



The Union of  
Southwest Airlines Flight Attendants  
**TWU LOCAL 556**

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**Executive Board Meeting  
January 13-15, 2015  
Synopsis**

**Tuesday  
January 13, 2015**

Audrey Stone called the Meeting to order at 0830.

TWU Local 556 Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

Brett Nevarez led the Executive Board in reciting the **Pledge of Allegiance**.

John DiPippa read aloud the **TWU Membership Pledge**.

Audrey Stone updated the Executive Board regarding the Meeting Agenda and reminded the Executive Board that Union Dinners for the current Special Merger Training (SMT) Class and New Hire Flight Attendants would be hosted at the Union Office during the week.

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

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

*GRIEVANCES as of January 9, 2015:*

|                              |       |
|------------------------------|-------|
| <u>123 total grievances:</u> |       |
| 14 terminations              | 11.4% |
| 16 group grievances          | 13.0% |
| 39 non term disciplinary     | 31.7% |
| 55 individual contract       | 44.7% |

*Total Contract Grievances on file: 71                      57.7%*  
*Total Discipline Grievances on file: 47                      43.1%*

*Since last month's report, removals are broken down as follows between November 11, 2014 and January 12, 2015:*

*16 Settled Union*  
*1 Settled Company*  
*35 Withdrawn*  
*52 Total Removed*

*Board of Adjustments*

*No Board of Adjustments are Scheduled at this time*

*Arbitrations*

*January 6 – A monetary settlement was offered. Arbitration cancelled.*

*January 8 – A monetary settlement was offered. Arbitration cancelled.*

*February 3 – New information was provided. Arbitration cancelled.*

The Executive Board took a break at 0930 and reconvened at 0945.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director 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.

Todd Gage made a **motion (1)** to proceed on two Grievances per the recommendations of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (2)** not to proceed on eight Grievances per the recommendations of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (3)** not to proceed on two Grievances per the recommendations of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (4)** not to proceed on a Grievance per the recommendations of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion. The motion **did not carry**.

Jimmy West made a **motion (5)** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Grievance Team Member Beth Ross entered the Meeting at 1017 to discuss the merits of a Grievance.

The Executive Board called a Grievant at 1030 to discuss the merits of a Grievance. The Executive Board left a voice message regarding a Grievant's scheduled appearance before the Executive Board.

John Parrott made a **motion (6)** to table a Grievance. Rob Riddell **seconded** the motion. The motion **carried**.

A Grievant entered the Meeting at 1045 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1110.

Brett Nevarez made a **motion (7)** to proceed on a Grievance. Donna Keith **seconded** the motion.

Todd Gage made a **motion (8)** to table a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1145 and reconvened at 1300.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

Todd Gage made a **motion (9)** to revisit a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Motion #7 **carried**.

Todd Gage made a **motion (10)** not to proceed on two Grievances. Cuyler Thompson **seconded** the motion. The motion **carried**.

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

Becky Parker was excused at 1330.

Cuyler Thompson submitted the **December 2014 Executive Board Meeting Conference Call Synopsis** for review.

The Executive Board made corrections and changes to the Minutes.

Cuyler Thompson submitted the **December 7, 2014 Executive Board Special Conference Call Synopsis** for review.

The Executive Board made corrections and changes to the Minutes.

Matt Hettich made a **motion (11)** to approve the December 7, 2014 Executive Board Special Conference Call Synopsis. 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      | Away    |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Abstain |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

Matt Hettich made a **motion (12)** to approve the December 2014 Executive Board Meeting Conference Call Synopsis. John DiPippa **seconded** the motion. There was discussion.

Brett Nevarez made a **motion (12a)** to strike the word “Synopsis” from motion 12 and replace it with the word “Minutes.” Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion (12a) on the floor:

|                   |         |
|-------------------|---------|
| Audrey Stone      | Chair   |
| Todd Gage         | Yea     |
| John Parrott      | Yea     |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Away    |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

The Executive Board voted by roll call on the **main motion (12)** on the floor:

|              |       |
|--------------|-------|
| Audrey Stone | Chair |
| Todd Gage    | Yea   |

|                   |         |
|-------------------|---------|
| John Parrott      | Yea     |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Away    |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

Cuyler Thompson submitted the **November 2014 Executive Board Meeting Minutes** for review.

The Executive Board made changes and corrections to the November 2014 Executive Board Meeting Minutes.

Becky Parker and Grievance Team Member Barbara Fitzhugh entered the Meeting at 1417 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1428 to discuss the merits of the Grievance.

Barbara Fitzhugh and the Grievant were excused at 1436.

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

The Executive Board discussed the fact that a Grievant, scheduled to meet with the Executive Board that day, had decided not to meet with the Executive Board.

Brett Nevarez made a **motion (14)** to excuse John Parrott and Audrey Stone from the afternoon session of the day's Executive Board Meeting and again on Thursday in order that they may give the TWU Local 556 presentation to the Special Merger Training (SMT) Class of Flight Attendants at Southwest Airlines Headquarters. Rachel Brownfield **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     |
| Tina Coffee     | Excused |
| Rob Riddell     | Yea     |
| Stacey Vavakas  | Yea     |
| Valerie Boy     | Excused |
| John DiPippa    | Yea     |
| Matt Hettich    | Yea     |

|                   |     |
|-------------------|-----|
| Pamila Forte      | Yea |
| Rachel Brownfield | Yea |
| Andrea Garnett    | Yea |
| Jimmy West        | Yea |
| Donna Keith       | Yea |
| Chris Sullivan    | Yea |

The motion **carried**.

The Executive Board continued to make changes and corrections to the November 2014 Executive Board Meeting Minutes.

The Executive Board took a break at 1526 and reconvened at 1540.

Executive Board Members Todd Gage, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Audrey Stone and John Parrott were excused to give the Union Presentation to the Special Merger Training (SMT) Class of Flight Attendants and Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the fourth quarter of 2014:

|                   |      |                   |
|-------------------|------|-------------------|
| Audrey Stone      | LAKR | dated December 19 |
| Todd Gage         | OAOU | dated November 30 |
| John Parrott      | DAAT | dated November 8  |
| Brett Nevarez     | BA4M | dated December 8  |
| Cuyler Thompson   | OAAJ | dated December 14 |
| Tina Coffee       | PAQE | dated November 22 |
| Rob Riddell       | PS2A | dated December 22 |
| Stacey Vavakas    | BAH3 | dated December 13 |
| Valerie Boy       | HA6E | dated December 5  |
| John DiPippa      | PAR2 | dated December 23 |
| Matt Hettich      | OAKE | dated November 26 |
| Pamila Forte      | AA2Q | dated December 5  |
| Rachel Brownfield | LS4U | dated December 8  |
| Andrea Garnett    | DS1A | dated November 30 |
| Jimmy West        | FS1V | dated December 16 |
| Donna Keith       | MS32 | dated December 14 |
| Chris Sullivan    | CAGH | dated December 22 |

The Executive Board discussed the ongoing Open Enrollment for the TWU Local 556 Supplemental Insurance benefits available to Members of TWU Local 556.

Brett Nevarez **agreed** to request that TWU Local 556 Supplemental Insurance Liaison provide a statement clarifying that Members of the TWU Local 556 Executive Board did not receive any benefits from Colonial or Lincoln.

Becky Parker and Barbara Fitzhugh entered the Meeting at 1555 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1605.

The conference call with the Grievant ended at 1620.

