The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
March 10-12, 2015
Synopsis

Tuesday
March 10, 2015

President Audrey Stone called the Meeting to order at 0830.

TWU Local 556 Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

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

Audrey Stone updated the Executive Board regarding the Meeting Agenda and reminded the Executive Board that two Union Dinners for New Hire Classes of Flight Attendants would be hosted at the Union Office during the week.

Jimmy West made a **motion (1)** to excuse Audrey Stone and John Parrott from the afternoon session of the Executive Board Meeting in order to give the Union Presentation to the New Hire Class of Flight Attendants at Southwest Airlines Headquarters. 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	Away
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea

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

The motion **carried**.

Grievance Chairperson Becky Parker entered the Meeting at 0838 and submitted the **Grievance Committee Report**:

GRIEVANCES as of March 2, 2015:

129 total grievances:

19 terminations	*14.7%*
16 group grievances	*12.4%*
39 non term disciplinary	*30.2%*
55 individual contract	*42.6%*

Total Contract Grievances on file: 71	*55.0%*
Total Discipline Grievances on file: 58	*45.0%*

Since last month's report, removals are broken down as follows between January 13 and March 2:

17 Settled Union
33 Withdrawn
50 Total Removed

There was discussion regarding the recommendations of the Grievance Review Committee.

Todd Gage made a **motion (2)** to proceed on four Grievances per the recommendations of the Grievance Review Committee. Cuyler Thompson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (3)** not to proceed on four Grievances per the recommendations of the Grievance Review Committee. John DiPippa **seconded** the motion. The motion **carried.**

Todd Gage made a **motion (4)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Valerie Boy made a **motion (5)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Valerie Boy made a **motion (6)** to proceed on a Grievance. Andrea Garnett **seconded** the motion. The motion **carried**.

Valerie Boy made a **motion (7)** not to proceed on three Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (8)** not to proceed on a Grievance. Tina Coffee **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (9)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

The Executive Board thanked Becky Parker for representing TWU Local 556 at the National Academy of Arbitrators Conference.

Becky Parker was excused at 0940.

The Executive Board took a break at 0946 and reconvened at 1004.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

A Grievant entered the Meeting at 1010 to discuss the merits of a Grievance.

Drew Kennedy and the Grievant were excused at 1050.

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

Becky Parker was excused at 1100.

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

The Executive Board went to lunch at 1130 and reconvened at 1300.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

A Grievant entered the Meeting at 1308 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1330.

Cuyler Thompson made a **motion (11)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Grievance Team Member Drew Kennedy entered the Meeting at 1346 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1354 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1409.

Brett Nevarez made a **motion (12)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Cuyler Thompson made a **motion (13)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

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

The Executive Board made corrections and changes to the Minutes.

Brett Nevarez made a **motion (14)** to approve the February 2015 Executive Board Meeting Minutes. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Cuyler Thompson submitted the **February 19, 2015 Special Executive Board Conference Call Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Brett Nevarez made a **motion (15)** to approve the February 19, 2015 Special Executive Board Conference Call Minutes. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Cuyler Thompson submitted the **December 7, 2014 Special Executive Board Conference Call Attendance Report and Voting Record and Vote Tally** for review.

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

Brett Nevarez made a **motion (16)** to approve the December 7, 2014 Special Executive Board Conference Call 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Brett Nevarez made a **motion (17)** to approve the December 7, 2014 Special Executive Board Conference Call Voting Record and Vote Tally. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
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 Attendance Report** and **Voting Record and Vote Tally** for review.

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

Brett Nevarez made a **motion (18)** to approve the December 2014 Executive Board Meeting Attendance Report. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (19)** to approve the December 2014 Executive Board Meeting Voting Record and Vote Tally. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

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

The Executive Board made corrections and changes to the Minutes.

Audrey Stone and John Parrott were excused at 1555 in to give the Union Presentation to the New Hire Class of Flight Attendants at Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

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

The Executive Board took a break at 1600 and reconvened at 1615.

Executive Board Members Todd Gage, Brett Nevarez, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Audrey Stone and John Parrott were excused to give the Union Presentation to the New Hire Class of Flight Attendants at Southwest Airlines Headquarters.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

Todd Gage chaired the Meeting.

Brett Nevarez updated the Executive Board regarding the lawsuit filed by former President Stacy Martin, former 1st 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 1st 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. Brett Nevarez reported that a jury had found Stacy Martin responsible for the dues monies spent by these former Officers and ordered Stacy Martin to repay TWU Local 556 for these activities.

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

There was discussion regarding the lawsuit filed by Flight Attendant Kelley Martin and Pamela Starzinger against TWU Local 556.

The Domicile Executive Board Members agreed that their monthly meeting would be held after the Meeting recessed the following day.

Brett Nevarez made a **motion (20)** to recess. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage recessed the Meeting at 1658.

Wednesday

March 11, 2015

Audrey Stone called the Meeting to order at 0830.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

John Parrott was excused for Union business.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

Grievance Team Member Renda Marsh entered the Meeting at 0857 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0904 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 0912.

John Parrott entered the Meeting at 0918.

John DiPippa made a **motion (21)** not to proceed on a Grievance. Valerie Boy **seconded** the motion. The motion **did not carry**.

