



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
June 14-16, 2016
Synopsis**

**Tuesday
June 14, 2016**

Brett Nevarez called the Meeting to order at 0902.

TWU Local 556 Executive Board Members Brett Nevarez, Cuyler Thompson, John Parrott, Sam Wilkins, Michael Massoni, Rachel Brownfield, Pamela Forte, John DiPippa, Brian "BR" Ricks and David Jackson were present at the Meeting.

Audrey Stone, Matt Hettich, Jimmy West and Donna Keith were excused due to Union Business.

Todd Gage was excused due to personal reasons.

Stacey Vavakas was excused for personal illness.

Jessica Parker was excused due to a flight cancelation.

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

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

Michael Massoni called for a moment of silence to honor those affected by the recent mass shooting in Orlando.

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

John Parrott **agreed** to research the recorded messages in the Union Office telephone systems module.

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

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

Sam Wilkins attended the Executive Board Meeting May 10-12 in Dallas. Sam attended the Negotiating Team Precinct Captain Training May 24-25. Sam attended the May 31 Negotiating Team Lounge Mobilization in Oakland along with Domicile Executive Board Member Matt Hettich and Shop Steward

Josh Rosenberg. Sam continues to assist Members via email, phone, text and social media. Sam answered dozens of questions regarding Oakland Sick Leave (OSL) and the recently filed Group Grievance. Sam has also been helping Members in Oakland with understanding the Reserve rotation due to the high number of New Hires holding a line their first month. Sam has been posting a breakdown of the data on the Facebook Group, "SWA OAK Peeps" as to why Oakland-based Flight Attendants are sitting months of reserve in a row. Sam encourages Oakland-based Members to call the Union Office or visit the Oakland Base Page on www.twu556.org to view any current information regarding Oakland Sick Leave (OSL) and California Kin Care (CKC).

There was discussion regarding the perception that all New Hire Flight Attendants are assigned to the Oakland Base during their first month on line and transfer during their second month, disrupting the Reserve rotation.

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

<i>ASAP Reports received Year-to-Date:</i>	<i>325 Reports Covering 271 Events</i>
<i>Accepted Reports Year-to-Date:</i>	<i>240</i>
<i>Excluded Reports to date:</i>	<i>19</i>
<i>Open Reports:</i>	<i>28</i>
<i>Total Reports received over the life of program</i>	<i>4018</i>

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

- *05/09/16 through 06/11/16 = 457*
- *Emergencies Declared = 23*
- *2016 Year-to-Date = 1510*
- *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 24, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has reestablished 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:

05/09/16 through 06/11/16 = 72

2016 Year-to-Date = 120

All of 2015 = 788

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

Aviation Safety Action Program (ASAP):

In an effort to have more common taxonomies within Southwest Airlines ASAP programs the Inflight ASAP ERC has adopted the following risk matrix that is common to all programs on property and part of the UT ASAP software program we all use:

Risk value is calculated based on the values for Severity and Likelihood:

Examples of RED Finding:

- (1) A finding if not corrected, that could lead to loss of life, destruction or total loss of equipment (Imminent Danger).*
- (2) Would be classified a willful (intentional disregard of OSHA rules) or serious (substantial potential for death or serious injury) violation under OSHA.*
- (3) A violation of a FAR, which may require self-disclosure in accordance with AC 00-58. (4) Probability - likely to occur within the next 30 days.*

Examples of an ORANGE Finding:

- (1) A finding if not corrected, that may lead to injury or damage to equipment (Serious Risk).*
- (2) Would be classified as a repeat (previous citation for similar violation within department) or failure to abate (previous citation for similar violation at same site) violation under OSHA.*
- (3) Is at variance with Company or federal policy or guidance.*
- (4) Probability - likely to occur within the next 6 months.*

Examples of a YELLOW Finding:

- (1) Could result in a lost workday or resource loss (Moderate Risk).*
- (2) Would be classified by OSHA as other than serious (unlikely to cause death or harm but related to safety and health) violation.*
- (3) May be at variance with Company or federal policy or guidance.*
- (4) Probability - likely to occur within 6 months to a year.*

Examples of a BLUE Finding:

- (1) Could result in a injury requiring minor medical treatment or minor resource loss (Minor Risk).*
- (2) A violation of a rule, standard or company policy.*
- (3) Probability - might occur within the next 6 months to a year.*

Examples of a GREEN Finding:

- (1) Issues of low significance - usually a recommendation only.*
- (2) Probability - not likely to occur.*

Likelihood Identification:

The purpose of likelihood identification is to determine the likelihood of the event reoccurring. For event review, this is accomplished by using the following reference:

Choose the description that best fits the event being evaluated, and then proceed down until finding the description of likelihood that fits:

Event Type 1:

The event involves the failure or loss of effectiveness of an individual component or item; Event Type 2: The event involves a fleet-, system- or inventory-wide failure or loss of effectiveness.

For Type 1:

- Frequent (A): Likely to occur often in the life of an item, with a probability of occurrence greater than*

10-1 in that life.