Barbara Fitzhugh was excused at 1622.

Brett Nevarez made a **motion (15)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1625.

The Executive Board reviewed and updated the **TWU Local 556 Strategic Plan**.

Stacey Vavakas made a **motion (16)** to excuse Pamila Forte on Thursday, January 15 to attend the Martin Luther King Convention in Atlanta, Georgia. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

|                   |         |
|-------------------|---------|
| Audrey Stone      | Excused |
| Todd Gage         | Chair   |
| John Parrott      | Excused |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

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

|              |         |
|--------------|---------|
| Audrey Stone | Excused |
| Todd Gage    | Chair   |
| John Parrott | Excused |

|                   |         |
|-------------------|---------|
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

Todd Gage recessed the Meeting at 1653.

## **Wednesday** **January 14, 2015**

Todd Gage called the Meeting to order at 0830.

Executive Board Members Todd Gage, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Audrey Stone was on a call with TWU Local 556 Legal Counsel.

John Parrott was excused for Union business.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

Todd Gage updated the Executive Board regarding the day's Meeting Agenda.

Matt Hettich discussed the TWU Local 556 Internship Program.

John Parrott entered the Meeting at 0839.

The Executive Board **agreed** that Matt Hettich would continue to develop the TWU Local 556 Internship Program and report progress to the Executive Board during the next Executive Board Meeting. The Executive Board recognized Matt Hettich for his excellent work to create the program.

Brett Nevarez presented his **TWU Local 556 Officer's Report**. There was no written report submitted.

Audrey Stone entered the Meeting at 0908.

The Executive Board discussed the status of Contract Negotiations.

Brett Nevarez updated the Executive Board regarding the lawsuit filed by former President Stacy Martin, former 1<sup>st</sup> Vice President Chris Click and former Treasurer Jerry Lindemann against TWU Local 556.

Brett Nevarez updated the Executive Board regarding the lawsuit filed by TWU Local 556 against former President Stacy Martin, former 1<sup>st</sup> Vice President Chris Click and former Treasurer Jerry Lindemann. The lawsuit had been filed to recoup dues monies spent by these former Officers during their suspensions from office.

There was discussion regarding the lawsuit filed by Flight Attendant Kent Hand against TWU Local 556.

There was discussion regarding the upcoming Membership Meetings and Agency Fee Objectors.

The Executive Board **agreed** that the TWU Local 556 Treasurer must confirm that any former Agency Fee Objector has been reinstated as a Member of TWU Local 556 before being allowed to attend a Membership Meeting.

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

Todd Gage presented the **1<sup>st</sup> Vice President's Report**. There was no written report submitted.

Rob Riddell presented his **Officer's Report as Board Member At Large**. There was no written report submitted.

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

*John has done three Fact-Finding Meetings since November boards. John also has organized the red rack and gave the Board of Election instructions on how to open up the glass case. John was in the lounge on November 15 and 16. In November, John hosted the Readbox pizza party with Board Members at Large Tina Coffee and Rob Riddell. Besides pizza, fruit snacks and lemonade were also provided. Finally, in November John met with Base Management. In December, John attended a parking meeting at The Parking Spot and also met with the Colonial Representative to discuss the upcoming enrollment drive and to coordinate escort procedures with the base. On December 6, John wrote an E-Connection and on December 7, John was on a conference call with the Executive Board. John was in the lounge on December 8, 11, 13, and 15. John updated the glass case on December 16. On December 17, John was on a conference call with the Executive Board. John was in the lounge on December 21. In January, John wrote his article for the Unity magazine and on January 6, John was in the lounge. Prior to the January Executive Board Meeting, John reviewed all of the Grievances that the Board would be discussing. John also sent out a parking update to the base reminding them to cancel their parking with the City of Phoenix by January 10 if they choose, since they will be moving from the East Economy Lot to the 44<sup>th</sup> Street Lot starting February 6. John reported to the Board that Barbara Loewen, who has been a Southwest Flight Attendant since 1999 was hired to replace Inflight Supervisor Jamie Ziegler, who is transferring to a different department. As always, John is honored to represent the Phoenix base and wants to remind Flight Attendants to call him if they need anything.*

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

*Stacey Vavakas reports that she attended Executive Board Meetings November 11-13. Stacey attended the National Workers Compensation Convention in Las Vegas with Atlanta Domicile Executive Board Member Pamilia Forte and Leave Specialist and Grievance Team Member Alice Hinckley. Stacey also participated in the monthly Shop Steward Conference Call and the Executive Board Conference Call on December 17. Stacey would like to thank the Baltimore Flight Attendants for their monetary donations to the 2014 Toys for Tots Drive. There was a decline in the toy donations this year which could be in correlation to the new lounge location. The Baltimore Base also continues to receive book donations that will continue to go to the Boys and Girls Club in Baltimore. Fact-Finding Meetings continue in the base. Stacey continues to meet with Management to address with the concerns within the base. Stacey also answered phone calls and emails with Member concerns. Stacey was in the lounge on the first day of Colonial Enrollment to help accommodate Terry in the new lounge. All Membership Meeting materials have been placed in the glass case and all other Union materials have been distributed.*

Andrea Garnett submitted the **Dallas Base Report:**

*Andrea reports that she attended Executive Board Meetings on November 11-13. Andrea set up the Toys for Tots boxes in the Dallas Lounge and updated the Union Glass Case. Andrea delivered the Read Box books to the Pythian Home Orphanage. Andrea volunteered at the Dallas Ronald McDonald House. Andrea helped TWU Local 555 by leafleting and picketing. Andrea attended New Hire Dinners. Andrea had two meetings with Dallas Base Manager Shannon Hiatt to discuss the base. Andrea delivered the Toys for Tots toys to the distribution center. Andrea attended three Contract Action Network Lounge Mobilizations. Andrea participated in a CAN Conference Call. Andrea attended the Executive Board Member Conference Call and Shop Steward Conference Call on December 17. Andrea worked in the Union office in November, December and January. Andrea was the Emergency Officer On-Call November 24-30. Andrea wrote two E-Connections and updated the TWU Local 556 Dallas Base Page. Andrea sent out an email to the Dallas Shop Stewards. Andrea wrote her Unity article for the upcoming Winter Unity Magazine. Andrea coordinated with the Colonial/Lincoln Insurance Representative and the Dallas Base for open enrollment. Andrea assisted in the Dallas Base Lounge with the Insurance Representatives on their open enrollment January 5 and January 7. Andrea did Fact-Finding Meetings in November, December and January.*

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

*Jimmy reported that Fact-Finding Meetings remain consistent in Orlando, which range from delay of flights to Class 1, Section 17 (failure to be within 2 hours driving distance while sitting reserve). Jimmy reported that the Orlando Base donated a record number of toys in December to the 2014 Toys for Tots campaign. Jimmy reported the Orlando check-in phone continues to experience problems preventing Flight Attendants from checking in for their pairings. Jimmy reported that he participated in two conference calls in the month of December. Jimmy reported that Orlando Inflight Supervisor Janice Pantelides has retired from Southwest leaving an opening for a Supervisor position. Jimmy reported that Orlando Base Manager Brian Ridgeway has accepted another position within the Inflight department and a new Base Manager has not been named. Jimmy reported he continues to receive questions regarding the status of our negotiations. Jimmy reported that in December when TWU Local 555 picketed at the Orlando International Airport, he delivered pizza to show TWU Local 556's support in their efforts to achieve a contract. Jimmy reported the Union Glass Case is up to date and the Union Red Rack has been cleaned.*

