



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**Executive Board Meeting
June 15-17, 2015
Synopsis**

**Monday
June 15, 2015**

TWU Local 556 President Audrey Stone called the Meeting to order at 1400.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

John DiPippa was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

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

Crystal Reven led the Executive Board in reciting the **Pledge of Allegiance**.

Rachel Brownfield made a **motion (1)** to excuse Donna Keith from the June Executive Board Meeting for personal reasons. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Rachel Brownfield made a **motion (2)** to excuse Jimmy West from the June Executive Board Meeting due to illness. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (3)** to excuse John DiPippa from the first day of the Executive Board Meeting for personal reasons. Crystal Reven **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed the TWU Local 556 Internship Program. Matt Hettich **agreed** to report back to the Executive Board once there was an update.

The Executive Board discussed the Committee on Political Education (COPE) and Domicile Executive Board Member Budgets, specifically the need to account for the time TWU Local 556 Members spent as TWU State Conference Chairpersons.

Brett Nevarez made a **motion (4)** to increase the COPE budget by \$1,500. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed the redesign and replacement of the Union Red Racks for each Flight Attendant Lounge. Crystal Reven **agreed** to provide an update on the redesign and replacement of the Union Red Racks for each Flight Attendant Lounge at the July Executive Board Meeting.

The Executive Board reviewed the May 2015 TWU Local 556 Executive Board Meeting Minutes.

The Executive Board took a break at 1603 and reconvened at 1616.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

John DiPippa was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

The Executive Board continued to review the May 2015 TWU Local 556 Executive Board Meeting Minutes.

The Executive Board reviewed the April 2015 TWU Local 556 Executive Board Meeting Minutes.

Brett Nevarez made a **motion (5)** to rescind the approval of the April 2015 Executive Board Meeting Minutes and Synopsis. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board continued to review the April 2015 Executive Board Meeting Minutes.

Brett Nevarez made a **motion (6)** to approve the April 2015 Executive Board Meeting Minutes and Synopsis, as amended. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Matt Hettich informed the Executive Board that he received one set of Charges delivered to the Recording Secretary, by two different methods, filed by TWU Local 556 Member Brian “BR” Ricks.

Matt Hettich informed the Executive Board that he received an appeal delivered to the Recording Secretary filed by TWU Local 556 Member Brian “BR” Ricks.

The Executive Board **agreed** not to consider the appeal submitted to the TWU Local 556 Executive Board per the TWU Constitution.

Matt Hettich submitted both copies of Charges to the Executive Board submitted by TWU Local 556 Member Brian “BR” Ricks in which he accused Member Audrey Stone of violating the TWU Constitution under Article XIX.

The Executive Board **agreed** to consider the Charges submitted by Brian “BR” Ricks and that the Charges contained two accusations that would be considered separately, referred to here as “Question 1” and “Question 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 a Charge submitted by Brian “BR” Ricks in which he accused TWU Local 556 Member Audrey Stone of violating the TWU Constitution under Article XIX.

Roll Call Votes (7 - 9) were conducted on Question 1, on the floor for consideration:

*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	Excused
Sam Wilkins	Nay
Crystal Reven	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Excused
Matt Hettich	Nay

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

Article XIX Section 3 (b) “the charges are untimely under Section 2 of this Article”

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

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

The Executive Board **agreed** that since Brian “BR” Ricks’ charge 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.

The Executive Board considered a Charge submitted by Brian “BR” Ricks in which he accused TWU Local 556 Member Audrey Stone of violating the TWU Constitution under Article XIX.

A Roll Call Vote (10) was conducted on Question 2, on the floor for consideration:

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

The Executive Board **agreed** that since Brian “BR” Ricks’ charge did not state the exact nature of the alleged offence, it was not necessary to vote on questions (b), (c) and (d) of Article XIX Section 3.

John Parrott made a **motion (11)** to recess. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1814.

Tuesday
June 16, 2015

Audrey Stone called the Meeting to order at 0911.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

Grievance Chairperson Becky Parker entered the Meeting at 0914 and presented the **Grievance Committee Report**. There was no written report submitted.

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

Brett Nevarez made a **motion (13)** to proceed on a Grievance per the recommendations of the Grievance Review Committee. Andrea Garnett **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (14)** to not proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

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

Becky Parker was excused at 1021.

The Executive Board took a break at 1025 and reconvened at 1040.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

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

Grievance Committee Chairperson Becky Parker and Grievance Team Member Barbara Fitzhugh entered the Meeting at 1120 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1134 to discuss the merits of a Grievance.

Barbara Fitzhugh and the Grievant were excused at 1146.

Brett Nevarez made a **motion (16)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

A Grievant entered the Meeting at 1219 to discuss the merits of a Grievance

The Grievant was excused at 1229.

Rachel Brownfield made a **motion (17)** to table a Grievance. John Parrott **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1230 and reconvened at 1330.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

TWU Local 556 Leave Specialist Alice Watkins Southwest Airlines and Workmen's Compensation Program Manager Patti Colwell entered the Meeting at 1332.

John DiPippa entered the Meeting.

Patti Colwell provided an overview of Southwest Airlines Workmen's Compensation program as well as answered questions from TWU Local 556 Executive Board Members.