Cuyler Thompson made a **motion (22)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

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

The Executive Board reviewed and discussed the Financial Report.

John DiPippa made a **motion (23)** to approve the January 2015 Financial Report. Andrea Garnett **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Chris Sullivan Excused

The motion **carried**.

Southwest Airlines Inflight Management Representatives Sonya Lacore, Joe Mendez, Steve Murtoff and Jim Jordon entered the Meeting at 1006.

Steve Murtoff and Sonya Lacore updated the Executive Board regarding personnel changes to Inflight Management. Sonya Lacore said that Management would be publishing Southwest Airlines Inflight Service expectations to Passengers in the Magazine soon. She said the procedures would be based on a flight's scheduled mileage. She said that Management was not asking Flight Attendants to change any of their current procedures. She went on to say that any complaints from Passengers as a result of the published expectations not being adhered to would be handled between Management and the Passenger. Sonya discussed the upcoming wear-testing of new Flight Attendant Uniforms. Steve Murtoff followed-up on some outstanding issues, and said due to technology constraints, Southwest Airlines could not alert downline stations that Gate-Checked Crew Baggage was onboard and could not include "through-counts" on Dispatch Reports (DRs). Problems with Gate-Checked Crew Baggage was discussed again. The amount of stock in the Forward Galley was discussed again. Steve Murtoff will look into it. Steve Murtoff said that he will check into whether Flight Attendants were allowed to change into their Flight Attendant Uniform before passing through regular airport security after being randomly selected for additional screening at the Known Crew Member Checkpoint (KCM). Steve said that he would look into the Executive Board's request that "search" function be returned to the Read Before Fly (RBF) database. Steve said that he would look into sending a Crew Web Access (CWA) message to Flight Attendants who have an important email waiting in the Company email inbox. The Executive Board discussed again why Southwest Airlines Company Doctors could not treat Flight Attendants after verifying their illness during Emergency Sick Call Procedures. Jimmy West discussed making the list of Flight Attendants waiting to be awarded a particular base assignment available for review. Jim Jordan said he would look into it. Jim Jordan said that he did not project much growth at the Atlanta Base for the remainder of the year. John Parrott asked again that Management provide a "demo bag" to house the safety demonstration equipment on the 737-800's. Stacey Vavakas reported that the snack baskets on Southwest Airlines aircraft were in disrepair and were a safety issue for the Flight Attendants. Pamila Forte asked if Southwest Airlines planned to install wireless aboard 737-300 aircraft. Sonya said there were no plans to do that. Cuyler Thompson discussed the fact that Management had again failed to publish the complete Southwest Airlines Unaccompanied Minor (UM) procedures in a recent RBF. Steve Murtoff explained that Inflight Management had not published the complete procedures because Ground Operations refused to publish it. Steve committed to publishing the entire procedure in the future. Valerie Boy asked if the Flight Attendant Drug and Alcohol Program (FADAP) phone number could be added to the Flight Attendant Information Sheet. Valerie Boy discussed the fact that Hand Held Devices (HHDs) were not available at all Provisioning Stations. Sonya said that more HHDs would soon be returning to the line after repair. John Parrott reported that because they were not included on the Emergency Equipment Checklist, many 737-800's did not have Emergency Blankets. Pamila Forte reported that former AirTran Flight Attendants were suffering retaliation and asked that Management address the issue. Sonya Lacore said that she thought that was a good idea. Pamila Forte requested that a Management "Roundtable" be held for the Flight Attendants in Atlanta. Steve said there was one scheduled, but perhaps it could be rescheduled to happen sooner. Tina Coffee and John DiPippa discussed Flight Attendants being concerned about their safety while at work due to recent events regarding maintenance and Southwest Airlines aircraft in the media. Steve said that he would discuss the matter with Mike Hafner. Andrea Garnett discussed the Dallas Employee parking issue. Todd Gage discussed the issue that former AirTran Flight Attendants were having problems rolling over their 401(k) plans to Southwest Airlines. Jim Jordan will look into it. Sonya updated the Executive Board regarding new wine selections and said that if Flight Attendants wanted to allow Passengers to "test" the Lienenkugel's beer selection, they were welcomed to do that.

The Inflight Management Representative left the Meeting at 1116.

The Executive Board took a break at 1117 and reconvened at 1132.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

Grievance Committee Chairperson Becky Parker and Grievance Team Member Renda Marsh entered the Meeting at 1141 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1152 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1209.

Cuyler Thompson made a **motion (24)** to proceed on a Grievance. Andrea Garnett **seconded** the motion.

Cuyler Thompson made a **motion (25)** to table consideration of motion #24 pending clarification from TWU Local 556 Legal Counsel. Brett Nevarez **seconded** the motion. The motion carried.

Becky Parker was excused at 1221.

The Executive Board went to lunch at 1222 and reconvened at 1347.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte and Valerie Boy were present at the Meeting.

Stacey Vavakas was excused to attend to computer issues.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

The Executive Board discussed the merits of a Grievance with TWU Local 556 Legal Counsel at 1350.

Stacey Vavakas returned to the Meeting at 1354.

Brett Nevarez made a **motion (26)** to take motion #24 from the table. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Executive Board voted on motion #24. The motion **carried**.

Becky Parker was excused at 1405.

John Parrott submitted a proposed Investment Policy Statement regarding the financial investments of TWU Local 556 for Executive Board review.

