



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
October 12-16, 2015

Monday

October 12, 2015

Todd Gage called the Meeting to order at 0910.

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

Brett Nevarez read aloud the TWU Local 556 Membership Pledge.

John DiPippa led the Executive Board in reciting the **Pledge of Allegiance**.

Jimmy West made a **motion (1)** to enter into Executive Session. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board entered into Executive Session at 0913.

The Executive Board took a break at 1000 and reconvened at 1024.

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

Cuyler Thompson made a **motion (2)** to exit Executive Session. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

TWU Local 556 Legal Counsel Mark Richard entered the Meeting at 1029.

Audrey Stone updated the Executive Board regarding the Meeting Agenda.

The Executive Board discussed how the interviews of Negotiating Team candidates, scheduled to take place during the Meeting, would be conducted. The Executive Board discussed the topics of the candidates' presentations, which had been assigned to the candidates in advance of their scheduled interviews. The Executive Board discussed the questions that would be asked during the interviews. The Executive Board **agreed** that Audrey Stone would facilitate the interviews and would explain that during the initial briefing with each candidate.

The Executive Board went to lunch at 1151 and reconvened at 1315.

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

TWU International Vice President Garry Drummond was a guest at the Meeting.

TWU Local 556 Legal Counsel Mark Richard was a guest at the Meeting.

Audrey Stone distributed copies of proposed questions for Negotiating Team candidate interviews. The Executive Board discussed the questions.

Negotiating Team candidate Don Shipman entered the Meeting at 1328.

Don Shipman delivered presentations on the topics previously assigned to him by the Negotiating Team.

The Executive Board interviewed Don for a position on the Negotiating Team.

Don Shipman was excused at 1428.

The Executive Board took a break at 1428 and reconvened at 1439.

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

TWU International Vice President Garry Drummond was a guest at the Meeting.

TWU Local 556 Legal Counsel Mark Richard was a guest at the Meeting.

Negotiating Team Candidate Steve Johnson entered the Meeting at 1439.

Steve Johnson delivered presentations on the topics previously assigned to him by the Negotiating Team.

The Executive Board interviewed Steve for a position on the Negotiating Team.

Steve Johnson was excused at 1532.

The Executive Board took a break at 1533 and reconvened at 1545.

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

TWU International Vice President Garry Drummond was a guest at the Meeting.

TWU Local 556 Legal Counsel Mark Richard was a guest at the Meeting.

Negotiating Team Candidate Amanda Gauger entered the Meeting at 1545.

Amanda Gauger delivered presentations on the topics previously assigned to her by the Negotiating Team.

The Executive Board interviewed Amanda for a position on the Negotiating Team.

Amanda Gauger was excused at 1615.

The Executive Board **agreed** to compensate Negotiating Team Candidates Don Shipman, Steve Johnson and Amanda Gauger for their second interview with the Executive Board.

The Executive Board discussed the Negotiating Team interviews and the candidates for appointment.

The Executive Board took a break at 1715 and reconvened at 1730.

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

TWU International Vice President Garry Drummond was a guest at the Meeting.

TWU Local 556 Legal Counsel Mark Richard was a guest at the Meeting.

The Executive Board continued to discuss the Negotiating Team interviews and the candidates for appointment.

John Parrott made a **motion (3)** to appoint Don Shipman to the TWU Local 556 Negotiating Team. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The Executive Board took a break at 1745 and reconvened at 1758.

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

TWU International Vice President Garry Drummond was a guest at the Meeting.

TWU Local 556 Legal Counsel Mark Richard was a guest at the Meeting.

The motion **carried**.

The Executive Board **agreed** that Audrey Stone would contact all of the Negotiating Team candidates, thank them for their interest, and inform them of the Executive Board's decision.

Sam Wilkins made a **motion (4)** to recess. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1817.

Tuesday **October 13, 2015**

Audrey Stone called the Meeting to order at 0900.

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

Audrey Stone updated the Executive Board regarding progress made the previous evening to notify all sixteen Negotiating Team candidates, informing them of the Executive Board's decision.

The Executive Board discussed new ideas to mobilize the Membership and assist the Negotiating Team.

Audrey Stone informed the Board that she had received communication from Management that they would be working on language to be included in the Southwest the Magazine to protect Flight Attendants from Passengers taking photos of them on the aircraft without their expressed permission.

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

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

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

There was discussion regarding the lawsuit filed by Flight Attendants Kelley Martin, Pamela Starzinger, Debby Fisher and Jeanna Jackson against TWU Local 556.

Brett Nevarez reported that several Agency Fee Objectors (AFO) had recently rejoined the TWU Local 556 Membership. Brett reported that there were currently 83 AFOs at TWU Local 556.

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

John has done several Fact-Finding Meetings since the June Executive Board Meeting encompassing a variety of issues. John traveled to Dallas at the end of June to review the Tentative Agreement (TA). John attended the TA Ratification Meeting and John was also on the July Executive Board Conference Call. John wrote his base article for the next issue of Unity. John has been in constant contact with the Executive Board and the Membership via emails and phone calls. John attended the inaugural meeting for the Arizona Chapter of Pride at Work in July. Prior to the October Executive Board Meeting, John reviewed all of the Grievances that would be discussed. John was in the lounge several times in June thru October and wants to thank Critical Incident Stress Management (CISM) Member Jan Raio for being in the lounge with him for Suicide Awareness Month in September. John attended a funeral for Phoenix Flight Attendant Melissa Ponder and a Celebration of Life event for former Phoenix Flight Attendant Wes Smothers. John attended the August Membership Meeting and wants to thank former Shop Stewards Nancy Kallas, Marc Andrew Wafer, Bob Sudds, Denise McCrady, Denise Schmidt, Geoff Burns, Jim Volpe, Julie Ann Estavillo, Julie Plant, Kathleen Mayeux, Marlo Whitson, Marilyn Hall, and Anne Barnes for their service to the Membership over the last three years. John would like to thank Della Saucier, Sandra Rall, Rob Riddell, Tim Blore, Sonia Hall, Jeff Baker, Susie Jacob, John Durr, and Darryl Daoang for continuing their service to the Membership as Shop Stewards for the next three years. Besides several former Shop Stewards returning, Kelly Reeves, Aubrey Kamps, Wayne Tipton, Tina Coffee, and Cindy Bickel were also elected to be new Shop Stewards for the next three years. Thank you to all these individuals for their service to the Membership. John attended Shop Steward Training in September in Las Vegas and wants to thank Shop Steward Chairs Crystal Reven and Mark Anthony Reyes for hosting this event. John updated the glass case with pictures of the new Shop Stewards and placed the Breast Cancer Awareness poster in the glass case and other Breast Cancer Awareness materials on the red rack. John reviewed the Resumes and Letters of Interest that were submitted to the Executive Board by candidates interviewing for the open Negotiating Team Member positions that will be appointed by the Executive Board. John wants to thank Tina Coffee, Michael Broadhead, and Jim Volpe for attending the October Arizona AFL-CIO Biennial Convention. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

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

Sam Wilkins attended the August 10-13 Executive Board Meeting. Sam assisted the Shop Steward Committee with logistics for the Shop Steward training sessions held on September 22, 23 and 25. Sam participated in the September 10 Suicidal Prevention and Awareness Lounge Mobilization along with CISM representative Marylou Parsons. Sam attended the September 14-18 Executive Board Meeting. Sam attended the Las Vegas Session of Shop Steward Training on September 25. Sam attended the AFL-CIO Organizing Institute Advanced Organizer Workshop in Washington, D.C. on October 5-7. Sam attended the October 12-16 Executive Board Meeting.

Crystal Reven presented her **Officer's Report**. There was no written report submitted.

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

Stacey reports that Fact-Finding Meetings are on the rise in the base, regarding alleged violations of Class I - Section 17, uncourteous behavior, sick leave abuse, and Unaccompanied Minor procedures. Stacey attended a Special Executive Board Meeting June 30 – July 2, in Dallas. Stacey attended the Tentative Agreement Training in Dallas on July 5 – 7. Stacey spent weeks in the Baltimore lounge to

help educate on the Tentative Agreement that was presented to the Membership. Stacey also attended the Ratification Meeting that was held in Baltimore. Stacey attended the Celebration of Life service that was held in Nashville, Tennessee along with Shop Steward, Melissa Lehr to honor fellow Flight Attendant Ellie Fields. Stacey would like to thank all of the other fellow Flight Attendants that were in attendance. Stacey continues to always be in contact with Base Leadership to discuss on-going issues within the base. The glass case and the red rack have been updated and all Union Materials have been distributed.

September 2015

Stacey reports that Fact-Finding Meetings continue within the base. Meetings regarding alleged violations of Class I - Section 17 and sick leave abuse continue to be the majority of the cases. Stacey conducted a Lounge Mobilization on September 10 for Suicide Prevention Month. Stacey was joined by Baltimore CISM Lead, Rose Kirkpatrick and Shop Stewards Lucy White-Lehman and Melissa Ford. Stacey continues to meet with Management to discuss the issues within the base.

October 2015

Stacey reports that she has set up a Facebook page to welcome the newly elected Shop Stewards and to continue to keep them informed. Stacey continues to address Members' concerns through email and phone calls. Stacey continues to communicate with Base Leadership as to all issues within the base. The glass case has been updated, all Union Materials have been distributed, and the Union Red Rack has been tidied.

David Jackson submitted the Houston Base Report:

David reports several changes in Houston Leadership positions. Former Assistant Base Manager Joe Hux has transferred to Chicago. Houston now has three Assistant Base Managers with the addition of Caren Eaton and Sherri Griffith. Houston also has two new Supervisors, Nerissa Sandlin and Carey Stanton. David met with Base Manager Scott Wells and was informed that any non-Crew Member who visits the lounge must then be re-screened by TSA if they intend to travel. David reports he updated the Union Glass Case and Union Red Rack in the lounge. David also reports that Fact-Finding Meetings are on the rise especially for delay of flight. David attended Leadership Orientation and Training with Committee Chairpersons as well as the Executive Board Meeting in Dallas the week of August 10. During the month of September David conducted several Fact-Finding Meetings. He also had meetings with Base Management and attended Executive Board Meetings. He sent an email to his newly elected Shop Stewards and has been in close contact with the Shop Steward Committee regarding the upcoming training. David conducted a Lounge Mobilization in conjunction with CISM Team Member Jamie Loveless on September 10. David attended the Executive Board Meeting the week of September 14. The Houston Base Manager reports the International Terminal will open on October 15. David attended Shop Steward Training in Dallas on September 23. In October David conducted several Fact-Finding Meetings. He has communicated with his Shop Stewards and has been actively involved in allowing his newly elected Shop Stewards the opportunity to shadow a Fact-Finding Meeting to complete their final stage of training. In October David conducted a Lounge Mobilization for Breast Cancer Awareness. David attended the Executive Board Meeting the week of October 12.

Audrey Stone left the Meeting at 0942.

Todd Gage chaired the Meeting.