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

*Matt updated the Union Glass Case, updated the Base Page on the Union Website, tidied the Union Red Rack, distributed the Oakland E-Connection, and met with Oakland Inflight Management to discuss Member issues. Matt dropped off the donated toys to the Toys for Tots toy drive on December 19 and*

*thanked Oakland Members for their continued support of this annual toy drive. Matt held a series of Lounge Mobilizations throughout the months of December and January in an effort aimed at educating Oakland Flight Attendants on the changes to California Kin Care (CKC) which took effect January 1, 2015. Matt thanked Oakland Shop Stewards Sam Wilkins, Josh Rosenberg, and Cuyler Thompson for their participation in the CKC educational efforts. On December 10 and January 10, Matt volunteered time in the Oakland Lounge with the Contract Action Network (CAN) to help educate Oakland Members on the progress of Contract Negotiations. Matt thanked Lara Silva for her service as one of the Oakland CAN Leaders; Matt welcomes Angie Kilbourne as the new Oakland CAN Leader. Matt reported that he continues to work on getting Oakland Flight Attendants included in the Bay Area Rapid Transit (BART) Oakland Airport Connector discount employee program. Matt took forward what he believed to be the easiest solution for obtaining the discount –issuing SIDA badges to Oakland Flight Attendants who wished to receive the discount. However, Southwest Airlines has decided against this method for including Oakland Flight Attendants in the pool of Employees eligible to receive the discounted rate. We are currently seeking other remedies for obtaining this discount.*

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

*Donna reports the Chicago Base has a new Base Manager. Corey Opoka has replaced Dave Kissman who has accepted the position of Senior Manager of Base Operations. Donna reports that Fact-Finding Meetings continue in the Chicago Base for various reasons including delayed flights, meetings being held for Flight Attendants who receive unfavorable Customer letters, social media posts, other Employee write ups, and Class 1. 17. Donna has communicated with Flight Attendants by telephone, sent out an E-Connection, been available by email and spent time in the lounge. Donna tidied the red rack, updated the glass case, updated the Chicago Base Page, distributed all publications, and communicated with Shop Stewards. Donna has also met with Base Management on several occasions during the month to discuss situations pertaining to the Base. Donna reports the 2014 Toys for Tots campaign was very successful with Chicago Inflight family donating several boxes of toys for local Marines to distribute to area children in need during the holiday season. Donna would like to thank Shop Steward and TWU International Veterans Committee Recording Secretary Brendon Remezas for helping to find a donation site, helping to box up and deliver the toys for distribution. On December 8-10 Donna along with President Audrey Stone, LaTonia Paul Benoit, Susan May, and Members from other Transport Workers Union Local attended the Working Women's Conference at Transport Workers Union International Office in Washington, D.C. Donna sat Weekend On-Call on November 15, December 25, 26, and 28 to provide service for Members during times the Union Office was closed. Donna and has been in communication with Members of the Illinois/Indiana State Conference. Donna has stayed active and in contact with the Chicago Federation of Labor AFL-CIO since working with them in the November election cycle. Donna participated in the Executive Board Conference Calls on December 7 and December 17. Donna met with the Supplemental Insurance representative to discuss and set up access to the lounge and dates of enrollment services.*

Chris Sullivan submitted the **Denver Base Report**:

*Chris Sullivan reports that he attended the Executive Board Meeting in Dallas, Texas November 10-13. Chris also participated in Executive Board Conference Calls on December 7 and 17. The Union Glass Case and Red Rack were updated throughout the month. Chris conducted lounge visits and answered Members questions and concerns. Chris spoke with Shop Stewards to discuss Fact-Finding Meetings and other Base issues. Chris also met with Base Manager Cetta Larabee to discuss items specific to the Denver Base. Chris represented Members in Fact-Finding Meetings. Chris answered and returned phone calls from several Members who had questions about work rules and re-route issues. Chris distributed Union pins to Members who requested them. Chris updated the yellow Base Info and orange Negotiations binders on the Union Red Rack. Chris wrote an article for the winter edition of Unity Magazine. On December 16 Chris joined Members of TWU Local 555 at their informational leafleting*

*event in Denver. Chris placed a collection box for the Toys for Tots drive in the lounge and delivered the donated toys on December 21. Chris attended a TWU Veterans Committee meeting in Miami, Florida November 18-20. Chris participated in Operation Military Embrace Free Post Exchange in San Antonio, Texas December 12-15. Along with several other Denver Flight Attendants, Chris volunteered December 19 at a Christmas event held for Denver area foster children. Chris met with Mary Williams of Colonial to arrange for supplemental insurance annual enrollment in the Denver lounge. Chris was in the Denver lounge on December 21 to support the CAN Lounge Mobilization. Chris was the Emergency Officer On-Call December 15-22. Chris attended the Denver Station holiday party on January 10.*

The Executive Board took a break at 1005 and reconvened at 1020.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

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

*Rachel attended the Executive Board Meeting November 10-13 as well as the SMT graduation ceremony on November 14 in Dallas, Texas. She picketed with TWU Local 555 in Los Angeles, California on November 25. Rachel participated in the conference calls on December 7 and 17. Rachel worked several Fact-Finding Meetings, updated the Union Glass Case, and distributed Union Literature. Rachel collected toys for the Toys for Tots annual drive. Rachel volunteered at the Operation Military Embrace in San Antonio, Texas on December 12 and 13. Rachel handed out informational leaflets with TWU 555 in Denver, Colorado. Rachel also baked cookies and volunteered at the Las Vegas Ronald McDonald House. Rachel volunteered in the lounge with the Contract Action Network Leaders on December 21. Rachel was the Emergency Officer On-Call for the last week of December.*

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

*Pamila reports she attended the Executive Board meeting in Dallas November 13-16. Pamila updated the glass case, set up Toys for Tots and did Fact-Finding Meetings. Pamila attended the Georgia State Conference Meeting in Augusta Georgia. Pamila attended the National Workers Compensation Conference in Las Vegas with Baltimore Domicile Executive Board Member Stacy Vavakas and Leave Specialist Alice Hinckley. Pamila participated in the Executive Board Conference calls on December 7 and 17. Pamila participated in the Shop Steward Conference Call on December 17. Pamila assisted Shop Steward Georges Jones with the Movember Health Fair in the Atlanta Crew lounge. Pamila traveled to Dallas for Emergency Officer On-Call, Pamila did lounge mobilizations with CAN Leaders Alison Head and Josie McKeeman Rose. Pamila assisted Shop Steward Bill Macedo in the delivery of the collected toys to the Atlanta area Marine Corps Reserve. Pamila assisted with a lounge mobilization for Colonial. Pamila wrote her winter Unity Magazine article.*

Chris Sullivan **agreed** to research designs and cost of providing new Union Red Racks for each Flight Attendant Lounge and to present the information during the next Executive Board Meeting.

