The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

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

Tuesday
April 12, 2016

Brett Nevarez called the Meeting to order at 0901.

TWU Local 556 Executive Board Members Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Matt Hettich, Stacey Vavakas, Pamila Forte, Rachel Brownfield, Jimmy West, Donna Keith, David Jackson and Jessica Parker were present at the Meeting.

Audrey Stone, Todd Gage and Michael Massoni were excused to attend a Coalition of Flight Attendants Meeting.

John DiPippa and Brian "BR" Ricks were excused for personal reasons.

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

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

Jimmy West made a **motion (1)** to excuse John DiPippa from the April 2016 Executive Board Meeting for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Jimmy West made a **motion (2)** to excuse Brian "BR" Ricks from the day’s Executive Board Meeting for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (3)** to excuse Audrey Stone, Michael Massoni and Todd Gage from the day’s Meeting to attend a meeting of the Coalition of Flight Attendants. 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	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea

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

The motion **carried**.

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

The Executive Board discussed a Memorandum Regarding Social Media Concerns, prepared by Legal Counsel Ed Cloutman at the request of the Executive Board.

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

Sam Wilkins attended the Executive Board Meeting March 15-17 in Dallas. Sam attended the Oakland Membership Meeting on March 21. Sam attended the March 25 Negotiating Team Lounge Mobilization in Oakland. Sam continues to assist Members via email, phone, text and social media. Sam answered dozens of questions regarding Oakland Sick Leave and California Kin Care (OSL/CKC). Sam encourages Oakland- based Members to visit the Oakland Base Page at www.twu556.org to view any current information regarding OSL/CKC procedures.

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

Stacey reports that she continues to meet with Base Leadership to discuss issues within the base. Stacey would like to thank Shop Stewards Damion West and Jay McCleave for participating in the Negotiations Lounge Mobilization on March 25. Stacey tidied the Union Red Rack and updated the glass case. Stacey also assisted the Mobilization Committee in organizing the system wide Mobilization on March 25.

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

Jimmy reported that Fact-Finding Meetings are once again down in Orlando. Jimmy reported he attended the Orlando Membership Meeting on March 9. Jimmy reported the annual Orlando Station Safety Fair was held on March 17. Jimmy would like to thank Orlando Shop Steward Gisela Alverez for attending on behalf of TWU Local 556. Jimmy continues to meet with Base Management to work through base issues.

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

David reports the number of Fact-Finding Meetings in the base has remained relatively low. David spent many hours in the lounge on several different days answering Member questions. David communicated with the Houston Shop Stewards and would like to thank each of them for their support and service. David would like to thank the Critical Incident Stress Management (CISM) Team and Professional Standards for their recent help with a Houston Crew. David attended the Houston Membership Meeting and would like to thank the Members that attended as well. David participated in the Minutes Review Committee for the Executive Board.

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

Matt reported that Fact-Finding Meetings have involved delay of flight, probationary review, and a fatigue call. Matt updated the Base Page on the TWU Local 556 Website, updated the glass case, answered Member phone calls and emails, attended the Oakland Membership Meeting on March 21, and met with Oakland Inflight Management to discuss Member issues. Matt was in the lounge on March 25 with Board Member at Large Sam Wilkins and Oakland Shop Stewards Jenette Lanning and Josh Rosenberg to discuss negotiations and answer general Union questions. Matt participated as a member of the Minutes Review Committee, reviewing the March Executive Board Meeting Minutes for grammatical changes only. During the month of March, Matt worked with 1st Vice President Todd Gage and TWU Local 556 legal counsel trying to reach a solution with Southwest Airlines Attendance & Leave over the implementation of the new Oakland Sick Leave (OSL) and California Kin Care (CKC) combined policy. Unfortunately, Southwest Airlines refused to implement a policy that allows Oakland Flight Attendants to designate OSL/CKC days. Now, Southwest Airlines policy will automatically apply OSL/CKC to the first nine days a Flight Attendant reports ill, limiting Oakland Members ability to use sick leave to care for an ill or injured family member. Matt continues to explore all available options to ensure Southwest Airlines remains compliant with California law.

There was discussion regarding recent changes to Southwest Airlines' interpretation of Oakland Sick Leave (OSL) and California Kin Care (CKC).

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

Donna reports the Chicago Base has seen an uptick in Fact-Finding Meetings and Step Two Meetings for various reasons. Donna was in Dallas for the Executive Board Meeting March 14-17. 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 Illinois / Indiana State Conference Members to attend various local political fundraisers and support events. Donna, Shop Steward Brendon Remezas, and Shop Steward Dale Wilson attended an On the Job Injury (OJI) Seminar on April 8 at the Elevator Constructor's Local 2 in Chicago Ridge, Illinois. The seminar was coordinated by University of Illinois Urbana-Champaign School of Labor and Employment Relations Labor Education Program and presented by attorneys David B. Menchetti and Mark N. Lee, who specialize in Workers' Compensation Cases. Also attending and participating was Arbitrator for Illinois Workers' Compensation State Commission, Joshua Luskin, J.D., University of Michigan; B.A., Macalester College.

