated with Tech Ops personnel to inspect the aircraft. No abnormalities which may have contributed to the reports were identified.

Southwest Airlines Customer Relations and Customer Claims Departments have advised that no claims, complaints or inquiries from any Customers who flew on Flight #3131 have been received to date.

Potential Chemical Sources

A review of other potential sources of chemical contamination revealed the following:

- Maintenance Stores Chemicals. No chemicals were issued by Materials Stores for the aircraft during the overnight in Orlando.*
- Aircraft Appearance reported that only approved chemicals were utilized during the overnight cabin cleaning.*
- No spills within the cargo hold on N714CB were reported immediately before, during or immediately after Flight #3131.*
- The Preconditioned Air unit was evaluated by Airport Services in Pittsburg with no defects or*

chemical usage identified.

Other Maintenance Activity

The aircraft's recent maintenance history (3/31/16-5/16/16) was reviewed. Technical Operations did not identify any defects that would produce odors or smells as reported by the Crew of Flight #3131.

Conclusion

All aircraft are equipped with highly efficient "environmental control systems" that filter air as it is circulated through the aircraft cabin. Further, Southwest Airlines conducts regular inspections and performs maintenance in accordance with FAA and manufacturer requirements to ensure such systems are operating properly. While Southwest Airlines' internal review and investigation did not identify a cause of the fume event reported by the Flight Attendants on Flight #3131 on April 24, 2016, Southwest Airlines continues to monitor and address reported fume events. In the event a fume event is reported and Southwest Airlines is able to ascertain the cause, rest assured Southwest Airlines will take swift corrective action in the interest of protecting the health and safety of Employees.

Follow-up Report on Increased Incidents of Disruptive/Unruly Passengers:

-----NUMBER OF EVENTS-----			
ALCOHOL RELATED	2015	2016	DIFFERENCE
PAX - Signs of Intoxication	236	277	+41
PAX Consumed Own Alcohol	40	49	+9
CUSTOMER EXPERIENCE			
Denied Boarding	165	182	+17
PAX MISCONDUCT			
Threat Level I	175	171	-4
Threat Level II - Crew Assaulted	11	14	+3
Threat Level II - Other	29	32	+3
Threat Level III	1	2	+1
PAX NON-COMPLIANCE			
Carryon Stowage	31	32	+1
Failure to comply with Crew Instructions	135	177	+42
PED	3	3	-
Pets	33	30	-3
Seat Belt	15	14	-1
Other	31	25	-6
SECURITY			
Prohibited Item	7	13	+6
Security Met Flight	38	23	-15
Suspicious PAX	8	16	+8
SMOKING	47	47	-
TOTAL	1005	1107	102
# of Departures	512,841	535,558	22,717
# of Onboard PAX	59,131,574	62,254,558	3,122,984

Open discussion items:

- TSA Security Sweep Audit Failures on First Flight of the Day (Company Issued Discipline)
- Hot Aircraft Reporting Events (Contributing Factors and Informal Analysis)

- *ASAP Quarterly Administrative Meeting on July 14 –which requires excusal from Executive Board Meeting.*

Scheduled and Standing Meetings:

- *Tuesday, July 19 – Health and Safety Coordination (HASC) Meeting*
- *Wednesday, July 13– Houston ASAP ERC Base Visit & Leadership Training Session (Michele Moore attending)*
- *Thursday, July 14 – ASAP ERC 2nd Quarter Review & Discussion*
- *Thursday, July 21– ASAP ERC MOU Discussion with Sherry Miller, AFS 280*
- *Wednesday, August 10 - Go-Team/Investigation Team Blood Borne Pathogen (BBP) Personal Protection Equip*

There was discussion regarding Hot Aircraft Reporting.

There was discussion regarding Flight Attendants being disciplined for not performing thorough security checks on originating aircraft. Michael Massoni **agreed** to communicate to the Membership, via an email, regarding the issue.

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

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

Audrey Stone and Brett Nevarez were excused for Union Business.

Jessica Parker was excused for vacation.