- *Probable (B): Will occur several times in the life of an item, with a probability of occurrence less than 10-1 but greater than 10-2 in that life.*
- *Occasional (C): Likely to occur some time in the life of an item, with a probability of occurrence less than 10-2 but greater than 10-3 in that life.*
- *Remote (D): Unlikely but possible to occur in the life of an item, with a probability of occurrence less than 10-3 but greater than 10-6 in that life.*

For Type 2:

- *Frequent (A): Continuously experienced; likely to occur within 30 days.*
- *Probable (B): Will occur frequently; probably will occur within 6 months.*
- *Occasional (C): Will occur several times; possible to occur within 1 year.*
- *Remote (D): Unlikely, but can reasonably be expected to occur.*

Severity Identification:

The purpose of severity identification is to determine the level of safety concern of a given event. This is accomplished by using the following reference:

If the event was to continue uncorrected, could it realistically result in:

- *Accident with serious injuries or fatalities, or significant damage to aircraft, or*
- *Death, total disability of an employee or passenger, or*
- *Operating an aircraft in an unsafe and non-standard condition, or*
- *Loss or breakdown of entire system or subsystems, or*
- *Major Regulatory Deviation, Then, Resulting Severity Index is I.*

- *Accident/Serious incident with injuries and/ or moderate damage to aircraft, or*
- *Partial disability, temporary disability > 3 mo. of an employee or passenger, or*
- *Operating an aircraft in a safe and non-standard condition, or*
- *Partial breakdown of a system or subsystem, or*
- *Moderate Regulatory Deviation, Then, Resulting Severity Index is II.*

- *Accident/incident with minor injury and or minor aircraft damage, or*
- *Lost workday injury of an employee, or*
- *Returning an aircraft to service in an unairworthy condition, not operated, or*
- *System deficiencies leading to poor dependability or disruption to the schedules, or*
- *Minor Regulatory Deviation, Then, Resulting Severity Index is III.*

- *Less than minor injury and/or less than minor system damage, or*
- *Any injury to employee or passenger, or*
- *Affecting aircraft or systems reliability above established control limits but no affect on airworthiness or safety of operation of an aircraft, or*
- *Little or no effect on system or subsystem, or*
- *Policy and/or Procedure Deviation, Then, Resulting Severity Index is IV.*

Known Crew Member (KCM):

As was discussed in our last Executive Board Meeting, the following RBF was published on May 18, 2016 concerning changes in the KCM program that now includes individual disqualification both temporary and/or permanently for breach of KCM protocols including carriage or prohibited items through KCM portals:

DATE: May 18, 2016

TO: All Flight Attendants and Pilots

FROM: John Chaussee, Director Security and NOC

RE: KCM Access

Overview

Known Crew Member (KCM) access is a privilege for Flight Crew Members who, based upon ongoing circumstances and evaluation, are deemed to present a low security risk. Southwest Airlines has transformed our aviation security program over the last four years from the previous "one size fits all" approach to the Risk-Based Security (RBS) approach. Under RBS, we continually assess and analyze the security risks posed by individual Flight Crew Members based, in part, upon adherence to the KCM program, including observable behavior at KCM locations. We then apply more of our attention, assets, and resources to the areas of higher security risk. KCM is authorized and operated under the terms of an alternative security amendment agreement between Southwest Airlines and the Federal Department of Homeland Security. The KCM program is an important and highly visible layer of RBS.

Event

Recently, Flight Crew Members employed by Southwest Airlines (and other air carriers) have been involved in an increasing number of security incidents at KCM portals at airport security checkpoints. These incidents have included attempts to carry prohibited items such as firearms, narcotics, or incendiaries, and carrying items belonging to someone other than the Flight Crew Member through KCM. These occurrences are contrary to the risk-based principles of the KCM program jeopardizing not only Southwest Airlines' efforts to expand the KCM program beyond its current footprint, but the KCM program, as well.

Consequences

When a Southwest Airlines Flight Crew Member carries a prohibited item or an item not belonging to him or her through a KCM portal, the Flight Crew Member is no longer considered low risk, and accordingly no longer meets the criteria for participation in the KCM program. A first offense of KCM procedures will result in disqualification from the KCM program. After ninety (90) days of disqualification, the Employee may submit a petition to Southwest Airlines requesting reinstatement of KCM access. Southwest Airlines will determine in its sole discretion whether reinstatement of KCM access is appropriate. Further violations will result in additional action, up to and including permanent revocation of KCM access.

Action

Flight Crew Members are reminded to remain cognizant of applicable KCM requirements and expectations. Please visit the KCM website at mykcmsupport.com/ and review all KCM procedures. Chief Pilots and Base Managers are available to assist with questions or concerns.

Open discussion items:

Increased Incidents of disruptive/unruly passengers

Incorporating Safety and Security Language into the P&G Document

Scheduled and Standing Meetings:

Monday, June 20, 2016 – American Society of Heating, Refrigeration and Air conditioning Engineers (ASHRAE) Standing Standard Project Committee (SSPC) 161 - Air Quality in Commercial Aircraft Teleconference and Reappointment Confirmation

Monday, June 20, 2016 – Health and Safety Coordination (HASC) Meeting

Tuesday, June 21 – Wednesday 22, 2016 – MDW ASAP ERC Base Visit & Leadership Training Session

Thursday, June 30, 2016 – ERC 2nd Quarter Review & Discussion

Michael Massoni submitted proposed language for inclusion in the Procedures & Guidelines Manual. Michael Massoni **agreed** to make edits and submit later in the meeting for Board Review.