Andrea Garnett submitted the Dallas Base Report:

Andrea reports that she attended the Executive Board Meeting June 15-17. She also reports that Fact-Finding Meetings in June and July have mostly involved Crew conflict and possible delay of

flights. Andrea continued to communicate with Dallas Base Manager Shannon Hiatt July - September to discuss the base business. Andrea would like to welcome new Dallas Base Supervisors Joy Hunkin and Tracey Short and reports Dallas Supervisor Jennifer Gamblin went back on line in September. Andrea is happy to report that Headquarter Parking will continue to run shuttles every fifteen minutes indefinitely and that the Luv Hub will start using security gates on August 17 and Flight Attendants will need parking proxy cards to access the parking facility. Andrea returned several phone calls, answered emails, texts and continued to update the Dallas Base on Social Media. She spent time in the lounge answering Members' questions, decorating the glass case, and tidying up the Union Red Rack. Andrea attended the Special Executive Board Meeting on June 30-July 2. Andrea participated in the Shop Steward and Executive Board Conference Calls in July. Andrea assisted the Negotiating Team and Coordinating Council in July during the roll out of the Tentative Agreement (TA) including the Lounge Educator Training. She assisted the Dallas Lounge Educators and the Educators in the Call Center. Andrea attended the Leadership Orientation Training on August 10. Andrea would like to thank all of the Flight Attendants that stepped up as Tentative Agreement Educators and worked so hard in the lounges and in the Call Center in Dallas. Andrea attended the Executive Board Meeting August 11-13. Andrea also attended the Dallas Membership Meeting August 17. She reports that she represented Members in Fact-Finding Meetings in August that dealt with Crew conflict and delay of flight. Andrea sent out an E-Connection on September 4. Andrea helped with the Veterans Committee Bake Sale on August 25 in the Dallas Lounge and would like to thank Veterans Committee Chairperson Chris Sullivan and Dallas Flight Attendant Yvetta Penry for putting it all together. Andrea spent time in the lounge answering questions and helping probationary Flight Attendants bid. Andrea would like to thank Shop Steward Jennifer Sykes for Volunteering to facilitate the Suicide Prevention Day Lounge Mobilization on September 10 along with Critical Incident Stress Management (CISM) Team Member Shirley Rankine. Andrea reports she attended the Executive Board Meeting September 15-18. She attended Shop Steward Training on September 23 and would like to welcome all the Shop Stewards that were elected for the new three year term. Andrea continued to represent Flight Attendants in Fact-Finding Meetings during September and October. She decorated the Union Glass Case for Breast Cancer Awareness Month and placed a donation box in the lounge for the local Women's Shelter for Domestic Violence Awareness Month. Pink ribbons have been placed in the lounge as well for Breast Cancer Awareness. Andrea has scheduled several new Shop Stewards to shadow Fact-Finding Meetings in October.

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

Jimmy reported that the past few months have been busy in Orlando in terms of Fact-Finding Meetings. Jimmy reported the Fact-Finding Meetings range from delay of flights to uniform violations. Jimmy reported there was a delay in the distribution of the last Unity Magazine due to their late arrival in the base. Jimmy would like to thank Orlando Shop Steward Drew Shy for being available at the last minute to distribute the Unity Magazine once they did finally arrive. Jimmy reported that the construction on the new food court in the Southwest Airlines terminal in Orlando has started and is scheduled to be completed on time. Jimmy conducted a lounge visit for Suicide Prevention Month on September 11, 2015 with CISM Team Member Char Martz. Jimmy reported that he has met with Orlando Base Manager Marisa Merkel regarding base issues. Jimmy has also worked with Marisa to resolve issues that otherwise would become potential grievances. Jimmy reported he attended the TWU Local 556 Membership Meeting in August in Orlando. Jimmy reported an E-Connection has been sent and the Union Glass Case is up to date with the Breast Cancer Awareness poster.

Audrey Stone returned to the Meeting at 0948.

Audrey Stone chaired the Meeting.

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

Matt reported that Fact-Finding Meetings have mostly involved delay of flight and complaints filed against other Members. Matt updated the Base Page on the Union Website, distributed a monthly E-Connection, distributed the Summer Unity Update, and met with Oakland Inflight Management to discuss Member issues. Matt reported that he was in the lounge as a Lounge Educator during the Contract 2013 Tentative Agreement voting period. Matt thanked Addie Crisp, Jenette Lanning, Mario-Galileo Cendejas, Matt Trenery, Anna Shoop, Jeff Costello, Nicole Abalayan, and Heather Rosler who stepped forward to assist their fellow TWU Local 556 Members as TA Lounge Educators. Matt thanked Executive Board Member at Large Sam Wilkins and CISM Team Member Marylou Parsons for their participation in the system-wide lounge mobilization on September 10; the lounge mobilization focused on suicide prevention, as September 10 was World Suicide Prevention Day. Matt reported that he attended the 3rd Annual Chili Cook-Off and BBQ hosted by California Assembly Member Rob Bonta in Oakland on Saturday, June 6, attended the Alameda Labor Council's Delegate Meeting on July 13 and October 5, chaired the TWU California State Conference Meeting on July 28 and September 22, attended the TWU Local 556 Leadership Orientation and Training on August 10, attended the Oakland Membership Meeting on August 17, attended the 2015 Alameda Labor Council's Labor Day Picnic on September 7, attended Shop Steward training on September 25, completed the Values Based Leadership Training hosted by the Alameda Labor Council, and attended a Labor Town Hall meeting with Congressman Mike Honda (CD-17) on October 5.

Donna Keith submitted the Chicago Base Report:

Donna reports that the Chicago Base remains active with Fact-Finding Meetings and Step 2 Meetings, many of which are for delay of flight, late to gate, and Class 1 - Section 17. Donna attended the Chicago Membership Meeting on August 20. Donna would like to thank all outgoing Shop Stewards for their service to the Membership the last three years. Donna would also like to welcome all re-elected and newly elected Shop Stewards for the 2015-2018 Term. Donna attended Shop Steward Training in Baltimore on September 21 and 22. Donna spent time in the Chicago Lounge during the last three months speaking with Flight Attendants. Donna conducted a Lounge Mobilization with the help of CISM Team Member Justin Whittington for Suicide Awareness on September 10. Donna spent time in the Chicago Lounge handing out literature and pink ribbons for Breast Cancer Awareness on October 9. Donna and Shop Steward Brendon Remezas attended the Chicago Federation of Labor meeting on October 5. Donna wrote an E-Connection, straightened the red rack, updated the glass case, communicated with Shop Stewards, met with Chicago Base Management to address issues pertaining to the Flight Attendants. Donna, Shop Steward Brendon Remezas and Shop Steward Dale Wilson attended the Illinois/Indiana State Conference Meeting July 20. Donna attended the TWU Working Women's conference in Brooklyn, New York on July 27-30 at TWU Local 100 Office with TWU International Representative COPE/Political Field Gwen York and women from other TWU Locals.

Jessica Parker submitted the Denver Base Report:

Jessica reports that she attended the Executive Board Meeting in Dallas on June 15 – 17. Jessica attended the Executive Board Special Session in Dallas on June 30 – July 2, to review and vote on the Tentative Agreement (TA). Jessica attended Lounge Educator Training in Dallas on July 6 – 7. Jessica attended both Ratification Meetings in Denver on July 10. Jessica conducted Lounge Education on the TA during the month of July. Jessica would like to extend a special thanks to Denver TA Lounge Educators: Kristen Byrd, Ian Johnson, Julie Turpin, Jerry Beth Owen, Gary Owen, Jason Arnold-Burke, Paula Taub, and Xander Rickers for their hard work and professionalism while conducting Lounge Education. Jessica participated in the Special Executive Board Conference Call on July 31. Jessica sent out an E-Connection on August 3. Jessica attended TWU Local 556 Leadership Training and Orientation on August 10. Jessica attended the Executive Board Meeting in Dallas on August 11 – 13. Jessica sent out an E-Connection on September 3. Jessica conducted a Lounge Mobilization for World

Suicide Prevention day on September 10. A very special thanks goes to Jenn Shaddock, Denver's Team Base Coordinator for the Critical Incident Stress Management (CISM) Team, Jason Hilden, CISM Team Member, and Jake Goddard, Denver Flight Attendant for joining her that day in the lounge to offer support and resources to Denver Flight Attendants. Jessica attended the Executive Board Meeting in Dallas on September 15 – 18. Jessica attended Shop Steward Training in Dallas on September 25. A special thanks goes to Mark Anthony Reyes and Crystal Reven for planning and hosting Shop Steward Training. Jessica would also like to congratulate and thank Denver's newly elected Shop Stewards for their willingness to serve the Membership. Jessica sent out an E-Connection on September 23. Jessica conducted a Lounge Mobilization for Breast Cancer Awareness on October 9. Jessica met with Denver Base Manager, Tammi Feuling and Denver Assistant Base Manager, Hector Barrera on multiple occasions to discuss issues specific to the Denver Base. Fact-Finding Meetings are on the rise with "late to the gate" and "delays of flight" being the main causes. Jessica conducted Fact-Finding Meetings, updated the Union Glass Case, and tidied the Union Red Rack. Jessica answered Member phone calls, texts, and emails.

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

Rachel gave her last Officer's Report during the Executive Board Meeting June 15-17. Following the June Executive Board Meeting Rachel walked the picket line at the Allegiant Air Shareholders' Meeting in Summerlin, Nevada along with many other TWU Local 556 activists including Thom McDaniel, Matt Hettich, Sam Wilkins, Kevin Barber, Bryan Orozco, Mark Anthony Reyes, and Amanda Gauger. Rachel would like to thank all Members in attendance for advocating on behalf of the TWU Local 577 Allegiant Air Flight Attendants in their four year struggle to reach a Contract. Rachel attended the Executive Board Special Session June 30 - July 2 then worked with the Coordinating Council. Rachel attended the August and September Executive Board Meetings as well as the Committee Chairpersons Orientation and New Hire dinners in June, July, and August. Rachel also attended the Nevada AFL-CIO Constitutional Conference in September as well as the Membership Meeting in Las Vegas and the Nevada-Arizona-Colorado TWU State Conference along with Shop Stewards Bryan Orozco, Gretchen Rodgers, Tina Coffee and Las Vegas Flight Attendant Judy Miller. Rachel attended the Shop Steward Training in September. Rachel reports that Las Vegas has a third Assistant Base Manager, Julie Gallagher. Rachel thanks Shop Steward Rick Harton-Flynn and CISM Team Members Emily Witkop and Kate Rapp for spending time in the lounge distributing literature for Suicide Prevention Awareness. Rachel distributed Union Pins, tidied the Union Red Rack, and updated the Union Glass Case. Rachel represented Members in several Fact-Finding Meetings mostly regarding possible delay of flight events, negative Customer complaints, and Crew conflict. Rachel met with Base Leadership to discuss issues specific to the base.

Donna Keith left the Meeting at 0956.

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

Pamila reports she updated the glass case. Pamila did Fact-Finding Meetings and Step 2 Meetings. Pamila wrote an article for the Summer Unity Magazine. Pamila worked with the Chairperson of the Civil and Human Rights Committee Lori Lochelt to present two proposals for the Executive Board. The Executive Board approved the proposal to send Amy Davis, Eric Hironymous, and Jim Volpe to the Pride At Work Convention held in Orlando, Florida in August. The Executive Board also approved the proposal to send LaTonia Benoit to the NAACP Convention in Philadelphia in July. Pamila attended the Special Executive Board Meeting June 30-July 2. Pamila attended the Tentative Agreement Training in Dallas, July 5-7. Pamila did Tentative Agreement Lounge Education in the Atlanta Crew Lounge in July. Pamila attended the TWU Local 556 Membership Meeting in Atlanta August 20. Pamila continues to meet with Atlanta Base Leadership about the ongoing problems with the Crew Buses. Pamila reports she attended the Executive Board Meeting September 15-18. Pamila did the Suicide Prevention Lounge

Mobilization with CISM Team Member Georges Jones on September 10. Pamila wrote an article for the Fall Unity Magazine. Pamila attended a luncheon with Atlanta Base Management September 29 to meet new Assistant Base Manager Brian Coulter. Pamila assisted with preparing the newly elected Atlanta Shop Stewards for training held in Baltimore September 20-21. Pamila is making arrangements to attend the Making Strides for Breast Cancer Event in Atlanta on October 24 along with the Atlanta Shop Stewards.

