The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

7929 Brookriver Dr. Ste. 750
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
Hotline: 800-806-7992
www.twu556.org

TWU Local 556
Executive Board Meeting
September 15-18, 2015
Synopsis

Tuesday September 15, 2015

Audrey Stone called the Meeting to order at 0903.

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, Pamila Forte, Stacey Vavakas and Jimmy West were present at the Meeting.

John DiPippa was tardy.

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

Cuyler Thompson led the Executive Board in reciting the **Pledge of Allegiance**.

Audrey Stone updated the Executive Board regarding the Meeting Agenda.

John DiPippa entered the Meeting at 0907.

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 Sonya Lacore, Tom Raffalski and Ron Freer entered the Meeting at 0930.

> *Tom Raffalski and Ron Freer discussed the electronic Flight Attendant Manual (eFAM), expected to be issued to Flight Attendants during the first quarter of 2016. Ron explained that Southwest Airlines was working with the FAA and a third party vendor to bring the eFAM to fruition. He said the eFAM would also serve as a "point-of-sale" device for onboard beverage purchases. Tom explained that there would be a period of time during which Flight Attendants would be required to carry both the eFAMs as well as their current hard-copy Flight Attendant Manuals. Audrey Stone discussed potential changes to Flight Attendants' work rules regarding the eFAMs.*

Grievance Committee Chairperson Becky Parker entered the Meeting at 0942.

Cuyler Thompson discussed his concerns with Flight Attendants' privacy as related to the eFAMs. Ron assured the Executive Board that the eFAMs could not be used to "track" the whereabouts of Flight Attendants.

Steve Murtoff entered the Meeting at 1002.

Steve said that the contractual provisions regarding Management's contact with Flight Attendants would not change with the introduction of eFAMs.

Tom Raffalski and Ron Freer left the Meeting at 1026.

Sonya Lacore discussed the new Inflight beverage menu with the Executive Board. She encouraged Flight Attendants to swipe at least one more drink per flight to increase revenue. Jimmy West and Stacey Vavakas discussed the problem of Flight Attendants spending an increasing amount of time on the aircraft at the end of their scheduled duty day, with through Passengers onboard, while waiting for the outbound Crew. Cuyler discussed the recent Read Before Fly (RBF), which instructed Flight Attendants to ensure that Provisioners had done their jobs prior to the departure of international flights. Steve Murtoff assured the Executive Board that Flight Attendants would not be disciplined if they didn't do this. Cuyler discussed the recent RBF which required Flight Attendants to make a public announcement (PA) to Passengers during appreciably delayed flights. Steve and Sonya agreed that stating, "I have no new information regarding the delay" would suffice, as long as a PA was made every fifteen minutes. Cuyler asked if Inflight Management had any new information regarding the Executive Board's request that the correct Unaccompanied Minor (UM) Procedures be replaced in the Ground Operations Manual. Steve and Sonya said that they still had no information, but said that Senior Director of Safety Standards and Regulatory Compliance Anne Naylor and Director of Safety Standards and Regulatory Compliance David Woodard were who would have to authorize the replacement. Matt Hettich and Donna Keith discussed the ongoing problems with MAX/Hospitality Training bidding procedures. Audrey Stone asked if any information was available regarding Recurrent Training for 2016. No information was provided. Audrey asked about hiring projections for 2016. No information was provided. Donna Keith discussed the procedures for removing the names of Crew Members from Crew Web Access (CWA) during public incidents, citing Flight Attendants' privacy concerns. Andrea Garnett asked for an update regarding the issue of check-in computer availability in the Dallas Base. No new information was provided. Andrea Garnett discussed the "turnaround time" for Flight Attendants to receive the results of Inflight Audits. Steve said that it should be 72 hours. Audrey Stone gave an example of a Flight Attendant being notified about an audit six days later. Audrey inquired as to the future plans for the roles of Inflight Supervisors. Steve Murtoff explained that Management was moving to a model which would make Supervisors "100% mobile." He compared the Mobile Supervisors to the Pilots' Check Airman. Steve said that more Assistant Base Managers would be hired and they would "grow" the Base Coordinator position to be able to handle things at the base level. Stacey Vavakas discussed making Flight Attendants' Attendance Point Totals available via CWA. Stacey Vavakas discussed Inflight Base Coordinators and Doctor's Notes. Becky Parker inquired as to who would conduct Fact-Finding Meetings if all Inflight Supervisors were 100% mobile. Steve responded that Assistant Base Managers would conduct the meetings with Base Coordinators taking notes.