There was discussion regarding the Southwest Airlines hot aircraft procedures.

There was discussion regarding the Aviation Safety Action Program (ASAP).

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

John has done three Fact-Finding Meetings and is proud to say that Shop Steward Aubrey Kamps is no longer a Shop Steward in training but is able to do meetings on her own. John has attended a meeting with airport officials along with Michael Broadhead, who is Chair of the Maricopa Area Labor Federation and Rebekah Friend, who is Executive Director/Secretary-Treasurer of the Arizona AFL-CIO to talk about parking. John attended the City Council meeting on May 18 where a compromise was reached between the airport and the off-site parking companies as far as fees are concerned. There is a fear that because the airport didn't get what they want in terms of fees, that the difference will be passed on to Employees who park at the airport. To alleviate that, John, Rebekah, and Michael plan to meet with the Chiefs of Staff of two City Council Members and the airport to discuss this. John placed the most recent issue of Unity in the mailboxes and made sure the red rack was tidy and updated the glass case. John sent out an E-Connection about his meeting with the City Council and included information about the most recent scholarships available. John has been in constant contact with the Executive Board and the Membership via emails and phone calls dealing with a variety of subjects. John has also been in the lounge a few times and has been in contact with the Shop Stewards representing the base. John has reviewed all of the Grievances that will be discussed at the Executive Board Meeting. John met with an Inflight Supervisor last night and she said that the Company is testing two different air conditioning units. They are testing a new unit at D1 which should be installed next week and one at C4. The Company already has in their budget money for whichever one is more efficient. John posted this on the Phoenix Facebook page. 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 conducted a Lounge Mobilization on May 13 on Contract education. David worked in the Union office on May 23 and attended Precinct Captain training in Dallas on May 24 and 25. He served as the Emergency Officer On-Call from May 23-31. David conducted a Lounge Mobilization for the Negotiating Team on May 31. David reports he participated in the Minutes Review Committee. David would like to thank Shop Steward Michael McNeil for attending the funeral services of Harris County AFL-CIO President, Brother Dale Wortham on behalf of TWU Local 556.

David Jackson made a **motion (1)** to contribute \$150 to an education fund for the son of a Brother Dale Wortham, deceased President of the Harris County AFL-CIO. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone

Excused

Todd Gage

Excused

John Parrott

Yea

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

The motion **carried**.

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

Matt Hettich entered the Meeting at 1040.

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

Matt reported that Fact-Finding Meetings have involved delay of flight; Step Two Meetings have involved grieving of No Shows. Matt updated the Base Page on the TWU Local 556 Website, distributed an E-Connection, and answered Member phone calls and emails. Matt was in the lounge on May 19, 26, and 27 answering general Member questions. Additionally, Matt was in the lounge with Board Member at Large Sam Wilkins and Oakland Shop Stewards Josh Rosenberg, Janette Lanning, and Eric Hironymous facilitating a Negotiations Lounge Mobilization marking the third year anniversary of our Contract's amendable date. On June 5, Matt helped celebrate the launch of Southwest Airlines newest city: Long Beach, California. Matt thanked President Audrey Stone, Board Member at Large Sam Wilkins, Oakland Shop Stewards Lori Lochelt, Josh Rosenberg, Eric Hironymous and TWU Local 250a Member Anthony Ballester for distributing TWU Local 556 gift bags and commemorative napkins and postcards welcoming our passengers to Long Beach. On June 14, Matt attended a meeting between TWU Local 556 and Southwest Airlines Inflight Management regarding the Oakland Sick Leave (OSL) and California Kin Care (CKC) combined policy.

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

Rachel reports that she attended the Executive Board Meeting May 10-12 in Dallas then spent May 13 at Southwest Airlines Headquarters along with TWU Local 556 Veterans Committee Chairperson Chris Sullivan. Rachel and Chris met with Southwest Airlines Leaders discussing various Veterans issues including the special kits to be used for Honor Flights. Rachel attended the two day training for Precinct Captains in Dallas May 24-25. Rachel spent many days in the Las Vegas Lounge assisting Members and meeting with Base Leadership, distributing the Unity Magazine, tidying the Union Red Rack and Union Glass Case. Rachel served on the Minutes Review Committee to correct spelling and grammatical errors only.

There was discussion regarding the Negotiating Team's activities surrounding the inaugural flights to and from Southwest Airlines' newest destination, Long Beach, California.

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

The Executive Board took a break at 1100 and reconvened at 1117.

Executive Board Members Brett Nevarez, Cuyler Thompson, John Parrott, Sam Wilkins, Michael Massoni, Matt Hettich, Rachel Brownfield, John DiPippa, Pamila Forte, Brian "BR" Ricks and David Jackson were present at the Meeting.

Audrey Stone, Jimmy West and Donna Keith were excused due to Union Business.

Todd Gage was excused due to personal reasons.

Stacey Vavakas was excused for personal illness.

Jessica Parker was excused due to a flight cancelation.

Michael Massoni submitted proposed language for inclusion in the TWU Local 556 Policies and Guidelines Manual for review. Michael Massoni **agreed** to edit the proposed language per the Executive Board and to submit a revision later in the Executive Board Meeting.