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

ASAP

In 2016 the committee received 420 reports, covering 356 events. The committee received 4,018 reports during the life of the ASAP program. The committee accepted 262 reports year to date, and excluded 24 reports year to date. The Committee received 4,438 ASAP reports over the life of the program. The Committee encourages Flight Attendants to complete ASAP reports for TSA security check events. There is an influx of reports where Ground Operations Agents want to board prior to the Flight Attendants required report time. The committee is requesting that a Ground Operations representative come to one of the committee's meetings to discuss the ongoing issue. The committee submitted new taxonomies to the Technology Department but they do not expect the changes to be made until the end of the year so the committee will continue to use the current list and hope to start with the new ones at the beginning of the year. The committee is still waiting to hear about the status of the jumpseat recommendation.

ENS Follow-ups:

During the timeframe of June 11 through July 11, the committee received 385 ENS/NOC/MOM Report emails. Year to date the committee received 1,895.

Health/Safety:

During the recent HASC (Health and Safety Committee) meeting with the Company there were discussions regarding hearing testing and the fact that the Flight Attendants aren't able to find out

where and when the testing is taking place. The Company said they will look into a better process to notify the Flight Attendants. The HASC continues to discuss the security checks and how it isn't feasible for the Flight Attendants to do the search the way the TSA requires in the amount of time currently allotted. There is a working group that continues to meet to try to find a solution. A time and motion study is going to be conducted to see how the process can be streamlined and to try to get a "real-time" for the process. The FAA recently wanted to talk to a Flight Attendant Crew regarding a severe turbulence event. The Company called the Flight Attendants asking them to call the FAA without notification to TWU Local 556. The HASC reiterated this needed to happen so the HASC could offer Union representation on the call. The Company said the process had changed somewhat and they would make sure the department handling this process was aware they needed to contact the HASC in the future. There is a working group being formed to discuss how Crews are being handled after an event. The HASC requested to be included in these meetings, as representatives from Southwest Airlines Pilots' Association (SWAPA) are involved. The HASC discussed the hot aircraft issues and requested an update on any changes that have occurred or will be taking place. A new type of hose has been purchased for all the stations. Flight Attendants are continuing to have serious turbulence injuries. The Crew that had two Flight Attendants injured recently were brought in for a Company debrief in May. CISM and TWU Local 556 Health and Safety have adopted the practice of taking the Crew to dinner the night prior to the debrief to prepare the Crew for the debrief process. This has proved to be an invaluable gesture to the Flight Attendants. They are so appreciative of the information and the time to ask questions in person about what to expect, and also it alleviates any nervousness regarding the debrief process.

Upcoming Meetings:

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

ASAP Quarterly Meeting with all ASAP ERC Members

ASAP Quarterly Meeting with the FAA Leadership

HASC: Monthly Meeting

Houston ASAP Visit

GO Team Training – Bloodborne Pathogens

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

COMPANY POLICY	3
WITHDRAWN	5
NOT TAKEN	2
CRM	1
UNPROFESSIONAL BEHAVIOR	3
HOTEL	1
PILOT	4
I.R. FILED	1
IN PROGRESS	2
TOTAL CASES	22

POSITIVE RESOLUTION	9
UNRESOLVED	2

BASE

Phoenix	3
Las Vegas	1
Baltimore	2

Dallas	2
Chicago	4
Denver	3
Houston	2
Oakland	1
Atlanta	1
Orlando	1

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

The TWU Local 556 Uniform Committee began their report by informing the Executive Board that the uniform reveal date was postponed to the first week of August. A live fashion show by the design team and a Next Generation Aircraft delivery will kick off the reveal along with Senior Management and various media outlets. The allotment amount for purchase of new uniform pieces will be \$400 along with the Contractual allotment. Both will be accessible to purchase any item, eventually the new allotment will close out. Your Committee Chairperson is working on getting the pricing for each item available for the Flight Attendants so they can be proactive before ordering starts in January 2017. Jabari Smith continues to interact with Members via email, calls, texts and social media. He thanks 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 Local is provided access to the Action Network toolset at no cost to our Local. This is a savings of nearly \$150/month. The MailChimp account is “paused” and the Local will not be billed for maintaining the account that allows access to historical data. All past E-connections have been removed from the Base Pages on the website. This ability was tied to the MailChimp account.

Website

The TWU Local 556 Website is constantly updated with current events. The main graphics and slides are constantly updated for current events, holidays, Membership Meeting information, and special occasions.

Videos

There was no TWU Local 556 Live Broadcast in June. The Live Webcast replays are published utilizing Vimeo, the online video streaming service. The videos are embedded on the TWU Local 556 Website for viewing.