TWU Local 556 Leave Specialist Alice Watkins and Southwest Airlines Workmen's Compensation Program Manager Patti Colwell were excused at 1439.

Audrey Stone and Brett Nevarez left the Meeting at 1440 to meet with Southwest Airlines Management.

John Parrott chaired the meeting.

Rachel Brownfield made a **motion (18)** to take from the table a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Barbara Fitzhugh entered the Meeting at 1444 to discuss the merits of a Grievance.

Matt Hettich made a **motion (19)** not to proceed on a Grievance. Andrea Garnett **seconded** the motion. The motion **carried**.

Grievance Committee Chairperson Becky Parker was excused from the Meeting at 1457.

The Executive Board took a break at 1457 and reconvened at 1515.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

Coordinating Council Member Bryan Orozco was a guest in the Meeting.

Coordinating Council Members Crystal Reven, Sam Wilkins, and Bryan Orozco updated the Executive Board on Membership engagement related to Contract Negotiations and the Contract Action Network (CAN). There was discussion about the strategic bargaining campaign and the “Its Time to Land” theme.

Audrey Stone updated the Executive Board on Contract Negotiations between TWU Local 556 and Southwest Airlines Management. The Domicile Executive Board Members **agreed** to provide the Negotiating Team with a list of potential Lounge Educators in preparation of a potential Tentative Agreement.

The Executive Board discussed the CAN Leaders in the Denver Domicile.

Coordinating Council Member Bryan Orozco was excused at 1619.

The Executive Board discussed the next round of Membership Meetings and the yet-to-be determined dates of the Meeting.

The Executive Board discussed the problem of having too few Shop Stewards in the Denver Domicile. Crystal Reven **agreed** to coordinate the availability of the Shop Steward Master List for the Domicile Executive Board Members during the Executive Board Meetings each month.

Audrey Stone left the Meeting.

Brett Nevarez chaired the Meeting.

The Executive Board continued discussion on the Shop Steward Committee.

Brett Nevarez left the Meeting.

John Parrott chaired the Meeting.

The Executive Board continued discussion on the Shop Steward Committee.

Crystal Reven presented her **Officer's Report** as Board Member at Large. There was no written report submitted.

Brett Nevarez entered the Meeting at 1645.

Sam Wilkins presented her **Officer's Report** as Board Member at Large:

Sam Wilkins met with the Negotiating Team (NT) and Coordinating Council in Dallas, Texas, in May. Sam participated in the May 26 CAN Mega Mobilization. Sam answered questions via Facebook, email and by phone. Sam reached out to several Members regarding the upcoming TWU Local 556 Scholarship deadline. Sam reached out to several Members via Facebook message about the upcoming CAN Mega Mobilizations on June 6, 10, 18, and 26. Sam also reached out to several Members who answer contractual questions on Facebook encouraging them to get involved. Sam continues to recruit Members to be Shop Stewards and encourages them to reach out to their Domicile Executive Board Members or the Shop Steward Committee Chairs. Sam participated in the June 10th Mega Mobilization in Oakland with CAN Leader Josh Rosenberg and Jenette Lanning.

Sam Wilkins presented the **Mobilization and Organizing Committee Report**:

Sam Wilkins continues to work closely with the Negotiating Team (NT) in an effort to mobilize the Membership. Sam continues to assist the CAN Leaders in holding the CAN lounge mobilizations on the 10th and 26th of every month with the additional added dates June 6 and June 18. Sam has participated in the last several CAN Mega Mobilizations. Sam is continuing to focus on Contract Education and informing Members on the current state of Contract Negotiations.

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

Audrey Stone entered the Meeting at 1653.

Audrey Stone chaired the Meeting.

Crystal Reven submitted the **Shop Steward Committee Report**. There was no written report submitted.

Brett Nevarez presented the **2nd Vice President's Report**. There was no written report submitted.

Brett Nevarez updated the Executive Board regarding the lawsuit filed by former TWU Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann against TWU Local 556. On June 3, 2015, a judgment was awarded from a 116th Judicial District Court Judge in the sum of \$17,570.31 against former TWU Local 556 President Stacy Martin. Brett Nevarez **agreed** to speak to legal counsel about informing the Membership of the judgment in favor of the TWU Local 556 Membership.

Brett Nevarez left the Meeting.

Rachel Brownfield made a **motion (20)** to excuse Brett Nevarez from the remainder of the 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	Excused
John Parrott	Yea
Brett Nevarez	Away
Cuyler Thompson	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

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

Andrea reports that she attended the Executive Board Meeting May 13-15. She conducted several Fact-Finding Meetings in May and June. Andrea met with Dallas Base Manager Shannon Hiatt in May and June to discuss the base business including parking issues with the Luv Hub. Andrea returned several phone calls, answered emails, texts and continued to update Flight Attendants on the Dallas Base Facebook Page. Andrea spent time in the lounge, answering questions, decorating the glass case, and tidying up the Union Red Rack. Andrea sent out an E-Connection in May and June. Andrea participated in the Shop Steward and Contract Action Network (CAN) Conference Calls. Andrea participated in the CAN Mega Mobilization on June 10.