Audrey Stone left the Meeting at 1510.

Todd Gage chaired the Meeting.

Audrey Stone returned to the Meeting at 1523.

John DiPippa made a **motion (27)** to adopt an Investment Policy Statement into the TWU Local 556 Procedures and Guidelines. 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	Nay
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

The Executive Board continued to discuss the TWU Local 556 Investment Policy Statement.

Audrey Stone left the Meeting at 1527.

Todd Gage chaired the Meeting.

John Parrott made a **motion (28)** on behalf of the Membership, to transfer the balance of investments held by Exeter Trust Company to Vanguard in order to protect and effectively manage the investments of TWU Local 556. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair

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

The motion **carried**.

The Executive Board **agreed** that John Parrott would research if TWU Local 556 was under contract with Financial Advisor Tim Mulaney.

The Executive Board thanked former Flight Attendant and current Financial Advisor Tim Mullaney for his years of service as financial consultant for TWU Local 556.

The Executive Board took a break at 1531 and reconvened at 1550.

Executive Board Members Audrey Stone, Todd Gage, Brett Nevarez, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Stacey Vavakas, Pamila Forte and Valerie Boy were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith and Matt Hettich were excused to attend the TWU Legislative Conference.

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

John has done two Fact-Finding Meetings since January boards. John also has organized the red rack and updated the glass case. John attended the January Membership Meeting and was on the two Executive Board Conference Calls that were held on February 6 and 19. One of them was in lieu of the February Executive Board Meeting and the other one was to discuss a recent settlement obtained for the Flight Attendants who were without a hotel room in February. John was in the lounge on January 17 and met with his City Councilman about parking on January 20. John was also in the lounge on January 21 and January 27. On January 28, he did an unannounced security audit of the 44th Street Lot and reported his findings to Parking Manager Lynda Dodd. In February, John stuffed a CAN flyer and did a Lounge Mobilization on February 8. John attended the Las Vegas rally on February 11 and sent out a recap of it along with a parking flyer distributed by the City of Phoenix. On February 15 and 17 and 18, John was also in the lounge answering Union questions. John ended the month staying in contact with the Executive Board and the Membership via emails and phone calls. John placed the most recent issue of Unity in the mailboxes and wants to thank Todd Gage, Crystal Reven, and Sam Wilkins for their help with this. John met with Base Manager Deb Edwards to discuss the security concerns *about the 44th Street Employee Lot that John has heard from multiple Flight Attendants. Deb said she would tour the lot in the daytime and also at night to observe the security arrangements at the lot. John attended the Safety Fair on March 4. Prior to the March Executive Board Meeting, John reviewed all of the Grievances that the Board would be discussing. 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 reports that she continues to communicate with Base Leadership regarding issues within the Base. Stacey and Base Manager Anna Boardman have been in constant communication to address the TSA and Customs issues that have been brought to our attention. It is bittersweet to announce that Inflight Supervisor Anthony Angion returned to the line as of March 2. We have also added Maronda Willridge to our Inflight Supervisors in Inflight Training at this time. Crew Conflict Fact-Finding Meetings are still ongoing within the base and it is encouraged to talk it out or use Professional Standards in the future. All Union Literature was placed in mailboxes and the glass case was updated. Stacey spent several days in the lounge including the "Spreading the Love" campaign for Valentine's Day. Along with the Union Valentines, Stacey also handed out several Kick Tails for the Flight Attendants to hand out during their trip. Stacey sat EOOC February 8-15. Stacey continues to send out her monthly E-Connection. Stacey attended CISM Training in February and thanks CISM Chairperson Eileen Rodriguez and her team for an amazing presentation.

Valerie Boy submitted the **Houston Base Report**:

Valerie was excused for the January Executive Board Meeting for personal reasons. Valerie maintained communication as needed with Executive Board Members during that week. Valerie participated in Executive Board Conference Calls which took place on February 6 and 19. Valerie published a January and February E-Connection and updated the Houston Base Page. All Union publications were distributed. Valerie attended the first Membership Meeting in Houston on January 16 along with Shop Stewards David Jackson, Latonia Paul Benoit, and David Kirtley. Also in attendance were Contract Action Network (CAN) Lead Peggy Davis and TWU International Vice President Thom McDaniel. Valerie participated in Shop Steward Conference Calls on January 28 and February 26. Valerie joined several Base Representatives in attending part of Critical Incident Stress Management (CISM) Committee's training in Dallas on February 18 and 19 with other Base Representatives. Valerie thanks Eileen Rodriguez and her team for the intense advocating they do for our Membership. Fact-Finding Meetings have been in reference to social media, delays of flights and multiple fatigue calls during irregular operations. Valerie thanks Latonia Paul Benoit and Michael McNeil for attending the TWU International Texas/Oklahoma State Conference on January 8. Additionally, Valerie thanks the CAN Team for their time spent in the lounge educating Members on Contract Language and Negotiations updates.

