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TWU Local 556
Executive Board Meeting
November 10-12, 2015
Synopsis

November 10, 2015

Audrey Stone called the Meeting to order at 0901.

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

Pamila Forte was excused for personal reasons.

Matt Hettich was excused for Union business.

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

Brett Nevarez read aloud the TWU Local 556 Membership Pledge.

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

Brian "BR" Ricks was sworn in as Dallas Domicile Executive Board Member.

The Executive Board thanked TWU International Vice President, Air Transport Division Director and Southwest Airlines Coordinator Garry Drummond for his years of service and leadership to the Members of TWU Local 556. The Executive Board expressed their hopes that Garry has a long and happy retirement.

John Parrott made a **motion (1)** to excuse Pamila Forte from the morning session of the Executive Board Meeting for personal reasons. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (2)** to excuse Matt Hettich from the morning session of the Executive Board Meeting for Union business. 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
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott submitted information necessary to continue **2015-2016 TWU Local 556 Operating Budget** discussions. The Executive Board discussed the operating budget.

The Executive Board took a break at 1038 and reconvened at 1100.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Crystal Reven, Stacey Vavakas, David Jackson, John DiPippa, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Pamila Forte was excused for personal reasons.

Matt Hettich was excused for Union business.

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

Grievance Committee Chairperson Becky Parker was a guest at the Meeting.

TWU Local 556 Operational Safety Chairperson and Galley Design Team Member Michael Massoni was a guest at the Meeting.

The Executive Board discussed the galley design of the new 737-MAX 8 aircraft with Michael Massoni.

Michael Massoni was excused at 1143.

The Executive Board continued to discuss the galley design of the new 737-MAX 8 aircraft.

Matt Hettich entered the Meeting at 1208.

The Executive Board continued to discuss the galley design of the new 737-MAX 8 aircraft.

Becky Parker was excused at 1222.

The Executive Board went to lunch at 1227 and reconvened at 1401.

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

Pamila Forte was excused for personal reasons.

Stacey Vavakas made a **motion (3)** to excuse Pamila Forte from the afternoon session of the Executive Board Meeting for personal reasons. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

Audrey Stone left the Meeting at 1525.

Todd Gage chaired the Meeting.

Audrey Stone returned to the Meeting at 1534.

Cuyler Thompson made a **motion (4)** to approve the balanced 2015-2016 TWU Local 556 Operating Budget, including a 10% Contract Enforcement Reserve Fund. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board continued to discuss the galley design of the new 737-MAX8 aircraft.

The Executive Board discussed Contract Education Lounge Mobilizations planned by the TWU Local 556 Education Committee. Education Committee Executive Board Liaison Matt Hettich **agreed** to notify the Education Committee of the Executive Board’s decision to postpone Contract Education Lounge Mobilizations until after the Board had finalized the TWU Local 556 Strategic Plan.

The Executive Board discussed the relationship of the between Leaders of TWU Locals at Southwest Airlines.

The Executive Board discussed the December 2015 Executive Board Meeting.

Matt Hettich and Jessica Parker presented proposed language regarding Executive Board Meeting procedures for incorporation into the TWU Local 556 Procedures and Guidelines manual. Matt and Jessica **agreed** to incorporate the Executive Board’s edits and resubmit proposed language to the Executive Board for review.

The Executive Board **agreed** that the TWU Local 556 Recording Secretary would provide a tentative Executive Board Meeting Agenda to Executive Board Members prior to each Executive Board Meeting.

John Parrott made a **motion (5)** to excuse Audrey Stone and Brett Nevarez from the following day’s Executive Board Meeting in order to meet with the TWU Local 556 Negotiating Team. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair

Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jessica Parker made a **motion (6)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1716.

November 11, 2015

Todd Gage called the Meeting to order at 0900.

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

Audrey Stone and Brett Nevarez were excused to meet with the TWU Local 556 Negotiating Team.

Recording Secretary Cuyler Thompson notified the Executive Board that he had received several sets of charges filed by two Members of TWU Local 556.

Grievance Committee Chairperson Becky Parker entered the Meeting at 0906 and presented the **Grievance Committee Report.** There was no written report submitted.

Grievance Team Member Michelle Nickleberry entered the Meeting at 1017 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1025 to discuss the merits of the Grievance.