Publications

The Summer 2016 issue of Unity Magazine is expected to ship from the printer in Houston on or about August 17, arriving in the Inflight Bases shortly thereafter.

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, the Communications Committee removed the restrictions on the Facebook Page. Members are now

encouraged to post and comment on posts. The Committee asks that Members review the updated “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. The Communications Committee also turned on the messaging functionality in order to answer Members’ Contract or private questions. If Members would like to share photos via the TWU Local 556 Facebook Page please email them to Communications at Communications@twu556.org.

Mobile Applications

The TWU Local 556 App is a great resource for Members. There has been an increase of Member submitted questions in the recent months, via the app or email. The committee has begun the process of refreshing the app. The following information is requested for the update:

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

There was discussion regarding the Action Network email provider.

There was discussion regarding the upcoming Summer 2016 issue of Unity Magazine.

There was discussion regarding the fact that Atlanta-based Flight Attendant Eric McCulley would be assisting the Communication Committee for the duration of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines.

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

Chairperson Lori Lochelt participated in the San Francisco Pride Parade along with several other TWU Local 556 Members and Members from Locals 555 and 250-A. Due to the popularity of this event and requests from Members, TWU Local 556 will be walking in the Atlanta Pride Parade on October 9. Some Orlando-based Flight Attendants also want to walk in the Orlando Pride Parade on October 8, and are pursuing it with Southwest Airlines. A request was made to Lori to enter the Dallas Pride Parade on September 8, however entry for that event is closed. TWU Local 556 is on the waiting list for Dallas. Lori is in contact with Ellen Torbert, Vice President of the Southwest Airlines Diversity & Inclusion Department, regarding the lack of participation by Southwest Airlines in these Pride parades. Lori thanks all of those who participated in the San Francisco Pride Parade particularly those who traveled from out of town. Lori wrote an article for the upcoming Summer Unity Magazine on Civil Rights and what the CHRC has done in the past year. The week of July 4 through July 10 was sad, unsettling, and frustrating for our country and our Membership. The CHRC offers condolences to the families of the fallen Dallas Police Officers and those who lost loved ones in the preceding violence.

Sam Wilkins presented the **Mobilization/Organizing Committee Report**. There was no written report submitted.

The Executive Board went to lunch at 1230 and reconvened at 1348.

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

Audrey Stone and Brett Nevarez were excused for Union Business.

Jessica Parker was excused for vacation.

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

The TWU Local 556 Veterans Committee Chairperson Chris Sullivan reports that the Transport Workers Union Veterans Committee (TWUVC) will meet July 12-14 in Tulsa. The meeting will be hosted by TWU Local 514. Chris and TWUVC Vice Chairman and Chicago Flight Attendant Brendon Remezas will attend on behalf of TWU Local 556. During the meeting Chris and Brendon will discuss Building Homes for Heroes fundraisers, Operation Free PX details and other planned Veterans Committee activities for the remainder of 2016

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

The FADAP Co-Chairpersons Tom Spillers, and Natalie Salser, along with FADAP Team Member McArthur Stidom, attended a site visit in Los Angeles July 1-2. The final draft of the FADAP Policies and Procedures Manual was mailed out to all FADAP Team Members' homes. Tom and Natalie met with Sr. Manager Employee Outreach & Admin Tom Crabtree, Director of Operations Mike Sims, and CISM Chairperson Eileen Rodriguez on June 27 for a meeting to discuss the Drug and Alcohol Summit scheduled for June 28. The Summit was held at the TOPS building with members of Southwest Airlines' Management, CISM, FADAP, the TWU Local 556 Executive Board, Optium, Drug and Alcohol Committee, Benefits, Onboarding, and Inflight Management.