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

Matt reported that Brendan Danaher has been appointed Director of Governmental Affairs for TWU International. Matt reported that the TWU California State Conference met on July 28 and September 22. At the meeting the State Conference discussed upcoming federal and state legislation that affects TWU Members that reside in the state of California. Matt reported that TWU Texas State Conference Chairperson LaTonia Benoit attended the 56th Texas AFL-CIO Constitutional Convention July 16 through 18, in Austin, Texas. At the convention, LaTonia was elected to a 3rd term as Texas AFL-CIO Vice President and Executive Board Member. Also, LaTonia was appointed chairperson of the Texas AFL-CIO Affiliations Committee. Matt reported that Las Vegas Domicile Executive Board Member Rachel Brownfield attended the 59th Biennial Nevada AFL-CIO Convention August 17-19. Matt reported that Phoenix Members Tina Coffee, Jim Volpe and Michael Braodhead attended the 55th Biennial Arizona AFL-CIO Convention on October 1. At the convention Jim Volpe and Michael Broadhead addressed the delegates to formally introduce and gain support for the Arizona chapter of Pride at Work, which seeks to advance LGBTQ rights in the workplace. Additionally, Michael Broadhead was appointed to the Executive Council of the Arizona AFL-CIO.

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

October

The CISM Team had a very busy month in September. They participated in ten Lounge Mobilizations to discuss suicide prevention and share information about resources available around the country. Each base had at least one CISM Team Member partner with the Domicile Executive Board Members (DEBM) to provide this much needed education. CISM Chairperson Eileen Rodriguez presented CISM to New Hire Class 318, attended the Southwest Airlines Emergency Response Committee meeting and attended the three day Flight Attendant Drug and Alcohol Program (FADAP) training seminar. The CISM Team assisted with 114 Incidents and spoke to approximately 399 Flight Attendants during September.

<i>Medical w/ Divert</i>	<i>13</i>
<i>Personal Issue-F/A</i>	<i>11</i>
<i>Medical Emergency</i>	<i>9</i>
<i>Death of F/A Family Member</i>	<i>9</i>
<i>Mechanical w/ Divert</i>	<i>8</i>
<i>Passenger Misconduct</i>	<i>7</i>
<i>F/A Family Member Illness</i>	<i>7</i>
<i>F/A Injury</i>	<i>7</i>
<i>F/A Personal Illness</i>	<i>4</i>
<i>Non Work Related</i>	<i>3</i>
<i>Mechanical</i>	<i>2</i>
<i>Substance Referral-FADAP Team</i>	<i>2</i>
<i>Debriefing - Team Member</i>	<i>2</i>
<i>Sexual Assault</i>	<i>2</i>

<i>Suicide of a Family Member</i>	<i>2</i>
<i>Suicide</i>	<i>2</i>
<i>Assault - Off Duty</i>	<i>2</i>
<i>F/A Illness on A/C</i>	<i>2</i>
<i>Lounge Mobilization - PHX</i>	<i>1</i>
<i>Natural Disaster</i>	<i>1</i>
<i>Assault - On Duty</i>	<i>1</i>
<i>Decompression</i>	<i>1</i>
<i>F/A Death</i>	<i>1</i>
<i>Personal Issue - Divorce</i>	<i>1</i>
<i>F/A Involved in Accident - Off Duty</i>	<i>1</i>
<i>Calls Related to Media Attention</i>	<i>1</i>
<i>Lounge Mobilization - OAK</i>	<i>1</i>
<i>Lounge Mobilization - DEN</i>	<i>1</i>
<i>Lounge Mobilization - BWI</i>	<i>1</i>
<i>Lounge Mobilization - MDW</i>	<i>1</i>
<i>Lounge Mobilization - DAL</i>	<i>1</i>
<i>Turbulence</i>	<i>1</i>
<i>Calls Related to F/A Family Member Death</i>	<i>1</i>
<i>Lounge Mobilization - LAS</i>	<i>1</i>
<i>Smoke/Fumes in Cabin</i>	<i>1</i>
<i>Turbulence w/ Injury</i>	<i>1</i>
<i>Lounge Mobilization - ATL</i>	<i>1</i>
<i>F/A Pull - Family Issues</i>	<i>1</i>

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September

The CISM Team had a busy month assisting the Membership in several different areas. On August 6 CISM Chairperson Eileen Rodriguez along with six other CISM Team Members participated in the Southwest Airlines companywide emergency drill. There were two CISM Members on the GO Plane, four CISM Members at the Family Notification Command Center and two CISM Members at the TOPS building in the Cabin Services area. CISM Chairperson Eileen Rodriguez attended the TWU Local 556 Committee Chairperson Training, attended two Network Operations Control (NOC) Meetings and ASAP training. CISM Team Members Katie Ratcliff presented CISM to New Hire Class 317. The CISM Team responded to a total of 97 incidents. We spoke to a total of 182 Flight Attendants some of them on several occasions.

<i>Personal Issue-F/A</i>	<i>22</i>
<i>Medical Emergency</i>	<i>7</i>
<i>F/A Family Member Illness</i>	<i>7</i>
<i>Debriefing - Team Member</i>	<i>6</i>
<i>Death of F/A Family Member</i>	<i>6</i>
<i>Mechanical w/ Divert</i>	<i>5</i>
<i>Medical w/ Divert</i>	<i>5</i>
<i>Passenger Misconduct</i>	<i>3</i>
<i>Crew Member Conflict Pro Standards Ref.</i>	<i>2</i>
<i>Aborted Takeoff</i>	<i>2</i>
<i>F/A Injury</i>	<i>2</i>
<i>Van Accident (RON)</i>	<i>2</i>
<i>A/C Incident - Damage</i>	<i>2</i>

<i>Personal Issue - Divorce</i>	<i>2</i>
<i>Calls Related to Death of F/A</i>	<i>2</i>
<i>F/A Hospitalization</i>	<i>2</i>
<i>Non Work Related</i>	<i>2</i>
<i>Incident on RON</i>	<i>2</i>
<i>Debriefing</i>	<i>2</i>
<i>Domestic Abuse – F/A</i>	<i>1</i>
<i>Weapon Found On Aircraft</i>	<i>1</i>
<i>Assault - On Duty</i>	<i>1</i>
<i>Calls Related to F/A Family Member Death</i>	<i>1</i>
<i>Passenger Injury Onboard A/C</i>	<i>1</i>
<i>Substance Referral-FADAP Team</i>	<i>1</i>
<i>Emergency Drill</i>	<i>1</i>
<i>Turbulence w/ Injury</i>	<i>1</i>
<i>Birdstrike</i>	<i>1</i>
<i>F/A Pull - Family Issues</i>	<i>1</i>
<i>Decompression</i>	<i>1</i>
<i>F/A Death</i>	<i>1</i>
<i>Sexual Harassment</i>	<i>1</i>
<i>F/A Illness on RON</i>	<i>1</i>
	<i>97</i>

August

CISM responded to a total of 122 incidents during the month of July. Two hundred twenty-four Flight Attendants were contacted and provided peer support.

<i>Personal Issue</i>	<i>24</i>
<i>Medical Emergency</i>	<i>9</i>
<i>Flight Attendant Hospitalization</i>	<i>8</i>
<i>Flight Attendant Family Member Illness</i>	<i>8</i>
<i>Medical w/ Divert</i>	<i>7</i>
<i>Death of Family Member</i>	<i>6</i>
<i>Mechanical w/ Divert</i>	<i>5</i>
<i>Bomb Threat</i>	<i>4</i>
<i>Mechanical</i>	<i>4</i>
<i>Non Work Related</i>	<i>4</i>
<i>Flight Attendant Death</i>	<i>4</i>
<i>Calls Related to Death of Flight Attendant</i>	<i>3</i>
<i>Personal Illness</i>	<i>3</i>
<i>Passenger Misconduct</i>	<i>3</i>
<i>Personal Issue - Divorce</i>	<i>3</i>
<i>Assault - Off Duty</i>	<i>2</i>
 <i>Blown Tire</i>	 <i>2</i>
<i>Defusing Flight Attendant Crew</i>	<i>2</i>
<i>F/A Terminal Illness</i>	<i>2</i>
<i>Death on Board- Passenger</i>	<i>2</i>
<i>Flight Attendant Injury</i>	<i>2</i>
<i>Calls Related to F/A Family Member Death</i>	<i>1</i>
<i>Flight Attendant Illness on Aircraft</i>	<i>1</i>

<i>FADAP Referral</i>	<i>1</i>
<i>Suicide Attempt</i>	<i>1</i>
<i>Van Accident (RON)</i>	<i>1</i>
<i>Assault - On Duty</i>	<i>1</i>
<i>Debriefing - Team Member</i>	<i>1</i>
<i>Crew Member Conflict</i>	<i>1</i>
<i>Prep Cabin for Emergency</i>	<i>1</i>
<i>Evacuation</i>	<i>1</i>
<i>Turbulence w/ Injury</i>	<i>1</i>
<i>Domestic Abuse</i>	<i>1</i>
<i>Aborted Takeoff</i>	<i>1</i>
<i>Slide Deployment</i>	<i>1</i>
<i>Decompression</i>	<i>1</i>

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July

CISM had a total of 96 Incidents called into the hotline during the month of June. We spoke to approximately 242 Flight Attendants. Eileen spoke to New Hire classes, attended NOC Meetings, and met with Southwest Airlines Leadership to work on a few concerns. The Person On-Call (POC) did a day in the field with the NOC Base Managers to work on areas of concern. Below you will see the incidents we assisted with:

<i>Medical Emergency</i>	<i>12</i>
<i>Personal Issue-F/A</i>	<i>9</i>
<i>Death of F/A Family Member</i>	<i>8</i>
<i>F/A Family Member Illness</i>	<i>7</i>
<i>Medical w/ Divert</i>	<i>7</i>
<i>Mechanical w/ Divert</i>	<i>6</i>
<i>F/A Injury</i>	<i>6</i>
<i>F/A Hospitalization</i>	<i>5</i>
<i>F/A Personal Illness</i>	<i>4</i>
<i>Debriefing - Team Member</i>	<i>3</i>
<i>Turbulence w/ Injury</i>	<i>2</i>
<i>Medical Emergency In Terminal</i>	<i>2</i>
<i>Mechanical</i>	<i>2</i>
<i>Non Work Related</i>	<i>2</i>
<i>F/A Death</i>	<i>2</i>
<i>Personal Issue - Divorce</i>	<i>2</i>
<i>Evacuation</i>	<i>1</i>
<i>Natural Disaster</i>	<i>1</i>
<i>Lounge Mobilization - MDW</i>	<i>1</i>
<i>Calls Related to F/A Family Member</i>	<i>1</i>
<i>Death</i>	<i>1</i>
<i>RT Incident</i>	<i>1</i>
<i>Incident on RON</i>	<i>1</i>
<i>Suicide of a Family Member</i>	<i>1</i>
<i>Crew Member Conflict</i>	<i>1</i>
<i>A/C Incident - Damage</i>	<i>1</i>
<i>Assault - On Duty</i>	<i>1</i>
<i>Smoke/Fumes in Cabin</i>	<i>1</i>