Michelle Nickleberry and the Grievant were excused at 1036.

John Parrott made a **motion (7)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Jimmy West made a **motion (8)** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1138 and reconvened at 1153.

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

Audrey Stone and Brett Nevarez were excused to meet with the TWU Local 556 Negotiating Team.

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

A Grievant entered the Meeting at 1210 to discuss the merits of the Grievance.

Michelle Nickleberry and the Grievant were excused at 1225.

The Executive Board went to lunch at 1226 and reconvened at 1348.

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

Audrey Stone and Brett Nevarez were excused to meet with the TWU Local 556 Negotiating Team.

Stacey Vavakas submitted copies of proposed communication and a proposed communication schedule to promote the upcoming open enrollment period for Supplemental Insurance offered to Members of TWU Local 556. The Executive Board discussed the open enrollment period.

TWU Local 556 Negotiating Team Members Audrey Stone, Brett Nevarez, Bill Holcomb, Trish Krider and Don Shipman, along with TWU Local 556 Legal Counsel and Strategic Advisor Mark Richard, entered the Meeting at 1402 to discuss the current status of ongoing Contract Negotiations with Southwest Airlines Management.

Mark Richard left the meeting at 1438.

The Executive Board continued to discuss the current status of ongoing Contract Negotiations with Southwest Airlines Management.

Mark Richard returned to the meeting at 1453.

The Negotiating Team and Mark Richard were excused at 1520.

The Executive Board took a break at 1520 and reconvened at 1532.

Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Crystal Reven, Stacey Vavakas, David Jackson, John DiPippa, Matt Hettich, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Audrey Stone and Brett Nevarez were excused to meet with the TWU Local 556 Negotiating Team.

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 1545 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1604.

Matt Hettich made a **motion (9)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Grievance Team Member Lauren Childs entered the Meeting at 1611 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1613 to discuss the merits of the Grievance.

Lauren Childs and the Grievant were excused at 1629.

Jimmy West made a **motion (10)** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Jimmy West made a **motion (11)** to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (12)** not to proceed on two Grievances. Cuyler Thompson **seconded** the motion. The motion **carried**.

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

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

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

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

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

The Executive Board reviewed the Financial Report.

Jimmy West made a **motion (17)** to approve the October 2015 TWU Local 556 Financial Report. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

There was discussion regarding how to ensure that those in attendance at Membership Meetings did not remove confidential information and Union property from the Meetings.

Jimmy West made a **motion (18)** to excuse Crystal Reven from the following day's Executive Board Meeting for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (19)** 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	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Sam Wilkins	Nay
Crystal Reven	Nay
Stacey Vavakas	Nay
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Nay
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Todd Gage recessed the Meeting at 1754.

November 12, 2015

Todd Gage called the Meeting to order at 0905.

Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Sam Wilkins, Stacey Vavakas, David Jackson, John DiPippa, Matt Hettich, Rachel Brownfield, Brian "BR" Ricks, Jimmy West, Donna Keith and Jessica Parker were present at the Meeting.

Audrey Stone and Brett Nevarez were excused to meet with the TWU Local 556 Negotiating Team.

Crystal Reven was excused for personal reasons.

Jimmy West made a **motion (20)** to suspend the Meeting Agenda and move to new business. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

The Executive Board discussed the proposed creation of the Minutes Review Committee.

The Executive Board **agreed** to review the October 2015 Executive Board Meeting Minutes during the December 2015 Executive Board Meeting.

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

Sam Wilkins presented her **Officer's Report**. There was no written report submitted.

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

> *Stacey reports that she continues to communicate with Management regarding all issues within the base. Stacey has been working with Base Leadership and Baltimore Critical Incident Stress Management (CISM) Lead Rose Kirkpatrick to bring more awareness to the base regarding the spike in depression and drug and alcohol use during this time of year. On October 19, Stacey and Shop Steward Melissa Grube spent the day in the lounge to promote Breast Cancer Awareness and Domestic Violence Awareness. Stacey updated the Union Red Rack and the glass case. All Union Materials have been distributed. Stacey continues to answer phone calls, text messages, and emails to address Flight Attendant concerns. Stacey has also been working with Colonial Insurance to ensure a smooth rollout of open enrollment during December 2015.*

Brian "BR" Ricks presented the **Dallas Base Report**. There was no written report submitted.