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

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

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

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the first quarter of 2016:

Audrey Stone	flew OS24	dated May 21
Todd Gage	flew OS2V	dated April 25
John Parrott	flew DAYD	dated April 22
Brett Nevarez	flew LABS	dated June 7
Cuyler Thompson	flew OA7Q	dated April 8
Sam Wilkins	flew OS22	dated June 7
Michael Massoni	flew PAF1	dated May 20
Stacey Vavakas	flew BA3P	dated June 2
David Jackson	flew HA6D	dated April 4
John DiPippa	flew PAH9	dated May 14
Matt Hettich	flew OS1R	dated June 19
Rachel Brownfield	flew LACT	dated June 8
Pamila Forte	flew AA6U	dated June 17
Brian "BR" Ricks	flew DAAC	dated June 29
Jimmy West	flew FALG	dated June 20

Donna Keith
Jessica Parker

flew MAFQ
flew CASA

dated June 7
dated May 28

The Executive Board **agreed** to conduct the November 2016 Executive Board Meeting via conference call in order to accommodate the scheduling of the 3rd Membership Meeting of 2016.

The Executive Board **agreed** that a paper copy of the most recent TWU Local Financial Report would be presented to Members in attendance at Membership Meetings for review.

Cuyler Thompson submitted an appeal from TWU Local 556 Member Alison Carver for review.

The Executive Board **agreed** that more research and information was necessary to properly consider the matter. The Executive Board **agreed** to consider the appeal during the next Executive Board Meeting. Todd Gage **agreed** to follow-up with Audrey Stone regarding TWU International's interpretation of the appeals process at the Local level. Cuyler Thompson **agreed** to communicate the Executive Board's decision to the Member.

The Executive Board took a break at 1555 and reconvened at 1610.

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

Audrey Stone and Brett Nevarez were excused for Union Business.

Jessica Parker was excused for vacation.

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

CISM Chairperson Eileen Rodriguez presented CISM to Inflight Class 343. CISM Chairperson Eileen Rodriguez attended the first annual Drug and Alcohol Summit with TWU Local 556 Officers and FADAP Chairperson. She also attended the Southwest Airlines' Emergency Response Team Meeting. CISM Chairperson Eileen Rodriguez flew two pairings during the month of June (DAB4 and DS57)

The CISM Team handled a total of 127 incidents and spoke to a total of 345 Flight Attendants during June.

<i>Personal Issue</i>	<i>35</i>
<i>MCO Terrorist Attack calls</i>	<i>17</i>
<i>Medical Emergency</i>	<i>13</i>
<i>FA Death of Family Member</i>	<i>10</i>
<i>Mechanical</i>	<i>9</i>
<i>FA Injury</i>	<i>6</i>
<i>FA Illness</i>	<i>5</i>
<i>Passenger Misconduct</i>	<i>5</i>
<i>Death on Board</i>	<i>4</i>
<i>Assault</i>	<i>3</i>
<i>Lounge Mobilization - MCO</i>	<i>3</i>
<i>Debriefing</i>	<i>2</i>
<i>Debriefing - Team Member</i>	<i>2</i>

<i>FA Death</i>	2
<i>Aircraft Incident</i>	1
<i>FADAP Team Referral</i>	1
<i>Aborted Landing</i>	1
<i>Suicide Attempt</i>	1
<i>Declared Emergency</i>	1
<i>Domestic Abuse - FA</i>	1
<i>Unaccompanied Minor / Young Traveler Incident</i>	1
<i>Slide Deployment - Inadvertent</i>	1
<i>Calls Related to Death of FA</i>	1
<i>Aborted Takeoff</i>	1
<i>Incident on RON</i>	1

127

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

Donna Keith made a **motion (7)** to recess. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Excused
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	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Todd Gage recessed the Meeting at 1642.

Wednesday

July 13, 2016

Todd Gage called the Meeting to order at 0900.

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

Audrey Stone was excused for personal reasons.

TWU Local 556 Negotiating Team Members Bill Holcomb and Don Shipman entered the Meeting at 0903 to discuss the ongoing Contract Negotiations between the Union and Southwest Airlines Management.

John Parrott left the Meeting at 0930.

The Executive Board continued to discuss the Contract Negotiations with the Negotiating Team.

The Negotiating Team was excused at 0940.

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

Jessica attended the Executive Board Meeting in Dallas June 14-16. Jessica participated in the Precinct Captain Conference Call on June 17. Jessica marched in the Denver Pride Parade along with Denver-based Flight Attendant Paula Taub on June 19. Jessica and Paula, representing TWU Local 556, walked alongside other Labor organizations. Jessica answered Member phone calls, texts, and emails. Jessica tidied the Union Red Rack and updated the Union Glass Case with current material.