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

Jessica reports that she attended the Executive Board Meeting in Dallas March 15-17. Jessica sat Emergency Officer On-Call March 21-27. Jessica attended the Denver Membership Meeting on March 22. Immediately following the meeting guests from the Flight Attendant Medical Research Institute (FAMRI) conducted a presentation regarding their research study on the effects of secondhand smoke exposure on Flight Attendants employed before the onboard smoking ban. FAMRI is recruiting pre-smoking ban Flight Attendants as well as Flight Attendants who started working after the smoking ban of 1990 and are 50 years of age or older. Jessica answered Member phone calls and texts during and after Winter Storm Selene and stayed in contact with Base Manager Tammi Feuling so that she was able to update Flight Attendants as well as answer questions. Jessica conducted a Lounge Mobilization on March 25 along with Lead Precinct Captains Paula Taub and Alexander Ricker. Jessica is very happy to report that the Denver Inflight Base was once again awarded with Base of the Year. Jessica sent out an E-Connection on April 6. Jessica sat on the Grievance Review Committee on April 11 with Board

Member at Large, Sam Wilkins. Jessica updated the Union Glass Case with current material and tidied the Union Red Rack.

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

Rachel reported that she attended the Executive Board Meeting March 15-17 in Dallas. Rachel also spent time in the Las Vegas Lounge meeting with Management, updating the glass case, tidying the red rack, speaking with Members and discussing parking security at McCarran Airport. Rachel participated in conference calls for the Shop Steward Committee and for the Precinct Captains. Rachel participated in the Minutes Review Committee. Rachel attended the Las Vegas Membership Meeting on March 23. Rachel worked in the Union Office March 28 through April 1 then again April 4-7 and remained available to all Members through emails, texts, and phone calls. Rachel was happy to attend the two New Hire Dinners for Class 338 on April 5 and April 6 where she enjoyed meeting with New Hire Flight Attendants and welcoming them to Southwest Airlines and TWU Local 556.

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

Pamila reports Fact-Finding Meetings are down. Pamila attended the Executive Board Meeting March 15-17. Pamila attended the Negotiations Lounge Mobilization March 25 with Lead Precinct Captains Eric McCulley and Courtney McClure in the Atlanta Crew Lounge. Pamila and Shop Steward Eric McCulley attended lunch with the Atlanta Base Leadership on March 30 to discuss issues within the base. Pamila attended the Atlanta Membership Meeting March 30. Pamila continues to answer calls and text messages from the Atlanta Flight Attendants.

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

Matt reported that during the first week of April the U.S. Senate began consideration of the FAA reauthorization bill. A series of amendments have been added dealing with anti-terrorism security provisions, vetting requirements for airport workers, ratcheting up Pre-Check, and requirements of secondary cockpit barriers; while minimum seat size requirements were struck from the bill. The bill still faces further consideration over reaching a bipartisan agreement on energy tax extensions. Matt reported that on April 1, the TWU Local 556 COPE applauded the decision of Georgia Governor Nathan Deal to veto Georgia House Bill 757, which sought to diminish the rights of gay, lesbian, bisexual and transgender people. TWU Local 556 will continue to be committed to inclusion and equality of all members of our society. Matt reported that TWU International has released individual locals to endorse a candidate for President. TWU International has conducted Membership polling, concluding that the vast majority of TWU Members want to endorse either Secretary Hillary Clinton or Senator Bernie Sanders, and polling indicates that support for these two candidates is essentially tied. TWU further stated that both candidates are friends of TWU and will fight for working families; both have strong ties to TWU International, to TWU locals, and to the broader labor movement. Matt reported that on April 11, California Governor Jerry Brown signed AB 908, which improved the state Disability Insurance and Paid Family Leave programs. AB 908 raises the State Disability wage replacement benefit from 55% to 60% of weekly earnings for most workers and the bill also eliminates the seven-day waiting period for Paid Family Leave recipients.