The Southwest Airlines Inflight Management Representatives left the Meeting at 1105.

The Executive Board took a break at 1106 and reconvened at 1120.

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

TWU Local 556 Education Committee Chairperson Amanda Gauger and Co-Chairpersons Josh Rosenberg and Angie Kilbourne were guests at the Meeting to discuss plans for next year and submitted copies of the Education Committee Budget. There was discussion.

The Education Committee was excused at 1145.

The Executive Board discussed how the Negotiating Team Interviews would be conducted. Audrey Stone distributed copies of proposed questions for Negotiating Team Candidate Interviews. The Executive Board **agreed** that Audrey Stone would facilitate the interviews and would explain that during the briefing.

Candidate Amanda Gauger entered the Meeting at 1152.

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

Amanda Gauger was excused at 1217.

Candidate Trish Krider entered the Meeting at 1221.

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

Trish Krider was excused at 1245.

The Executive Board went to lunch at 1250 and reconvened at 1400.

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

Candidate Don Shipman entered the Meeting at 1400.

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

Don Shipman was excused at 1429.

Candidate Corliss King entered the Meeting at 1432.

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

Corliss King was excused at 1458.

Candidate Mark Hoewisch entered the Meeting at 1500.

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

Mark Hoewisch was excused at 1521.

The Executive Board took a break at 1523 and reconvened at 1542.

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

Negotiating Team Candidate Zach Berry entered the Meeting at 1543.

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

Zach Berry was excused at 1615.

TWU International Vice President Garry Drummond entered the Meeting at 1616.

Candidate Jeff Baker entered the Meeting at 1617.

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

Jeff Baker was excused at 1645.

Candidate Joal Mullican entered the Meeting at 1647.

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

Joal Mullican was excused at 1710.

Cuyler Thompson made a **motion (1)** to recess. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

John Parrott made a **motion (2)** to excuse Cuyler Thompson to meet a previous commitment. 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**.

Cuyler Thompson was excused to meet a previous commitment at 1720.

Todd Gage recorded the Minutes of the Meeting.

Andrea Garnett made a **motion (3)** to excuse Todd Gage from Friday Boards for personal reasons. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Andrea Garnett made a **motion (4)** to excuse Matt Hettich for Union business on Friday. 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	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea

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

The motion **carried**.

Jimmy West made a **motion (5)** to excuse Stacey Vavakas from Thursday afternoon and all day Friday for personal reasons. Jessica Parker **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	Excused
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 suspend the Agenda and discuss a new business item. 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	Excused
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**.

Audrey Stone updated the Executive Board regarding the lease of the former TWU International Office in New York City, and the furniture in both the New York and Washington, D.C. offices. The Executive Board **agreed** to purchase the used office furniture offered by TWU International at a deeply discounted rate.

Jimmy West made a **motion (7)** to recess. Crystal Reven **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	Excused
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 1745.

Wednesday

September 16, 2016

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, John DiPippa, Donna Keith, Andrea Garnett, David Jackson, Pamila Forte, Stacey Vavakas and Jimmy West were present at the Meeting.

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

Candidate Steve Johnson entered the Meeting at 0902.

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

Steve Johnson was excused at 0940.

The Executive Board interviewed Negotiating Team Candidate Carlene Raymond via conference call at 0945.

The conference call concluded at 0956.

Candidate Makeesha Collins entered the Meeting at 1000.

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

Makeesha Collins was excused at 1020.

Candidate Edward Jonas entered the Meeting at 1025.

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

Edward Jonas was excused at 1040.