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

Jessica reports that the deadline for accepting applications for both the Madeleine Howard and Paul Gaynor scholarships was June 30. Eligible applications postmarked no later than June 30 will be judged by the Scholarship Selection Sub-Committee consisting of Jessica Parker, Scholarship Committee Chairperson, Todd Gage, TWU Local 556 1st Vice President, and Mark York, Secretary-Treasurer for the Dallas AFL-CIO. The Scholarship Selection Sub-Committee will meet on July 19 and awards will be announced no later than August 20. Notice of awards may be published in Union communications, including social media and in the Union Glass Cases in all bases.

Southwest Airlines Inflight Management Representatives Jamie Willard and Henry Townsend entered the Meeting at 1002.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1004.

Jamie Willard reported that her "group" continued to have conversations to ensure that the manuals of all workgroups reflected the current and correct "Claim at Gate" procedures for Flight Attendants' bags. Jamie reported that an Inflight On the Go (IOTG) communication to all Flight Attendants was planned regarding the different types of Inflight Audits to which Flight Attendants were subjected. Jamie reported that an IOTG communication would be published to all Flight Attendants that Friday.

Brett Nevarez left the Meeting at 1040.

Jamie reported that her group had conducted "time trials," using Recurrent Training (RT) Instructors, to ascertain whether or not Flight Attendants could complete the required security checks in the time given before the initial flight of the day. Jamie reported that the RT Instructors had not been able to complete the security checks within the time allotted. Jamie went on to say that she would like to see the

security checks moved away from being the Flight Attendants' responsibility because there is not enough time for them to perform the required security checks. Jamie said that there was "no set time" given to Flight Attendants to complete the security checks, but that it must be completed. There was discussion regarding the fact that a Flight Attendant had recently been issued a Class 2 Disciplinary Violation surrounding the issue. There was discussion regarding reports that Inflight Supervisors had been offering Flight Attendants SWAG Points to allow boarding to begin early on originating aircraft. Michael Massoni asked that Inflight Management communicate the importance of performing the required security checks, empowering Flight Attendants not to allow boarding to commence until complete, despite pressure from Station Employees. Jamie reported that if there was not a sufficient number of required life vests on an aircraft, the flight would be oversold. Jamie said that she would work with the Atlanta Inflight Base Manager to ensure that required Revisions and Bulletins to be inserted into the Flight Attendant Manual were available to all Flight Attendants. In response to Pamila Forte, Jamie reported that construction on the remodel of the Atlanta Flight Attendant Lounge would be completed by the end of the year. Jamie reported that the majority of Flight Attendants had been able to complete the required online RT Modules without a problem. She stated that she would continue to look into the problems brought forth by Pamila Forte. Jamie said that she would continue to work on the issue of Flight Attendant Uniforms being on "back-order." Henry Townsend reported that after listening to taped conversations between Flight Attendants and Inflight Scheduling, he had asked Manager Crew Ops Support Jeremy Link to look into Hospitality Training for those working the Southwest Airlines Crew Operations Support Desk. Henry said that Base Manager Network Operation Control(NOC) Kisha Golden and CISM Committee Chairperson Eileen Rodriguez would get together and talk about how to improve communication between NOC and CISM for the benefit of Flight Attendants. Henry provided his personal mobile phone number for Executive Board Members to use any time. Stacey Vavakas discussed problems where CISM was not being notified when deadheading (DH) Flight Attendants were involved in an incident. Henry will round-up and make sure that CISM is notified moving forward. In response to David Jackson, Henry discussed the confusion between "Gate-Checks" and "Gate-Check-ins." Henry informed Rachel Brownfield that the issue of (DH) Flight Attendants not being able to list for flights after midnight had been corrected. Henry said that he and Jamie would talk to VP Cabin Services Sonya Lacore about why Southwest Airlines Pilots appeared to be "pulling" more Flight Attendants than usual for various reasons. In response to Cuyler Thompson's request for an update on publishing the correct Unaccompanied Minor (UM) Procedures and Sonya Lacore's response, Jamie stated that she would talk to Sonya about it on the following Monday. Regarding the Electronic Flight Bag, Jamie said that 100 percent of the Flight Attendants did not need to complete the required training before the Federal Aviation Administration (FAA) would allow Southwest Airlines to begin the "dual-carry" period. Michael Massoni noted that Hot Aircraft Reports had increased. Jamie said that Management is looking at more ways to keep the aircraft cool. Sam Wilkins asked that Inflight Scheduling make Flight Attendants aware of the proper place to wait for Uber in each Southwest Airlines Station. Sam Wilkins requested that taxi vouchers be made available for Flight Attendants in the Baggage Claim Office at each Southwest Airlines Station. Jimmy West discussed messages left by Inflight Scheduling in order to force Flight Attendants to answer their phone. John DiPippa discussed the recent incident in Nashville regarding no electricity at the Crew hotel. Donna Keith reported that the Operations Agent would not change out her trash can in a non-Provisioning Station. Donna Keith discussed the importance of an up-to-date Specials report for Flight Attendants. Rachel Brownfield discussed the procedure for how "gate returns" were processed by Inflight Payroll. John DiPippa discussed the fact that aluminum cans continued to explode in Flight Attendants' hands, and asked that provisioning rotate product to ensure that the cans are cool. Sam Wilkins discussed recent problems for Flight Attendants with hotel assignments in Denver.