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

Lisa Trafton and Co-Chairperson Don Shipman reported that line writing in March for May 2016 bidding had the normal beginning of summer challenges in some bases more than others. In the May 2016 schedule our density changed from 6.99 TFP in April to 6.98 TFP in May. The number of line *positions that a Flight Attendant could be awarded decreased by 48 line positions from 9,111 in April to 9,063 in May. The Scheduling Committee left 312 positions in Open Time for the month of May in comparison to 504 in April. The committee for the month of May wrote an average of 73% pure lines, (lines starting on the same day each week containing pairings of the same length) maintained 37% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 17%. Our average line pay was 97.3 TFP in May. All Members of the Executive Board have been invited to observe the line writing process the week of the next Board Meeting on Monday, May 9 at 1400. Please continue to let Flight Attendants know they are always more than welcome to watch Primary or Secondary Line Writing. Houston based Flight Attendant B.R. Williamson joined the Scheduling Committee to watch Primary and Secondary Line Writing. She has continued to return and the committee feels she would be a great addition to the team. The Line Writers for the May Primary Lines were: Lisa Trafton, Chase Goldman, Rebekah Knox, Janet Lamy, Richard Locher, Kay McCurley, Alexander Ricker, Sheri Tyler, and Janet Zbojniewicz. The Line Writers for March Secondary Lines were: Lisa Trafton, Don Shipman, Doreen Argyropoulus-Ricker, Kim Foster, Chase Goldman, Rebekah Knox, Janet Lamy, Richard Locher, Kay McCurley, Alexander Ricker, and Sheri Tyler.*

Brian "BR" Ricks entered the Meeting at 0952.

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

Amanda reported that the Education Committee continues to work on the Contract 101 handouts and whiteboard videos. Co-Chairperson Josh Rosenberg is working on a whiteboard video for Maryland Flexible Family Leave to educate Members based in Baltimore. In lieu of Unity Update, the Education Committee has begun to use the TWU Local 556 Facebook page as a means to educate the Membership. The Education Committee will meet the week of April 18 in Dallas to complete the Contract 101 handouts and whiteboard videos to be published on the TWU Local 556 Website. An education tab on the TWU Local 556 Website will follow once the handouts and videos have been approved.

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

COMPANY POLICY	*3*
CRM	*6*
UNPROFESSIONAL BEHAVIOR	*5*
I.R. FILED	*2*
WITHDRAWN	*2*
HOTEL	*2*
PILOT	*1*
NOT TAKEN	*1*
TOTAL CASES	*22*
POSITIVE RESOLUTION	*13*
UNRESOLVED	*3*
BASE	
Chicago	*4*
Denver	*2*
Phoenix	*2*
Atlanta	*3*
Houston	*5*

Las Vegas	*2*
Dallas	*2*
Oakland	*2*

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

Mass E-Mails
The MailChimp account was used over the past month for National Campaigns, E-Connections, Membership Meeting Reminders 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 Communications Committee is provided access to the Action Network toolset at no cost to the Local. This is a savings of nearly $150/month. The Communications Committee will continue to host Member data in the MailChimp account through the month of April as an emergency backup while transitioning to the Action Network. The Communications Committee will no longer have the capability to have the past ten E-Connections or base updates displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members. Please utilize this tool.

Website
The TWU Local 556 Website is constantly updated with current events. The main graphics and slides are constantly updated for current events, holidays, and special occasions. The Communications Committee would like to thank Atlanta-based Flight Attendant Cordell Carter for the beautiful images now being used throughout the Website and publications. The Communications Committee has completed the 2016 logo change and updated the color palate for the Website.

Videos
The March Live Broadcast was streamed using YouTube with great success especially when considering the reduced internet capacity of the office. The streaming has been very consistent and stable when compared to past episodes using various services. YouTube streaming is still in beta and allows free streaming with no advertising. The Live Broadcast replay was published the following day utilizing Vimeo, the online video streaming service. The videos are embedded on the TWU Local 556 Website for viewing. During the month of March, the Communications Committee released two other videos to the Membership. These videos are hosted on Vimeo and Facebook.

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, we removed the restrictions on the TWU Local 556 Facebook Page. Members are now encouraged to post and comment on the posts. The Communications Committee asks that Members review the "TWU Local 556 Facebook Page Terms of Service and Fair Play," which is found under the "about" section of the Facebook Page. Since lifting the restrictions, there has been an increase in the amount of interaction through the Facebook Page. The messaging functionality has been turned on allowing the ability to answer Members' Contract or private questions. If you would like to share photos via the TWU Local 556 Facebook Page please email them to Communications.

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

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

Cuyler Thompson submitted copies of bids from two graphic design firms for Executive Board review. There was discussion regarding the upcoming Spring 2016 issue of Unity Magazine.