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

> *Jimmy reported that Fact-Finding Meetings have been almost nonexistent in Orlando the past month. Jimmy reported he continues to work with the Orlando Base Manager to resolve issues that would potentially become grievances. Jimmy reported the Unity Magazine was distributed on November 5, the day it arrived. Jimmy reported the Toys for Tots box will be placed in the Orlando Lounge this coming Friday and remain there until mid-December. Jimmy reported the Union Glass Case has been updated.*

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

Matt reported that Fact-Finding Meetings have not been occurring in Oakland. Matt updated the Base Page on the Union Website, wrote a monthly E-Connection, distributed the Fall Unity Magazine, attended the Alameda Labor Council Delegates Meeting on November 9, answered Member phone calls and emails, and met with Oakland Inflight Management to discuss Member issues. Matt thanked Oakland Shop Steward Angie Kilbourne and Board Member at Large Sam Wilkins for helping with the Breast Cancer Awareness Lounge Mobilization on October 20. On November 4, Matt joined 1st Vice President Todd Gage and TWU Local 556 Leave Specialist Alice Watkins in a meeting with representatives from Southwest Airlines Attendance & Leave and Employee Relations departments to discuss the implementation of the Oakland Sick Leave (OSL) law that went into effect in March 2015. Matt is working with Alice and Todd to provide educational resources for Oakland Members on the qualifications and requirements of OSL.

Audrey Stone and Brett Nevarez entered the Meeting at 0956.

Donna Keith presented the **Chicago Base Report**. There was no written report submitted.

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

Jessica reports that she attended the Executive Board Meeting in Dallas on October 12–16. Jessica participated in Grievance Review Committee (GRC) along with Board Member at Large, Sam Wilkins on October 13. Jessica sent out an E-Connection on October 21. Jessica conducted a lounge mobilization on domestic violence on October 22 and initiated a donation drive for SafeHouse Denver, serving the victims of domestic violence and their families. All donations made will be collected on Friday, October 13 and a delivery date will be arranged with the Donations Coordinator at SafeHouse Denver in the near future. A very special thanks goes to all Denver Flight Attendants who donated as well as Oakland Based Flight Attendant, Angie Kilbourne who mailed a box of new clothes to be included in the donation drive. Jessica met with Base Manager Tammi Feuling to discuss issues specific to the Denver Base. Jessica updated the Union Glass Case and tidied the Union Red Rack. Jessica answered Member phone calls, texts, and emails. Jessica reconfirms her commitment to the Denver Base and will continue to represent the Membership to the best of her ability.

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

Rachel attended the Executive Board Meeting October 12-16 in Dallas, Texas. Rachel represented Members in Fact-Finding Meetings and spent time in the lounge distributing all Union Literature, Union Pins, updated the glass case and tidied the Union Red Rack. Rachel met with Las Vegas Base Leaders to discuss matters in the base. Rachel kept in contact with Members through multiple phone calls and emails.

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

Pamila attended the Executive Board Meeting in Dallas October 12-16. Pamila updated the glass case. Pamila and Atlanta Shop Stewards Jenny Taffel, Tara Cortes, Maureen Adamek, Eric McCulley and Baltimore Shop Steward Courtney McClure volunteered for Making Strides For Breast Cancer October 24. Pamila and Shop Stewards Eric McCulley and Maureen Adamak did a Breast Cancer Awareness Lounge Mobilization. Pamila, Eric, and Maureen passed out pink popcorn and cotton candy to the Flight Attendants in the Crew Lounge, the Southwest Concourse working departing and arriving flights. Pamila and Maureen Adamek did a lounge mobilization on October 31 for Domestic Violence. Pamila has been working with Shop Steward Georges Jones on an upcoming Health Event in the Crew Lounge scheduled in November.