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

Matt reported that Fact-Finding Meetings with Inflight Management have mostly involved delay of flight and crew conflict. Matt updated the Base Page on the Union Website, distributed an Oakland E-Connection, distributed Spring Unity Magazine, and met with Oakland Inflight Management to discuss Member issues. Matt helped facilitate the Contract Action Network Oakland Lounge Mobilization on June 6. Matt coordinated with Oakland Base Manager John White on the timing of the release of a joint message to Oakland Flight Attendants highlighting the ability of Oakland Members to receive the employee discount on the Oakland Airport Connector. Matt reported two new supervisors have joined the Oakland Inflight Office: Julie Rose and Douglas Allington. Matt coordinated with TWU Local 556 Communications Committee Co-Chairperson Robin Brewer to produce the Union Glass Case posters in each domicile, to produce the Union Glass case banners reflecting the new Domicile Executive Board Members (DEBM), and to coordinate the DEBM New Hire welcome cards for the Houston and Denver Domiciles.

John Parrott made a **motion (21)** to recess. 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	Away
Cuyler Thompson	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1730.

Wednesday **June 17, 2015**

Audrey Stone called the Meeting to order at 0905.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

The Executive Board **agreed** to continue the monthly Executive Board Team Building events, monthly Staff Lunch Outing, and the quarterly Executive Board and Staff Team Building events. Crystal Reven and Sam Wilkins **agreed** to coordinate the events.

Crystal Reven left the meeting to attend to Union Business.

The Executive Board discussed Contract Action Network (CAN) staffing in the Inflight Lounges.

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

Jessica attended the Executive Board Meeting May 11 through May 15. Jessica met with Matthew Hettich and Rachel Brownfield after the Executive Board Meeting adjourned to discuss the theme for glass case posters for June and July. Membership involvement with committees, Shop Steward elections, and the hot aircraft event tab were three things discussed. Jessica met with Base Manager Tammi Feuling to discuss Denver specific issues including date and location of the Base of the Year Party, transportation and hotel arrangements for the party, ongoing issues with parking, and current Fact-Finding Meetings. Jessica represented Members in Fact-Finding Meetings, answered Member phone calls and emails, updated the glass case with current material, and tidied the red rack. Jessica sent out E-Connection on June 3. Jessica volunteered time in the Flight Attendant Lounge with CAN Team Member Julie Turpin on June 10. A special thanks goes to all CAN Team Members and volunteers for all of their amazing work. Jessica conducted a lounge visit on Friday, June 12, distributed Union Pins and received multiple questions as to when the next round of Membership Meetings will be from Members interested in becoming Shop Stewards.

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

Rachel reports that she attended the Executive Board Meeting May 11-15 in Dallas, Texas. She distributed Union Pins, tidied the Union Red Rack, and updated the Union Glass Case. Rachel represented Members in several Fact-Finding Meetings mostly regarding possible delay of flight events, and returned phone calls primarily assisting Members with ASAP reports. Rachel met with Base Leadership to discuss issues specific to the base. Rachel attended the farewell party for former Las Vegas Base Manager Randall Miller. Rachel spent three days in the lounge including one day with Negotiating Team Member Bill Holcomb. Rachel thanked Shop Steward Committee Chairperson Mark Anthony Reyes for distributing the Unity Magazine in the lounge.

Pamila Forte submitted the **Atlanta Base Report**. No written report was submitted.

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

Stacey reports that she met with Base Leadership to address ongoing issues within the base. Stacey met with Base Leadership and the Baltimore Critical Incident Stress Management (CISM) Lead, Rose Kirkpatrick, to find better ways to assist the base in the future. The Baltimore Riots, weather delays, emergency situations, and the Network Operation Control (NOC) were discussed. Stacey sent out an E-Connection and updated the glass case. Stacey spent several days in the lounge to discuss Members' concerns. Stacey also addressed the major issue surrounding the check-in phone that was outside of security. Through further discussion with the Base Leaders, they have agreed to send a Crew Web Access message to our Flight Attendants as soon as the issue is known. All other check-in options have been communicated to the Flight Attendants.

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

The CISM Team handled a total of 116 incidents called into our hotline during the month of May. We spoke to a total of 248 Southwest Flight Attendants; each one receiving approximately 1-3 calls each. I presented a CISM overview to the TWU Local 556 Executive Board and all new Domicile Executive Board Members and presented CISM to New Hire classes 313 and 314. I met with the NOC two times during May to discuss incidents and procedures and trying to improve communication.

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

David reports that the Houston Base has recently been subjected to flooding and irregular operations. He has been in communication with Houston Base Manager Scott Wells and has updated

the base via social media. Scott Wells and the Network Operations Control (NOC) Supervisors reported to David that hotel rooms were provided free of charge to the Flight Attendants reporting for duty on AM trips on June 16-17 due to a weather event. David sent out an E-Connection in May and June. David tidied the Union Red Rack, updated the glass case and cleaned out the Company provided Union space under the Flight Attendant mailboxes. David conducted a Lounge Mobilization on May 20 and answered Members' questions.

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

Amanda reported that she met with the Education Committee Co-Chairpersons Angie Kilbourne and Josh Rosenberg, along with Executive Board Liaison, Matt Hettich to strategically plan for the future of the Education Committee. The Committee discussed assisting with lounge education after a Tentative Agreement is approved by the Executive Board. The group also discussed expanding the Education Committee to have members in all domiciles. Amanda reported that the committee completed another printing of the Contract Education Handbook and is available to the New Hire Committee for distribution.