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

*CISM handled 119 incidents called into our hotline during December. We had a high number of calls related to depression and anxiety. Total number of Flight Attendants that we spoke to is 284. The CISM Team posted a recruiting announcement looking for new CISM Team Members. The posting officially closed on January 7. We had approximately 90 people apply to be on the Team, we have 20 spots to fill. Initial interviews are being conducted over the phone by a team of two CISM Members and then final interviews are being conducted by Eileen Rodriguez CISM Chairperson. A complete list of all applicants will be sent to the TWU Local 556 Executive Board and to Southwest Airlines Leadership for final approval. All applicants will be notified via email. All new CISM Members will attend training in Dallas on February 18-20.*

*Please see December Stats below:*

*December 2013 Stats*

|                                           |           |
|-------------------------------------------|-----------|
| <i>Personal Issue-F/A</i>                 | <i>19</i> |
| <i>Medical Emergency</i>                  | <i>18</i> |
| <i>Mechanical</i>                         | <i>9</i>  |
| <i>F/A Injury</i>                         | <i>9</i>  |
| <i>FA Personal Illness</i>                | <i>7</i>  |
| <i>F/A Hospitalization</i>                | <i>6</i>  |
| <i>Death of F/A Family Member</i>         | <i>5</i>  |
| <i>Passenger Misconduct</i>               | <i>5</i>  |
| <i>F/A Illness on A/C</i>                 | <i>4</i>  |
| <i>Birdstrike</i>                         | <i>4</i>  |
| <i>A/C Incident</i>                       | <i>3</i>  |
| <i>Mechanical w/ Divert</i>               | <i>3</i>  |
| <i>Death on Board</i>                     | <i>3</i>  |
| <i>Declared Emergency</i>                 | <i>3</i>  |
| <i>Debriefing - Team Member</i>           | <i>3</i>  |
| <i>F/A Illness on RON</i>                 | <i>2</i>  |
| <i>Turbulence</i>                         | <i>2</i>  |
| <i>Medical w/ Divert</i>                  | <i>2</i>  |
| <i>Calls Related to Death of F/A</i>      | <i>2</i>  |
| <i>Van Accident (RON)</i>                 | <i>1</i>  |
| <i>FA Terminal Illness</i>                | <i>1</i>  |
| <i>Lounge Mobilization - ATL</i>          | <i>1</i>  |
| <i>Personal Issue - Ground Employee</i>   | <i>1</i>  |
| <i>Slide Deployment - Inadvertent</i>     | <i>1</i>  |
| <i>Non Work Related</i>                   | <i>1</i>  |
| <i>Suicide Attempt</i>                    | <i>1</i>  |
| <i>FA Involved in Accident - Off Duty</i> | <i>1</i>  |
| <i>Turbulence w/ Injury</i>               | <i>1</i>  |
| <i>Lightning Strike</i>                   | <i>1</i>  |

*119*

*CISM had the busiest year in our history during 2014. We assisted with a total of 1167 calls during the year. We talked to 3245 Flight Attendants. Eileen attended every SMT or New Hire Training Class and*

*presented CISM, attended all Southwest Airlines Emergency Response Meetings, attended GO -Team Training, WEB EOC Training, met with Southwest Airlines Leadership throughout the year to discuss things pertaining to CISM and coordinated with TWU Local 556 1<sup>st</sup> Vice President Todd Gage and TWU Local 556 Safety throughout the year.*

### **2014 CISM Yearly Stat Totals**

|                                                 |            |
|-------------------------------------------------|------------|
| <i>A/C Incident</i>                             | <i>20</i>  |
| <i>Aborted Takeoff</i>                          | <i>14</i>  |
| <i>Accident</i>                                 | <i>1</i>   |
| <i>Assault - Off Duty</i>                       | <i>8</i>   |
| <i>Assault - On Duty</i>                        | <i>6</i>   |
| <i>Birdstrike</i>                               | <i>15</i>  |
| <i>Bomb Threat</i>                              | <i>4</i>   |
| <i>Branson Incident</i>                         | <i>1</i>   |
| <i>Calls Related to Death of F/A</i>            | <i>31</i>  |
| <i>Calls Related to F/A Family Member Death</i> | <i>14</i>  |
| <i>Crew Member Conflict</i>                     | <i>6</i>   |
| <i>Death of F/A Family Member</i>               | <i>55</i>  |
| <i>Death on Board</i>                           | <i>18</i>  |
| <i>Debriefing</i>                               | <i>4</i>   |
| <i>Debriefing - Team Member</i>                 | <i>15</i>  |
| <i>Declared Emergency</i>                       | <i>13</i>  |
| <i>Decompression</i>                            | <i>13</i>  |
| <i>Defusing</i>                                 | <i>5</i>   |
| <i>Emergency Landing - Unplanned</i>            | <i>2</i>   |
| <i>Employee Death - Off Duty</i>                | <i>11</i>  |
| <i>Evacuation</i>                               | <i>3</i>   |
| <i>F/A Hospitalization</i>                      | <i>29</i>  |
| <i>F/A Illness on A/C</i>                       | <i>25</i>  |
| <i>F/A Illness on RON</i>                       | <i>10</i>  |
| <i>F/A Injury</i>                               | <i>51</i>  |
| <i>FA Involved in Accident - Off Duty</i>       | <i>4</i>   |
| <i>FA Personal Illness</i>                      | <i>23</i>  |
| <i>FA Terminal Illness</i>                      | <i>2</i>   |
| <i>Incident on RON</i>                          | <i>2</i>   |
| <i>Lightning Strike</i>                         | <i>1</i>   |
| <i>Lounge Mobilization - ATL</i>                | <i>2</i>   |
| <i>Lounge Mobilization - BWI</i>                | <i>1</i>   |
| <i>Lounge Mobilization - DEN</i>                | <i>1</i>   |
| <i>Lounge Mobilization - HOU</i>                | <i>1</i>   |
| <i>Lounge Mobilization - OAK</i>                | <i>3</i>   |
| <i>Lounge Mobilization - PHX</i>                | <i>4</i>   |
| <i>Mechanical</i>                               | <i>65</i>  |
| <i>Mechanical w/ Divert</i>                     | <i>63</i>  |
| <i>Medical Emergency</i>                        | <i>156</i> |
| <i>Medical Emergency In Terminal</i>            | <i>2</i>   |
| <i>Medical w/ Divert</i>                        | <i>79</i>  |
| <i>Natural Disaster</i>                         | <i>3</i>   |
| <i>Near Miss</i>                                | <i>2</i>   |
| <i>Non Work Related</i>                         | <i>13</i>  |

|                                                |     |
|------------------------------------------------|-----|
| <i>Passenger Misconduct</i>                    | 51  |
| <i>Personal Issue - Ground Employee</i>        | 1   |
| <i>Personal Issue-F/A</i>                      | 202 |
| <i>Personal Issue-Pilot</i>                    | 2   |
| <i>Prep Cabin for Emergency</i>                | 2   |
| <i>Safety Fair</i>                             | 1   |
| <i>Sexual Assault</i>                          | 1   |
| <i>Slide Deployment - Inadvertent</i>          | 1   |
| <i>Smoke in Cabin</i>                          | 8   |
| <i>Smoke in Cockpit</i>                        | 3   |
| <i>Station Mobilization (Ground Employees)</i> | 1   |
| <i>Substance Referral-FAAP Team</i>            | 8   |
| <i>Suicide</i>                                 | 3   |
| <i>Suicide Attempt</i>                         | 13  |
| <i>Suicide of a Family Member</i>              | 8   |
| <i>Suspicious Substance on Board</i>           | 3   |
| <i>Team Member Debriefing</i>                  | 4   |
| <i>Terrorist Threat</i>                        | 1   |
| <i>Turbulence</i>                              | 18  |
| <i>Turbulence w/ Injury</i>                    | 23  |
| <i>Van Accident (RON)</i>                      | 7   |
| <i>Volunteer Project</i>                       | 5   |