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

> *Matt reported that he reviewed the per capita payments for membership in AFL-CIO state and local labor council federations. Matt reported that he began the process of adding an issues tab to the COPE Page of the Union Website. The tab will highlight legislative issues and policies in which TWU International and TWU Local 556 are engaged in. Matt reported that the TWU Texas-Oklahoma State Conference endorsed the Houston Equal Rights Ordinance, on the ballot as Proposition 1, and encouraged all TWU Members and other Union Members residing in the city of Houston to vote yes to preserve and protect equal rights for all Houstonians and visitors. Proposition 1 would have banned discrimination based on sexual orientation or gender identity—criteria not covered by federal anti-discrimination laws; proposition 1 was defeated on November 3. Matt reported that on November 5, the U.S. House of Representatives approved a long-term transportation bill, entitled The Surface Transportation Reauthorization and Reform Act of 2015, by a 363-64 margin. TWU International and TWU Local 556 encouraged Members to call their Congressional Representatives in support of the long-term funding bill that directly impacts thousands of TWU Members and their families.*

The Executive Board **agreed** that Congresswoman Dina Titus would be invited to attend the Las Vegas Session of the 3rd Membership Meeting.

Grievance Committee Chairperson Becky Parker and Southwest Airlines Inflight Management Representatives Sonya Lacore, Brendan Conlon and Steve Murtoff entered the Meeting at 1007.

> *Sonya Lacore followed up on some issues discussed during previous Executive Board Meetings. She reported that Inflight Base Management had been instructed to assist Flight Attendants with trading their Hospitality Training class dates. Sonya reported that Southwest Airlines Employees were not permitted to travel on Southwest Airlines pass benefits while on Leaves of Absence, even if married to another Southwest Airlines Employee qualifying for pass benefits. Sonya stated that this was the current procedure which would not change. Steve Murtoff reported that he was meeting with Southwest Airlines Ground Operations Management regarding the publication of the correct Unaccompanied Minor (UM) Procedures. Steve noted that the job of the Inflight Supervisor was changing dramatically and said that Supervisors may no longer live in a Flight Attendant Domicile since they will be "out in the field," conducting Inflight Audits a majority of the time. Donna Keith discussed reports that an Inflight Supervisor was asking Flight Attendants to lift her bags into an overhead bin and occupying the 4th jumpseat during audits. Steve reported that currently there were three "Inflight Audit Standards Supervisors:" Jason Rosario, Gayle Saunders and Ro Thomas. Steve explained that these Supervisors introduce themselves to Crews as they board an aircraft and complete a non-disciplinary "Safety Audit" during the flight. Information gleaned during the audit were shared with the FAA and noted that the program was similar to the Aviation Safety Action Program (ASAP). Steve said that Inflight Supervisors audited only the "hospitality" of Flight Attendants during their regular Inflight Audits. Steve said that Management would publish the "Hospitality Audit Form" to all Flight Attendants so that they would better understand what the Inflight Supervisors were looking for. Steve noted that there were currently 89 Inflight Supervisors system-wide. There was discussion regarding the attrition rates of the Inflight Supervisor position. Pamila Forte discussed the fact that Flight Attendants were still not able to check in for their pairings at all computers in the Atlanta Station. Brendan Conlon agreed to check into it. Cuyler Thompson discussed the lack of "back stock" in the forward galley on 737-300/500/700 aircraft. Steve Murtoff said he would check with Matt Sampson again regarding the issue. There was discussion regarding the schedule of the Uniform Roadshows in the Inflight Bases. Pamila Forte discussed the fact that Atlanta Inflight Supervisors were calling Flight Attendants on Fridays to schedule Fact-Finding Meetings for the following Monday, not giving enough time to arrange Union Representation. Steve said he would look into it. Pamila Forte inquired about plans to renovate the Atlanta Inflight Lounge. Steve said that Inflight Management had gotten the "green light" to move forward with the project. Jimmy West discussed Flight Attendants who had not been able to "Record Improve" after their No Show had*