Matt Hettich submitted the **Safety Committee Report** for Chairperson Michael Massoni:

Currently the Safety Team has the following open and/or resolved action items: Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 23

ASAP Reports received to date: 2769

Accepted Reports to date: 2657

Excluded Reports to date: 93

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

- 05/11/15 through 06/15/15 = 290*
- Emergencies Declared = 18*
- 2015 Year-to-Date = 1420*
- ALL OF 2014 = 2119*
- ALL OF 2013 = 1138**
- ALL OF 2010 = 1413*
- ALL OF 2009 = 1210*
- ALL OF 2008 = 940*

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

- 06/01/15 through 06/15/15 = 98*

Data tracking taxonomies and statistics (Aircraft Type, Ground Air in Use, APU in Use, A/C Packs in Use Phase of Operation etc.) are currently being developed and will be included in future Safety Team Reports.

Known Crewmember (KCM) Program Update as of May 26

UPDATES:

To date, over 32 and a half million crewmembers have been alternately screened through KCM or the previous CrewPASS pilot at: 32,648,757

Current flight crewmembers throughput at the 60 active KCM airports (Week 5/19/15 – 5/25/15):

• 337,927 total for the week • 48,275 average per day • 5,632 average per airport this week • 2,449 average per access point this week (138 KCM access points)

DCA opened two more KCM access points on 5/26/15: Terminal A and Center Pier. The airport has incorporated the KCM program at each of their terminals.

Also reference the A4A/ALPA KCM website for additional information: www.knowncrewmember.org

CARRIER PARTICIPATION:

Current Air Carriers in which Pilots are using the KCM System (50 Total) not including NATA:

NATA (Part 125, Part 135 and Twelve Five); Aerodynamics, Inc., AirTran, Air Transport International, Air Wisconsin, Alaska, American, Atlas Air, Bering, Chautauqua, Commutair, Compass, Delta, Elite, Endeavor, Envoy, Executive, ExpressJet, FEDEX, Frontier, GoJet, Hawaiian, Horizon Air, JetBlue, Kalitta Charters II, Mesa, Mountain Air Cargo, Pacific Wings, PenAir, Piedmont, Polar Air Cargo, PSA, Republic, Seaborne, Seaport, Shuttle America, Silver, Sky Way Enterprises, Skywest, Southern Air, Southwest, Spirit, Sun Country, Swift Air, Trans States, United, US Airways, USA Jet, UPS, Virgin America, and Worldwide Jet Airlines.

Current Air Carriers in which Flight Attendants are using the KCM System (35 Total) not including NATA:

NATA (Part 125, Part 135 and Twelve Five); Aerodynamics, Inc., AirTran, Air Transport International, Air Wisconsin, Alaska, American, Atlas Air, Chautauqua, Commutair, Compass, Delta, Elite, Endeavor, Envoy, ExpressJet, Frontier, GoJet, Hawaiian, Horizon Air, JetBlue, Mesa, Piedmont, PSA, Republic, Seaborne, Shuttle America, Silver, Skywest, Southwest, Sun Country, Swift Air, Trans States, United, US Airways, and Virgin America Airlines.

- The NTSB anticipates releasing the final report, including the Probable Cause, for SWA 345 LGA Accident (which 556 Safety was a party to) during the week of June 15. – At this time, the report is with the Board Members pending their votes, which are due June 15. There will not be a public (“sunshine”) Board meeting – just an official NTSB press release.*
- There will be video shoots done for the 737 Max 8 and forward fit -800 Galley Systems – These video will be used as training aids during 737-Max 8 / Forward Fit -800 differences training that will begin taking place September 2015 through approximately March 2016.*
- Year-to-Date OSHA 300 Logs for all Domicile Executive Board Members.*

SCHEDULED AND STANDING MEETINGS:

- Tuesday June 4 – ASAP ERC Voting Member*
- Tuesday June 4 – Inflight General Safety and ASAP Issues Meeting with Mike Hafner and Scott Halfmann of Corporate Safety, Security and Environmental*
- Tuesday June 23 – Health and Safety Coordination (HASC) Meeting*

- *Tuesday June 23 – Tentative Meeting with Glen Cabarcas of SWA Air Operations Assurance, Safety and Security*
- *Monday June 22 – ASAP Quarterly Administrative Meeting*
- *Sunday June 28 – Tuesday June 30, 2015 – 737-Max 8 / Forward Fit -800 Galley System Training Video Shoots*
- *Wednesday July 1 – Tentative Network Operations Control (NOC) / Crew Operations Team (COT) standing monthly meeting*

Matt Hettich submitted the **Professional Standards Committee Report** for Chairperson Kurt Beggs:

Activity Report for May 2015

Cases from April 2015

Not Taken 1

Withdrawn 1

Cases for May 2015

Not Taken 1

I.R. Filed 3

Unprofessional Behavior 3

Company Policy 5

Withdrawn 4

CRM 4

Hotel Committee 1

Pilot 2

F.A.R. 1

In Progress 2

Total Cases 26

Positive Outcome 12

Neutral Outcome 5

Base

Orlando 4

Baltimore 4

Houston 2

Chicago 3

Phoenix 2

Las Vegas 2

Atlanta 4

Dallas 3

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

John has done two Fact-Finding Meetings since the May Executive Board Meeting encompassing a variety of issues. John attended the monthly June Executive Board Meeting. John sent out an E-Connection in June and transcribed the June TWU TV NT Episode. John has been in constant contact with the Executive Board and the Membership via emails and phone calls. Prior to the June Executive Board Meeting, John reviewed all of the Grievances that the Board would be discussing. John presented to Inflight Management a situation that was brought up by a Flight Attendant in regards to Scheduling. John reached out to a Member for questions he would like John to ask Southwest Airlines Workmen's Compensation Program Manager Patti Colwell. John went to lunch with the Base Manager and both Assistant Base Managers. John did a few lounge mobilizations and was in the lounge with the CAN Team on June 10 to assist them in helping to get our Members excited about Contract Negotiations. As

always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

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

Pamila did Fact-Finding Meetings and updated the glass case. Pamila spent several days in the lounge answering questions and handing out Union Pins. Pamila traveled to Dallas for Executive Board training on May 4. Pamila attended the New Hire dinner on May 5. Pamila attended the first Executive Board Meeting for the 2015-2018 term from May 11 to May 15. Pamila wrote an E-Connection. Pamila attended the Georgia AFL-CIO Fast Track visit to United States Senator Johnny Isakson's office. Our group was supported and accompanied by Georgia State Senator Vincent Fort. Pamila participated in making calls to State Representatives to Stop Fast Track. Pamila had lunch with Base Manager Graham Vandergrift and Assistant Base Manager Tiffany Laurent. Pamila revisited the subject of late Employee parking buses, Flight Attendants using their Might Be Late (MBL) abilities, along with many other issues. On June 6, Pamila met with TWU Local 555 Shop Stewards Michael Powell and Cline Reeves to figure out a resolution to the ongoing problem with late Employee parking buses. Pamila attended the CAN event shortly thereafter. On June 10, Pamila met with Ground Ops and Manager Command Center John Casini, Manager of Air Serve Corporation Robert Post, and Atlanta Airport Operations Manager Kirk Hale on May 10. All agreed that the Employee parking bus problem needs to be fixed immediately. The Managers accepted a proposal for a new bus schedule that will be more efficient during peak times for all Employees. All agreed that there should be a trial run of the new bus schedule as soon as possible. After the meeting, Pamila attended the CAN event in the Atlanta Lounge. Pamila continued to speak with Civil and Human Rights Chairperson Lori Lochelt about Human Trafficking and upcoming events.

The Executive Board took a break at 1019 and reconvened at 1030.

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, John Parrott, Sam Wilkins, Jessica Parker, David Jackson, Andrea Garnett, Rachel Brownfield, John DiPippa, Matt Hettich, Pamila Forte, and Stacey Vavakas were present at the Meeting.

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Crystal Reven was attending to Union Business.

Matt Hettich recorded the minutes.

Southwest Airlines Inflight Management Representatives Brendan Conlon, Steve Murtoff and Sonya Lacore entered the Meeting at 1034.

Grievance Committee Chairperson Becky Parker entered the Meeting 1035.

Crystal Reven entered the Meeting at 1046.

Steve Muftoff discussed that he has has a lot of dialogue between he and TWU Local 556 President Audrey Stone regarding several issues that impact TWU Local 556 Members. Steve Murtoff discussed

the upcoming visit by Inflight Management to the Atlanta Domicile on July 30. Steve Murtoff stated that the visit will address issues unique to the Atlanta Domicile and that representatives from Inflight Management will be staying all day. Steve Murtoff updated the Executive Board on the Hot Aircraft Event tab available on SWAlife. Steve Murtoff stated that they have received a lot of feedback from Flight Attendants who have used the new form; the TWU Local 556 Safety Committee is a party to the reporting; Maintenance and Tech Operations are also included in the reporting and they have began the process of inspecting the air ducts on aircraft that are reported through this process. Steve Murtoff updated the Executive Board on the Dallas check-in issues; they are looking at the network at Dallas Love Field airport. Steve Murtoff updated the Executive Board on the new location Houston check-in phone and the difficulty in hearing Flight Attendants who use the phone; Steve Murtoff agreed to report to Houston Domicile Executive Board Member David Jackson. Audrey Stone discussed the fact that Members were receiving Crew Web Access messages stating that there was an issue that needed their attention. Brendan Conlon agreed to follow up on this issue. Steve Murtoff discussed the 737 MAX aircraft training; they are looking for approximately 40 trainers. David Jackson discussed the issue with limo bars being added to Flight Attendant's screens and the need for Scheduling to verify with an Operations Agent on release time. David Jackson discussed the issue with cockpit observers sitting on the 4th jumpseat when the 4th jumpseat is vacant. Sonya stated that this issue has been addressed before and she will look over her notes to see if there are clear guidelines. There was discussion on Network Operations Control (NOC) Base Manager position staffing. Currently the NOC Base Manager position is staffed eighteen hours a day with a six-hour shift of on-call; there are plans for increasing the shift to provide for 24-hour coverage in the near future. There was discussion about the NOC Base Managers not being able to look up a Flight Attendant's attendance point total. Sonya Lacore stated that the team needs to do a better job educating the Flight Attendants on the NOC Base Manager position, that they are a resource for the Flight Attendants. Pamela Forte discussed issues with the employee bus in Atlanta and the fact that the Atlanta Base Manager will not remove attendance points related to the employee buses not running on time. Steve Murtoff agreed to speak with the Atlanta Base Manager about the issue. Andrea Garnett discussed continuing the Dallas employee shuttle to the airport from Southwest Airlines Headquarters. Flight Attendants are really happy with this shuttle service and would like to see this service continued permanently; Steve Murtoff will follow up on this issue. There was discussion on Inflight audits and a Supervisor giving bonus points in exchange for good audits; Steve Murtoff is aware of the situation and is working through the issue. Audrey discussed appearance standards for Inflight Training; she wanted to ensure that appearance standards are established from the beginning for new Flight Attendants. Sonya Lacore updated the Executive Board on the new uniform for Flight Attendants. Sonya stated that the Southwest Airlines Marketing Team has gotten involved on determining the release of the uniform internally; there should be a video teaser released the first week of August.