Sam Wilkins made a **motion (2)** to excuse Donna Keith from the week's Executive Board Meeting due to Union Business. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (3)** to excuse Stacey Vavakas from the week's Executive Board Meeting due to personal illness. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (4)** to excuse Todd Gage from today’s session of the Executive Board Meeting due to personal reasons. Pamila Forte **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (5)** to excuse Matt Hettich from today’s AM session of the Executive Board Meeting due to Union Business. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Excused
John Parrott	Yea

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

The motion **carried**.

Sam Wilkins made a **motion (6)** to excuse Jimmy West from today’s AM session of the Executive Board Meeting due to Union Business. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (7)** to excuse Jessica Parker from today’s session of the Executive Board Meeting due to a flight cancellation. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Sam Wilkins made a **motion (8)** to excuse Audrey Stone from today’s AM session of the Executive Board Meeting due to Union Business. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (9)** to excuse Pamila Forte-Oak from Thursday’s PM session of the Executive Board Meeting due to 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	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea

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

The motion **carried**.

Sam Wilkins made a **motion (10)** to excuse Matt Hettich from Thursday’s session of the Executive Board Meeting due to 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	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Excused

The motion **carried**.

Michael Massoni submitted revised language for inclusion in the TWU Local 556 Policies and Guidelines Manual for review.

Michael Massoni made a **motion (11)** to adopt language submitted to Cuyler Thompson into the TWU Local 556 Policies and Guidelines Manual. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

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

Matt reported that it is becoming increasingly less likely that the U.S. House of Representatives will take up and pass the Senate’s version of FAA reauthorization before the July15 deadline. With only sixteen working days before the summer recess, Congress is expected to pass another short-term extension and defer long-term reauthorization to a later date; preliminary reports indicating a long-term bill might be considered in spring or summer of 2017. Matt reported that he chaired the TWU California State Conference meeting on May 25. The State Conference interviewed and endorsed Hillary Ronen’s campaign for San Francisco Board of Supervisors District 9.

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

Chairperson Lisa Trafton and Co-Chairperson Don Shipman reported line writing in May for July bidding had the normal summer challenges in some bases more than others. In the June 2016 schedule the density changed from 7.07 TFP in June to 7.06 TFP for July. The number of line positions that a Flight Attendant could be awarded increased from 9,070 in May to 9,083 in July. The Scheduling Committee left 1,551 positions in Open Time for the month of July in comparison to 1,453 in June. The Committee for the month of June wrote an average of 72% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 36% of lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average line pay was 100.25 TFP. Please continue to let Flight Attendants know they are always more than welcome to watch Primary or Secondary Line Writing. The Line Writers for the July Primary Lines were: Kim Foster, Sheri Tyler, Shelley Taylor, Kay McCurley, Alexander Ricker, Chase Goldman, Janet Lamy, BR Williamson, Janet Zbojnowicz, and Lisa Trafton. The Line Writers for July Secondary Lines were: Rebekah Knox, Sheri Tyler, Kay McCurley, Doreen Argyropoulus-Ricker, Alexander Ricker, Chase Goldman, Kim Foster, Richard Locher, Janet Lamy, Shelley Taylor, BR Williamson, Don Shipman and Lisa Trafton.

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

Amanda reports the Education Committee attended Precinct Captain training in Dallas on May 24 and 25. Education Committee Co-Chairperson Angie Kilbourne attended a meeting with Southwest Airlines Initial Training on May 26. The Education Committee received final approval on the Contract 101s that Angie created. These 101s will now be submitted to Erich to be uploaded to www.twu556.org. The final edits for the booklet will be completed this week and the pdf version will be submitted to Erich for upload to www.twu556.org.

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 was postponed due to the tragic event that occurred in Orlando. The Uniform Reveal was scheduled to take place in Denver and wrap up in Dallas on June 13. The Committee received communication that the core team will meet this week to set another date for the reveal. Jabari Smith continues to interact with Members via email, calls, texts and social media. Jabari 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 Union is provided access to the Action Network toolset at no cost to the Local. This is a savings of nearly \$150/month. The MailChimp account is currently “paused;” the Union will not be billed for maintaining the account. This allows the Union to access historical data. All past E-Connections have been removed from the Base Pages on the Union Website. This ability was tied to our 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, and special occasions.

Videos

The May Live Webcast was held on May 24. The event was streamed using YouTube and Facebook Live; there was audio trouble with the Facebook Livecast, but a solution is in the works. The Live Webcast replay was published the following day utilizing Vimeo, the online video streaming service. The videos are embedded on the TWU Local 556 Website for viewing.

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 Union requests that Members review the updated “TWU Local 556 Facebook Page Terms of Service and Fair Play,” found under the “about” section of the Facebook Page. Since lifting the restrictions, there has been an increase in the amount of interaction through the Facebook Page. Messaging functionality was also turned on and the Communications Committee is able to answer Members’ Contract or private questions. If Executive Board Members would like to share photos via the TWU Local 556 Facebook page, please email them to 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.

Publications

The Spring 2016 Unity Magazine was shipped from the printer in Houston on Thursday May 12 and has been distributed to all Flight Attendant Lounges. The final deadline for the Summer 2016 Unity Magazine is July 18 and will ship from the printer by August 17. The production period for the magazine was extended due to the fact that most graphic designers do not work on weekends.