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

> *Chairperson Lori Lochelt is working with a few Members on a potential event in June for Pride Month. Lori will attend the Pride at Work-Arizona event in Phoenix on May 6.*

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

> *Jessica reports that all information for the Madeleine Howard and Paul Gaynor Scholarships has been updated on the TWU Local 556 Website. On March 23 an update was posted on the TWU Local 556 Facebook page, the TWU Local 556 Website, as well as an email to the Membership notifying them that applications are now being accepted for both scholarships. Jessica continues to receive phone calls and emails concerning Section C of the Michael J. Quill Scholarship. The deadline for the Quill Scholarship is April 22, 2016.*

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) met April 4-7 in Washington, D.C. The meeting was hosted by TWU International. Chris and TWUVC Recording Secretary and Chicago Flight Attendant Brendon Remezas attended on behalf of TWU Local 556. Chris nominated Brendon for the vacant TWUVC Vice Chairman position. Brendon was elected. Brendon and Chris lobbied members of the staff for the United States Senate Committee on Veterans Affairs. The issues that were addressed included the Veterans Administration appointment and claims process as well as proposed legislation to protect Veterans from predatory legal aid providers seeking to profit from Veterans claims. Since joining the TWUVC Brendon has shown his dedication to the Veterans Committee and Veterans issues and has proven to be a leader amongst his peers. Chris recommends that the TWU Local 556 Executive Board appoint Brendon as the Co-Chairperson of the TWU Local 556 Veterans Committee at the earliest possible opportunity.*
> *Chris has 200 pairs of running shoes ready to ship to San Antonio, Texas. They will be stored until December when the Hank Trujillo Memorial Post Exchange will be held at Brooke Army Medical Center. The next scheduled meeting of the TWUVC is July 12-14 in Tulsa, Oklahoma. The meeting will be hosted by TWU Local 514. 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.*

Rachel Brownfield made a **motion (4)** to appoint Brendon Remezas as a Co-Chairperson to the TWU Local 556 Veterans Committee. 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	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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

> *Committee Co-Chairperson Tom Spillers and FADAP Advisory Board Member and Program Manager Heather Healey finalized material for the Survival Guide that will be used in training all new Team Members moving forward. Eight Team Members volunteered three days of their time to attend an in-patient and intensive out-patient facility in Atlanta, Georgia on March 13-15. Baltimore-based Flight Attendant Lori Shore volunteered to take on the Saturday Chairperson for Wings of Sobriety telephone Alcoholics Anonymous Meeting.*

Stacey Vavakas made a **motion (5)** to excuse Pamila Forte for personal reasons on Thursday. 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	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1043 and reconvened at 1100.

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

Audrey Stone, Todd Gage and Michael Massoni were excused to attend a Coalition of Flight Attendants Meeting.

John DiPippa was excused for personal reasons.

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

The Executive Board made corrections and changes to the Minutes.

Cuyler Thompson submitted the **Minutes of the 1st Membership Meeting of 2016** for review.

The Executive Board made corrections and changes to the Minutes.

The Executive Board went to lunch at 1230 and reconvened at 1345.

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

Audrey Stone, Todd Gage and Michael Massoni were excused to attend a Coalition of Flight Attendants Meeting.

John DiPippa was excused for personal reasons.

The Executive Board discussed the fact that the Orlando and Atlanta Flight Attendant Lounges needed Union Red Racks.

Jessica Parker made a **motion (6)** to purchase a Red Rack for Atlanta and for Orlando not to exceed $1,700. 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	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea

Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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 DA1A	dated January 1
Todd Gage	flew OA1A	dated February 22
John Parrott	flew DS2L	dated January 2
Brett Nevarez	flew DBAZ	dated December 31
Cuyler Thompson	flew OS1D	dated December 31
Sam Wilkins	flew OS28	dated February 27
Michael Massoni	flew PA4Z	dated March 4
Stacey Vavakas	flew BA51	dated January 2
David Jackson	flew HS28	dated February 9
John DiPippa	flew PAV3	dated January 20
Matt Hettich	flew OAKD	dated February 26
Rachel Brownfield	flew LS3I	dated January 2
Pamila Forte	flew AAI5	dated January 30
Brian "BR" Ricks	flew DB2F	dated March 27
Jimmy West	flew FA2S	dated February 29
Donna Keith	flew MB56	dated March 23
Jessica Parker	flew CAOM	dated January 20

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

There was discussion regarding the Communications Committee.

Sam Wilkins made a **motion (7)** to appoint Cuyler Thompson to serve as Chairperson of the TWU Local 556 Communications Committee, and Erich Schwenk to serve as the Co-Chairperson of the Committee. 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	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay

Donna Keith	Nay
Jessica Parker	Yea

The motion **carried**.

Matt Hettich discussed the 2016 San Francisco Gay Pride Parade.

Matt Hettich made a **motion (8)** to cover the cost of TWU Local 556 and the California State Conference's participation in the 2016 San Francisco Gay Pride Parade in the amount of $745. 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	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

There was more discussion about a Memorandum Regarding Social Media Concerns, prepared by Legal Counsel Ed Cloutman at the request of the Executive Board.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1500 to discuss Grievances.

John Parrott made a **motion (9)** to proceed on four Grievances per the recommendation of the Grievance Review Committee. Cuyler Thompson **seconded** the motion. The motion **carried**.

John Parrott made a **motion (10)** not to proceed on three Grievances per the recommendation of the Grievance Review Committee. Sam Wilkins **seconded** the motion. The motion **carried**.