Steve Murtoff left the Meeting at 1105.

Steve Murtoff and Senior Director of Ground Operations-West Coast Anthony Gregory entered the Meeting at 1113.

Anthony Gregory briefed the Executive Board on his position and overall structure of the Ground Operations department. Anthony Gregory answered questions submitted by TWU Local 556 Recording Secretary Cuyler Thompson on the topic of Unaccompanied Minors (UM) procedures. Anthony Gregory answered the questions and explained that Operations Agents plan ahead to see if there is a UM. There is communication at the top of the jetway in preparation of the custody transfer if the parent is present and Sweepers should be coordinated by the Operations Agent in advance of an aircraft arrival. Brett Nevarez asked if a Sweeper is busy maybe a Supervisor could step in to assist. Anthony Gregory responded by stating that each station staffs for the Sweeper position but the availability of a Sweeper can change based on daily staffing changes and the level of call outs. Anthony Gregory continued by stating that each station plans ahead on staffing levels and these levels are based on customer traffic and that Operations Agents approach the aircraft to tell the "A" Flight Attendant if a Sweeper is available or if a parent is waiting at the top of the jetway. Audrey discussed that there has been much

dialogue of the UM procedure but it had dropped off somewhere and as the summer months approach, when we know there will be an increase in UM traffic, a reminder to the Operations Agents of the procedure may be needed. Anthony Gregory agreed. Audrey Stone asked about gate checked Crew Bags and if there are any plans for communicating the procedures to Operations and Ramp Agents. Anthony Gregory stated that the problem is systemic; that they have to reinforce the procedure through training. Audrey Stone stated that the Flight Attendants have had Crew Bags checked at the gate and that it hasn't gone the way that it should. Anthony Gregory stated that they are trying to do better and will bring it to attention of directors. There was discussion about Southwest Airlines employees needing to be in compliance with Southwest Airlines policies and procedures and the need for Southwest Airlines policies and procedures to be easy to understand and correct for the operation. Anthony Gregory discussed that there has been a focus on providing clarity on how Operations Agents are approaching aircraft delays on originating flights; Operations Agents have advocated for Flight Attendants when delays were coded incorrectly and that delays are down 60% on Flight Attendants; and, that delays need to be coded correctly so Southwest Airlines has real data to evaluate where improvements can be found.

Southwest Airlines Inflight Management Representatives Brendan Conlon, Steve Murtoff, Sonya Lacore and Senior Director of Ground Operations-West Coast Anthony Gregory were excused at 1140.

The Executive Board took a break at 1140 and reconvened at 1153.

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

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Matt Hettich recorded the minutes.

Matt Hettich presented the **Communications Committee Report** for Co-Chairperson Erich Schwenk:

Mass E-Mails

The MailChimp account has been very busy during the last month. Thank you to the Domicile Executive Board Members (DEBM) who sent E-Connections in the past month. We have also sent quite a few additional Negotiations Updates as we aim to land this Contract. Year-to-date we have sent nearly 250,000 emails to our Members.

The past 10 E-Connections or base updates are displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from DEBMs. 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 UU email blasts. The main slides were changed to coincide with the "Resolve to Get Involved" campaign as we check in with Member's resolutions. We are also using some cloud slides with images to promote TWU-TV and any upcoming events.

The Website has had a few issues behind the scenes after the move. These issues were due to some coding and were reported to AppleTree who resolved them.

In recent months we have been using a third-party company, DaCast, to stream our live webcast. I will be reaching out to DaCast as Members have reported issues staying connected to the Webcast. This appears to be an issue at the point of streaming and not with the viewer. More information when available.

Many base pages have been updated this month, thank you! If you would like to see any page on the Website updated, please let me know. I'd be happy to help facilitate these changes.

Strategic Planning

During the first week of June the Communications Committee (Cuyler, Erich, and Robin) met with Audrey and Todd for a strategic planning session. This productive session has put us on track to increase educational pieces and improve readability of our publications, both physical and digital.

Publications

Social Media

Facebook continues to 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.

This month we started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of our Members.