<i>Turbulence</i>	<i>1</i>
<i>Passenger Misconduct</i>	<i>1</i>
<i>Death on Board</i>	<i>1</i>
<i>Suicide</i>	<i>1</i>
<i>Emergency Landing - Unplanned</i>	<i>1</i>
<i>Decompression</i>	<i>1</i>

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Cuyler Thompson submitted the **Scheduling Committee Report** for Chairperson Lisa Trafton:

Lisa Trafton reported line writing for October was easier than the previous summer months. The Scheduling Committee left 152 positions in Open Time (21 more positions than September 2015). Total number of Flight Attendant positions available for October was 8977 (an increase of sixteen positions from September 2015). The Committee for the month of October wrote an average of 80% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 39% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 12%. Our line average was 92.67 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 October Primary Lines were: Rebekah Knox, Sheri Tyler, Kay McCurley, Shelley Taylor, Doreen Argyropoulus-Ricker, Alexander Ricker, Don Shipman, Richard Locher, Chase Goldman, Janet Lamy and Lisa Trafton (left after day one due to a family emergency). The Line Writers for October Secondary Lines were: Rebekah Knox, Sheri Tyler, Kay McCurley, Shelley Taylor, Doreen Argyropoulus-Ricker, Alexander Ricker, Don Shipman, Richard Locher, Chase Goldman, Janet Lamy and Lisa Trafton

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

October

<i>ASAP Reports received to date:</i>	<i>3503 Covering 3010 Events</i>
<i>Accepted Reports to date:</i>	<i>3199</i>
<i>Excluded Reports to date:</i>	<i>206</i>

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

- *08/11/15 through 10/12/15 = 448*
- *Emergencies Declared = 85*
- *2015 Year-to-Date = 2349*
- *All of 2014 = 2119*
- *All of 2013 = 1138**
- *All of 2010 = 1413*
- *All of 2009 = 1210*
- *All of 2008 = 940*
-

**ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all future Safety Team Reports*

Southwest Airlines Hot Aircraft Event Reporting (Hot Aircraft Forms and IR's)

Events for Period:

08/11/15 through 10/12/15 = 120

2015 Year-to-Date = 797

Hot Aircraft Forms:

Through July 27, 2015 Flight Attendants have submitted 616 Hot Aircraft Forms.

319 aircraft reported; 112 multiple reports.
77 aircraft have been routed to Tech Ops for repair.
244 specifically mention issues at the gate

TWU Local 556 Safety is repeating this previously reported event (August 2015 Safety Team Report) as we understand that the Executive Board, due to the packed agenda, did not review report: The NTSB has released the final report for SWA 345 (LGA nose gear collapse) of which 556 Safety was party to the investigation. Attached are copies of the brief and factual reports. The National Transportation Safety Board has determined the probable cause(s) of this accident as follows: The Captain's attempt to recover from an unstabilized approach by transferring airplane control at low altitude instead of performing a go-around. Contributing to the accident was the captain's failure to comply with standard operating procedures. Additional information can also be found on the public docket located at <http://dms.nts.gov/pubdms/search/hitlist.cfm?docketID=55193&CFID=385408&CFTOKEN=35247248>. Our next ASAP quarterly meeting will take place in November. At this meeting we will be reviewing ERC operational protocols as it relates to reopening events that have additional information that has become available. We are discussing the matter in response to ASAP event #2946 in which an event was excluded from the ASAP before all the facts surrounding the event were vetted (Co. Fact Finding Meeting Notes). This is in direct violation of the ASAP LOU between the Company and Union. The event was also illustrative of the Company's ability to withhold information and/or effect information that the ERC is basing decisions on. 556 Safety wishes to firm up protocols as it relates to these types of events to ensure the integrity of the program is maintained and agreements such as the LOU are adhered to and interpreted in the spirit in which they were written.

Scheduled and Standing Meetings:

- *Tuesday, October 13, 2015 through Wednesday October 14, 2015 – 737-800 Retrofit Meetings with Encore Aerospace*
- *Thursday, October 29, 2015 – 737-800 Retrofit Business Case Meeting with SWA Cabin Services*
- *Friday, October 23, 2015 – Health and Safety Coordination (HASC) Meeting*
- *Tuesday, October 20, 2015 through Thursday, October 23, 2015 Health and Safety Article discussions with Virgin America Airlines on behalf of TWU International*
- *Friday, October 16, 2015 Conference Call with Henry Townsend, CISM and NOC Base Managers concerning international operations as it relates to Flight Attendant critical incidents both in the air and on overnights and associated communications protocols*

August

<i>ASAP Reports received to date:</i>	<i>3366 Covering 2892 Events</i>
<i>Accepted Reports to date:</i>	<i>3173</i>
<i>Excluded Reports to date:</i>	<i>193</i>

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

- *06/15/15 through 08/11/15 = 481*
- *Emergencies Declared = 53*
- *2015 Year-to-Date = 1901*
- *All of 2014 = 2119*
- *All of 2013 = 1138**
- *All of 2010 = 1413*
- *All of 2009 = 1210*
- *All of 2008 = 940*

**ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all future Safety Team Reports*

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:

06/15/15 through 08/11/15 = 579

06/01/15 through 06/15/15 = 98

2015 Year-to-Date = 677

The NTSB has released the final report for SWA 345 (LGA nose gear collapse) of which 556 Safety was party to the investigation. Attached are copies of the brief and factual reports. The National Transportation Safety Board has determined the probable cause(s) of this accident as follows: The captain's attempt to recover from an unstabilized approach by transferring airplane control at low altitude instead of performing a go-around. Contributing to the accident was the captain's failure to comply with standard operating procedures. Additional information can also be found on the public docket located at

<http://dms.nts.gov/pubdms/search/hitlist.cfm?docketID=55193&CFID=385408&CFTOKEN=3524724>

8 An ASAP Event Review Committee (ERC) Reset Meeting was conducted at the request of the FAA due to concerns that Southwest Airlines was not follow the intent and spirit of the ASAP Memorandum of Understanding/Guidance. The meeting was conducted on August 10, 2015 with consensus reached on recalibrated ERC operational practices.

Scheduled and Standing Meetings:

- Monday, August 10, 2015 – ASAP ERC Reset Meeting*
- Thursday, August 13, 2015 – ASAP Recommendation(s) Meeting*
- Friday August 28, 2015 – Health and Safety Coordination (HASC) Meeting*
- Sunday, August 16, 2015 – Friday, August 21, 2015 737-800 Heart Interior/Hospitality Train-the-Trainer*
- Sunday, August 23-24, 2015– Uniform Design Team (UDT) Wear Test Distribution, Fittings and Video Reveal Shoot*
- Monday, September 14, 2015 - Thursday September 17, 2015 – National ASAP InfoShare*
- Tuesday, August 11, 2015 –Network Operations Control (NOC) / Crew Operations Team (COT) (standing monthly meeting)*

The Executive Board took a break at 1027 and reconvened at 1040.

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

Cuyler Thompson submitted the **Health Committee Report** for Chairperson Michele Moore:

ASAP

To date, we have received 3,366 ASAP reports. We have started calling all Flight Attendants that are involved in a door event to make sure they are aware of the seriousness of the situation. If you hear from your group they received a call from the ASAP ERC, please advise them to return the call. We are also conducting phone interviews on several of the events. If the Flight Attendant chooses not to participate, their report will not be accepted as we weren't able to get the information that was needed. We continue to have meetings at least once a week with an additional day per week spent on reading and preparing reports and doing ASAP follow-up with Flight Attendants. In September we will be

attending the Aviation InfoShare Conference. Additionally, we will be going to the Oakland Safety Day for ASAP promotion.

ENS Follow-ups:

We received 481 ENS messages from 6/15/15-8/11/15. Additionally, we are continuing to receive emails from the NOC. We are continuing to have monthly meetings with the NOC/Crew Ops Support Leadership. Our table top exercise did not occur in July, but is still in the works – hopefully it will occur in September.

Health/Safety:

During our monthly HASC meeting, we will continue to review the current injury reports and trends. We also will be reviewing the Hot Aircraft events and current initiatives.

Hot Aircraft:

We have received 677 Hot Aircraft reports from the time period 6/1/15 – 8/11/15. The Company gave us an in-depth briefing on the initiatives that are being taken to resolve the issues. We would be happy to give the Executive Board a briefing during the next week of meetings.

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

October

Amanda reports the Education Committee presented their Budget Proposal to the Executive Board on September 15. Co-Chair Angie Kilbourne worked on the pamphlets to be used during the proposed Education Roadshows. Denny Sebesta and Amanda Gauger continue to write educational articles for Unity Update and Unity Magazine. The Education Committee appreciates the Executive Board taking time to hear the budget proposal and goals for the next fiscal year.

September

Amanda reports the Education Committee Chair and Co-Chairs attended the TWU 556 Leadership Training and Orientation in Dallas. During this training, the Committee extended assistance to the other Committee Chairs and Co-Chairs. The Committee also submitted its budget for review and secured time to present to the Executive Board during the next Board meeting.

August

Amanda reports the Education Committee assisted with TA education in July by creating the TA Highlights booklet, whiteboard videos and educator binders. The Education Committee also assisted with call center support and lounge education.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Chairperson Kurt Beggs:

July

Cases for June 2015

<i>Not Taken</i>	<i>3</i>
<i>Company Policy</i>	<i>2</i>
<i>Unprofessional Behavior</i>	<i>1</i>
<i>I.R. Filed</i>	<i>2</i>
<i>CRM</i>	<i>1</i>
<i>Withdrawn</i>	<i>2</i>
<i>In Progress</i>	<i>2</i>
<i>Total Cases</i>	<i>13</i>
<i>Positive Outcome</i>	<i>4</i>

Base

Baltimore	3
Chicago	2
Denver	1
Dallas	1
Houston	1
Las Vegas	2
Atlanta	1

August*Cases from June 2015*

Pilot	1
CRM	1

Cases for July 2015

CRM	5
Not Taken	4
Company Policy	2
Safety	1
I.R. Filed	5
Withdrawn	4
Unprofessional Behavior	1
In Progress	3
Total Cases	25
Positive Outcome	10

Base

Denver	3
Orlando	5
Oakland	3
Atlanta	2
Baltimore	5
Dallas	4
Las Vegas	1
Chicago	1

October*Cases from August 2015*

Withdrawn	1
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Cases for September 2015

Not Taken	5
Withdrawn	6
I.R. Filed	3
Unprofessional Behavior	1
Unresolved	1
Pilot	2
CRM	3
Company Policy	1
FADAP	1
In Progress	7
Total Cases	30

<i>Positive Outcome</i>	<i>6</i>
<i><u>Base</u></i>	
<i>Houston</i>	<i>1</i>
<i>Chicago</i>	<i>6</i>
<i>Atlanta</i>	<i>1</i>
<i>Oakland</i>	<i>4</i>
<i>Denver</i>	<i>3</i>
<i>Las Vegas</i>	<i>2</i>
<i>Phoenix</i>	<i>3</i>
<i>Orlando</i>	<i>1</i>
<i>Baltimore</i>	<i>1</i>

Uniform Committee Chairperson Crystal Reven presented the **Uniform Committee Report**. There was no written report submitted.

Chairperson Cuyler Thompson submitted the **Communications Committee Report**:

August

Mass E-Mails

The MailChimp account was used extensively during the Contract 2013 Tentative Agreement (TA); we saw record open and click rates. Year-to-date we have sent more than 400,000 emails to our Members. The past ten E-Connections or base updates are displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members (DEBM). Please utilize this tool. Due to the timing of the Tentative Agreement several E-Connections were not sent in a timely manner; apologies to the Baltimore DEBM Stacey Vavakas, the Orlando DEBM Jimmy West, and the base's respective Members.