The Inflight Management Representatives left the Meeting at 1130.

There was discussion regarding the fact that Domicile Executive Board Members would be coordinating the upcoming picketing events in their respective Domiciles.

The Executive Board took a break at 1130 and reconvened at 1145.

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

Audrey Stone was excused for personal reasons.

Grievance Committee Chairperson Becky Parker was a guest at the Meeting and submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

<u>121 total grievances:</u>	
30 terminations	24.8%
12 group grievances	9.9%
33 non term disciplinary	27.3%
46 individual contract	38.0%

Total Contract Grievances on file: 58	47.9%
Total Discipline Grievances on file: 63	52.1%

Grievance removals between June 16 and July 12 are broken down as follows:

20 Settled
27 Withdrawn
47 Total Removed

Board of Adjustments (BOA's)

There are no BOA's scheduled for this month.

Arbitrations:

The Union has four Arbitrations slated. The details are as follows: Three Individual Discipline Grievances involving termination of employment. One Group Grievance was filed May, 2013 for the violation of Article 12 of the Contract regarding Piece Back Pairings. This Arbitration is set to take place August 29-31. The Parties are discussing settlement options. Management notified the Union of their plan to strike the Arbitrator set to preside over this hearing. The Union has expressed concern with this but has agreed on a non-precedent non-referable basis to move to the next Arbitrator due to the Managements removal of the current Arbitrator. The Parties have agreed to extend in the event the new Arbitrator cannot provide dates before the deadline to hold such hearing. There are currently two Discipline Grievances involving termination that have released the Union and proceeding on their own. One Grievance has been scheduled for Arbitration which is set to take place on July 19. The Union will have a silent observer at this hearing. The Union and Management have agreed; "In cases where the Union has waived its Sole Representation of the Flight Attendant, the Union reserves the right to have its representative present in the Board of Adjustment or Arbitration hearing and, if necessary, participate for the limited purpose of presenting the Union's position with regard to the proper interpretation and application of the Collective Bargaining Agreement." The Parties are continuing to

work toward resolution to Grievances on file. The Union and Management are scheduled to meet this month on July 20 to conduct the monthly Grievance Meeting. The Union has been successful each month in the joint efforts to find resolution to Grievances prior to Board of Adjustment/Arbitration. The Union is confident this success will continue.

The Executive Board went to lunch at 1200 and reconvened at 1335.

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

Audrey Stone was excused for personal reasons.

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

A Grievant entered the Meeting at 1346 to discuss the merits of a Grievance.

Lauren Childs and the Grievant were excused at 1405.

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

Grievance Team Member Brandon Hillhouse entered the Meeting at 1417 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1442 to discuss the merits of the Grievance.

Brandon Hillhouse and the Grievant were excused at 1504.

Matt Hettich made a **motion (9)** to proceed on a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1511 and reconvened at 1533.

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

Audrey Stone was excused for personal reasons.

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

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

Brandon Hillhouse and the Grievant were excused at 1604.

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

Grievance Team Member Lauren Childs entered the Meeting at 1613 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1619 to discuss the merits of the Grievance.

Lauren Childs and the Grievant were excused at 1645.

Sam Wilkins made a **motion (11)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (12)** not to proceed on three Grievances per the recommendations of the Grievance Review Committee. Stacey Vavakas **seconded** the motion. The motion **carried**.