The Executive Board took a break at 1041 and reconvened at 1100.

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

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

Candidate Keenan Manzo entered the Meeting at 1105.

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

Keenan Manzo was excused at 1127.

Candidate Gayle Ross entered the Meeting at 1133.

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

Gayle Ross was excused at 1150.

Candidate Anne Barnes entered the Meeting at 1152.

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

Anne Barnes was excused at 1205.

The Executive Board discussed how to make the decision regarding the appointments of two Members to the current vacancies on the TWU Local 556 Negotiating Team. The Executive Board **agreed** that once a decision was made, Audrey Stone would first notify all candidates, followed by communication to the Membership regarding the Executive Board's appointment decision.

Negotiating Team Candidate Jennifer Sykes entered the Meeting at 1235.

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

Jennifer Sykes was excused at 1311.

The Executive Board went to lunch at 1311 and reconvened at 1434.

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

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

The Executive Board discussed the qualifications of the Negotiating Team applicants.

The Executive Board took a break at 1603 and reconvened at 1621.

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

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

The Executive Board continued to discuss the qualifications of the Negotiating Team applicants.

The Executive Board took a break at 1731 and reconvened at 1747.

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

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

The Executive Board continued to discuss the qualifications of the Negotiating Team applicants.

Stacey Vavakas made a **motion (8)** to appoint Trish Krider to a vacated position on the TWU Local 556 Negotiating Team. Jessica Parker **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 continued to discuss the qualifications of the Negotiating Team applicants.

The Executive Board took a break at 1953 and reconvened at 2009.

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

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

The Executive Board continued to discuss the qualifications of the Negotiating Team applicants.

The Executive Board took a break at 2055 to order dinner to be delivered to the Union Office. The Executive Board reconvened at 2115 and worked through dinner.

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

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

The Executive Board continued to discuss the qualifications of the Negotiating Team applicants.

The Executive Board **agreed** to discuss the remaining vacancy on the Negotiating Team later in the Meeting.

John Parrott made a **motion (9)** to recess. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 2157.

Thursday

September 17, 2015

Audrey Stone called the Meeting to order at 0902.

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

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 0906 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0917 to discuss the merits of a Grievance.

TWU International Vice President Garry Drummond entered the Meeting at 0920.

Beth Ross and the Grievant were excused at 0933.

Cuyler Thompson made a **motion (10)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Grievance Team Member Drew Kennedy entered the Meeting at 0945 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 0950 to discuss the merits of the Grievance.

The conference call with the Grievant concluded at 1007.

Drew Kennedy was excused at 1008.

Todd Gage made a **motion (11)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (12)** to proceed on five Grievances per the recommendations of the Grievance Review Committee. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (13)** not to proceed on seven Grievances per the recommendations of the Grievance Review Committee. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (14)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (15)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Becky Parker presented the **Grievance Committee Report**:

<u>TOTAL NUMBER OF GRIEVANCES AS OF:</u>

September 15, 2015	*<u>161 total grievances</u>:*	
	23 terminations	*14.3%*
	20 group grievances	*12.4%*
	41 non term disciplinary	*25.5%*
	77 individual contract	*47.8%*
	Total Contract Grievances on file: 97	*60.2%*
	Total Discipline Grievances on file: 64	*39.8%*

Since last month's report, removals are broken down as follows between August 12, 2015-September 15, 2015:

16 Settled
19 Withdrawn
35 Total Removed

<u>Archive Project:</u>

1,228 total cases to archive at beginning of project
445 archived to date
783 remaining
110 archived since last report

The Executive Board took a break at 1105 and reconvened at 1123.

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

Stacey Vavakas was excused for personal reasons.

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

Grievance Committee Chairperson Becky Parker was a guest at the Meeting and continued to discuss the Grievance Committee Report.

The Executive Board discussed the March 2012 tri-party agreement between TWU Local 556, the Association of Flight Attendants (AFA) Council 57 and Southwest Airlines, regarding AirTran Flight Attendants' Attendance Point conversion.