Website

The TWU Local 556 Website is constantly updated with current events. The main graphic was changed for holidays and the image is used in Unity Update (UU) email blasts. The main slides were changed for the Contract 2013 TA Ratification Meetings, voting information, Membership Meeting information, and vacation bidding timelines. During the rollout of the Tentative Agreement we had issues keeping up with the extremely high demand of visits to our Website. This was caused by the bandwidth to the Union Office, which was maxed out for a short period of time. The issue was exacerbated by Members continually refreshing to load the page. Within an hour, traffic was high but manageable. In recent months we have been using a third-party company, DaCast, to stream our live webcast. This service has been cancelled as they do not provide a service that can keep up with our live feeds. This has been proven on several occasions.

Videos

During the month of June the Communications Team switched to a new video hosting service, vimeo.com. This service allows us to embed a player on our site which streams the video locally to the viewer, removing the strain of videos off of our Website. Vimeo allows the videos to be played on pre-selected Websites, and allows for a streamlined and professional image for our videos.

Most watched videos:

- *Contract 2013 – A Tentative Agreement has Been Reached*
- *Negotiations Update – June 25, 2015*
- *TA Tidbits – Duty Day*
- *TA Tidbits – Vacations*

- *TA Tidbits – Top 5 Rumors... BUSTED!*

Social Media

Facebook continues to be a great way to reach the Members of TWU Local 556. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. We have started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of our Members. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App continues to be a great resource for Members. We have seen an increase of Member submitted questions in the recent months, via the app or email. The App is highlighted in the upcoming Unity Magazine. Due to the Tentative Agreement rollout, more Members have their login information for the Union Website, which has increased Member usage of the App.

Requests for future updates include:

- *Calendar*
- *CSS Codes*

Robo Call

We utilized CallFire to send three robo calls during the Contract 2013 Tentative Agreement campaign. This form of communications is reserved for urgent matters and reminders; it is our Members' absolute least favorite means of communication.

Publications

- **Unity Updates**
 - *Provided edits/revisions suggestions for Unity Updates.*
 - *Created Unity Update in PDF file to attach to email – design/layout*
- **Glass Case Poster**
 - *June glass case poster – Hot Aircraft*
 - *“Wanna Get Involved” poster*
 - *VOTE glass case poster*
- **Other projects**
 - *Participated in the Communications Strategy meeting*
 - *Ordered DEBM intro cards*
- **Shop Steward**
 - *Put Shop Steward Training Manual in Word Format for Mark Anthony Reyes*
- **NT / Mobilization / CAN**
 - *Began initial design of Solidarity Banner for Lounges;*
 - *Designed SWA Happy Birthday stickers; printed and mailed*

September

Mass E-Mails

The MailChimp account was used over the past month for E-Connections, Unity Update, and Shop Steward email campaigns. Year-to-date we have sent more than 400,000 emails to our Members. The past ten E-Connections or base updates are displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members. Please utilize this tool.

Website

The TWU 556 Website is constantly updated with current events. The main graphics and slides are constantly updated for current events, holidays, and special occasions. We would like to thank Atlanta Flight Attendant Cordell Carter for the beautiful images we are now using throughout our Website and publications.

Videos

In recent months we have been using a third-party company, DaCast, to stream our live webcast. This service has been cancelled as they do not provide a service that can keep up with our live feeds. This has been proven on several occasions. We used YouTube for live streaming during the last Live Webcast on August 31. The streaming showed positive results in varied test durations, including a full stream of 30 minutes. During the Live Webcast the stream kept interrupting. This may have been caused by traffic over the office internet while filming mid-day. I am unsure of the reason behind the inconsistent feed. The Webcast was recorded using a new camera allowing for full high-def playback using our third party host, vimeo.

Publications

- **Unity Magazine**
 - Summer Unity Magazine.
 - Follow-up with Cargo on magazine delivery.
 - Established with Dallas Cargo Supervisor a better way to ensure magazines will be delivered more timely.
 - Reviewed pricing with Printer to ensure we are staying consistent.
- **Unity Updates**
 - Provided edits/revisions suggestions for Unity Updates.
 - Created Unity Update in PDF file to attach to email – design/layout.
 - Worked closely with Dallas Shop Steward Denny Sebesta on her article to provide samples.

Glass Case Poster

- September – Labor Day
- September – Suicide Prevention
- **Other projects**
 - Veterans Fundraiser flyer for Dallas and Denver
 - Assisted with Suicide prevention flyers – had printed and mailed to DEBMs
- **Shop Steward**
 - Working with Mark Anthony Reyes on Shop Steward Training Manual

Social Media

Facebook continues to be a great way to reach the Members of TWU Local 556. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. We have started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of our Members. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App continues to be a great resource for Members. We have seen an increase of Member submitted questions in the recent months, via the app or email. The App is highlighted in the current edition of Unity Magazine. Requests for future updates include:

- Calendar
- CSS Codes

October

Mass E-Mails

The MailChimp account was used over the past month for E-Connections, Unity Update, and Shop Steward email campaigns. Year-to-date we have sent more than 470,000 emails to our Members. The past 10 E-Connections or base updates are displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members. Please utilize this tool.

Website

The TWU 556 Website is constantly updated with current events. The main graphics and slides are constantly updated for current events, holidays, and special occasions. We would like to thank Atlanta Flight Attendant Cordell Carter for the beautiful images we are now using throughout our Website and publications. This month we will be utilizing a pink ribbon and theme throughout our publications.

Videos

There was no live Webcast or videos during September, 2015.

Publications

Unity Magazine

- Fall Unity Magazine
 - Initial edits and began initial layout

Unity Updates

- Provided edits/revisions suggestions for Unity Updates.
- Created Unity Update in PDF file to attach to email – design/layout.
- Worked closely with Dallas Shop Steward Denny Sebesta on her article to provide samples.

Glass Case Poster

- October – Breast Cancer Awareness.

Other projects

- DEBM banners – prepared new lounge banners for each base. Sent for approval to each DEBM. Sent to printer for delivery during Executive Board Meeting.
- Veterans flyer for Chicago fundraiser.

Shop Steward

- Worked with Chairpersons Mark Anthony Reyes and Crystal Reven to complete Shop Steward Training Manual.
- Finalized and prepared for printer.

Social Media

Facebook continues to be a great way to reach the Members of TWU Local 556. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. We have started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of our Members. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App continues to be a great resource for Members. We have seen an increase of Member submitted questions in the recent months, via the app or email. The App is highlighted in the current edition of Unity Magazine. Requests for future updates include:

- Calendar
- CSS Codes

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

June/July/August

Lori Lochelt, Chairperson of the CHRC, would like to thank the Executive Board for approving the proposals to send Atlanta Flight Attendant Amy Davis, Oakland Shop Steward Eric Hironymous, and Phoenix Jim Volpe to the Pride At Work Convention and Houston Shop Steward LaTonia Benoit to the NAACP Convention.

General

Lori met with Ellen Torbert, Vice President of Diversity & Inclusion for Southwest Airlines on Monday, August 10. A candid conversation was had about some of the issues facing Employees at Southwest Airlines and there was agreement that an environment of mutual respect and kindness is something the Company and TWU Local 556 can support. Lori learned about the structure and activities of Ellen's department and explained to Ellen about the seven TWU International constituency groups. Lori talked about the challenges of initiating conversations with the Flight Attendant group and suggested hosting a joint Diversity Summit as well as additional diversity training. Ellen was very excited about the possibility. Ellen has made a goal of expanding her efforts beyond Dallas and is looking at a regional system. Lori explained she is looking at possibly having a point person for the CHRC in every Crew Base. Lori and Ellen definitely want to continue to talk about how both the Company and efforts within the Local can be mutually beneficial. Lori sent a letter of introduction to John Bland, Director of Civil & Human Rights at TWU International. Lori is working on a budget and strategic plan outline for the upcoming fiscal year. As of now, Lori is a member of the NAACP, Pride At Work: Arizona Chapter, and the Coalition of Labor Union Women. She is also a long time member of the Southern Poverty Law Center which is not an official constituency group however it is a leading civil rights organization - and a source of much data and information on the current civil and human rights issues of the day.

Pride At Work (P@W)

Jim Volpe has successfully chartered the Pride At Work Arizona Chapter (July 20, 2015). The Chapter held their first meeting on July 13 where they elected Officers and approved Bylaws. Officers are Jim Volpe, Chairperson; Michael Broadhead, Co-Chairperson; Cyndi Bickel, Secretary; and, Michael Missoni, Treasurer. Jim has created a fantastic Website www.prideatworkaz.org and has easily put in 200 hours in setting up this chapter. In addition, Michael Broadhead and Jim met with Executive Director of the Arizona AFL-CIO Rebekah Friend where they talked at length about Labor in Arizona, goals, ideas, strategies, problems and opportunities. Rebekah made a very generous offer of financial support to the new Arizona Chapter by offering assistance with printing and supplies as they are needed, desk space if needed and she also offered to pay for an additional registration and hotel for Michael Broadhead as Co-Chairperson to attend the P@W Convention. Michael would like to thank the Local for pulling his trip to attend the Convention and graciously accept this offer from Rebekah. There are now a total of five representatives from TWU Local 556 attending the convention. Lori is very thankful and proud of the efforts of Jim Volpe. Jim, Eric, and Amy are looking forward to attending this months P@W Convention and are grateful to the Executive Board for the opportunity

NAACP:

The following was submitted by LaTonia Benoit:

LaTonia had the pleasure of attending the 106 Annual NAACP Convention in Philadelphia on July 11, 2015. The theme for the convention was Pursuing Liberty in the Face of Injustice. The NAACP is the oldest and largest civil rights organization in the United States and was founded in 1909. This organization has been a leader in the effort to guarantee that all racial minorities receive equal protection under the law. A couple of the main focuses of the convention was to strengthen the NAACP relationship with Labor and Unions, and helping women grow as leaders. LaTonia and other Labor and Union activists met with the NAACP Labor Committee to discuss the war on labor unions, equal pay for women, voters' rights and other issues. They came to the conclusion that Labor Unions and the NAACP both work to protect the civil, human,

and workers rights of individuals, and should be unified in order to win the battle. The NAACP is in the beginning stages of developing a committee made up of all women. This committee will help encourage women to get involved and grow in leadership positions. LaTonia was able to sign up to be a part of this committee and is excited about getting started. LaTonia would like to thank the Executive Board for allowing her to attend the NAACP Convention as a representative of TWU Local 556.

Human Trafficking Project:

Lori continues to Admin the Human Trafficking Project Facebook group and has added a lot of new Flight Attendants who want to get involved. The CHRC will pursue the below mentioned goals and action items as soon as the Executive Board is freed up to do so. Action items from the March Seminar included an article for Unity (Alexandria), articles in the E-Connection (Domicile Executive Board Members), posters in glass cases (Domicile Executive Board Members), hand out materials in a Lounge Mobilization (Domicile Executive Board Members and Volunteers).

September

CHRC Chairperson Lori Lochelt created and submitted to the Executive Board a committee plan and budget for Fiscal year 2016. Lori sent a letter of introduction to TWU Local 555 President Greg Puriski. Lori wrote articles for Unity Update and the Website and Facebook Page on Labor Day and National Hispanic Heritage Month. Lori continues to network with Members and is creating a pool of resources and Flight Attendants who are interested in working on CHRC projects and events.