Brett Nevarez left the Meeting at 1524.

John Parrott chaired the Meeting.

Brett Nevarez returned to the Meeting at 1529.

Brett Nevarez chaired the Meeting.

Becky Parker was excused at 1530.

There was discussion regarding Committee Budgets and Union Pay procedures.

There was more discussion about a memorandum prepared by Legal Counsel Ed Cloutman. The Executive Board **agreed** to post the Memorandum Regarding Social Media Concerns on TWU Local 556 Website and Facebook page.

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

There was discussion regarding the Memorial Plaques, which memorialize deceased Members of TWU Local 556.

Matt Hettich made a **motion (11)** to excuse Todd Gage from Wednesday's Executive Board Meeting for personal reasons. 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	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1615 and reconvened at 1632.

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

Audrey Stone, Todd Gage and Michael Massoni were excused to attend a Coalition of Flight Attendants Meeting.

John DiPippa was excused for personal reasons.

Matt Hettich submitted copies of Letters of Interest, submitted by TWU Local 556 Members who wished to serve on the E-Membership Meeting Feasibility Committee. There was discussion.

The Executive Board **agreed** that Flight Attendants Rick Harton-Flynn, Thom Reeder, Patrick Lucas and Erich Schwenk would serve on the ad-hoc E-Membership Meeting Feasibility Committee. The Executive Board **agreed** that Todd Gage would continue to assist the Committee as the President's designee.

Matt Hettich made a **motion (12)** to recess. 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	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez recessed the Meeting at 1655.

Wednesday
April 13, 2016

Audrey Stone called the Meeting to order at 0903.

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

Todd Gage and John DiPippa were excused for personal reasons.

Grievance Committee Chairperson Becky Parker entered the Meeting at 0908 and submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

122 Total Grievances:
26 Terminations *21.3%*

11 Group Grievances 9.0%
35 Non term disciplinary 28.7%
50 Individual contract 41.0%

Total Contract Grievances on file: 61 50.0%
Total Discipline Grievances on file: 61 50.0%

Grievance removals between March 16 and April 12 are broken down as follows:
16 Settled
28 Withdrawn
44 Total Removed

Board of Adjustments (BOAs)
There are currently no BOA Hearings Scheduled at this time.

Arbitrations:
Individual discipline Grievance - This individual was terminated for failure to return to active service at the end of a leave of absence. This hearing is set to take place on April 22.

Update on Previously Reported Arbitrations:
This Group Grievance was filed May, 2013 for the violation of Article 12 of the Contract regarding Piece Back Pairings. The dates set for this hearing were April 6, 7 and 8. This Arbitration has been postponed due to Management's agreement to settle the Grievance. The parties have agreed to an extension of time limits through May 31, 2016 in order to procure the settlement proposed. The Union is awaiting the written settlement proposal from Management.
Individual discipline Grievance - This individual was terminated for violation of the Southwest Airlines Drug and Alcohol Policy and Cabin Jumpseat Policy. This Arbitration settled prior to hearing. The arbitration was cancelled due to the settlement.

The Executive Board discussed a proposed settlement to a Grievance.

Michael Massoni made a **motion (13)** to accept the proposed settlement to a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

There was discussion regarding the Family Medical Leave Act (FMLA).

Inflight Management Representatives Jim Jordan and Jamie Willard entered the Meeting at 0954.