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

*Lisa Trafton reported line writing for February was one of the prettiest months the Scheduling Committee has been able to write in almost three years. The main contribution is due to the additional hiring of Flight Attendants and the final Special Merger Training Flight Attendants coming on line. The Scheduling Committee left 147 positions in Open Time (301 less positions than January 2015). Total number of Flight Attendant positions available for February was 8452 (an increase of 151 positions from January 2015). The Committee for the month of February wrote an average of 80% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 38.29% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 14.19%. Our average lines paid 91.15 TFP for pay. Please let Flight Attendants know they are always more than welcome to watch Primary or Secondary Line Writing. The Line Writers for the February Primary Lines were: Kim Foster, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Doreen Argyropoulos-Ricker, Chase Goldman, Alexander Ricker and Lisa Trafton. The Line Writers for the February Secondary Lines were: Doreen Argyropoulos-Ricker, Rebekah Knox, Kim Foster, Janet Lamy, Chase Goldman, Shelly Taylor, Sheri Tyler, and Lisa Trafton.*

There was discussion regarding the **Safety Committee Report**.

Cuyler Thompson submitted the **Health and Safety Committee Report** for Chairpersons Michele Moore and Michael Massoni:

#### ASAP

*To date, we have received 2,513 ASAP reports. We have a Data Review meeting scheduled in January to review all the ASAP data and recommendations for 2014. We will review any trends we haven't previously identified. Additionally, we will review all of the recommendations that were submitted and*

*review the acceptance or rejection of the recommendations. In 2014 we received approximately 300 more reports than we did in 2013. We still have three Flight Attendant bases to visit; due to Inflight scheduling conflicts, they weren't able to be done in 2014. 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.*

#### *Health/Safety:*

*We are working on the event that occurred in San Jose regarding the door event that affected several Crews. Massoni has had conversations with several of the Flight Attendants. The event is currently in the ASAP program so we are allowing it to go through that process as well as discussing it in our upcoming HASC (Health and Safety Committee) meeting. We are requesting an injury review for 2014 to see what were the major areas of concerns that are causing our Flight Attendants injuries/illnesses. We are continuing to meet with various people to make sure proper procedures are in place in the event of an incident with an aircraft that affects our Flight Attendants. We will be involved in a mock event that will be put into play in the next several weeks to see what works/doesn't work in the current process. We will be meeting with Kevin Clark in the next several weeks to discuss the "Hot Aircraft" procedures. We want the Company to be proactive in this arena, not wait until it gets hot to start talking about the problem. Massoni is heavily involved in the Max aircraft committee. They have been meeting on a regular basis every month, several times each month. Additionally, Massoni is now involved with the Uniform Committee, which is very time consuming. Massoni worked on the communication regarding the changes that occurred with the Known Crew Member program.*

#### *Emergency Notification System Follow-ups:*

*We received 438 ENS messages for the time period of 10/14/14-1/12/15. In addition to the ENS messages that were received, the Network Operations Control also sends emails with events that sometimes don't come across as ENS reports. We had a surge of Flight Attendant injuries in this time period so a lot of follow-up was required. We also received approximately 33 Air Tran's version of ENS messages. All of the ENS reports have to be read and vetted to determine if they affect Inflight and the Flight Attendants.*

#### *Upcoming Meetings:*

*HASC – Health and Safety Committee Meeting – monthly meeting  
ERC – Weekly Meeting in addition to weekly prep and follow-up  
ASAP Base Visits - 3 Bases left to visit  
SWASHARE – a meeting with all of the SWA ASAP Groups  
ASAP Data Review Meeting  
Mock Event Exercise  
Hot Aircraft Meeting  
Meeting with SWA Safety Department – to discuss ASAP groups being in Safety*

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

*Matt reported that former Negotiating Team Member Denny Sebesta and current Negotiating Team Member Brandon Hillhouse continue to write Contract education articles for Unity Magazine and Unity Update. Matt reported that the Contract Education Handbook is available for printing on the Union Website. Matt reported that the quarterly Contract Pop Quiz was distributed within the December 5 Unity Update. Matt reported that he continues to work with the Coordinating Council in publishing the Contract education materials available to the Contract Action Network during system wide lounge mobilizations.*

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

## *Cases from November 2014*

*Pilot*

*1*

## *Cases for December 2014*

|                                |               |
|--------------------------------|---------------|
| <i>Safety Issue</i>            | <i>1</i>      |
| <i>Company Policy</i>          | <i>4</i>      |
| <i>Unprofessional Behavior</i> | <i>1</i>      |
| <i>Not Taken</i>               | <i>1</i>      |
| <i>Withdrawn</i>               | <i>5</i>      |
| <i>CRM</i>                     | <i>1</i>      |
| <i>ASAP</i>                    | <i>1</i>      |
| <i>Cases in Progress</i>       | <i>9</i>      |
| <br><i>Total Cases</i>         | <br><i>23</i> |
| <i>Positive Outcome</i>        | <i>5</i>      |
| <i>Unresolved</i>              | <i>4</i>      |
| <br><i>Base</i>                |               |
| <i>Chicago</i>                 | <i>6</i>      |
| <i>Houston</i>                 | <i>3</i>      |
| <i>Phoenix</i>                 | <i>1</i>      |
| <i>Dallas</i>                  | <i>3</i>      |
| <i>Denver</i>                  | <i>1</i>      |

Cuyler Thompson submitted the **Communications Committee Report** for Erich Schwenk, Robin Brewer and himself:

### ***Mass E-Mails***

*The MailChimp account has been most recently used to send several E-Connections and Unity Updates. In addition to those campaigns, we have sent several “Reservation from the Table” emails. The following bases have sent E-Connections since the last report in November:*

*Dallas – (1) (Unity Update – 2)*

*Chicago – (1)*

*Phoenix – (3) (Parking Updates – 1) (Unity Update – 1)*

*Oakland – (1 – Unity Update)*

*Baltimore – (1)*

*The Domicile Executive Board Members for the remaining bases (Atlanta, Denver and Las Vegas) did not submit E-Connections for distribution to their domicile. 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 Local 556 Website is constantly updated with current events. The main graphic was changed for holidays and the image is used in Unity Update email blasts. The November image had a turkey with a moustache and the December image had a wreath. The main slides were changed to coincide with the “Resolve to Get Involved” campaign. The Webcast has been hosted using a new service for the past few months. We will be using this new service for the next few months to test reliability. Member feedback is welcome. We are hoping that this new service will be user friendly and ad free. This past week we tested the ability to watch the Webcast from Facebook. The Webcast plays on desktop and mobile devices right in the Facebook feed.*

### ***Publications***

- *Unity Magazine*
  - *Began initial edits / design / layout for the Winter Unity Magazine*
- *Unity Updates -*
  - *Provided edits/revisions suggestions for Unity Updates 11/20, 12/05, 12/20, 1/05*
  - *Created Unity Update in PDF file to attach to email – design/layout*
- *Shop Steward Corner (SSC)*
  - *Worked with Shop Steward Committee Chairperson Lucy White-Lehman to prepare and finalize the November and December Shop Steward Corner; included edits, graphics, creating sample boards/trip sheets and layout*
- *Glass Cases*
  - *December – Toys for Tots*
  - *January - Human Trafficking. This did not come to fruition, as other activities that were to accompany the poster were not yet in place.*
- *Other projects*
  - *Created chart for Website to show when folks would be in lounges to answer questions about supplemental benefits.*
  - *Researched other printer options.*
- *NT / Mobilization / CAN*
  - *Crew Connection #9 – “Resolve to Get Involved”*
  - *2015 – 1<sup>st</sup> quarter Union Meeting mini-flyer*
  - *½ page flyer with Negotiations Progress Chart for Lounge Education*
  - *½ page flyer with “Resolve to Get Involved” Quiz for Lounge Education*
  - *Created Valentine’s Day Card for Gary – Flight Attendants to sign and be delivered. Approved and ordered.*