Pride At Work (P@W)

All five TWU Local 556 participants had very positive reports from the P@W Convention. Amy Davis and Eric Hironymous related that the most beneficial thing for LGBT Local Members at this time would be for TWU Local 556 to reach out to other work groups. They also suggested having Pride events in 2016 in the bases incorporating employees from other work groups. The Membership currently benefits from inclusive language and policies however the challenge is addressing the overt and covert discrimination in the workplace. The CHRC will continue to develop ideas and reach out to leaders in other workgroups.

The following was submitted by Michael Broadhead:

The convention included over thirteen guest speakers, three panel moderated discussions, eight workshops, one work action, one working lunch and a final awards banquet in addition to voting on Board Members and conducting general business. Over 300 people attended the convention. It was record attendance for the twenty year old organization. Some of the issues covered included model contract language for LGBT, media use, transgender issues, livable wage, as well as in depth examples of organizations and Unions working to improve protections of LGBT. In addition, on Thursday afternoon P@W convention attendees participated in a protest for Xenia workers who are trying to form Unions to negotiate fair Contracts. Xenia manages a group of boutique hotels and are very anti-Union.

The Arizona Chapter chartered by Jim Volpe and Michael Broadhead is pushing ahead with added members and much visibility in the Phoenix community. The Chapter is slated to participate in three community events before November.

Human Trafficking Project:

Lori continues to Admin the Human Trafficking Project Facebook group. Lori recommends pursuing the Human Trafficking project in January 2016 as it will be Trafficking Awareness Month. Action items from the March 2015 Seminar included an article for Unity (Alexandria), articles in the E-Connection

(DEBMs), posters in glass cases (DEBMs), hand out materials in a Lounge Mobilizations (DEBMs and Volunteers).

October

General

CHRC Chairperson Lori Lochelt submitted an article for the upcoming Unity Magazine about the Civil and Human Rights Committee. Lori emailed the Executive Board and all Committee Chairs with an idea to add a "Take Action" button for the TWU Local 556 Website. Eleven recipients responded, all positively. Lori was told the Executive Board would discuss it during the October Executive Board Meeting. Lori continues to network with Members and is creating a pool of resources and Flight Attendants who are interested in working on CHRC projects and events.

Southwest Airlines 2015 Inclusion and Innovation Summit

Lori and Oakland Shop Steward Eric Hironymous attended the Southwest Airlines Inclusion and Innovation Summit in Houston on October 7, 2015. The event was co-sponsored by Southwest Airlines Diversity & Inclusion and National Aeronautics and Space Administration (NASA) and was held at the Gilruth Center at the Johnson Space Center. Lori and Eric thank Oakland DEBM Matt Hettich for underwriting their travel and attendance. Presenters included Mark Geyer, Deputy Director, NASA Johnson Space Center; Ellen Torbert, Vice President, Diversity & Inclusion, Southwest Airlines; Gary Kelly; Kirk Shireman, Manager, International Space Station; Dr. Stephen Klineberg, Professor of Sociology & Founding Director of Kinder Institute for Urban Research, Rice University, and; Howard Ross, Founder & Chief Learning Officer, Cook Ross Inc. There were 135 employees from both Southwest Airlines and NASA. Some members of the Southwest Airlines Diversity Council were in attendance. Lori and Eric were the only Flight Attendants present. The Summit was largely directed toward those in leadership positions within the two organizations. The focus was on how knowledge of diverse groups and cultures and intentional inclusion can affect overall employee performance as well as an organizations bottom line and output. Dr. Klineberg presented a wealth of demographic data gleaned from 35 years of surveys covering demographic patterns, economic outlooks, experiences, and beliefs. Mr. Ross spoke about bias, awareness, and more conscious decision making. In the afternoon a panel discussed various methods of incorporating diversity and inclusion in the work place however there was not an opportunity for audience members to interact or ask questions. Lori feels TWU Local 556 Membership could benefit from information about bias and the ways in which the brain works in making judgements and drawing conclusions about people. She will submit an article for a future Unity Update with a link to a bias test for Members. Although the Summit was framed for Corporate Management Lori and Eric agree it was good to attend the Summit to observe Southwest Airlines Leaders in this type of environment.

Human Trafficking Project:

Lori continues to Admin the Human Trafficking Project Facebook group.

The Executive Board went to lunch at 1137 and reconvened at 1305.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Matt Hettich, Rachel Brownfield, Jessica Parker, Andrea Garnett, David Jackson, Pamila Forte, Stacey Vavakas, Jimmy West and John DiPippa were present at the Meeting.

Donna Keith was tardy.

Supplemental Insurance Representatives Lori Whitaker, Theresa Wilking and Rick Robinson were guests at the Meeting to discuss the upcoming Open Enrollment period.

Donna Keith entered the Meeting at 1327.

The Executive Board continued to discuss the supplemental insurance products offered to the Flight Attendants of TWU Local 556 and the upcoming enrollment period with the Supplemental Insurance Representatives.

The Supplemental Insurance Representatives were excused at 1405.

Audrey Stone left the Meeting at 1408.

Todd Gage chaired the Meeting.

The Executive Board discussed the fact that Southwest Airlines Flight Attendants were being offered AFLAC supplemental insurance products by independent agents on Southwest Airlines property. John Parrott **agreed** to discuss the issue with legal counsel and report back to the Executive Board.

Stacey Vavakas **agreed** to serve as the Executive Board Liaison for the upcoming TWU Local 556 supplemental insurance enrollment period.

The Executive Board **agreed** to offer “Legal Shield” as one of the Supplemental Insurance Products available to TWU Local 556 Members. The Executive Board discussed the stipulation that Legal Shield purchased through the Union could not be used for legal action against TWU Local 556 or Southwest Airlines, but that it could be used against Sedgwick.

The Executive Board **agreed** that the annual open enrollment period for the Supplemental Insurance Products offered through TWU Local 556 would be scheduled for December 14, 2015 through January 15, 2016.

Shop Steward Committee Co-Chairperson Crystal Reven presented the **Shop Steward Committee Report** for Chairperson Mark Anthony Reyes. There was no written report submitted.

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

Sam Wilkins continues to work closely with the Negotiating Team (NT) in an effort to mobilize and internally organize the Membership. Sam was the Tentative Agreement Educator Coordinator during the month of July. Sam wrote an article along with an “All Call” for new Mobilization Organization Committee Members for the August 5 Unity Update. Sam received dozens of emails from Members who are interested in being involved. The TWU Local 556 Executive Board agreed to call Members of the Mobilization/Organizing Committee “Ambassadors.” Sam attended the TWU Local 556 Committee Chairperson Leadership Orientation on August 10 in Dallas. After the TWU Local 556 Membership Meetings in August Sam assisted Shop Steward Committee Chairperson Mark Anthony Reyes and Co-Chairperson Crystal Reven organizing the logistics for the Regional Shop Steward trainings held September 22, 23 and 25. Sam continues to work with Erich Schwenk on the email harvesting project for the TWU Local 556 database. Sam attended the AFL-CIO Organizing Institute Advanced Organizer Workshop in Washington, D.C. October 5-7. Sam continues to focus on contract education working with the Education Committee and informing Members on the current state of Negotiations.

Matt Hettich submitted the **Scholarship Committee Report**:

Matt reported that the 2015 TWU Local 556 Scholarship Selection Committee, consisting of the TWU Local 556 President, the Scholarship Committee Chairperson, and the Dallas County AFL-CIO Financial Secretary-Treasurer, Mark York, met on August 7 to award the Paul Gaynor and Madeleine Howard Scholarships. This year witnessed a highly competitive selection process as the committee received nineteen total applications for both scholarships. Additionally, this year was the first year in which the Selection Committee used the new reading and scoring guide for evaluating

the strength of each application. The reading and scoring guide was a success and may be used by the Dallas Central Labor Council to evaluate their annual scholarships. Overall the 2015 scholarship was a success and the committee is proud to announce that TWU Local 556 Member LaVonne Ward was selected to receive the 2015 Madeleine Howard Scholarship. LaVonne is a Chicago-based Flight Attendant and will continue to attend Olivet Nazarene University in the fall, pursuing an undergraduate degree. The committee is proud to announce that TWU Local 556 Member Brandon Hillhouse was selected to receive the 2015 Paul Gaynor Scholarship. Brandon is a Dallas-based Flight Attendant, Member of the TWU Local 556 Grievance Team, and will continue to attend Southern Methodist University in the fall, pursuing a postgraduate degree in dispute resolution and conflict management. All awards were distributed to both recipients in early September.

The Executive Board discussed the upcoming Membership Survey, the results of which would be published to the Membership per the TWU Local 556 Bylaws. Executive Board Liaison Donna Keith **agreed** to work with Survey Committee Chairperson Erich Schwenk on the survey, to include Members utilizing the “Edit My Profile” section of the TWU Local 556 Website.

The Executive Board took a break at 1501 and reconvened at 1517.

Executive Board Members Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Matt Hettich, Rachel Brownfield, Jessica Parker, Andrea Garnett, David Jackson, Pamela Forte, Stacey Vavakas, Donna Keith, Jimmy West and John DiPippa were present at the Meeting.

Audrey Stone was excused for Union Business.

Todd Gage chaired the Meeting.

There was discussion regarding training for Shop Stewards who had been unable to attend the recent Shop Steward Training events.

Cuyler Thompson submitted the **Veterans Committee Report** for Chairperson Chris Sullivan:

August

The Veterans Committee Chairperson (VCC) Chris Sullivan reports that the Transport Workers Union Veterans Committee (TWUVC) met June 23-25 in Dallas, Texas. The meeting was sponsored by TWU Local 556. There were 20 total attendees representing ten TWU Locals. TWU Local 556 Members in attendance were Dallas Flight Attendant Yvetta Penry, TWUVC Recording Secretary and Chicago Shop Steward Brendon Remezas as well as VCC and Denver Flight Attendant Chris Sullivan. Special guests who participated in the meeting included Jerry Reed from Our Military Embrace (OME), American Airlines Captain Tim Raynor and Bill Clough from the Fuel Smart Program. OME partnered with the TWUVC in 2013 and 2014 during Operation Free PX held in San Antonio, Texas during the month of December. Jerry provided a final total of donated items and cash collected from the most recent event. The total exceeded \$308,000 including \$15,000 in running shoes collected by TWU Local 556. Jerry informed the TWUVC that OME would like to rename the event The Hank Trujillo Memorial Operation Free PX. The TWUVC voted unanimously to accept their recommendation. All in attendance were proud to honor the service and commitment of our fallen Chairman Emeritus by dedicating the event in his honor. Captain Raynor and Mr. Clough spoke about the Air Compassion for Veterans Program as well as the American Airlines Fuel Smart Program that funds it. Other items discussed during the meeting included fundraising efforts, committee and station reports and the meeting schedule through the first quarter of 2016. The next scheduled meeting of the TWUVC is October 6-8 in Chicago, Illinois. On June 25 Chris and Brendon met with Senior Director Base Operations Steve Murtoff and Tom Crabtree from the Southwest Employee Outreach Team to discuss

several Veteran related issues. Topics that were discussed included dedicated military gates in all domiciles, an aircraft painted to honor Veterans, Honor Flights, the Fuel Smart Program and flight benefits for dependents serving in the military. Since that meeting Chris has been in touch via email with Steve regarding updates on the items discussed. The Network Operations Control (NOC) will now inform Chris in advance of any known Honor Flights. An Honor Flight kit for each domicile is currently under development. Arrangements are being made for Chris to meet with leaders in the appropriate departments for the other items on the list. Yvetta Penry has arranged for a bake sale to be held in the Dallas Lounge on August 25 to benefit Building Homes for Heroes. Plans for similar fundraisers in the Denver and Chicago Lounges are being finalized. Currently, Chris has collected 325 pairs of running shoes that will be shipped to Texas and stored until December. Chris would like to thank the Runners Roost for their continued support and generosity. Chris recently toured the Pentagon thanks to his brother LTC Stephen Sullivan who serves on the staff of the Joint Chiefs. Chris plans to bring the entire TWUVC to the Pentagon for a working visit during their spring meeting in Washington, DC. Chris asks that if any Executive Board Member is aware of a Member who would like to volunteer for the committee that they email Chris at csullivan@twu556.org and he will contact them as soon as possible.