The Executive Board congratulated Southwest Airlines Director of Inflight Standards Jamie Willard on her recent promotion and her President's Award. Southwest Airlines Director Inflight Crew Operations Jim Jordan reported that a new Manager of Scheduling would be announced the following week. There was discussion regarding the Southwest Airlines Network Operations Control (NOC). Jim reported that a representative of Inflight Scheduling would be added to "The Bridge" at the NOC. Jim said that a representative from the Social Media Department was already staffed on The Bridge. Jim Jordan discussed the Southwest Airlines Remote Operations Center (ROC) from which the airline could conduct operations if Southwest Airlines Headquarters shut down. A three-day test of the ROC had been scheduled for June. There was discussion regarding the Electronic Flight Attendant Manuals (EFB's). Janie reported that the first aircraft with a new "Heart Interior" was scheduled to enter the Southwest Airlines fleet between June 12 and 15. Jamie reported that less than eight Flight Attendants had not *taken the required Hospitality Training, excluding those on leave. Jamie reported that keys for locked overhead bins were available in all Inflight Bases. Cuyler Thompson discussed the lack of "backstock" in the forward galleys of the 737-300, 500 and 700 aircraft. Cuyler Thompson discussed the fact that established Unaccompanied Minor (UM) procedures were not being followed by other departments. Jamie Willard said that she was working to fix the problem in the Ground Operations Manual. Jim Jordan reported that Management continued to look into using Uber to transport Crews when hotel transportation was not available. Jamie reported that Management would be communicating the types of audits to which Flight Attendants were subjected and the expectations of each. There was discussion regarding Flight Attendants required to remain with an aircraft, after their scheduled release time, due to through Passengers being present on the aircraft. Jim Jordan noted that there was not much that could be done about it. Stacey Vavakas discussed problems that Flight Attendants were experiencing when gate-checking their Crew Bags in accordance with Southwest Airlines' policies and procedures. Michael Massoni discussed the ongoing issue of the security checks required prior to the first flight of the day. Jim Jordan explained that he should have an update for the Union the following week. David Jackson discussed how Flight Attendants who No-Showed at an international destination would be handled. Jim Jordan discussed efforts to ensure that Flight Attendants' Doctors' Notes and Personal Illness Notes were correctly recorded and applied. Sam Wilkins requested that the hours that the Southwest Airlines Attendance and Leave (A&L) Department be increased to reflect the hours of West Coast Inflight Bases. There was discussion regarding how Flight Attendants were affected by Southwest Airlines' policy on Passengers saving seats for their traveling companions. Stacey Vavakas requested that Management communicate further with Flight Attendants regarding the "tracking" capabilities of the EFB's. Cuyler Thompson discussed the Terms and Conditions boxes that Flight Attendants were required to "check" when ordering the EFB'S. Jimmy West discussed service procedures on very short flights, specifically the flight between Atlanta (ATL) and Greenville–Spartanburg (GSP). Jamie reported that she would discuss the issue with Southwest Airlines Senior Manager Onboard Experience and Support, Randall Miller. Jessica Parker discussed the difficulties Flight Attendants experienced during the recent winter storm in Denver and airport closure. Jamie reported that more communication with Base Managers would help to rectify such issues in the future.*

The Inflight Management Representatives left the meeting at 1121.

The Executive Board went to lunch at 1144 and reconvened at 1302.

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

Todd Gage and John DiPippa were excused for personal reasons.

Cuyler Thompson was tardy.

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

Cuyler Thompson returned to the Meeting at 1310.

The Executive Board discussed the Family Medical Leave Act (FMLA) with Legal Counsel Holly Van Horsten via conference call.

The conference call with legal counsel ended at 1332.

Becky Parker was excused at 1336.

Audrey Stone submitted the **President's Report**:

> *Audrey Stone reports that she led the Negotiating Team (NT) on March 30 and participated in a conference call the following day to provide an update. The NT will return to the table tomorrow, April 14. She, 2nd Vice President Vice President Brett Nevarez, and Treasurer John Parrott attended a meeting with Cabin Services Vice President Sonya Lacore, Senior Director Inflight Crew Ops and Automation Brendan Conlon and Senior Director Onboard Experience and Policy Steve Murtoff on March 29 to discuss current Fight Attendant issues. Audrey participated in the Shop Steward Conference Call on March 29. Audrey and Board Member at Large Michael Massoni met with TWU Local 555 President Greg Puriski and 1st Vice President Jerry McCrummen on March 23 to discuss the MAX galley. Audrey and Brett met with SWAPA, Aircraft Mechanics Fraternal Association (AMFA), TWU Local 555, and Allied Pilots Association on March 24 to discuss the Railway Labor Act (RLA). They also met with the Training Department on the same day. Audrey, Michael, and 1st Vice President Todd Gage attended the Coalition of Flight Attendants meeting in Washington, D.C. on April 11-12, with TWU International hosting.*

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

John Parrott submitted copies of the resume of Deborah Huntsman, an applicant to the position of TWU Local 556 Executive Assistant, for review. There was discussion regarding the interview with Deborah Huntsman, Audrey Stone and John Parrott. There was discussion.

Michael Massoni made a **motion (14)** to accept the recommendation to hire Deborah Hunstman as the Executive Assistant for TWU Local 556. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone and Brett Nevarez left the Meeting for a conference call at 1400.

John Parrott chaired the Meeting.

Michael Massoni submitted copies of correspondence from Pride at Work-Arizona, in which the Union's Leadership was invited to attend the Pride at Work "We're Better Together" event on May 6.

Becky Parker and Grievance Committee Member Drew Kennedy entered the Meeting at 1415 to discuss the merits of a Grievance.

Audrey Stone returned to the Meeting at 1427.

Brett Nevarez returned to the Meeting at 1430.

A Grievant entered the Meeting at 1432 to discuss the merits of a Grievance.

Drew Kennedy and the Grievant were excused at 1540.

John Parrott made a **motion (15)** to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1550 and reconvened at 1603.

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

Todd Gage and John DiPippa were excused for personal reasons.

Audrey Stone was attending to Union business.

Brett Nevarez chaired the Meeting.

Becky Parker and Grievance Committee Member Michelle Nickleberry were guests at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1610 to discuss the merits of the Grievance.