been reduced to a Leave No Pay (LVN) as the result of a major road closure in the Orlando Base. Brendan said the issue could be discussed on a case-by-case basis. John DiPippa reported that Provisioning had refused to stock extra cans of water on International Flights as requested by the Crew. John DiPippa discussed the number of personal electronic devices that Flight Attendants were allowed to carry into Mexico. Sonya noted that Southwest Airlines could not control the laws of the countries to which we fly. Brendan and Steve said that they would keep the issue in mind when planning the rollout of the electronic Flight Attendant Manual (E-FAM). Jessica Parker discussed the Employee parking situation in Denver, which had caused No Shows and discipline for Flight Attendants. Cuyler Thompson reported that Chicago Base Management had refused to provide Oakland Flight Attendants with Flight Attendant Manual Bulletins when requested. The Flight Attendants were told that they would have to pick them up at their own base. Rachel Brownfield discussed problems with aircraft swaps in which Flight Attendants were required to be at their outbound flight for boarding, but were not allowed to leave their inbound flight because through Customers remained onboard. Brendan said that Inflight Management was working with Ground Operations to minimize such issues. Cuyler Thompson discussed aircraft that are scheduled to travel through multiple non-Provisioning cities throughout the day. Sonya reported that several Flight Attendant Uniform "wear-testers" were not turning in their reports as agreed. There was discussion regarding the fact that the new "MAX" galleys would arrive on 737-800 aircraft during the spring of 2016, but the 737-MAX 8 aircraft itself would not be incorporated into the fleet until 2017.

The Inflight Management Representatives and Becky Parker left the Meeting at 1115.

The Executive Board went to lunch at 1115 and reconvened at 1315.

During the lunch break, Brian "BR" Ricks, Sam Wilkins, Matt Hettich and Rachel Brownfield answered the office phones so that the TWU Local 556 Office and Grievance Teams could leave the office and have lunch together.

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

Crystal Reven was excused for personal reasons.

Becky Parker was a guest at the Meeting to discuss the AirTran Point Conversion Agreement. There was discussion regarding a meeting scheduled for the following day.

The Executive Board took a break at 1438 and reconvened at 1500.

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

Crystal Reven was excused for personal reasons.

John DiPippa made a **motion (21)** to suspend the Agenda to consider charges. 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
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson submitted charges filed against TWU Local 556 Members Jessica Parker, Crystal Reven and David Jackson by Member Kay Hogan in which she accused Jessica, Crystal and David of violating the TWU Constitution. The Executive Board **agreed** to consider the charges against Jessica Parker, Crystal Reven and David Jackson separately, referred to as Charge 1 and Charge 2.

Cuyler Thompson submitted charges filed against TWU Local 556 Members Audrey Stone and Todd Gage by Member Janette Golden in which she accused Audrey and Todd of violating the TWU Constitution. The Executive Board **agreed** to consider the charges against Audrey Stone and Todd Gage separately.

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."

Brian "BR" Ricks, Stacey Vavakas and John DiPippa left the Meeting at 1552.

The Executive Board considered Charge 1, submitted by Member Kay Hogan against Member Jessica Parker.

A **roll call vote (22)** was conducted regarding Charge 1, question (a):

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

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

Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Away
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Abstain

A **roll call vote (23)** was conducted regarding Charge 1, question (b):

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

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

The Executive Board **agreed** that since Charge 1 was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 against Jessica Parker improper.

The Executive Board considered Charge 1, submitted by Member Kay Hogan against Member Crystal Reven.

A **roll call vote (24)** was conducted regarding Charge 1, question (a):

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

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

Pamila Forte	Nay
Brian "BR" Ricks	Away
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **roll call vote (25)** was conducted regarding Charge 1, question (b):

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

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

The Executive Board **agreed** that since Charge 1 was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 against Crystal Reven improper.

The Executive Board considered Charge 1, submitted by Member Kay Hogan against Member David Jackson.

A **roll call vote (26)** was conducted regarding Charge 1, question (a):

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

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

Brian "BR" Ricks	Away
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **roll call vote (27)** was conducted regarding Charge 1, question (b):

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

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

The Executive Board **agreed** that since Charge 1 was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 against David Jackson improper.

The Executive Board considered Charge 2, submitted by Member Kay Hogan against Member Jessica Parker.

A **roll call vote (28)** was conducted regarding Charge 2, question (a):

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

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Nay
Crystal Reven	Excused
Stacey Vavakas	Excused
David Jackson	Nay
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Away

Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Abstain

A **roll call vote (29)** was conducted regarding Charge 2, question (b):

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

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

The Executive Board **agreed** that since Charge 2 was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 against Jessica Parker improper.

The Executive Board considered Charge 2, submitted by Member Kay Hogan against Member David Jackson.