September

The Veterans Committee Chairman, Chris Sullivan, reports that the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC) will be held October 6-8 in Chicago, Illinois. The meeting will be sponsored by TWU Local 572. Chris and TWUVC Recording Secretary and Chicago Flight Attendant Brendan Remezas will be attending on behalf of TWU Local 556. On August 12 Chris transported thirteen large boxes of running shoes to San Antonio, Texas for Operation Free Post Exchange (PX). Since then Chris has collected an additional 90 pairs of shoes for a total of 415. Operation Free PX is scheduled for December 6-7. Dallas Flight Attendant Yvetta Penry set up a bake sale fundraiser for Building Homes for Heroes (BHFH) in Dallas on August 25. Yvetta was joined by Chris, Dallas Domicile Executive Board Member Andrea Garnett and Dallas Flight Attendant Sonja Ramirez. Everyone chipped in to bake goodies and the committee raised \$308.00. Chris would like to thank Yvetta for all her hard work and dedication. Chris held a Taco Thursday fundraiser for BHFH in the Denver crew lounge on September 3. There were tacos with all the fixings, homemade desserts and drinks. The committee raised \$590.00. Chris also registered several Veterans and volunteers for the committee. Chris would like to thank Denver Shop Steward Jake Goddard for volunteering. All proceeds of these and future BHFH fundraisers will be donated to the organization to help further their efforts to support wounded Veterans.

October

The Veterans Committee Chairperson Chris Sullivan, reports that the Transport Workers Union Veterans Committee (TWUVC) held its quarterly meeting October 6-8 in Chicago, Illinois. The meeting was sponsored by TWU Local 572. TWUVC Recording Secretary and Chicago Flight Attendant Brendan Remezas was also in attendance. Agenda items discussed at the meeting included Operation Free Post Exchange (PX) to be held in San Antonio, Texas December 6-7 and a Building Homes for Heroes (BHFH) home build for Marine Corps Staff Sergeant Scott Nicholas in Tampa, Florida. Chris and Brendon held a Chicago Dog fundraiser for BHFH in the Chicago Lounge on October 6. There were hot dogs with all the fixings, homemade desserts, chips and drinks. The committee raised \$515.00. Chris also registered several Veterans and volunteers for the committee. Chris would like to thank the Chicago Inflight Office for their assistance and support.

Donna Keith submitted the **Working Women's Committee Report**:

Donna attended the TWU International Working Women's Committee Meeting on behalf of TWU Local 556 on July 27-30. The meeting was hosted by TWU Local 100 in Brooklyn, New York and chaired by TWU International Representative COPE/Political Field Gwen York and co-chairs from each division. In accordance with goals set at the last meeting the women participated in a time management

workshop, presented by Nicholas Bell, Director of Education at TWU Local 100 and an effective speaking workshop presented by Dr. Robert Wechsler, TWU International Education. Additionally the group broke into separate committees and brainstormed ideas to further educate and assist women within the Labor Community. Assemblywoman Michele Titus and LaGuardia Tower Operation Manager on Duty Rose Astacio from American Airlines addressed the group. The next meeting will be held in January 2016 in Dallas by hosted by TWU Locals 513, 567, and 556.

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

August

On July 13, Amy filmed a part in the new FAA Flight Attendant Medication Safety Film. July 19 - 24 Amy and Natalie attended the Labor Assistance Professional Conference in Las Vegas.

September

On August 10, Amy and Natalie attended the TWU Local 556 Leadership Training and Orientation. Team Member Tom Spillers submitted an article for the Unity Magazine. Amy and Natalie submitted a budget on August 28.

October

On September 8, sixteen Members of the team attended the 5th annual Flight Attendant Drug and Alcohol Program (FADAP) Conference in Baltimore. The committee was honored to have Shannon Hiatt, Tom Crabtree, Anna Boardman from Southwest Airlines Management, and Eileen Rodriguez from the Critical Incident Stress Management (CISM) Team, attend the event. This year additional Flight Attendants attended the conference who were interested in learning about what TWU Local 556 FADAP is and this is what the team is all about. Amy and Natalie attended the FADAP Advisory Board Meeting on September 11. We discussed the conference, database, upcoming meetings, and other FADAP business. We sent a proposal to Southwest Airlines Management on September 28 requesting an annual monetary allotment for training purposes only.

Audrey Stone returned to the Meeting at 1542.

Audrey Stone chaired the Meeting.

Donna Keith made a **motion (5)** to excuse Todd Gage from the remainder of the day and the Wednesday Executive Board Meeting in order to attend the Flight Attendant Coalition Meeting in Washington, D.C. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Yea

Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Todd Gage made a **motion (6)** to excuse Cuyler Thompson from the December 2015 Executive Board Meeting for personal reasons. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson made a **motion (7)** to excuse John Parrott and Audrey Stone from the December 2015 Executive Board Meeting in order to attend TWU International Training. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Crystal Reven made a **motion (8)** to excuse David Jackson from the Friday, October 16 Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (9)** to excuse Todd Gage from the Friday, October 16 Executive Board Meeting for personal reasons. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

There was discussion regarding the 3rd Membership Meeting dates and the proposed motions to amend the TWU Local 556 Bylaws.

There was discussion regarding the December 2015 Executive Board Meeting. The Executive Board **agreed** to conduct the Meeting as originally scheduled.

Cuyler Thompson submitted the **2nd TWU Local 556 Membership Meeting 2015 Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Todd Gage was excused at 1630.

The Executive Board continued to make corrections and changes to the 2nd TWU Local 556 Membership Meeting 2015 Minutes.

Cuyler Thompson left the meeting at 1730.

Matt Hettich recorded the Minutes of the Meeting.

Sam Wilkins made a **motion (10)** to recess. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1731.

Wednesday

October 14, 2015

Audrey Stone called the Meeting to order at 0900.

Executive Board Members Audrey Stone, Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Matt Hettich, Rachel Brownfield, Jessica Parker, Andrea Garnett, David Jackson, Pamila Forte, Stacey Vavakas, Donna Keith, Jimmy West and John DiPippa were present at the Meeting.

Todd Gage was excused to attend the Flight Attendant Coalition Meeting in Washington, D.C.

The Executive Board continued to make corrections and changes to the 2nd TWU Local 556 Membership Meeting 2015 Minutes.

The Executive Board **agreed** to include verbiage in the 2nd Membership Meeting Minutes regarding the fact that the verbiage of motions to amend the Bylaws appeared in the Minutes as presented. Cuyler Thompson **agreed** to present a proposed draft of the verbiage to the Executive Board for review later in the Meeting.

There was discussion regarding how to ensure that those in attendance at Membership Meetings did not remove confidential information and Union property from the Meetings. Audrey Stone **agreed** to discuss the matter with legal counsel and report back to the Executive Board.

The Executive Board continued to make corrections and changes to the 2nd TWU Local 556 Membership Meeting 2015 Minutes.

The Executive Board discussed progress made to notify all sixteen Negotiating Team candidates, informing them of the Executive Board's appointment decision.

There was discussion regarding the training for the 737-MAX aircraft.

Grievance Committee Chairperson Becky Parker entered the Meeting at 0935.

The Executive Board continued to discuss the training for the 737-MAX aircraft.

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

Southwest Airlines Inflight Management Representatives Brendan Conlon and Sonya Lacore entered the Meeting at 1003.

Sonya Lacore reported that the scheduled Inflight Town Hall Meeting was taking place later that day. Sonya noted that the Houston Hobby International Terminal was scheduled to open the following day. Sonya said that Inflight Management would be focusing on hospitality, both internal and external, in the coming year. Brendan Conlon reported that he had instructed the Automation Departments to reprogram all of the computers to allow for Flight Attendant check-ins at the Dallas and Atlanta Stations. Following up on a previous conversation, Brendan noted that Inflight Planning programmed the Duty Period Optimization System (DPOS) to limit the time Flight Attendants, at the end of their scheduled Duty Day, were required to remain with the aircraft because of long turn times with thru Passengers onboard, but that sometimes it would happen. Brendan discussed the way that the names of Crewmembers working a flight on which a public incident had occurred were removed from Crew Web Access (CWA). Brendan discussed several ways that the Southwest Airlines Operation had changed and noted that Management was currently working on a new Irregular Operations (IROPs) project to address the changes and how Inflight Scheduling handles IROPs. Cuyler Thompson discussed issues with the way that Southwest Airlines aircraft were provisioned, at times never passing through a Provisioning Station throughout an entire day. Sonya noted that Management was exploring ways to be more "intuitive" and said that provisioning was a focus. Audrey Stone inquired as to the difficulties Flight Attendants were having in trading the Hospitality Training dates they had been assigned.

Brendan noted that the process was a “manual” one. He said that he had directed the Inflight Crew Planning Department to assist Flight Attendants with the trading process. Brendan said he would look into the issue further. Sonya said that she would also instruct Local Base Leaders to assist with the process and communicate that to them. There was discussion regarding the 72-hour turnaround time for the results of Inflight Audits to be presented to Flight Attendants. Rachel Brownfield discussed Pass Privileges relating to Flight Attendants who were married to another Southwest Airlines Employee. Donna Keith discussed reports that an Inflight Supervisor was conducting Inflight Audits and Gate Checks while occupying the jumpseat and commuting to work. Stacey Vavakas discussed the new Inflight Beverage Menu. Sonya reported that she had asked the appropriate department to “rethink” the menu, as it did not “translate for our group”. Sam Wilkins thanked Sonya for her statement regarding the poor treatment of Flight Attendant Uniform Wear Testers. There was discussion regarding the schedule of the Uniform Road Shows.

The Southwest Airlines Management Representatives left the Meeting at 1045.

The Executive Board took a break at 1045 and reconvened at 1102.

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

Audrey Stone was excused for Union Business.

Todd Gage was excused to attend the Flight Attendant Coalition Meeting in Washington, D.C.

Brett Nevarez chaired the Meeting.

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

TOTAL NUMBER OF GRIEVANCES AS OF:

10.9.15:	<u>152 total grievances:</u>	
	20 terminations	13.2%
	18 group grievances	11.8%
	44 non term disciplinary	28.9%
	70 individual contract	46.1%

Total Contract Grievances on file: 88	57.9%
Total Discipline Grievances on file: 64	42.1%

Since last month’s report, removals are broken down as follows between 9/16/15 to 10/13/15:

*14 Settled
28 Withdrawn
42 Total Removed*

Archive Project:

*1,228 total cases to archive at beginning of project
647 archived to date
581 remaining
202 archived since last report*

7 cases a day currently, one more case a day will put us done by December 31st.

Audrey Stone returned to the Meeting at 1112.