Grievance Committee Member Brandon Hillhouse entered the Meeting at 1145 to discuss a proposed settlement to several Grievances.

Brandon Hillhouse was excused at 1222.

Grievance Team Member Renda Marsh entered the Meeting at 1223 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1238 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1258.

Cuyler Thompson made a **motion (16)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1304 and reconvened at 1428.

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

Stacey Vavakas was excused for personal reasons.

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

The Executive Board discussed confidentiality breaches on the Executive Board.

Todd Gage made a **motion (17)** to suspend the Agenda. Andrea Garnett **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	Excused
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 (18)** to contribute $1,500 to continue research for the development of a blood test specific to aviation engine oil fuels at the University of Washington. 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	Excused
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 took a break at 1551 and reconvened at 1611.

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

Stacey Vavakas was excused for personal reasons.

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

Grievance Committee Chairperson Becky Parker and Grievance Team Member Brandon Hillhouse were guests at the Meeting to discuss a proposed settlement to several Grievances.

Brandon Hillhouse was excused at 1613.

Todd Gage made a **motion (19)** to accept the Letter of Understanding regarding Flight Attendants who experience an unscheduled or stranded RON(s) into a day(s) where a pairing(s) is already scheduled on her/his line of time in order to settle three Grievances. Brett Nevarez **seconded** the motion. The motion **carried** unanimously.

The Executive Board discussed the Negotiating Team appointment process.

Todd Gage was excused at 1715.

Audrey Stone left the Meeting at 1723.

Brett Nevarez chaired the Meeting.

The Executive Board continued to discuss the Negotiating Team appointment process.

Audrey Stone returned to the Meeting at 1727.

The Executive Board continued to discuss the Negotiating Team appointment process.

Audrey Stone left the Meeting at 1736.

Brett Nevarez chaired the Meeting.

The Executive Board continued to discuss the Negotiating Team appointment process.

The Executive Board took a break at 1745 reconvened at 1800.

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

Stacey Vavakas was excused for personal reasons.

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

Brett Nevarez made a **motion (20)** to recess. Andrea Garnett **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	Yea
Stacey Vavakas	Excused
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**.

Audrey Stone recessed the Meeting at 1800.

Friday

September 18, 2015

Audrey Stone called the Meeting to order at 0902.

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

Stacey Vavakas and Todd Gage were excused for personal reasons.

Matt Hettich was excused for Union business.

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

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

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

Brett Nevarez made a **motion (21)** to approve the May 2015 Executive Board Meeting Synopsis as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott made a **motion (22)** to approve the May 2015 Executive Board Meeting Minutes. 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	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Yea
Jimmy West	Away
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott made a **motion (23)** to approve the May 2015 Executive Board Meeting Attendance Report 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	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott made a **motion (24)** to approve the May 2015 Executive Board Meeting Voting Record and Vote Tally as amended. Andrea Garnett **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	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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

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

Stacey Vavakas and Todd Gage were excused for personal reasons.

Matt Hettich was excused for Union business.

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

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

A Grievant entered the Meeting at 1114 to discuss the merits of the Grievance.

Michelle Nickleberry and the Grievant were excused at 1125.

Cuyler Thompson made a **motion (25)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **did not carry**.

Jimmy West made a **motion (26)** to proceed on a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

The Executive Board discussed Arbitration Training for Executive Board Members.

Grievance Team Member Drew Kennedy entered the Meeting at 1217 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1225.

Drew Kennedy and the Grievant were excused at 1246.

John Parrott made a **motion (27)** not to proceed on a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

The Executive Board discussed the Meeting Agenda and **agreed** which items could be addressed given the limited time remaining in the Meeting.

The Executive Board went to lunch at 1316 and reconvened at 1434.

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

Stacey Vavakas and Todd Gage were excused for personal reasons.

Matt Hettich was excused for Union business.

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

The Executive Board **agreed** to reschedule the October 2015 Executive Board Meeting from a three-day meeting to a five-day meeting.

The Executive Board continued to discuss the Negotiating Team appointment process.