Michelle Nickleberry and the Grievant were excused at 1632.

Matt Hettich made a **motion (16)** not to proceed on a Grievance. Rachel Brownfield **seconded** the motion.

Audrey Stone returned to the Meeting at 1634.

Audrey Stone chaired the Meeting.

The motion on the floor **carried**.

The Executive Board discussed a meeting of the Leaders of TWU Locals 556 and 555, convened to discuss the design of the Heart Interior galley.

Pamila Forte was excused at 1500 for personal reasons.

Becky Parker was excused at 1507.

Jessica Parker made a **motion (17)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

The Executive Board reviewed and discussed a proposal by the Southwest Airlines Pilots Association (SWAPA) seeking to amend the Railway Labor Act (RLA). The Executive Board **agreed** that participation was not in the best interest of the Members of TWU Local 556 at that time.

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

> *Joe gave the New Hire Presentation to Class 337 on March 22 and also presented to Class 338 on April 5. Joe attended the graduation of Class 337 on March 31 and looks forward to the graduation of Class 338 on April 14. Joe would like to welcome back Grievance Team Member Allison Hare from her maternity leave and thank both her and Grievance Team Member Prairie Firkus for their assistance with the New Hire Committee. Joe is excited to speak with Class 339 on April 19.*

Cuyler Thompson made a **motion (18)** to recess. 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	Yea
Stacey Vavakas	Yea

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1733.

Thursday

April 14, 2016

Audrey Stone called the Meeting to order at 0903.

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

Todd Gage, Pamila Forte and John DiPippa were excused for personal reasons.

Negotiating Team Members Don Shipman and Bill Holcomb entered the Meeting at 0904 and discussed the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Negotiating Team Member Don Shipman reported that he would no longer utilize the house rented by the Union for the Negotiating Team, but would instead be staying in a hotel when in Dallas for Union Business. There was discussion.

Negotiating Team Members Audrey Stone, Brett Nevarez, Don Shipman and Bill Holcomb were excused at 0933 to participate in Contract Negotiations with Southwest Airlines Management.

John Parrott chaired the Meeting.

Cuyler Thompson submitted the **Critical Incident Stress Management (CISM)** for Committee Chairperson Eileen Rodriguez:

CISM Chairperson Eileen Rodriguez attended the TWU Local 556 Employee Assistance Program (EAP) training and met with all local TWU Local 556 EAP representatives, she attended the Southwest Airlines Emergency Response Team quarterly meeting and presented CISM to New Hire Class 337. The CISM Team responded to a total of 61 incidents that were called into the hotline. CISM spoke to approximately 145 Flight Attendants affected by work or personal related incidents.

Personal Issue	*13*
Medical Emergency	*11*

FA Illness	*5*
Passenger Misconduct	*4*
Smoke/Fumes in Aircraft	*4*
Turbulence	*3*
Decompression	*2*
Defusing	*2*
Mechanical	*2*
Debriefing - Team Member	*2*
FA Death	*1*
Natural Disaster	*1*
Calls Related to Death of FA	*1*
Death on Board	*1*
Sexual Harassment	*1*
Domestic Abuse FA	*1*
Suicide Attempt	*1*
Aborted Takeoff	*1*
Van Accident (RON)	*1*
Birdstrike	*1*
Safety Fair Phoenix	*1*
Safety Fair Orlando	*1*
Suicide	*1*
	61

Michael Massoni submitted the combined **Health and Safety Committee Reports** for himself and Health Committee Chairperson Michele Moore:

ASAP
In 2016 we have received 233 reports, covering 209 events. We have received 3,927 reports during the life of the ASAP program. We are visiting each base again this year with the focus being on meeting with Base Leadership to make sure they understand the ASAP program. We feel if they buy into the program they will promote it to the Flight Attendants. In March we visited the Phoenix base. We attended an InfoShare in Philadelphia in March attended by all the airlines that have ASAP programs. Our ERC did a presentation during the Cabin breakout on the history of our Door Arming/Disarming Recommendations. Michael Massoni is now the Union Representative on the Cabin ASAP InfoShare Leadership Team for this committee.

Health/Safety:
We continue to get calls regarding prescription medication issues with the company insurance. We have also been getting calls regarding pet allergies and issues with hot aircraft. Please encourage the Flight Attendants you speak with regarding hot aircraft to complete the new form that documents the details of the flight. We also have had inquiries regarding the new uniforms and the materials being used. With the Zika Virus making news headlines again, I expect our call volume to increase regarding this. Following are the notes from the March Health and Safety Meeting attended by Michael Massoni, Paula Gaudet, Elise May and Michele Moore.

Pet Policy - send person to Elise that had an issue - supposed to be trading flights working with the FA - look at operational situation in regard to that particular Flight Attendant swap positions if you can - base situations handled differently than non-base cities Elise will send document that she got from Scheduling regarding the policy they follow.