If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

This past month we used the push notification feature for the first time. This allows us to send updates right to the Member's device that, when tapped upon, open the news feed and display current information. This first push was announcing Audrey's letter and the need to land this Contract. The numbers show Members were receptive to push notifications, especially Android users.

Requests for future updates include:

- *Calendar*
- *CSS Codes*

Robo Call

We utilized CallFire to send a robo call this past month. This form of communications is reserved for urgent matters and is our Member's absolute least favorite means of communication.

Matt Hettich submitted the **Civil and Human Rights Committee Report** for Chairperson Lori Lochelt:

I would like to thank the Executive Board for my appointment as Chair of the Civil and Human Rights Committee (CHRC). I sincerely appreciate the vote of confidence.

Since my appointment in mid-May I have worked on the following:

Human Trafficking Project:

I met with Larry Parrigin, Southwest Airlines University Training - Inflight, to initiate adding material to the online portion of Recurrent Training 2016. Larry was very positive and excited about getting this into the Security Module. I gave him some basic Human Trafficking information and awareness materials and directed him to the Department of Homeland Security (DHS) Blue Campaign Website. Pamila will also connect Larry with the FBI Agents in Atlanta if needed. Larry will coordinate with his Manager and the Southwest Airline Security people. Larry has received positive feedback from Security on the initial information I provided. There is also an effort to ensure Southwest Airlines has procedures in place for ground personnel regarding human trafficking. I am Larry's point person for Inflight training resources. Michael Broadhead has also provided additional contacts and resources in the Phoenix area who are working directly with victims. Courtney McClure procured Blue Campaign posters from DHS for the Domicile Executive Board Members (DEBM) to put in the glass cases. Alexandria Jeffers wrote an article for a July Unity Update. I edited the article and asked Jill Pahl, Dallas based Flight Attendant, who was involved in the recovery of a victim, to add her story. I kept

everyone in the Human Trafficking Facebook Group informed of our progress and added several more Flight Attendants. There is a lot of interest in this topic and I believe the information and awareness campaign we have planned for July will be positively received by the Membership. Beyond the initial awareness and information effort the group wanted to do something in January 2016 which is "Slavery and Human Trafficking Prevention Month." I asked Alexandria Jeffers and Egda Avila to be Project Leads to help with gathering resources and coordinate activities for January. As a reminder, action items from the March Seminar included an article for Unity, articles in the E-Connection, posters in glass cases, hand out materials for a lounge mobilizations.

Pride Month:

Wrote a small piece on Pride history for the TWU Local 556 Website and Facebook page.

Wrote a proposal to send three Flight Attendant to the triennial Pride At Work Conference in Orlando August 26-29.

Miscellaneous:

Wrote a proposal to send LaTonia Paul Benoit to the NCAAP 106th Annual Convention July 11-14.

Pamila Forte submitted a proposal submitted by Civil and Human Rights Committee Chairperson Lori Lochelt to have TWU Local 556 Members attend the 2015 Pride at Work and the NAACP conventions.

Matt Hettich made a **motion (22)** to send three TWU Local 556 Members to attend the 2015 Pride at Work Convention. Sam Wilkins **seconded** the motion.

Rachel Brownfield made a **motion (23)** to table **motion (22)**. 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	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Excused
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

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

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, John Parrott, Sam Wilkins, Jessica Parker, David Jackson, Andrea Garnett, Rachel Brownfield, John DiPippa, Matt Hettich, Pamila Forte, and Stacey Vavakas were present at the Meeting.

Cuyler Thompson was excused for Jury Duty.

Todd Gage was excused for vacation.

Donna Keith was excused for personal reasons.

Jimmy West was excused due to illness.

Crystal Reven was attending to Union Business.

Matt Hettich recorded the minutes.

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

I would like to first thank you and the rest of the Executive Board for the appointment as the New Hire Committee Chair. I sincerely appreciate it. I would also like to thank Kimberly Colmenares for her continued assistance in setting up the New Hire Dinners, as well as Allison Hare for her help in getting the New Hire packets together. Over the past month I have attended two New Hire presentations, two New Hire Dinners, and three graduations, one Special Merger Training graduation and two new Flight Attendant classes. I look forward to the next few that are scheduled through the next couple of months. I look forward to working with the TWU Local 556 Executive Board and I am excited for the work we are going to accomplish for our newest Flight Attendants.

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

The TWU Local 556 Scholarship Program is currently accepting applications for both the Madeleine Howard and Paul Gaynor Scholarships; scholarship application and essays must be postmarked by June 30. The TWU Local 556 Scholarship Selection Subcommittee will consist of the TWU Local 556 President, the Scholarship Committee Chairperson, and Dallas County AFL-CIO Financial Secretary-Treasurer, Mark York. Awards will be announced on August 20, in Unity Update. Information on the Union Plus Scholarship program was updated on the TWU Local 556 Website.