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

Andrea attended the Executive Board Meeting January 13-15. She conducted several Fact-Finding Meetings in January, February and March. Andrea met with Dallas Base Manager Shannon Hiatt in January and February to discuss the business specific to the base. Andrea sent out E-Connections, emailed Shop Stewards, updated the Base Page, took several phone calls, decorated the Union Glass Case, answered questions in the lounge and tidied the red rack. Andrea would like to thank fellow Domicile Executive Board Members Rachel Brownfield and Chris Sullivan for distributing the Winter Unity Magazine in the Dallas Lounge. Andrea participated in Executive Board Conference Calls February 6 and February 19. Andrea volunteered with the Contract Action Network (CAN) on February 10. Andrea would like to thank Dallas Flight Attendants Wendy Warner, Ann Claire Crawford and Shelley Dodgson for accompanying her and 2nd Vice President Brett Nevarez to

Southwest Airlines Headquarters to deliver the Valentine's Day cards to Chief Executive Officer Gary Kelly. She worked as a temp in the Union Office in January and February. Andrea was Emergency Officer On-Call February 16-22. Andrea attended Critical Incident Stress Management (CISM) training February 18 and 19. She attended the Southwest Airlines Rally on March 2. Andrea announced that Tammi Fueling was promoted from Dallas Assistant Base Manager to Denver Base Manager.

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

Jimmy reported that the Orlando Base has been relatively quiet since the January Executive Board Meeting. Jimmy is happy to report that in the past week and a half, there were nine Fact-Finding Meetings scheduled and those nine Fact-Finding Meetings were canceled due to the Orlando Inflight Base further investigating certain incidents. Jimmy reported that he participated in two Executive Board Conference calls, one being in place of the February Executive Board Meeting. Jimmy reported the Unity Magazine was placed in the Flight Attendants' mailboxes on February 15. Jimmy reported that Marisa Merkel has been named as the new Orlando Base Manager. Jimmy reported the Union Glass Case has been updated with the 2015 Officer Election Material. Jimmy reported that the Votenet flyer with the corrected help line phone number was placed in the Flight Attendant's mailboxes also. Jimmy reported he sent out an E-Connection on January 17. Jimmy reported that he attended the CISM Training in Dallas February 17-19.

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

Rachel reports that she attended the Executive Board Meeting January 13-15 in Dallas, Texas. Rachel also attended the Membership Meeting in Las Vegas and helped to host a tailgate themed social hour prior to the Meeting along with many Members in the parking lot where everyone enjoyed food,drinks, and football. Rachel thanked the many Flight Attendants who participated and brought food and drinks. Rachel attended the Nevada, Arizona, Colorado State Conference. Rachel participated in two Executive Board Conference Calls. Rachel volunteered with the Contract Action Network (CAN) in the lounge. Rachel attended the Hospitality Round Table discussion led by Senior Vice President Customers Teresa Laraba and her team. Rachel Met with Base Leaders and attended the Las Vegas Rally. Rachel distributed the Unity Magazine, distributed Union Pins and tidied the red rack as well as updated the Union Glass Case. Rachel attended the CISM training in Dallas. Rachel represented Members in several Fact-Finding Meetings and returned several phone calls and participated in the Shop Steward Conference Call.

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

Pamila reports that she continues to do Fact-Finding Meetings. Pamila has updated the glass case. Pamila participated in the Executive Board Conference Calls February 6 and 19. Pamila attended the Georgia State Conference Meeting in Augusta, Georgia. Pamila attended the Atlanta Union Membership Meeting. Pamila attended the Martin Luther King Convention in Atlanta, Georgia. Pamila and Shop Steward Dana Warner joined the 9 to 5 Working Women's Committee for a day of training and lobbying at the Georgia State Capitol. Pamila attended the Georgia AFL-CIO lobby day and the No Fast Track Rally. Pamila assisted Shop Steward Bill Macedo with the "Spread the Love Valentine's Day Campaign." Pamila attended CISM Training in Dallas, Texas. Pamila met with New Base Manager Graham Vandergrift and Assistant Base Manager Tiffany Laurent to discuss updates to the Atlanta Base.

Cuyler Thompson submitted the **Denver Base Report** for Domicile Executive Board Member Chris Sullivan:

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas, Texas January 12-14. Chris also participated in Executive Board Conference Calls on February 6 and 18. 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 Denver Base Information and orange Negotiations binders on the Union Red Rack. Chris reports that as of Monday March 16 the new Denver Inflight Base Manager will be Tammi Feuling. A second Assistant Base Manager is expected to be announced very soon. Chris attended the Southwest Airlines Las Vegas Rally on February 11. While in Las Vegas for the rally Chris met with a vendor to discuss building new Union Red Racks for all domiciles. Chris updated the Union Glass Case as needed for the Board of Election. Chris wrote and sent out E-Connections to Denver Members in February and March. Chris participated in the Shop Steward Conference Call on February 26. Chris attended Critical Incident Stress Management (CISM) training in Dallas, Texas on February 18-19. Chris distributed Unity Magazines in Denver. Chris would like to thank Shop Steward Jason "A-B" Arnold-Burke for his assistance. Chris also helped Las Vegas Domicile Executive Board Member Rachel Brownfield put out the Unity Magazine in Dallas. Chris attended the Denver Membership Meeting on January 26. There were nineteen Members in attendance including Shop Stewards Jason "A-B" Burke and Jeff Burgower. Chris also reports that Denver was awarded Inflight Base of the Year for 2014. Denver averaged the best overall performance in attendance and reliability, internal and external hospitality, and on-time performance in 2014. Denver was also given the External Hospitality Award for receiving the highest ratio of external commendations to active Flight Attendants. Chris would like to congratulate all Denver Flight Attendants on another great year.