Audrey Stone chaired the Meeting.

The Executive Board continued to discuss the Grievance Committee Report with Becky Parker.

The Executive Board went to lunch at 1147. During lunch, the Executive Board, Office and Grievance Teams held a luncheon as scheduled quarterly. The Executive Board reconvened at 1249.

Executive Board Members Audrey Stone, Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Matt Hettich, Rachel Brownfield, Jessica Parker, Andrea Garnett, David Jackson, Pamila Forte, Stacey Vavakas, Donna Keith, Jimmy West and John DiPippa were present at the Meeting.

Todd Gage was excused to attend the Flight Attendant Coalition Meeting in Washington, D.C.

TWU International President Harry Lombardo, International Secretary/Treasurer Alex Garcia, Railway Division Director Jerome Lafragola and International Vice President/Air Transport Division Director Garry Drummond were guests at the Meeting. There was discussion regarding restructuring at TWU International and TWU negotiations on Southwest Airlines property.

The Board took a break at 1425 and reconvened at 1451.

Executive Board Members Audrey Stone, Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Matt Hettich, Rachel Brownfield, Jessica Parker, Andrea Garnett, David Jackson, Pamila Forte, Stacey Vavakas, Donna Keith, Jimmy West and John DiPippa were present at the Meeting.

Todd Gage was excused to attend the Flight Attendant Coalition Meeting in Washington, D.C.

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

Cuyler Thompson updated the Executive Board regarding changes to the Meeting Agenda.

A Grievant entered the Meeting at 1456 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1510.

John Parrott made a **motion (11)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

The Executive Board discussed how best to further educate Flight Attendants regarding violations of Work and Conduct Rule, Class 1, Section 17.

The Executive Board continued to discuss the Grievance Committee Report.

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

Jimmy West made a **motion (13)** to proceed on Grievances per the recommendations of the Grievance Review Committee. Jessica Parker **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (14)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. Jessica Parker **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (15)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Grievance Team Member Lauren Childs entered the Meeting at 1637 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1644.

Lauren Childs was excused at 1655.

Sam Wilkins made a **motion (16)** not to proceed on a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (17)** to recess. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1706.

Thursday **October 15, 2015**

Todd Gage called the Meeting to order at 0900.

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

Audrey Stone was excused for Union business.

John Parrott submitted the **August 2015 TWU Local 556 Financial Report** for review.

The Executive Board discussed the Financial Report.

Matt Hettich made a **motion (18)** to approve the August 2015 TWU Local 556 Financial Report. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott submitted the **September 2015 TWU Local 556 Financial Report** for review.

The Executive Board discussed the Financial Report.

Andrea Garnett made a **motion (19)** to approve the September 2015 TWU Local 556 Financial Report. Crystal Reven **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea

The motion **carried**.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 0942 to discuss the merits of a Grievance.

The Executive Board called a Grievant to discuss the merits of the Grievance via conference call; there was no answer. The Executive Board left a voice message regarding the Grievance.

Becky Parker and Beth Ross were excused at 0950.

John Parrott left the Meeting at 0954.

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

Audrey Stone	DAUX	dated August 28
Todd Gage	OA8B	dated September 7
John Parrott	DAUS	dated August 28
Brett Nevarez	LS1C	dated September 8
Cuyler Thompson	OA8E	dated September 7
Sam Wilkins	OAFV	dated September 22
Crystal Reven	HAJE	dated August 16
Stacey Vavakas	BS22	dated September 20
David Jackson	HAPC	dated August 23
John DiPippa	PAXL	dated September 26
Matt Hettich	OA8D	dated September 8
Rachel Brownfield	LA04	dated July 25
Pamila Forte	AS1D	dated August 22
Andrea Garnett	DS14	dated September 21
Jimmy West	FS16	dated September 8
Donna Keith	MS1D	dated September 3
Jessica Parker	CA27	dated September 2

John Parrott returned to the Meeting at 1000.

Cuyler Thompson submitted the **August 2015 Executive Board Meeting Synopsis, Attendance Report and Voting Record and Vote Tally** for Board review.

The Executive Board made corrections and changes to the August 2015 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

The Executive Board discussed the contents of the August 2015 Executive Board Meeting Minutes.

Audrey Stone entered the Meeting at 1027.

The Executive Board took a break at 1028 and reconvened at 1049.

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

Todd Gage made a **motion (20)** to enter into Executive Session. Sam Wilkins **seconded** the motion.

David Jackson left the Meeting at 1051.

The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board entered into Executive Session at 1053.

David Jackson returned to the Meeting at 1135.

Todd Gage made a **motion (21)** to exit Executive Session. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield left the Meeting at 1145.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Lauren Childs entered the Meeting at 1145 to discuss the merits of a Grievance.

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

Lauren Childs and the Grievant were excused at 1208.

John Parrott made a **motion (22)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Grievance Committee Chairperson Becky Parker was excused at 1213.

The Executive Board went to lunch at 1214 and reconvened at 1354.

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

The Executive Board continued to make corrections and changes to the August 2015 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Todd Gage made a **motion (23)** to approve the August 2015 Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage made a **motion (24)** to approve the August 2015 Executive Board Meeting Voting Record and Vote Tally. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (25)** to approve the August 2015 Executive Board Meeting Attendance Report. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage made a **motion (26)** to approve the August 2015 Executive Board Meeting Minutes as amended. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Crystal Reven	Nay
Stacey Vavakas	Yea
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

The motion **carried**.

The Executive Board took a break at 1456 and reconvened at 1511.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Matt Hettich, Rachel Brownfield, Andrea Garnett, David Jackson, Pamila Forte, Stacey Vavakas, Donna Keith, Jimmy West and John DiPippa were present at the Meeting.

Jessica Parker was tardy.

John Parrott submitted for Executive Board review, revised verbiage for Letters of Admonishment to be sent to Executive Board Members Jessica Parker, David Jackson and Crystal Reven. The Executive Board discussed the proposed verbiage.

Jessica Parker entered the Meeting at 1526.

John Parrott made a **motion (27)** to accept the verbiage for the Letters of Admonishment. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board **agreed** that John Parrott would send the Letters of Admonishment to Crystal Reven, David Jackson and Jessica Parker. John Parrott **agreed** to consult with Cuyler Thompson regarding past practice.

Cuyler Thompson submitted the **September 2015 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Audrey Stone left the Meeting at 1630.

Todd Gage chaired the Meeting.

Brett Nevarez made a **motion (28)** to suspend the Meeting Agenda in order to move directly to New Business. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed the June 2015 Executive Board Meeting Minutes.

Audrey Stone returned to the Meeting at 1646.

Audrey Stone chaired the Meeting.

Todd Gage made a **motion (29)** to recess. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Yea
Sam Wilkins	Nay
Crystal Reven	Nay
Stacey Vavakas	Nay

David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Nay
Rachel Brownfield	Yea
Pamila Forte	Nay
Andrea Garnett	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

The motion **did not carry**.

There was discussion regarding the inappropriate behavior of an Executive Board Member.

Jessica Parker discussed the TWU Local 556 Bylaws in regards to Shop Stewards Nominations and Elections.

Todd Gage made a **motion (30)** to recess. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1708.

Friday **October 16, 2015**

Audrey Stone called the Meeting to order at 0900.

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

Todd Gage, David Jackson, Crystal Reven and Andrea Garnett were excused for personal reasons.

John Parrott made a **motion (31)** to excuse Andrea Garnett from the day's Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott made a **motion (32)** to excuse Crystal Reven from the day'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	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Excused
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson submitted the **September 2015 Synopsis, Attendance Report and Voting Record and Vote Tally** for Executive Board review.

The Executive Board made corrections and changes to the September 2015 Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Matt Hettich made a **motion (33)** to approve the September 2015 Executive Board Meeting Synopsis as amended. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Matt Hettich made a **motion (34)** to approve the September 2015 Executive Board Meeting Voting Record and Vote Tally as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Matt Hettich made a **motion (35)** to approve the September 2015 Executive Board Meeting Attendance Report as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott made a **motion (36)** to approve the September 2015 Executive Board Meeting Minutes as amended. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson submitted a copy of four pieces of correspondence from the TWU International Committee on Appeals for Executive Board review.

Cuyler Thompson, per the instructions of the Executive Board, submitted proposed verbiage to be included in the 2nd Membership Meeting 2015 Minutes. The Executive Board **agreed** to include the following verbiage in the Membership Meeting Minutes:

*“*Motions to amend the TWU Local 556 Bylaws appear in these Minutes as originally submitted by Members during the 2nd Membership Meeting of 2015.”*

John Parrott submitted copies of a **TWU Employee Pay Proposal** for the Executive Board to review.

John Parrott made a **motion (37)** to accept the TWU Employee Pay Proposal as amended. 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
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Excused
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1004 and reconvened at 1020.

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

Todd Gage, David Jackson, Crystal Reven and Andrea Garnett were excused for personal reasons.

John Parrott submitted information necessary to begin the **2015-2016 TWU Local 556 Operating Budget** discussions.

The Executive Board **agreed** that expenditures associated with AFL-CIO events would be charged to the Committee on Political Education (COPE). The Executive Board **agreed** that that the pull/pay requests associated with AFL-CIO events would come from the COPE Chairpersons. The Executive Board **agreed** that AFL-CIO event attendees would submit report(s) on each event to COPE Chairpersons.

The Executive Board discussed the permanent residences of the Members of the Negotiating Team.

There was discussion regarding the TWU Local 556 New Hire Committee.

The Executive Board went to lunch at 1243 and reconvened at 1422.

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

Todd Gage, David Jackson, Crystal Reven and Andrea Garnett were excused for personal reasons.

The Executive Board continued to discuss the 2015-2016 TWU Local 556 Operating Budget.

The Executive Board **agreed** to discuss the way that Union Representatives were compensated for travel time to and from Union events during a future Executive Board Meeting.

The Executive Board took a break at 1535 and reconvened at 1557.

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

Todd Gage, David Jackson, Crystal Reven and Andrea Garnett were excused for personal reasons.

John Parrott discussed the process for compensating Union Representatives when a scheduled meeting cancels. The Executive Board **agreed** to add the new policy to the TWU Local 556 Policies and Guidelines document.

John Parrott made a **motion (38)** to take from the table, motion 38 from the August 2015 Executive Board Meeting. 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
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Excused
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Motion 38 from the August 2015 Executive Board Meeting was ruled **out of order** by the Chairperson of the Meeting.

Jessica Parker submitted copies of a proposed amendment to the TWU Local 556 Policies and Guidelines regarding Executive Board business conducted via email.

Cuyler Thompson left the Meeting at 1630.

Rachel Brownfield recorded the Minutes of the Meeting.

There was discussion regarding the procedures for voting via email in accordance with Robert's Rules of Order. The Executive Board **agreed** that Jessica Parker and Matt Hettich would develop a procedure and present it to the Executive Board.

Jimmy West left the Meeting at 1633.

Rachel Brownfield made a **motion (39)** to excuse Jimmy West and Cuyler Thompson for the remainder of the Meeting for personal reasons. 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	Yea
Cuyler Thompson	Excused
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Excused
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed the Unity Magazine distribution in regards to Membership numbers in various bases.

There was discussion regarding a "Take Action Button" for the Union Website.

There was discussion about developing a strategic plan at on offsite location tentatively planned for early next year at a Labor Facility.

John Parrott made a **motion (40)** 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	Excused
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Excused
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1700.

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



Cuyler Thompson
TWU Local 556 Recording Secretary