Hot Aircraft Procedures (new to agenda) - about to send out a reminder to Flight Attendants to start using hot aircraft procedures and the form

Security Checklist Procedures - next meeting scheduled this afternoon, so by next HASC we should have more information.

OWWE Policy as it relates to pre-boards – Flight Attendants being over objective regarding the OWWE and pre boards. Paula stands fast on the fact that if you pre-board you can't sit in the OWWE (except in the case of people from previous flight boarding prior to general boarding). Paula said Michael could write something up for the OWWE interpretation - not necessarily changing the procedure but something that could help explain to the Flight Attendants - we will start sharing this information with Elise, when these situations come up so we can start trending to see how big of a problem it actually is.

Door arming/disarming communications campaign update - "moving along with this". Got a brochure printed for every Flight Attendant. Not sure how they would get placed in boxes - probably have DEBM's place them in mailboxes

Follow-up on Death Inflight - Samples of red bags being looked at - thicker bag, similar size - pricing being looked at now. Bag closure being looked at as well Looking at medical grade gloves for entire aircraft but because of cost, will not do this. Looking into adding gloves to the different kits or a box with the nuisance kits - will most likely have them added to kits so we can actually track this and we will have a quicker response time

We need to make sure to send all door reports in ASAP to Elise and any other safety concerns we want her to know about. "Can't write in for each actual contingency or the manual would be huge" All decisions are based on actual data - leaders want numbers and actual trends - no changes are made or decisions made without backup and data

ENS Follow-ups:
In March, we received 288 ENS/NOC/MOM Report emails. There were several Flight Attendant injuries and several of the emails required follow-up with the Flight Attendants

GO Team:
We had to complete a study course and test as well as an actual respirator fitting for the Company Go Team.

Upcoming Meetings:
ASAP ERC: Weekly Meeting with a day of preparation and follow-up
HASC: Monthly Meeting
ASAP Operational Meeting
ASAP Goals Meeting
MDW and OAK ASAP Visit

Rachel Brownfield made a **motion (19)** to excuse Todd Gage from today's Executive Board Meeting due to personal reasons. 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	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Away
Jessica Parker	Away

The motion **carried**.

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 Wear Test Phase Two is over. A survey was also sent out to every work group required to wear a uniform allowing them to rate the wear test pieces. The survey closed on April 7. The Uniform Employee Design Team will meet in Chicago on April 18 to discuss the survey and meet with the core team and Cintas. The Uniform Chair will be in contact with the Executive Board on the outcome of Wear Test Phase Two and the final selected Uniform pieces. 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 **Shop Steward Committee Report** for Committee Chairperson Mark Anthony Reyes:

Mark Anthony reports that the Shop Steward Committee focused on Professional Standards for the month of March. The following is an update on what the Committee has done this past month:

E-Mails

- *Weekly emails were written to the Shop Stewards*
- *Week one: the Negotiating Team sent out a special communication to our Shop Stewards in regards to becoming involved in the Precinct Captain program.*
- *Week two: information about our rising numbers of Fact-Finding Meetings related to Crew confrontation.*
- *Week four: conference call reminder*

Conference Call
Mark Anthony would like to thank Professional Standards Chair Kurtis Beggs for being on the conference call and being available to answer all questions related to our Professional Standards Committee. We were able to clearly understand the role of the committee and its benefits. Mark Anthony reports that we had a ten percent increase of Shop Stewards on the call last month.

Fact-Finding Meetings

During the month of March there was a total of 73 Fact-Finding Meetings. 12 out of the 73 meetings were for a Step Two. We have not seen an increase of our Fact-Finding Meetings in comparison to the March 2015 record.

Mark Anthony would like to thank the Shop Stewards for all their hard work last month in educating Members in regards to the Professional Standards Committee and utilizing Professional Standards first before contacting Management.

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

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

The Executive Board took a break at 1022 and reconvened at 1045.

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

Audrey Stone and Brett Nevarez were excused to meet with the TWU Local 556 Negotiating Team and Southwest Airlines Management.

Todd Gage, Pamila Forte and John DiPippa were excused for personal reasons.

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

Matt Hettich made a **motion (20)** to approve the March 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	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (21)** to approve the March 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	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (22)** to approve the March 2016 Executive Board Meeting Attendance Report as amended. Jessica Parker **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	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (23)** to approve the March 2016 Executive Board Meeting Minutes as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (24)** to excuse Audrey Stone and Brett Nevarez from the remainder of the Meeting to attend Negotiations with Southwest Airlines Management. 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	Chair
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jimmy West made a **motion (25)** to adjourn. Jessica Parker **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	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott adjourned the Meeting at 1124.

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

Cuyler Thompson
TWU Local 556 Recording Secretary