Uniform Committee Chairperson Crystal Reven entered the Meeting at 1610 and presented the **Uniform Committee Report**. There was no written report submitted.

Crystal Reven updated the Executive Board regarding upcoming Contract Action Network (CAN) events.

Crystal Reven was excused at 1639.

Audrey Stone and Todd Gage were excused at 1640 to participate in a TWU Live Broadcast event, scheduled for that afternoon.

Jimmy West made a **motion (29)** to excuse Audrey Stone and Todd Gage from the remainder of the day's Executive Board Meeting in order to participate in a TWU Live Broadcast event. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea

Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

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

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

Aviation Safety Action Program (ASAP)
To date, we have received 2,620 ASAP reports. We recently had several ASAP administration meetings as well as our weekly Event Review Committee (ERC) meetings. We had a meeting to discuss all of the data from 2014. Below is an overview of the information. A more detailed report of what was discussed is attached. Additionally, we had an ASAP Quarterly meeting and an FAA initiated reset meeting. We have had several reports that could have had discipline related consequences had the Flight Attendants not filed the ASAP reports. One issue regarded an aircraft with a Maintenance issue with a door cracking open upon landing. This event involved several different crews and all of the reports were accepted. The other issue was regarding a rat infestation on the aircraft. These reports have not been worked yet but will be discussed at the meeting this week. This issue has also been discussed outside of ASAP and is being addressed in HASC as well. 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. We are scheduled to visit Orlando to do our ASAP base visit in April. We do not have Houston or Oakland scheduled yet, but will be visiting these bases as well. We have a new FAA representative that will be acting as the Primary ERC member.

Emergency Notification System (ENS) Follow-ups:
We received 586 ENS messages for the time period of 1/1/15 – 3/10/15. In addition to the ENS messages that were received, the NOC also sends emails with events that sometimes don't come across as ENS reports. There were emergencies declared on 113 of these ENS messages with many requiring follow up.

Health/Safety:
The SJC door event has been resolved and none of the Flight Attendants received discipline for a Refusal to Fly, as was originally communicated to the crews. We had a meeting with Maintenance and Flight Ops to see where the communication breakdown occurred as well as to understand what the issue was and what was being done to alleviate the issue in the future. All of the reports were accepted into the ASAP program and the issue was discussed in HASC as well. We did have an injury and illness review with the company at our recent HASC meeting. Below please see the information that was discussed. We will be having monthly meetings with the Network Operation Control (NOC)/Crew Ops Support Leadership to discuss the ongoing problems that occur when a situation occurs that falls outside the ordinary functions of the NOC and scheduling. We hope to be able to discuss actual events that had occurred the previous month to see what improvements can be made. We still have not gotten a response from Manager of Customer Experience Kevin Clark on when he is available for a meeting regarding the "Hot Aircraft" procedures. We will be elevating the request if a meeting is not scheduled immediately. We feel that TWU Local 556 should actually be in the meetings discussing the procedures, instead of being briefed about the meeting after the fact. We will keep you updated on our progress.

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

ASAP Quarterly Meeting
ASAP Letter Review Meeting – to update our close letters
SWASHARE – a meeting with all of the Southwest Airlines ASAP Groups
InfoShare – a National ASAP InfoShare with all airlines that have Cabin ASAP Programs
NOC/Crew Ops Meetinng - Monthly
Hot Aircraft Meeting
Meeting with Southwest Airlines Safety Department – to discuss ASAP groups being in Safety

Cuyler Thompson submitted the **Shop Steward Committee Report** for Co-Chairperson Lucy White-Lehman:

The February Shop Steward Conference Call was held on February 26 and the Shop Steward Corner was emailed out. We are in the process of completing the March edition. The Shop Steward page on the Website has been updated. Lucy White-Lehman will resign as Shop Steward Co-Chair at the end of April. She will assist with the transition and continue with her duties until Executive Board decides on how they want to move forward with the Shop Steward Committee.

Cuyler Thompson submitted the **Communications Committee Report** for Co-Chairpersons 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 at the Table" emails. The following bases have sent E-Connections since the last report in January:

Baltimore – (1)(Invite - 1)
Dallas – (Invite - 1) (Unity Update – 2)
Denver – (2) (Invite – 1)
Las Vegas – (Invite - 1)
Orlando – (1)
Chicago – (2)
Oakland – (Invite - 1)
Phoenix – (Parking Updates – 2)
Houston – (2)

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 main slides were changed to coincide with the "Resolve to Get Involved" campaign. The slides are now revolving with a "heart" theme as well as our VOTE! message. 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 feed back 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
Robin Brewer continued and finalized work on Winter Unity Magazine. She worked closely with the printer for faster turnaround. Unity magazine was shipped via Southwest Airlines five business days after I sent it to the printer. I will continue to seek a solution for getting the Magazines from Cargo to lounges faster. She provided edits/revisions suggestions for Unity Updates January 20, February 5,

February 20 and March 5. Robin created Unity Update in a PDF file to attach to email. Robin worked with Lucy White-Lehman to prepare and finalize the January and February Shop Steward Corner (SSC), including edits, graphics, creating sample boards/trip sheets and layout.