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

Chairperson Lori Lochelt continues to work on chartering a Coalition of Labor Women Chapter (CLUW) in Portland, Oregon. Several women from at least six different Unions have stepped up to start an Organizing Committee. Due to the summer vacations and commitments and the upcoming elections, the first meeting will be deferred until September. Lori wrote an articles for the TWU Local 556 Facebook page and Website on the Pride At Work -Arizona event and for Pride month. Lori is helping coordinate the TWU Local 556 Members who will be walking in the San Francisco Pride Parade on June 26. This event was initiated and organized by the TWU California State Conference.

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

The Veterans Committee Chairperson Chris Sullivan, reports that the Transport Workers Union Veterans Committee (TWUVC) is scheduled to 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. Chris shipped 200 pairs of running shoes to San Antonio for the Hank Trujillo Memorial Free Post Exchange. Several more boxes will be ready for pick up soon. They will then be sorted, tagged and shipped. Chris would like to thank the TWU Local 555 Members in the Denver Station Cargo office for their continued support in this effort. Chris and Las Vegas Domicile Executive Board Member Rachel Brownfield met with Senior Manager Employee Outreach & Administration Cabin Services Tom Crabtree and other Southwest Leaders to discuss various Veteran related topics. Some of the items discussed include improving procedures for Honor and Angel Flights, updates on Honor Flight kits, care packages for deployed Employees and family members and flight benefits for dependents serving in the Military. The TWUVC held a national raffle to raise funds for Building Homes for Heroes. The raffle was a success and raised almost \$5,000. Brendon participated in the Ruck of Honor in Chicago. The event was a 22 mile march with packs (rucks) to raise awareness for the high Veteran suicide rate. Over \$100,000 was raised and will be used to support prevention and treatment programs.

Chris met with Ryan Ross of the non-profit UpaDowna to discuss volunteer opportunities for Members in the Denver area. This organization was founded by disabled Veterans to provide free outdoor programs and events for the entire community. 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.

The Executive Board went to lunch at 1232 and reconvened at 1357.

Executive Board Members Brett Nevarez, Cuyler Thompson, Sam Wilkins, John Parrott, Michael Massoni, Matt Hettich, Rachel Brownfield, Pamila Forte, John DiPippa, Brian "BR" Ricks and David Jackson were present at the Meeting.

Audrey Stone, Jimmy West and Donna Keith were excused due to Union Business.

Todd Gage was excused due to personal reasons.

Stacey Vavakas was excused for personal illness.

Jessica Parker was excused due to a flight cancelation.

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

Co-Chairpersons Tom Spillers and Natalie Salser and Dallas FADAP Team Member Amy Hutchins-Peters attended the FADAP Advisory Board Meeting May 3-5. FADAP invited Tom Crabtree, Senior Manager Employee Outreach & Administration Cabin Services, to participate in a round table discussion at the FADAP Conference on September 14.

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

The Executive Board made corrections and changes to the Minutes.

Jimmy West entered the Meeting at 1420.

The Executive Board continued to make corrections and changes to the Minutes.

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

The Executive Board took a break at 1527 and reconvened at 1547.

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

Audrey Stone and Donna Keith were excused due to Union Business.

Todd Gage was excused due to personal reasons.

Stacey Vavakas was excused for personal illness.

Jessica Parker was excused due to a flight cancelation.

The Executive Board continued to review the March 2016 TWU Local 556 Financial Report.

Matt Hettich made a **motion (12)** to approve the March 2016 TWU Local 556 Financial Report 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	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Excused
David Jackson	Yea

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

The motion **carried**.

John Parrott submitted the **April 2016 TWU Local 556 Financial Report** for review. There was discussion.

Matt Hettich made a **motion (13)** to approve the April 2016 TWU Local 556 Financial Report 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	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Excused

The motion **carried**.

John Parrott submitted the **May 2016 TWU Local 556 Financial Report** for review. There was discussion.

Jimmy West made a **motion (14)** to approve the May 2016 TWU Local 556 Financial Report 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	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Excused
David Jackson	Yea

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

The motion **carried**.

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

Cuyler Thompson made a **motion (15)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez recessed the Meeting at 1700.

Wednesday

June 15, 2016

Audrey Stone called the Meeting to order at 0908.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

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

Jessica reports that she attended the Executive Board Meeting in Dallas May 10-12. Jessica reports that she attended the Colorado AFL-CIO 32nd Annual COPE Convention May 20-21. Jessica attended Precinct Captain Training in Dallas May 24-25. Jessica sent out an E-connection on June 3. Jessica answered Member emails, calls, and texts and updated the Union Glass Case with current material. Jessica served as Emergency Officer On-Call June 6-12.

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

Jimmy reported that Fact-Finding Meetings are below normal compared to a year ago. Jimmy reported he has seen an increase in phone calls from Flight Attendants due to crew conflict. Jimmy continues to refer those Crew Members having conflicts to Professional Standards. Jimmy reported there was a long delay with the distribution of the latest Unity Magazine. Jimmy reported that the boxes sat in the cargo house for several days and although Jimmy's name and Orlando Senior Base Manager Brian Ridgeway's names were on the shipping paperwork, Jimmy was told by one Cargo Agent, "They did not know what the boxes were." Jimmy continues to meet with base Management to resolve issues that involve all Orlando-based Flight Attendants. Jimmy would like to extend his heartfelt thanks for the Critical Incident Stress Management (CISM) Team and the Orlando Inflight Base for their quick response in this past Sunday's tragic shooting at The Pulse Nightclub in Orlando. Jimmy reported that he spent time in the Orlando Lounge on Monday along with CISM Team Member and Orlando Shop Steward Brad Voyik and CISM Team Member Char Martz assisting and being available to the Flight Attendants in Orlando. Jimmy reports that as of late Sunday night, all Southwest Airlines Employees in the Orlando Station have been accounted for.