The Executive Board **agreed** that Audrey Stone would notify the Membership and Candidate Trish Krider of her appointment to the Negotiating Team. Audrey Stone **agreed** to inform all remaining applicants of the Executive Board's agreement to continue the Negotiating Team appointment process. The Executive Board **agreed** that Audrey and Brett would serve as the point of contact for the remaining Negotiating Team candidates. There was more discussion regarding the process.

The Executive Board **agreed** to review the 2nd Membership Meeting Minutes during the October 2015 Executive Board Meeting.

There was discussion regarding the proposed amendments to the TWU Local 556 Bylaws made during the 2nd Membership Meeting.

John DiPippa left the Meeting at 1508.

Pamila Forte left the Meeting to attend to Union business at 1510.

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

The Executive Board made corrections and changes to the Minutes.

John DiPippa returned to the Meeting at 1556.

Pamila Forte returned to the Meeting at 1606.

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

The Executive Board took a break at 1621 and reconvened at 1638.

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

Stacey Vavakas and Todd Gage were excused for personal reasons.

Matt Hettich was excused for Union business.

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

Cuyler Thompson made a **motion (28)** to excuse Pamila Forte from the remainder of the Meeting for personal reasons. Andrea Garnett **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	Yea
Stacey Vavakas	Excused

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

The motion **carried**.

John Parrott made a **motion (29)** to excuse Jimmy West from the remainder of the 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	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Excused
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jimmy West was excused at 1640.

Cuyler Thompson submitted charges filed against TWU Local 556 Member Matt Hettich by Member Lora Pearce in which she accused Matt of violations of the TWU Constitution and Local 556 Bylaws. The Executive Board **agreed** that the charges submitted by Member Lora Pearce were comprised of two separate charges. The Executive Board **agreed** to consider the charges separately, referred to as Charge 1 and Charge 2.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the Charges and consider them improper if (a) The Charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The Charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The Charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered the two charges on the floor.

A **roll call vote (30)** was conducted regarding Charge 1, question (a):

*Article XIX Section 3 (a) "The Charges **do not** state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (31)** was conducted regarding Charge 1, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

A **roll call vote (32)** was conducted regarding Charge 1, question (c):

*Article XIX Section 3 (c) "The act complained of **does not** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea

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

The Executive Board **agreed** that since Charge 1 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 improper.

A **roll call vote (33)** was conducted regarding Charge 2, question (a):

Article XIX Section 3 (a) "The Charges ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (34)** was conducted regarding Charge 2, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

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

A **roll call vote (35)** was conducted regarding Charge 2, question (c):

> *Article XIX Section 3 (c) "The act complained of* ***does not*** *sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 2 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 2 improper.

The Executive Board deemed that the charges filed against Local 556 Member Matt Hettich by Member Lora Pearce were improper.

Cuyler Thompson submitted charges filed against TWU Local 556 Member David Jackson by Member Lora Pearce in which she accused David of violations of the TWU Constitution and Local 556 Bylaws. The Executive Board **agreed** that the charges submitted by Member Lora Pearce were comprised of two separate charges. The Executive Board **agreed** to consider the charges separately, referred to as Charge 1 and Charge 2.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the Charges and consider them improper if (a) The Charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The Charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The Charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered the two charges on the floor.

A **roll call vote (36)** was conducted regarding Charge 1, question (a):

> *Article XIX Section 3 (a) "The Charges* ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (37)** was conducted regarding Charge 1, question (b):

> *Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"*

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

A **roll call vote (38)** was conducted regarding Charge 1, question (c):

Article XIX Section 3 (c) "The act complained of ***does not*** *sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 1 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 improper.

A **roll call vote (39)** was conducted regarding Charge 2, question (a):

Article XIX Section 3 (a) "The Charges ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (40)** was conducted regarding Charge 2, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

A **roll call vote (41)** was conducted regarding Charge 2, question (c):

> *Article XIX Section 3 (c) "The act complained of* ***does not*** *sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 2 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 2 improper.