Glass Cases
Robin created a Valentine poster to accommodate the Valentine's Day cards.

Board of Election
Robin created a VOTE poster for Flight Attendant Lounges and a VoteNet Correction ½ page flyer.

Other projects
Robin created Valentine's Day card for Gary Kelly and created Valentine's Day cards with Rachel Brownfield for Flight Attendants to pass out, showing how to send a LUV Report.

NT / Mobilization / CAN
Robin created a pin the heart on the destination game with Matt Hettich (design/layout). She created Crew Connection #10 with Matt Hettich (design/layout). She created the Boarding Pass Project with Sam Wilkins (design/layout/print/pick-up and ship).

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.

Mobile Applications
Mobile Apps continue to be updated as we work towards a final release. The iOS has been in the "wild" since December 20, 2014 and Member engagement continues to rise. There is a known issue with the Duty Day Calculator module. This has been brought to the attention of our programmer and will be fixed in the next release. The Android Beta testing phase has begun. We are hoping to have a few beta releases before a final is released via the Google Play Store. The Mobile App Contract between our vendor is nearing completion. The agreement will be approved by legal counsel before signing.

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

The Flight Attendant Assistance Peer Program held a one-day training in Phoenix for new team Members on January 15. They attended three SMT classes in January. Amy attended CISM training February 18-19.

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

Lisa Trafton reported line writing for April was just as challenging as the March schedule. The Scheduling Committee left 1281 positions in open time (46 more positions than March 2015). Total number of Flight Attendant positions available for April was 8211 (an increase of 24 positions from March 2015). The Committee for the month of April wrote an average of 72% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 35.78% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 17.79%. Our average lines paid 95.08 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 April Primary Lines were: Kim Foster, Rebekah Knox, Janet Lamy, Sheri Tyler, Kay McCurley, and Lisa Trafton. Some line writers were not able to make it in due to last minute line writing changes and weather in Dallas.

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

Cases from December 2014

Withdrawn	*2*
CRM	*1*
Unprofessional Behavior	*1*

Cases for January 2015	
CRM	*2*
Not Taken	*4*
Withdrawn	*4*
Company Policy	*3*
Harassment	*1*
Pilot	*1*
I.R Filed	*1*
Unprofessional Behavior	*2*
In Progress	*4*
Total Cases	*22*

Positive Outcome	*6*
Unresolved	*1*
Negative Outcome	*3*

Base	
Orlando	*3*
Las Vegas	*6*
Baltimore	*2*
Houston	*3*
Denver	*2*
Chicago	*2*
Dallas	*2*
Atlanta	*2*

Andrea Garnett made a **motion (30)** to donate $250 to the Ridge Church Mission Fund in memory of TWU Local 556 Member Maryann Sturdevant. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea

Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

John DiPippa made a **motion (31)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez recessed the Meeting at 1720.

Thursday

March 12, 2015

Audrey Stone called the Meeting to order at 0833.

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

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith was excused to attend the TWU Legislative Conference.

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

The Executive Board discussed the Financial Report.

Jimmy West made a **motion (32)** to approve the February 2015 TWU Local 556 Financial 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

John Parrott made a **motion (33)** to increase the Flight Attendant Drug and Alcohol Program (FADAP) Budget by $5,500. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Matt Hettich submitted the proposed **Executive Board Transition Plan** for review. The Executive Board **agreed** to implement the plan.

Pamila Forte updated the Executive Board regarding the Human Trafficking Prevention Campaign. The Executive Board **agreed** to conduct the training on March 30 in Atlanta, Georgia.

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

> *Matt reported that delay of flight allegations continue to result in Fact-Finding Meetings with Inflight Management. Matt updated the Base Page on the Union Website, tidied the Union Red Rack, distributed an Oakland E-Connection, and met with Oakland Inflight Management to discuss Member issues. Matt reported that he continues to work on acquiring the employee discount on the BART Oakland Airport Connector.*

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 he continues to work with the Coordinating Council in publishing the Contract educational materials available to the Contract Action Network during system-wide lounge mobilizations.*

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

> *Matt reported that the 2015 TWU Local 556 Scholarship Program will begin accepting applications for the Paul Gaynor Memorial Scholarship and the Madeleine Howard Scholarship on April 1, 2015. For both scholarships, applications will be available to download on the Union Website. Applicants must download and complete the application and essays to be considered for the award. Applications must be postmarked no later than June 30, 2015. All scholarships will be judged and awarded by the TWU Local 556 Scholarship Selection Committee consisting of the Local President, Scholarship Committee Chairperson, and one individual chosen by the Executive Board from the academic or Labor communities. Awards will be announced by August 20, 2015. Notice of the winner will be published in Unity Update and in the Union bulletin boards in all bases.*

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

> *The CISM Team added 23 new Members to our team. New Member Training was held February 18-20. We had many visitors in attendance: Seven TWU Local 556 DEBMs, one TWU Local 556 Leave Specialist , Network Operation Control (NOC) Managers, Labor Relations Managers, FADAP Chairpersons and one Inflight Auditor. We spent two days completing certification in the ICISF program. The 23 new CISM Team Members will return in April to complete the 2015 CISM RT requirements. The new CISM Members will begin partnering with a seasoned Member to handle calls and work incidents. I continue to meet with Inflight Leadership and NOC Managers on a monthly basis to discuss any concerns we are having with Flight Attendants and incidents and the way the company is handling them. Below you will see the type of incidents we handled during February. We had a total of 94 incidents called into the hotline. The CISM Team spoke to over 280 Flight Attendants.*