A **roll call vote (30)** was conducted regarding Charge 2, question (a):

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

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Nay
Crystal Reven	Excused
Stacey Vavakas	Excused
David Jackson	Abstain
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Away
Jimmy West	Nay

Donna Keith	Nay
Jessica Parker	Nay

A **roll call vote (31)** was conducted regarding Charge 2, question (b):

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

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

The Executive Board **agreed** that since Charge 2 was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 against David Jackson improper.

The Executive Board considered Charge 2, submitted by Member Kay Hogan against Member Crystal Reven.

A **roll call vote (32)** was conducted regarding Charge 2, question (a):

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

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Nay
Crystal Reven	Excused
Stacey Vavakas	Excused
David Jackson	Nay
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Away
Jimmy West	Nay
Donna Keith	Nay

Jessica Parker	Nay

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

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

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

The Executive Board **agreed** that since Charge 2 was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed Charge 1 against Crystal Reven improper.

The Executive Board considered charges submitted by Member Janette Golden against Member Todd Gage.

A **roll call vote (34)** was conducted regarding question (a):

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

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

A **roll call vote (35)** was conducted regarding question (b):

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

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

The Executive Board **agreed** that since the charges were untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed the charges against Todd Gage improper.

The Executive Board considered charges submitted by Member Janette Golden against Member Audrey Stone.

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

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

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

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

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

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

The Executive Board **agreed** that since the charges were untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3 of the TWU Constitution. The Executive Board deemed the charges against Audrey Stone improper.

The Executive Board deemed that the charges filed against TWU Local 556 Members Jessica Parker, Crystal Reven and David Jackson by Member Kay Hogan were improper.

The Executive Board deemed that the charges filed against TWU Local 556 Members Audrey Stone and Todd Gage by Member Janette Golden were improper.

Brian "BR" Ricks returned to the Meeting at 1616.

Audrey Stone left the Meeting at 1618.

Todd Gage chaired the Meeting.

Sam Wilkins made a **motion (38)** to suspend the Agenda and move to new business. 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
Sam Wilkins	Yea
Crystal Reven	Excused
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea

Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone returned to the Meeting at 1623.

The Executive Board **agreed** to reconsider the proposed “Take Action Button,” being considered as an addition to the TWU Local 556 Website, after the Board had finalized the TWU Local 556 Strategic Plan.

The Executive Board discussed responses sent to TWU Local 556 Members after they had emailed correspondence to the Executive Board.

Donna Keith left the Meeting at 1632.

There was discussion regarding E-Connections sent by Domicile Executive Board Members.

There was discussion regarding a proposed statement of solidarity and commitment from the Executive Board to the Membership. Sam Wilkins **agreed** to submit the language of a proposed statement during the December 2015 Executive Board Meeting.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1640 to discuss the AirTran Point Conversion Agreement.

There was discussion regarding the compensation of attendees at a meeting to discuss the AirTran Point Conversion Agreement, scheduled to take place the following day.

David Jackson left the Meeting at 1704.

Becky Parker was excused at 1707.

Cuyler Thompson submitted a proposal from Flight Attendants Michael Broadhead and Jim Volpe, Chairpersons of the Arizona Chapter of Pride at Work (PAW).

Todd Gage left the Meeting at 1712.

The Executive Board **agreed** that the PAW proposal should be referred to the TWU Local 556 Civil and Human Rights Committee (CHRC). Cuyler Thompson **agreed** to notify Michael Broadhead and Jim Volpe of the Executive Board’s decision.

The Executive Board **agreed** to conduct an off-site Strategic Planning session during January 2016.

The Executive Board **agreed** that John Parrott, Rachel Brownfield, Brian "BR" Ricks and Matt Hettich would serve on the TWU Local 556 Investment Committee.

The Executive Board discussed the proposed communication and a proposed communication schedule to promote the upcoming open enrollment period for Supplemental Insurance offered by the Union to Members of

TWU Local 556. The Executive Board agreed to the proposed communication and communication schedule. Cuyler Thompson **agreed** to notify Stacey Vavakas.

The Executive Board **agreed** to establish a Minutes Review Committee. Matt Hettich and Rachel Brownfield **agreed** to serve on the Committee.

John Parrott made a **motion (39)** to excuse Stacey Vavakas, John DiPippa, Donna Keith, David Jackson and Todd Gage from the remainder of the Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (40)** to adjourn. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1738.

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

____
Cuyler Thompson
TWU Local 556 Recording Secretary