#### *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. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications. Board Members are encouraged to invite Flight Attendants to “like” the Facebook page.*

#### **Stacey Vavakas submitted the Shop Steward Committee Report:**

*The December Shop Steward Conference Call was held on December 17 and the Shop Steward Corner was emailed out. The January Conference Call is scheduled for January 28. We are in the process of completing the January Edition. The Shop Steward page on the Website has been updated. A calendar feature was added to the page to reflect upcoming Shop Steward Conference Calls.*

#### **Audrey Stone submitted the New Hire Committee Report:**

*President Audrey Stone reports that TWU Local 556 has presented to three New Hire classes and three SMT classes since last reported, with dinners following. This month has the final three SMT classes scheduled to transition over, and they will coordinate with training regarding future SMT classes for the Flight Attendants who are on leave as of January 30. Audrey and 2<sup>nd</sup> Vice President and Negotiator Brett Nevarez met with Training to coordinate the busy January schedule, and to discuss the 2015 schedule. They asked for additional time for the presentations and are happy to report that it has been extended by fifteen minutes. This will allow for more question and answer time for the Flight Attendant candidates.*

The Executive Board went to lunch at 1128 and reconvened at 1300.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamela Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

Becky Parker was a guest at the Meeting.

Southwest Airlines Management Representatives Mike Hafner, Brendan Conlon, Steve Murtoff and Frank Guistiani were guests at the Meeting.

*Audrey Stone requested an update regarding the Union's request that Southwest Airlines Company Doctors be able to treat Flight Attendants that were visiting the Company Doctor as a result of the implementation of Emergency Sick Call Procedures. Brendan Conlon reported that no progress had been made regarding the issue. Steve Murtoff said that he thought that Management would be able to resolve the issue but only if the Company Doctor was able to treat the Flight Attendant's illness. Mike Hafner reported that during March of each year and during the summer months, Inflight was particularly vulnerable to sick calls due to being "critically staffed." Steve Murtoff said that he would follow-up with Brian Ridgeway regarding Supervisors at the Atlanta Base. Steve reported that all Assistant Inflight Base Managers had come to Dallas recently for training on Fact-Finding Meetings. Cuyler Thompson discussed the ongoing issue of Flight Attendants being required to sit on the 4<sup>th</sup> jumpseat while deadheading. Cuyler Thompson discussed Unaccompanied Minor (UM) procedures. Steve Murtoff will report back to the Executive Board. There was discussion regarding Passengers being allowed to take photos of Flight Attendants without permission. Mike Hafner said that he would report back to the Executive Board regarding the issue. There was discussion regarding the fact that deaths of Flight Attendants were not being reported to the Union. Matt Hettich discussed the fact that the "search function" for electronic Read Before Fly (RBF) had been disabled. Chris Sullivan discussed Flight Attendants passing through Known Crew Member (KCM) checkpoints out of uniform. Steve Murtoff agreed to look into whether Flight Attendants randomly selected for additional screening and instructed to pass through the regular security lanes would be able to bring their liquids with them. Chris Sullivan suggested that Southwest Airlines provide bags for the Emergency Demonstration Equipment of 737-800's. John Parrott requested that a CWA Message be sent to Flight Attendants when an important email was sent to their Company email address. Stacey Vavakas discussed the issue of law enforcement being available to meet aircraft at international destinations. There was discussion about including the number of "Through Passengers" on the Flight Attendant Information Sheet. Cuyler Thompson thanked Management for publishing the procedures for gate-checking Crew Members bags to Station Personnel and requested that the number of gate-checked bags be included on the Departure Report (DR) for the benefit of down-line Operations Agents. Audrey Stone thanked Mike Hafner for the additional one Trip for Pay (TFP) for the extended Recurrent Training time for 2015.*

The Inflight Management Representatives left the Meeting at 1415.

The Board took a break at 1415 and reconvened at 1425.

Executive Board Members in attendance were Matt Hettich, Todd Gage, Brett Nevarez, Rachel Brownfield, Pamela Forte, John DiPippa, Chris Sullivan, Andrea Garnett, John Parrott and Rob Riddell.

Audrey Stone was excused to meet with Southwest Airlines Management.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

Cuyler Thompson and Jimmy West were tardy.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

Todd Gage chaired the Meeting.

Matt Hettich recorded the Meeting Minutes.

Matt Hettich presented the **Scholarship Committee Report**. There was no written report submitted.

Donna Keith presented the **Survey Committee Report**. There was no written report submitted.

Cuyler Thompson and Jimmy West entered the meeting at 1430.

Chris Sullivan submitted the **Veterans Committee Report**:

*The Veterans Committee Chairman, Chris Sullivan, reports that the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC) will be held in late February or early March in Washington, D.C. The meeting will be sponsored by TWU International. Chris and Chicago Shop Steward Brendan Remezas will be attending on behalf of TWU Local 556. Chris attended a TWU Veterans Committee meeting in Miami, Florida November 18-20. During the Meeting Brendan was elected as the TWUVC Recording Secretary for 2015. Items discussed at the Meeting included legislative efforts, volunteer opportunities and the future direction of the Committee. Chris and Brendan participated in Operation Military Embrace Free Post Exchange (PX) in San Antonio, Texas December 12-15. Also in attendance were Las Vegas Domicile Executive Board Member Rachel Brownfield and Denver Flight Attendant Victoria Partridge. Chris would like to thank these Members for contributing to another extremely successful event. The Committee handed out 250 pairs of running shoes to deserving Service Members who visited the PX. The leadership of Operation Military Embrace is very appreciative of the TWUVC support and has decided to partner on events moving forward. The Committee is working with Building Homes for Heroes on fundraising and volunteer opportunities in 2015.*

Donna Keith submitted **TWU International Veteran's Committee Report** for International Veteran's Committee Recording Secretary Brendon Remezas:

*Brendon reports that on November 18, 19, 20 he attended his second TWU Veterans Committee meeting in Miami where he was elected as Recording Secretary for the International Committee. Brendon would like to thank TWU Local 570 and TWU Local 290 for hosting this event. Brendon reports that on December 14 and 15 2014 he and other Members assisted in Operation Free PX at the Brooke Army Medical Center in San Antonio, Texas. This event gathered household goods, toys, and clothing for distribution to wounded military members and their families in time for the holiday season. This event eases the burden of being away from home while recovering from injuries due to their service. Operation Military Embrace sponsors this event and starting in 2015 Transport Workers Union will be the co-sponsor. Brendon would like to thank Las Vegas Domicile Executive Board Member Rachel Brownfield and Denver Flight Attendant Victoria Partridge for volunteering their time for this cause.*

*Brendon would also like to thank Denver Domicile Executive Board Member and TWU Local 556 Veterans Committee Chair Chris Sullivan for his dedication throughout the year in collecting over 200 pairs of running shoes for Operation Free PX.*

Stacey Vavakas submitted the **Houston Base Report** for Domicile Executive Board Member Valerie Boy:

*Valerie attended the November Executive Board Meeting and participated in the Executive Board Meeting Conference Call that took place on December 17 in lieu of a formal Executive Board Meeting. Boxes for the TWU Annual Toys for Tots drive were placed in the lounge in November and Valerie reports five large boxes of toys were collected for Houston-area children. Valerie participated with Management in coat/blanket drive for the Star of Hope and thanks Members for their generous donations in charity drives throughout 2014. The CAN Team held several lounge mobilizations in the base garnering support for ongoing Contract Negotiations. Fact-Finding Meetings regarding alleged delays of flights continue to be the most common issue Members are called in for. Valerie updated the Union Glass Case, red rack, and updated the Houston Base Page. Valerie wrote an article for Unity Magazine, published E-Connections and distributed Union publications.*

Audrey Stone submitted the **Working Women's Committee Report**. There was no written report submitted.