Personal Issue-F/A	*17*
Medical Emergency	*12*
FA Family Member Illness	*11*
Death of F/A Family Member	*7*
Non Work Related	*5*
Medical w/ Divert	*5*
F/A Illness on A/C	*4*

F/A Injury	*4*
Passenger Misconduct	*3*
Mechanical	*3*
Mechanical w/ Divert	*3*
Van Accident (RON)	*2*
F/A Death	*2*
Turbulence	*2*
FA Personal Illness	*2*
Incident on RON	*2*
Employee Death - Off Duty	*1*
Decompression	*1*
Calls Related to F/A Family Member Death	*1*
FA Involved in Accident - Off Duty	*1*
Defusing	*1*
A/C Incident - Damage	*1*
Debriefing - Team Member	*1*
Smoke/Fumes in Cabin	*1*
Substance Referral-FAAP Team	*1*
Smoke in Cockpit	*1*
	94

Thank you again to all the Domicile Executive Board Members that attended CISM Training and dedicated two full days to learning our process and procedures. I appreciate the continued support that TWU Local 556 shows CISM.

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

Pamila Forte and Addie Crisp attended the AFL-CIO Human and Civil Rights Conference and March in Atlanta. Addie Crisp wrote an article for January 20 Unity Update. Dana Suechting and Addie Crisp attended a Human Trafficking community discussion and Public Broadcast System (PBS) Human Trafficking Preview. Pamila Forte and Matt Hettich organized Human Trafficking training for the end of March. Pride At Work is a nonprofit organization and an officially recognized constituency group of the AFL-CIO (American Federation of Labor & Congress of Industrial Organizations.) We organize mutual support between the Organized Labor Movement and the Lesbian, Gay, Bisexual, Transgender (LGBT) Community for social and economic justice. In addition to national Pride at Work, more than twenty chapters organize at the state and local level around the country. I would like the Executive Board to approve and pay $100 for an organizational membership to Pride At Work out of the Human and Civil Rights Budget. Thom McDaniel is now on the board for Pride At Work. The Next Up Young Workers Summit is going to happen in Chicago on March 19-22. The Human and Civil Rights Committee is sending Chicago Shop Steward Brendan Remezas. Pamila Forte and Matt Hettich have been working on a Human Trafficking Training that is going to take place on March 30 in Atlanta. I also want to resign my position as Chair of the Human and Civil Rights Committee effective immediately and request that Pamila Forte take over as Chair. She has been a very active liaison and I think she would be the perfect person to continue the work this committee has started.

Todd Gage made a motion **(34)** at the request of Addie Crisp, Chairperson of the Civil and Human Rights Committee (CHRC), to approve the organizational membership to national Pride At Work for TWU Local 556. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Away
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (35)** to appoint Pamila Forte to serve as Chairperson of the TWU Local 556 Civil and Human Rights Committee. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone presented the **New Hire Committee Report**. There was no written report submitted.

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

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 February 2, 3, 16, and 17. The NT participated in a Negotiations Summit with the Southwest Airlines Pilot Association (SWAPA), and TWU Local 555 on

January 28. Audrey continues to work with the Coordinating Council on all Contract Action Network (CAN) initiatives, including the joint NT, Coordinating Council, and CAN meeting on February 4-5 in Dallas. They met with Strategic Advisor Mark Richard to discuss the Contract campaign. Audrey chaired all ten sessions of the first Membership Meeting in 2015, which took place January 16 – January 27. She would like to thank Recording Secretary Cuyler Thompson for his assistance with scheduling the meetings, and his participation in nine of the ten meetings. 1st Vice President Todd Gage filled in as Recording Secretary for the final session in Dallas. The meetings were well-attended, and Audrey was happy to meet Members who were attending their first Membership Meeting ever. She facilitated the February 6 Executive Board Conference Call. She, along with 2nd 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 – Cabin Services Provisioning Frank Guistiani and Senior Director – Crew Ops and Automation Brendan Conlon on February 16. Discussions continued during this meeting regarding the inability for Crew Scheduling to secure hotel rooms for the Flight Attendants. Audrey also met with Brendan on February 17 and 18 to work on a settlement for the group grievance filed on this issue. Audrey led an Executive Board Conference Call on February 19 to review the proposed settlement, and she would like to thank Southwest Airlines Management for their quick resolution. Audrey and Todd attended the TWU International Executive Council and Executive Board Meeting on February 9-13 on behalf of TWU Local 556. Audrey was asked by TWU International President Harry Lombardo to move into a vacancy on the TWU International Executive Council, and she is proud to represent the Flight Attendants at this level. Audrey and Brett met with the Critical Incident Stress Management (CISM) Committee on February 18. They also met with the training department to discuss concerns expressed by training candidates as well as scheduling difficulties that TWU Local 556 continues to incur. Audrey attended an ASAP "Reset" Meeting with Southwest Airlines, the FAA, and Safety Chairperson Michael Massoni on February 18. Audrey thanks Grievance Chairperson Becky Parker for serving on a panel on February 20 at a National Arbitration Conference, along with Southwest Airlines Senior Labor Counsel Joe Harris. Audrey participated in the Shop Steward Conference Call on February 26. Audrey participated in Grievance Review Committee on March 9, and she and Todd participated in the TWU Local 556 Live Broadcast on March 11. Audrey continues to work with the Executive Board and Grievance Team on behalf of the Flight Attendants, and is honored to serve.