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

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

CISM Chairperson Eileen Rodriguez presented CISM to New Hire Training class 341. CISM Chairperson Eileen Rodriguez and CISM Team Members Cindy Crafton, Lisa Castignetti and Jennifer Shaddock all attended the Denver Safety Fair and presented CISM information. Eileen attended Alaska Airlines CISM Training in Seattle. The CISM Team held a Lounge Mobilization in Oakland and Chicago following the death of a Flight Attendant and provided peer support to the Membership. The CISM Team handled a total of 127 Incidents and assisted a total of 247 Flight Attendants.

Assault	2
Bomb Threat	2
Calls Related to Death of FA	4
Death on Board	2
Debriefing	1
Debriefing - Team Member	4
Decompression	2
Defusing	1
FA Death of Family Member	3

FA Illness	3
FA Injury	3
FADAP Team Referral	2
Hijack Threat	1
Lounge Mobilization - Chicago	1
Lounge Mobilization - Oakland	2
Mechanical	6
Medical Emergency	25
New Hire Class Presentation	1
Passenger Misconduct	2
Personal Issue	52
Prep Cabin for Emergency	1
Professional Standard Referral	2
Safety Fair - Denver	1
Suicide	1
Suicide Attempt	1
Terrorist Threat	1
Turbulence	1

127

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

Joe gave the New Hire Presentation to Class 341 on May 17 and also presented to Class 342 on May 31. Joe attended graduation of Class 340 on May 12, the graduation of Class 341 on May 26, and the graduation of Class 342 on June 9. Joe would like to thank Grievance Team Members Allison Hare and Prairie Firkus for their assistance with the New Hire Committee. Joe is excited to speak with Class 343 on June 14.

Audrey Stone submitted two pieces of correspondence.

1. Letter from TWU International regarding endorsement of Hillary Clinton for United States President;
2. Letter from TWU International regarding the approval of amendments to the TWU Local 556 Bylaws.

The Executive Board **agreed** to publish the amended Bylaws, in conjunction with the letter from TWU International regarding approval of amendments to the Bylaws, on the TWU Local 556 Website.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1005.

Inflight Management Representatives Henry Townsend and Jaime Willard entered the Meeting at 1005.

Jaime Willard reported that Southwest Airlines was currently waiting on approval from the Federal Aviation Administration (FAA) in order to begin training Flight Attendants on the Electronic Flight Flight Bag (EFB) and the dual carry period. Jaime discussed the “four pillars” of safety compliance. Henry Townsend reported that Jim Jordan had resigned from Southwest Airlines and now works for Spirit Airlines. Henry discussed recent extreme irregular operations experienced at the Denver Station during a recent storm and acknowledged the great job that everyone did. Henry reported that the flight from Greenville Spartanburg Airport to Atlanta was equivalent to the flight between Houston and Austin, but was twenty miles shorter. With a block time of 55 minutes, the average flight time was 34 minutes. Henry said that Senior Manager Onboard Experience and Support Randall Miller’s team was

currently evaluating service procedures on short flights. Jaime reported that one Union computer would be granted access to everything that Southwest Airlines Management was able to see on a Flight Attendant's EFB. Henry asked if the Executive Board's questions regarding the EFBs Terms of Service (TOS) had been answered. Cuyler Thompson responded that the Inflight Management Representatives had answered the questions the previous month, and reiterated that any use of the EFB proposed by Management other than as an Electronic Flight Attendant Manual would have to be negotiated with the Union and that the TOS to which Flight Attendants had previously agreed did not imply that other uses had been agreed to. Jaime reported that she has been/ will be following up with individual stations at which problems with gate-checked Crew bags had been reported. Jaime reported that she would talk to her "group" about publishing a communication to all concerned Employee groups. Henry reported that there were no updates regarding the Union's request that Scheduling provide transportation to Flight Attendants via Uber when hotel transportation was not available. Sam Wilkins discussed transportation issues during the recent Denver storm. Audrey Stone asked for an update regarding the Union's previous requests that Management publish the four types of Inflight Audits to which Flight Attendants were subjected and the expectations of each. Jaime responded, "A Flight Attendant should just follow what's in the Manual." Michael Massoni asked for an update regarding Flight Attendants being required to conduct extensive security checks on originators. Jaime reported that she was still working with her "group" and performing time trials to see how long it takes to complete the required security check. Jaime reported that Southwest Airlines had failed another test of the Transportation Security Administration (TSA). Jaime agreed to forward the necessary information to Michael Massoni. Michael Massoni discussed the procedures regarding incidents where the correct number of life vests were not present on the aircraft. He noted discrepancies in published procedures. Michael Massoni expressed concern that yet another Flight Attendant Manual Bulletin had been issued with less than 24 hours for compliance. Michael Massoni noted that Flight Attendants were having difficulty getting required Revisions and Bulletins at the Atlanta Base due to SIDA issues. Jimmy West discussed the fact that Operation Agents were calling the Flight Attendant Lounges in order to locate Flight Attendants who were not yet scheduled to be at the aircraft. Jimmy West discussed the Network Operation Control (NOC) procedures for pulling Flight Attendants after experiencing a Passenger death in flight. Pamila Forte asked for an update regarding construction on the Atlanta Flight Attendant Lounge. The Management Representative had no information. Pamila Forte discussed issues with the online Recurrent Training Modules not properly recording sections as completed. David Jackson discussed a Fact-Finding Meeting for a Flight Attendant who had self-acknowledged a Gate Check-in.