Brett Nevarez submitted the **Flight Attendant Drug and Alcohol (FADAP) Committee Report** for Chairpersons Amy Hutchins-Peters and Natalie Salser:

*The Flight Attendant Drug and Alcohol Program Team members got a little break in the month of December. Amy spoke to SMT on December 18. We assisted Flight Attendants from inpatient treatment into their aftercare programs.*

The Executive Board bid for Emergency Officer On-Call weeks based on Inflight Seniority.

Jimmy West made a **motion (18)** to excuse Audrey Stone and Todd Gage from the February 2015 Executive Board Meeting in order to attend the TWU International Executive Council and International Executive Board Meeting. 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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

Jimmy West made a **motion (19)** to excuse Cuyler Thompson from the February 2015 Executive Board Meeting for vacation. 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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Yea     |

The motion **carried**.

The Executive Board discussed the February 2015 Executive Board Meeting.

Audrey Stone and Todd Gage requested topics that the TWU Local 556 Executive Board wanted addressed during the TWU International Executive Board Meeting.

The Executive Board discussed the graduation ceremony for the last Special Merger Training (SMT) Class, scheduled for January 30. Several Executive Board Members committed to attending the graduation.

The Executive Board discussed rumors regarding Inflight Recurrent Training for 2015.

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

Executive Board Members Todd Gage, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Donna Keith, John DiPippa, Jimmy West and Chris Sullivan were present at the Meeting.

Audrey Stone and John Parrott were excused for Union business.

Valerie Boy was excused for personal reasons.

Tina Coffee was excused due to illness.

Pamila Forte and Stacey Vavakas were excused for Union business.

Matt Hettich was tardy.

TWU International Vice President and Air Transport Division Director Garry Drummond was a guest at the Meeting.

Todd Gage chaired the Meeting.

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

Rob Riddell made a **motion (20)** to take a Grievance from the table. Chris Sullivan **seconded** the motion. The motion **carried**.

The Executive Board discussed the Grievance.

Beth Ross was excused at 1548.

Brett Nevarez made a **motion (21)** not to proceed on a Grievance. Rob Riddell **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1552.

Stacey Vavakas, Matt Hettich and Pamila Forte returned to the Meeting at 1555.

Todd Gage presented one piece of correspondence from TWU International President Harry Lombardo regarding American Airlines' push to amend the Pension Protection Act of 2006.

The Executive Board discussed the TWU Local 556 phone system.

The Executive Board discussed Southwest Airlines Inflight Management's references to "Critical Staffing" earlier in the Meeting.

Audrey Stone, John Parrott and Becky Parker returned to the Meeting at 1624.

Grievance Team Members Renda Marsh and Drew Kennedy entered the Meeting at 1627 to discuss the merits of a Grievance.

Jimmy West made a **motion (22)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion.

Renda Marsh and Drew Kennedy were excused at 1633.

The Executive Board discussed a Grievance.

The motion on the floor **carried**.

Renda Marsh returned to the Meeting at 1637.

The Executive Board discussed a Grievance.

Renda Marsh was excused at 1641.

Jimmy West made a **motion (23)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1642.

Chris Sullivan made a **motion (24)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

|                   |         |
|-------------------|---------|
| Audrey Stone      | Chair   |
| Todd Gage         | Yea     |
| John Parrott      | Yea     |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Yea     |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Nay     |
| Chris Sullivan    | Yea     |

The motion **carried**.

Audrey Stone recessed the Meeting at 1644.

## **Thursday** **January 15, 2015**

Audrey Stone called the Meeting to order at 0830.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy and Chris Sullivan were excused for personal reasons.

Tina Coffee was excused due to illness.

Pamila Forte was excused to attend the Martin Luther King Celebration in Atlanta, Georgia.

Cuyler Thompson submitted the **November 2014 Executive Board Meeting Minutes, Synopsis, Voting Record and Tally and Attendance Report** for review.

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

TWU Local 556 Negotiating Team Member Paul Sweetin, Principal Real Estate Broker Brian Whittington and Certified Public Accountant Andy Plagens entered the Meeting at 0931 to discuss future lease options for the TWU Local 556 Union Office.

Principal Real Estate Broker Brian Whittington was excused at 1020.

The Executive Board discussed the future lease options for the TWU Local 556 Union Office with Andy Plagens.

The Executive Board **agreed** to tour a building, which had been proposed to house the TWU Local 556 Union Office.

Paul Sweetin was excused at 1028.

Andy Plagens discussed the investments of TWU Local 556 with the Executive Board.

Andy Plagens was excused at 1045.

The Executive Board took a break at 1045 and reconvened at 1101.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, Donna Keith, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy and Chris Sullivan were excused for personal reasons.

Tina Coffee was excused due to illness.

Pamila Forte was excused to attend the Martin Luther King Celebration in Atlanta, Georgia.

The Executive Board continued to discuss the investments of TWU Local 556.

The Executive Board **agreed** that Treasurer John Parrott would research options for the TWU long-term investments and present them to the Executive Board during the next Meeting.

The Executive Board continued to discuss future lease options for the TWU Local 556 Union Office.

The Executive Board **agreed** to attempt to tour the proposed new building that could potentially house the TWU Local 556 Union Office that day.

John Parrott reported the TWU Local 556 phone system would be expanded to accommodate additional phone lines.

John Parrott was excused at 1117 to attempt to arrange a tour of the proposed building that could potentially house the TWU Local 556 Union Office.

Negotiating Team Member Paul Sweetin and Coordinating Council Members Crystal Reven, Sam Wilkins and Bryan Orozco entered the Meeting at 1120 to discuss the status of Contract Negotiations between TWU Local 556 and Southwest Airlines, the ongoing Contract Campaign and the Contract Action Network (CAN).

John Parrott returned to the Meeting at 1126.

The Executive Board continued to discuss Contract Negotiations with the Coordinating Council.

Sam Wilkins and Bryan Orozco were excused at 1151.

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

Crystal Reven updated the Executive Board on the Southwest Airlines Uniform Steering Committee Meeting, which had taken place in Chicago January 12-14.

Crystal Reven was excused at 1225.

There was discussion regarding the Veterans Committee Budget.

Todd Gage made a **motion (25)** to excuse Donna Keith from the remainder of the Executive Board Meeting. 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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Yea     |
| Chris Sullivan    | Excused |

The motion **carried**.

The Executive Board went to lunch at 1230 and reconvened at 1420.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Andrea Garnett, Rachel Brownfield, Matt Hettich, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan and Stacey Vavakas were present at the Meeting.