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

Becky Parker was excused at 1700.

Jessica Parker updated the Executive Board regarding the Union Red Rack investigation.

Jessica Parker made a **motion (14)** to approve an additional \$600 for the purchase of domicile Red Racks. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Abstain
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 presented his **Officer’s Report**. There was no written report submitted.

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

Mark Anthony reports that the Shop Steward Committee reached out to all Shop Stewards who have not completed their shadowing of a Fact-Finding Meeting. The following is an update on what the Committee has done this past month:

Fact-Finding Meetings

During the month of June there were a total of 83 Fact-Finding Meetings. 21 out of the 83 meetings were for a Step Two. We have seen a decrease in Fact-Finding Meetings in comparison to the June 2015 record. In June 2015 there were 98 Fact-Finding Meetings. The two highest categorized meetings were delay of flight accounting for eight Fact-Finding Meetings and there has been a rise of Passenger complaint meetings along with Employee complaint meetings.

Conference Call

The June conference call was focused on the Fact-Finding statistics of 2015, summer months, highlighting reminders of traveling on a sick call as well as an update from the Negotiation Team.

Mark Anthony updated the Shop Steward list by base as well as represented several Members in Fact-Finding Meetings.

Brett Nevarez presented the **Scheduling Committee Report** for Chairperson Lisa Trafton. There was no written report submitted.

Brian "BR" Ricks made a **motion (15)** to recess. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Nay
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	Away
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Todd Gage recessed the Meeting at 1738.

Thursday **July 14, 2016**

Todd Gage called the Meeting to order at 0900.

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

Audrey Stone and Matt Hettich were excused for personal reasons.

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

Jimmy West made a **motion (16)** to approve the June 2016 TWU Local 556 Financial Report. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
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	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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

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

Rachel Brownfield made a **motion (17)** to approve the June 2016 Executive Board Meeting Minutes as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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**.

Rachel Brownfield made a **motion (18)** to approve the June 2016 Executive Board Meeting Minutes Attendance Record. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Rachel Brownfield made a **motion (19)** to approve the June 2016 Executive Board Meeting Voting Record and Vote Tally. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The Executive Board **agreed** to republish an article, originally written by Denver-based Flight Attendant Allyson Parker-Lauck for the Winter 2012 issue of Unity Magazine, regarding Class 1 Section 17 Work Rule violations.

The Executive Board discussed the publication of the latest Negotiating Team Update.

The Executive Board discussed the importance of confidentiality.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 1003 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1006 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1025.

John DiPippa made a **motion (20)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1040.

The Executive Board discussed the publication of the latest Negotiating Team Update.

The Executive Board took a break at 1055 and reconvened at 1110.

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

Audrey Stone and Matt Hettich were excused for personal reasons.

The Executive Board discussed the timeliness of Union communications and publications.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Michelle Nickleberry entered the Meeting at 1136 to discuss the merits of a Grievance.

The Executive Board discussed the merits of the Grievance with a Grievant via conference call at 1145.

Michelle Nickleberry was excused at 1152.

John Parrott made a **motion (21)** not to proceed on a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1155.

There was discussion regarding donations made by TWU Local 556.

The Executive Board **agreed** that Pamila Forte would work with CHRC Chairperson Lori Lochelt to find a suitable place/organization in which to donate in recognition of support of those affected by recent events.

David Jackson **agreed** to work with Michael Massoni to craft communication for publication to Flight Attendants regarding safety during the upcoming political conventions.

Cuyler Thompson submitted the **June 2016 Executive Board Meeting Synopsis** for review.

The Executive Board made corrections and changes to the June 2016 Executive Board Meeting Synopsis.

Rachel Brownfield made a **motion (22)** to approve the June 2016 Executive Board Meeting Synopsis as amended. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Negotiating Team Members Bill Holcomb and Don Shipman entered the Meeting at 1220 to discuss the recent Negotiating Team Update.

Negotiating Team Members Bill Holcomb and Don Shipman were excused at 1233.

Brian "BR" Ricks made a **motion (23)** to adjourn. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea

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

The motion **carried**.

Todd Gage adjourned the Meeting at 1234.

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

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

Cuyler Thompson
TWU Local 556 Recording Secretary