Jaime Willard left the Meeting at 1108.

Rachel Brownfield discussed difficulties with Deadheads being able to create a PNR after midnight Central Time. Rachel Brownfield reported that many Flight Attendant were experiencing uniform pieces being on back order for several months. Rachel Brownfield discussed Captains having entire Crews pulled from flights.

Henry Townsend was excused at 1114.

The Executive Board took a break at 1108 and reconvened at 1134.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

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

TOTAL NUMBER OF GRIEVANCES:

124 total Grievances:

29 Terminations	23.4%
13 Group Grievances	10.5%
29 non Term Disciplinary	23.4%
53 Individual Contract	42.7%

Total Contract Grievances on file: 66 53.2%

Total Discipline Grievances on file: 58 46.8%

Grievance removals between May 11 and June 15 are broken down as follows:

25 Settled

41 Withdrawn

66 total removed

Board of Adjustments (BOA's)

We do not have any BOA's scheduled for this month.

Update on previous BOA's that were scheduled:

- *Individual Discipline Grievance – This individual received a No Show that should have been reduced to an FTR. This hearing was set to take place on May 25. The case settled prior to hearing in favor of the Grievant.*
- *Individual Discipline Grievance – This individual received a Written Warning. This hearing was set to take place on May 26. This case settled prior to hearing in favor of the Grievant.*

Arbitrations:

We currently have four Arbitrations scheduled. The details are as follows:

- *Three Individual Discipline Grievances. Two involving Termination. Hearings are set to take place on July 25, July 29 and August 4.*
- *Article 12 Contract Group Grievance regarding Piece Back Pairings is set to take place August 29-31.*

Todd Gage made a **motion (16)** not to proceed on two Grievances per the recommendations of the Grievance Review Committee. Matt Hettich **seconded** the motion. The motion **carried**.

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

Todd Gage made a **motion (18)** not to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (19)** to proceed on a Grievance John DiPippa **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1215 and reconvened at 1347.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

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

A Grievant entered the Meeting at 1355 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1410.

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

Todd Gage made a **motion (21)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion.

Cuyler Thompson made a **motion (22)** to table a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (23)** to revisit a Grievance. Brian "BR" Ricks **seconded** the motion. The motion **carried**.

The Executive Board voted on motion 21. The motion **did not carry**.

Jimmy West made a **motion (24)** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (25)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Grievance Team Member Renda Marsh entered the Meeting at 1518 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1524 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1537.

John Parrott made a **motion (26)** not to proceed on a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1537 and reconvened at 1602.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

Audrey Stone was tardy.

Todd Gage chaired the Meeting.

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

Rachel Brownfield made a **motion (27)** to revisit a Grievance. Brett Nevarez **seconded** the motion.

Audrey Stone returned to the Meeting at 1612.

The motion **carried**.

John Parrott made a **motion (28)** to accept the settlement to a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Grievance Team Member Lauren Childs entered the Meeting at 1632 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1656.

John Parrott made a **motion (29)** not to proceed on Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

John Parrott made a **motion (30)** to recess. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1717.

Thursday **June 16, 2016**

Audrey Stone called the Meeting to order at 0900.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

Matt Hettich was excused for personal reasons.

Todd Gage was excused for vacation.

Audrey Stone presented one piece of correspondence from TWU International regarding President Harry Lombardo's leave of absence.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Michelle Nickleberry entered the Meeting at 0904 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 0958.

Michelle Nickleberry was excused at 1042.

John Parrott made a **motion (31)** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1122 and reconvened at 1140.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

Matt Hettich was excused for personal reasons.

Todd Gage was excused for vacation.

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

The Executive Board discussed the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Negotiating Team Members Audrey Stone, Brett Nevarez, Bill Holcomb and Don Shipman left at 1246.

John Parrott chaired the meeting.

The Executive Board went to lunch at 1247 and reconvened at 1402.

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

Stacey Vavakas was excused for personal illness.

Audrey Stone, Brett Nevarez and Donna Keith was excused due to Union Business.

Matt Hettich was excused for personal reasons.

Todd Gage was excused for vacation.

Sam Wilkins made a **motion (32)** to excuse Audrey Stone from Tuesday's PM session of the Executive Board Meeting for Union Business. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (33)** to excuse Jimmy West from Tuesday's PM session Executive Board Meeting for Union Business. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (34)** to excuse Audrey Stone and Brett Nevarez from today’s PM Executive Board Meeting for Union Business. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (35)** to excuse Todd Gage from today’s Executive Board Meeting due to vacation. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Excused
John Parrott	Chair

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

The motion **carried**.