Valerie Boy, Donna Keith and Chris Sullivan were excused for personal reasons.

Tina Coffee was excused due to illness.

Pamila Forte was excused to attend the Martin Luther King Celebration in Atlanta, Georgia.

During the lunch break, the Executive Board toured the proposed building that could potentially house the TWU Local 556 Union Office.

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

Brett Nevarez made a **motion (26)** to approve the November 2014 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         | Yea     |
| John Parrott      | Yea     |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

Brett Nevarez made a **motion (27)** to approve the November 2014 Executive Board Meeting Minutes as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

|                   |         |
|-------------------|---------|
| Audrey Stone      | Chair   |
| Todd Gage         | Yea     |
| John Parrott      | Yea     |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

John DiPippa made a **motion (28)** to approve the November 2014 Executive Board Meeting Voting Record and Tally. John Parrott **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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

Brett Nevarez made a **motion (29)** to approve the November 2014 Executive Board Meeting Attendance Report. 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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

Cuyler Thompson submitted the **December 2014 Executive Board Meeting Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Brett Nevarez made a **motion (30)** to approve the December 2014 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    | Yea   |

|                   |         |
|-------------------|---------|
| John Parrott      | Yea     |
| Brett Nevarez     | Yea     |
| Cuyler Thompson   | Yea     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

Brett Nevarez made a **motion (31)** to donate \$500 to Angie and Scott “Woody” Woodmansee due to medical hardship. John Parrott **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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

The Executive Board discussed plans for the February 2015 Executive Board Meeting.

Cuyler Thompson made a **motion (32)** to conduct the February 2015 Executive Board Meeting via conference call. Matt Hettich **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   |

|                   |         |
|-------------------|---------|
| Tina Coffee       | Excused |
| Rob Riddell       | Nay     |
| Stacey Vavakas    | Nay     |
| Valerie Boy       | Excused |
| John DiPippa      | Nay     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Nay     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

The Board **agreed** to set the date of the February Executive Board Meeting Conference Call at a later date.

Brett Nevarez made a **motion (33)** to approve two days of pay for Brendon Remezas for his attendance at Operation Military Embrace. 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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

Cuyler Thompson made a **motion (34)** to increase the Veterans Committee Budget by \$1,500. John Parrott **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     |
| Tina Coffee     | Excused |
| Rob Riddell     | Yea     |
| Stacey Vavakas  | Yea     |

|                   |         |
|-------------------|---------|
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

The Executive Board discussed the expenditures of the TWU Local 556 Safety Committee.

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

*Audrey Stone reports that she led the Negotiating Team (NT) at the bargaining table with Southwest Airlines Management for negotiations on November 18, 19, 20, December 1, 2, 15, 16, 17, January 6, 7, and 8. The NT will be participating in an upcoming Negotiations Summit with the Southwest Airlines Pilot Association (SWAPA), TWU Local 555, and hopefully IAM on January 28. Audrey continues to work with the Coordinating Council on all Contract Action Network (CAN) initiatives, and she spent time with the CAN and the Flight Attendants in Las Vegas on December 21 and Dallas on January 10. She, along with 1<sup>st</sup> Vice President Todd Gage, 2<sup>nd</sup> Vice President Brett Nevarez, and Treasurer John Parrott met with Vice President Cabin Services Mike Hafner, Senior Director – Customer Experience, Strategy and International Operations Sonya Lacore, Senior Director – Base Ops Steve Murtoff, and Senior Director – Crew Ops and Automation Brendan Conlon on November 17. Audrey, Todd, and Brett also met with Sonya, Steve, Brendan, and Senior Director – Cabin Services Provisioning Frank Guistiani on January 5. They continue to address concerns on behalf of the Flight Attendants and see resolution through these meetings. Also, Audrey reached out to Mike Hafner on December 5 regarding Flight Attendant concerns that stemmed from a SWALife Blog regarding Customers taking photographs of Crew Members without their permission, as well as the extension of Recurrent Training (RT) for 2015. She was glad that the ongoing discussions resulted in all Flight Attendants being paid an additional one Trip for Pay (TFP) for RT 2015. They continue to be in discussions on developing a policy that will protect our Flight Attendants while on duty regarding photographs. Audrey participated in Grievance Review Committee on January 12, and she and Recording Secretary Cuyler Thompson participated in Live Broadcast on the same day. She sat Emergency Officer On-Call from January 5-12. She, Brett, and Grievance Chairperson Becky Parker met with AFA-Council 57 Leaders on December 3 to discuss the final AirTran transition, and Audrey has worked with both Council 57 and legal counsel regarding joint filing for single transportation system. She coordinated both of the Executive Board Conference Calls on December 7 and 17. Audrey also attended the TWU Working Women's Committee Conference in Washington, D.C. December 8-10. She would like to thank Flight Attendants Latonia Paul Benoit, Susan May, and Chicago Domicile Executive Board Member Donna Keith, for their participation. Audrey briefly met with the Texas State Conference Members, which TWU Local 556 hosted on January 8. Audrey fulfilled her quarterly Bylaw flying on December 19-20. She will be conducting the upcoming Membership Meetings, along with Recording Secretary Cuyler Thompson. Audrey continues to work with the Executive Board and Grievance Team on behalf of the Flight Attendants, and is honored to serve.*

Audrey Stone submitted the **Committee on Political Education Committee (COPE) Report** for Co-Chairperson Bryan Orozco:

*Bryan reported that the State AFL-CIO per capita is set to start in all bases this month. As per the discussion with the Executive Board, Bryan made some adjustments to the per capita within the states and cities/counties where TWU Local 556 has bases, and for the most part, not changing the delegate counts. TWU Local 556 started paying per capita in November for 200 Members in Georgia, 301 in January in Colorado and Bryan was informed that TWU Local 556 added three Members in Alaska in November. The Texas/Oklahoma State Conference is planning a food bank drive for Houston and Dallas on April 18. In November, Oakland Domicile Executive Board Member Matt Hettich worked to secure Congressional support for the Collins/Sires “Dear Colleague Letter” which circulated in the United States House of Representatives. The letter sought to deny the pending application by Norwegian Air International (NAI) for a foreign air carrier permit. Matt was able to secure the signatures from Congressman Eric Swalwell, Congressman Mike Honda, Congressman John Garamendi, and Congressman Scott Peters in support of the letter. Over 180 Members of Congress signed on to the letter, seventeen of which hail from the state of California. Negotiating Team Member Bill Holcomb also helped in the Congressional outreach effort.*

There was discussion regarding the fact that Agency Fee Objectors were provided written instructions for how to once again become a Member of TWU Local 556 in the confirmation letter sent to them when they initially “opted out” of Membership in the Union.

Brett Nevarez made a **motion (35)** to adjourn. Stacey Vavakas **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     |
| Tina Coffee       | Excused |
| Rob Riddell       | Yea     |
| Stacey Vavakas    | Yea     |
| Valerie Boy       | Excused |
| John DiPippa      | Yea     |
| Matt Hettich      | Yea     |
| Pamila Forte      | Excused |
| Rachel Brownfield | Yea     |
| Andrea Garnett    | Yea     |
| Jimmy West        | Yea     |
| Donna Keith       | Excused |
| Chris Sullivan    | Excused |

The motion **carried**.

Audrey Stone adjourned the Meeting at 1522.

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




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Cuyler Thompson  
TWU Local 556 Recording Secretary