The Executive Board discussed the Southwest Airlines Social Media Policy.

The Executive Board took a break at 1023 and reconvened at 1046.

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

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith was excused to attend the TWU Legislative Conference.

Audrey Stone submitted one piece of correspondence from TWU International for Board review.

The Executive Board discussed the TWU Survey. The Executive Board **agreed** to promote the survey, after the upcoming Flight Attendant Health Survey had begun.

There was discussion regarding the Flight Attendant Health Survey

Audrey Stone **agreed** to discuss the dates of the TWU Survey with TWU International.

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

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

Todd Gage made a **motion (36)** to approve the January 2015 Executive Board Meeting 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (37)** to approve the January 2015 Executive Board Meeting Minutes. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (38)** to approve the January 2015 Executive Board Meeting Attendance Report 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	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (39)** to approve the January 2015 Executive Board Meeting Voting Record and Vote Tally 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	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

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

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

Todd Gage made a **motion (40)** to approve the February 2015 Executive Board Meeting 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (41)** to approve the February 2015 Executive Board Meeting Minutes. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Cuyler Thompson made a **motion (42)** to approve the February 2015 Executive Board Meeting Attendance Report. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

John Parrott made a **motion (43)** to approve the February 2015 Executive Board Meeting Voting Record and Vote Tally. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson submitted the **February 19, 2015 Special Executive Board Conference Call Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally** for review.

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

Jimmy West made a **motion (44)** to approve the February 19, 2015 Special Executive Board 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (45)** to approve the February 19, 2015 Special Executive Board Conference Call Minutes. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott made a **motion (46)** to approve the February 19, 2015 Special Executive Board Conference Call 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

John Parrott made a **motion (47)** to approve the February 19, 2015 Special Executive Board Conference Call Voting Record and Vote Tally. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board went to lunch at 1206 and reconvened at 1300.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, Matt Hettich, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith was excused to attend the TWU Legislative Conference.

Brett Nevarez was excused for Union business.

Cuyler Thompson submitted the Minutes of the 1st Membership Meeting of 2015 for Executive Board review.

The Executive Board made corrections to the 1st Membership Meeting of 2015 Minutes.

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

> *The Veterans Committee Chairman, Chris Sullivan, reports that the next meeting of the Transport Workers Union Veterans Committee (TWUVC) is scheduled to be held in April in Washington, D.C. The meeting will be sponsored by TWU International. Scheduling conflicts with International have delayed the quarterly meeting. Chris and Chicago Flight Attendant Brendon Remezas will be attending on behalf of TWU Local 556. The Committee is working with Building Homes for Heroes on fundraising and volunteer opportunities in 2015. There was a fundraiser scheduled in Denver on March 7. It has been postponed and will be rescheduled very soon.*

Brett Nevarez returned to the Meeting at 1320.

There was discussion regarding reports that Pairings were disappearing from Flight Attendants' Crew Web Access (CWA) screens without their knowledge: "trip snatching." Audrey Stone and John Parrott **agreed** to discuss the issue with Brendan Conlon.

Matt Hettich made a **motion (48)** to approve sending three Members to attend the 2015 California Labor Federation's Joint Legislative Conference in Sacramento, California to include the cost of registration and lodging. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John DiPippa discussed Supplemental Insurance Enrollment.

TWU Local 556 Finance Specialist Juanita Stangler entered the Meeting at 1445 and was introduced to the Executive Board.

The Executive Board took a break at 1451 and reconvened at 1510.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Cuyler Thompson, Tina Coffee, Andrea Garnett, Rachel Brownfield, Matt Hettich, John DiPippa, Jimmy West, Pamila Forte, Valerie Boy and Stacey Vavakas were present at the Meeting.

Rob Riddell was excused due to illness.

Chris Sullivan was excused for personal reasons.

Donna Keith was excused to attend the TWU Legislative Conference.

The Executive Board discussed the amount that TWU Local 556 pays in per capita for representation in the AFL-CIO chapters. The Executive Board **agreed** to review the current amounts during the next Executive Board Meeting.

Valerie Boy made a **motion (49)** to excuse Jimmy West to commute home. 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Away
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Jimmy West was excused at 1532.

Valerie Boy left the Meeting at 1532.

John Parrott made a **motion (50)** to enter into Executive Session. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea

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

The motion **carried**.

The Executive Board entered Executive Session at 1533.

The Executive Board exited Executive Session at 1544.

Todd Gage made a **motion (51)** 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	Yea
Rob Riddell	Excused
Stacey Vavakas	Yea
Valerie Boy	Away
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Excused
Donna Keith	Excused
Chris Sullivan	Excused

The motion **carried**.

Audrey Stone adjourned the Meeting at 1546.

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

C. Jw

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Cuyler Thompson
TWU Local 556 Recording Secretary