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

ASAP

In 2016 the Committee received 325 reports, covering 271 events. The Committee received 4,018 reports during the life of the ASAP program. The Committee accepted 240 reports year to date, and excluded nineteen reports year to date. The Committee continues to do base visits meeting with Base Leadership. By year’s end, every Domicile will be visited. The Committee is in the process of redoing the taxonomies used in the ASAP program. This will help streamline the process of doing research. It will make it easier to do data searches to see where the higher risk safety events are occurring. It will also enable the Committee to see how many reports are being submitted on a particular topic (i.e.. not being in FA jumpseat for landing). A recommendation regarding the Flight Attendant jumpseat is in the process of being submitted. There have been numerous reports of safety issues when non-qualified employees have been occupying the jumpseat. On June¹, the ASAP program started using a different risk matrix. The new matrix is the one being used by the majority of the other Southwest Airlines ASAP programs. This will improve the consistency of the data that the company receives from the different programs.

Health/Safety:

The fume events mentioned in last month’s report are still under investigation. Corporate Safety is going to compile a report once they conclude gathering information and communicate the information to the Flight Attendants. One of the Flight Attendants that was exposed continues to have health issues. Serious turbulence injuries are continuing to happen. 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. The amount of follow-up calls is increasing as there have been an extreme amount of injuries, deaths inflight and emergencies that are causing health issues for Flight Attendants. Additionally, the company is bringing in Crews more regularly to learn from the event which causes additional meetings and follow up as well. Michele attended the Safety Fair at the Denver Base along with CISM. Both Teams were able to interact with quite a few Flight Attendants discussing the ASAP program as well as the new Door Safety brochure that was distributed recently.

ENS Follow-ups:

During the timeframe of May 9 through June 11, the Team received 457 ENS/NOC/MOM Report emails. Turbulence continues to be an issue and there have been several additional injuries.

Upcoming Meetings:

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

HASC: Monthly Meeting

Chicago ASAP Visit

Company Debrief – International diversion

COT Meeting: Meeting w/NOC Base Mangers, TWU Local 556 Health/Safety, CISM

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

Activity Report For May 2016

NOT TAKEN	2
CRM	5
WITHDRAWN	7
FADAP	1
PILOT	2
I.R. FILED	1
UNPROFESSIONAL BEHAVIOR	3
SOCIAL MEDIA	1
IN PROGRESS	1
TOTAL CASES	23
POSITIVE RESOLUTION	10
UNRESOLVED	3
BASE	
MCO	2
BWI	6
PHX	2
LAS	5
DAL	1
MDW	2
DEN	5
HOU	1
ATL	1

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

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

Jessica reports that an email went out to the Membership on June 9 reminding them that the deadline to submit applications for both the Madeleine Howard Scholarship and Paul Gaynor Scholarship is quickly approaching. A notification was also posted on the TWU Local 556 Website. Completed applications must be postmarked by June 30, 2016 in order to be eligible and awards will be announced

by August 20, 2016. Jessica answered Member phone calls and emails with questions concerning the application process and eligibility requirements.

Rachel Brownfield made a **motion (36)** to donate \$1,500 to the Dallas AFL-CIO to continue the Council's work in building a stronger, more inclusive, progressive Labor Movement. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed the Professional Standards Committee. Jimmy West **agreed** to contact Professional Standards Committee Chairperson Kurt Beggs regarding the Executive Board's concerns.

There was discussion regarding the Union Red Rack in the Denver Flight Attendant Lounge.

The Executive Board discussed the procedures established to excuse Executive Board Members from Executive Board Meeting attendance.

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

Rachel Brownfield made a **motion (37)** to approve the May 2016 Executive Board Meeting Minutes 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	Excused
John Parrott	Chair
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Excused

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

The motion **carried**.

Rachel Brownfield made a **motion (38)** to approve the May 2016 Executive Board Meeting Attendance Report as amended. Brian Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (39)** to approve the May 2016 Executive Board Meeting Synopsis as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Rachel Brownfield made a **motion (40)** to approve the May 2016 Executive Board Meeting Voting Record and Vote Tally as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Negotiating Team Members Audrey Stone, Brett Nevarez, Bill Holcomb and Don Shipman and Strategic Advisor Mark Richard entered the Meeting at 1500 to update the Executive Board on Contract Negotiations.

The Executive Board discussed the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Jimmy West and John DiPippa left the Meeting at 1554.

Michael Massoni left the Meeting at 1557.

The Executive Board continued to discuss the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

The Executive Board took a break at 1640 and reconvened at 1656.

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

Stacey Vavakas was excused for personal illness.

Donna Keith was excused due to Union Business.

Pamila Forte and Matt Hettich were excused for personal reasons.

Todd Gage was excused for vacation.

John DiPippa and Michael Massoni were absent.

Negotiating Team Members Bill Holcomb and Don Shipman were guests at the Meeting to update the Executive Board on Contract Negotiations.

The Executive Board continued to discuss the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Strategic Advisor Mark Richard entered the Meeting at 1722 to discuss the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Negotiating Team Members Bill Holcomb and Don Shipman were excused at 1814.

John Parrott made a **motion (41)** to adjourn. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1815.

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