Matt Hettich submitted the **Veterans Committee Report** for Chairperson Chris Sullivan:

The Veterans Committee Chairperson Chris Sullivan reports that the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC) will be held June 23-25 in Dallas, Texas. The meeting will be sponsored by TWU Local 556. Originally, the meeting was scheduled to be held in Chicago, Illinois but was changed at the last minute to Miami, Florida. TWUVC Chairman Emeritus Hank Trujillo had fallen gravely ill and the intent was to hold the meeting in Miami so he could attend. Unfortunately, Hank passed away before arrangements could be finalized. Hank was a true patriot and a champion of Veterans. He will be sorely missed. Given the need to organize a meeting quickly, the committee immediately volunteered to make all the arrangements and hold it at the Local office. After this meeting Chris hopes the TWUVC will be back on track and the committee will be able to focus on supporting TWUVC initiatives and step up local efforts with Honor Flights and Member deployment support. On June 12 the committee assisted the Chadron, Nebraska Honor Flight with their departure from Denver to Baltimore. Chris met with Denver Police Officer Henry Jones and Department of Homeland Security Denver Customer Support Manager Bob Kapp to organize transportation and security details for the trip. Chris helped group leader Kris Stevens with arrival and departure planning and arranged lunch for the group. Chris would like to sincerely thank Denver Flight Attendants Jeff Burgower and Victoria Partridge for getting up early to come in and volunteer for the event. Chris has also been in contact with several Members who have expressed interest in volunteering for the committee. If any Executive Board Member is aware of a Member who would like to volunteer they are

asked to email Chris at csullivan@twu556.org and he will contact them as soon as possible.

Audrey Stone submitted the **Working Women's Report**. No written report was submitted

Matt Hettich submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Committee Report** for Chairperson Amy Peters:

During the month of April 2015, eleven TWU Local 556 FADAP team members toured Recovery Ways detox center, treatment facility and sober living housing in Salt Lake City. We also had a team training while we were there. May 2015 was extremely busy with calls for help and Flight Attendants seeking information about recovery.

Audrey Stone submitted the **Committee on Political Education (COPE) Report**:

Audrey reported that she, along with COPE Co-Chairpersons Bryan Orozco and Matt Hettich, met on June 10 to discuss the future plans for the committee. Audrey reported that TWU Texas-Oklahoma State Conference Chairperson LaTonia Paul Benoit and TWU California State Conference Chairperson Matt Hettich attended the TWU Airline Transport Division (ATD) Presidents Meeting on June 9 and 10, in Coco Beach, Florida. The meeting served as an opportunity for all the ATD locals to meet and discuss the TWU/IAM partnership at American Airlines, new TWU resources aimed at helping locals conduct successful strategic bargaining campaigns, and issues integrated in the upcoming FAA Reauthorization bill. Audrey reported that the TWU Texas-Oklahoma State Conference worked hard with the Texas AFL-CIO to defeat Senate Bill (SB) 1968. The TWU Texas-Oklahoma State Conference was successful in persuading lawmakers from both parties that SB 1968 was a bad idea. SB 1968 would have prevented most state and local employees in Texas from making the choice to steer a portion of their paycheck directly to the labor, employee, and or professional organization of their choice. Therefore, Union dues would no longer be allowed to be payroll deducted from their checks. The bill would most directly affect teachers, child protection workers, and many other public employees. SB 1968 was a dangerous piece of legislation used to attack Unions. If passed, it would have reduced Union membership by the hundreds of thousands in the State of Texas.

Brett Nevarez continued to present the **2nd Vice President's Report**. There was no written report submitted.

Brett Nevarez reported on his conversation with TWU legal counsel as instructed by the Executive Board. The Executive Board **agreed** to inform the Membership of the judgment awarded against former TWU Local 556 President Stacy Martin.

Audrey Stone submitted the **President's Report**. No written report was submitted.

Brett Nevarez made a **motion (24)** to revisit **motion (22)**. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

The Executive Board discussed the **motion (22)** to send three TWU Local 556 Members to attend the 2015 Pride at Work Convention. The Executive Board voted by roll call on the motion on the floor:

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

The motion did not **carry**.

The Executive Board continued to discuss a proposal submitted by Civil and Human Rights Committee Chairperson Lori Lochelt to have TWU Local 556 Members attend the 2015 Pride at Work and the NAACP Conventions. Pamila Forte **agreed** to liaise with Civil and Human Rights Committee Chairperson Lori Lochelt to communicate the Executive Board concerns of costs incurred by TWU Local 556 to attend the 2015 Pride at Work and NAACP Conventions.

John Parrott submitted the **April 2015 TWU Local 556 Financial Report** for review. The Executive Board reviewed the Financial Report.

Brett Nevarez made a **motion (25)** to approve the April 2015 Financial Report as presented. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

John Parrott submitted a review of the TWU Local 556 committee budgets.

John Parrott made a **motion (26)** to increase the Negotiating Team budget by \$120,000. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Matt Hettich discussed an invitation received by Alameda Firefighters Local 689 to attend their second annual Black Tie Community Fundraiser.

Brett Nevarez made a **motion (27)** to purchase four tickets to attend the Second Biennial Alameda Firefighters Local 689 Black Tie Fundraiser. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Jessica Parker discussed the Sparelife's "Walk to Remember" event taking place on August 15, 2015.

Jessica Parker made a **motion (28)** to donate \$250 to Sparelife's "Walk to Remember" taking place August 15, 2015, a resource to aid in suicide prevention. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (29)** to adjourn. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1524.

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



Matthew Hettich
Oakland Domicile Executive Board Member