The Executive Board deemed that the charges filed against Local 556 Member David Jackson by Member Lora Pearce were improper.

Cuyler Thompson submitted charges filed against TWU Local 556 Member Andrea Garnett by Member Lora Pearce in which she accused Andrea of violations of the TWU Constitution and Local 556 Bylaws. The Executive Board **agreed** that the charges submitted by Member Lora Pearce were comprised of two separate charges. The Executive Board **agreed** to consider the charges separately, referred to as Charge 1 and Charge 2.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the Charges and consider them improper if (a) The Charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The Charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The Charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered the two charges on the floor.

A **roll call vote (42)** was conducted regarding Charge 1, question (a):

*Article XIX Section 3 (a) "The Charges **do not** state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (43)** was conducted regarding Charge 1, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

Donna Keith	Nay
Jessica Parker	Nay

A **roll call vote (44)** was conducted regarding Charge 1, question (c):

Article XIX Section 3 (c) "The act complained of ***does not*** *sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 1 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 improper.

A **roll call vote (45)** was conducted regarding Charge 2, question (a):

Article XIX Section 3 (a) "The Charges ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (46)** was conducted regarding Charge 2, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

A **roll call vote (47)** was conducted regarding Charge 2, question (c):

Article XIX Section 3 (c) "The act complained of ***does not*** *sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 2 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 2 improper.

The Executive Board deemed that the charges filed against Local 556 Member Andrea Garnett by Member Lora Pearce were improper.

Cuyler Thompson submitted charges filed against TWU Local 556 Member Jessica Parker by Member Lora Pearce in which she accused Jessica of violations of the TWU Constitution and Local 556 Bylaws. The Executive Board **agreed** that the charges submitted by Member Lora Pearce were comprised of two separate charges. The Executive Board **agreed** to consider the charges separately, referred to as Charge 1 and Charge 2.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the Charges and consider them improper if (a) The Charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The Charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The Charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered the two charges on the floor.

A **roll call vote (48)** was conducted regarding Charge 1, question (a):

Article XIX Section 3 (a) "The Charges ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article;"*

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

A **roll call vote (49)** was conducted regarding Charge 1, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

Matt Hettich	Excused
Rachel Brownfield	Nay
Pamila Forte	Excused
Andrea Garnett	Nay
Jimmy West	Excused
Donna Keith	Nay
Jessica Parker	Abstain

A **roll call vote (50)** was conducted regarding Charge 1, question (c):

> *Article XIX Section 3 (c) "The act complained of **does not** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 1 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 improper.

A **roll call vote (51)** was conducted regarding Charge 2, question (a):

> *Article XIX Section 3 (a) "The Charges **do not** state the exact nature of the alleged offense as required by Section 1 of this Article;"*

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Nay
Crystal Reven	Nay
Stacey Vavakas	Excused
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Excused
Rachel Brownfield	Nay

Pamila Forte	Excused
Andrea Garnett	Nay
Jimmy West	Excused
Donna Keith	Nay
Jessica Parker	Abstain

A **roll call vote (52)** was conducted regarding Charge 2, question (b):

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

A **roll call vote (53)** was conducted regarding Charge 2, question (c):

Article XIX Section 3 (c) "The act complained of ***does not*** *sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;"*

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

The Executive Board **agreed** that since Charge 2 did not sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 2 improper.

The Executive Board deemed that the charges filed against Local 556 Member Jessica Parker by Member Lora Pearce were improper.

Sam Wilkins made a **motion (54)** to excuse Donna Keith from the remainder of the Meeting for personal reasons. Brett Nevarez **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	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Excused
Andrea Garnett	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Donna Keith was excused at 1725.

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

The Executive Board reviewed the Financial Report.

Brett Nevarez made a **motion (55)** to approve the July 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	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea

Pamila Forte	Excused
Andrea Garnett	Yea
Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez made a **motion (56)** to adjourn. 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	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Excused
Andrea Garnett	Away
Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1741.

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

Cuyler Thompson
TWU Local 556 Recording Secretary