



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

**Tuesday
December 15, 2015**

2nd Vice President Brett Nevarez called the Meeting to order at 0905.

TWU Local 556 Executive Board Members Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian “BR” Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamila Forte, Sam Wilkins, Stacey Vavakas, and John DiPippa were present at the Meeting.

Audrey Stone and Todd Gage were excused to attend a Grievance Summit.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

Rachel Brownfield read aloud the **TWU Membership Pledge**.

Jimmy West led the Executive Board in reciting the **Pledge of Allegiance**.

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

Sam Wilkins presented an **Officer’s Report** as Board Member at Large. There was no written report submitted.

Brett Nevarez reported that several Agency Fee Objectors (AFO) had recently rejoined the TWU Local 556 Membership. Brett reported that there were currently 81 AFO at TWU Local 556.

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

Stacey reports that she continues to communicate with Management regarding all issues within the Baltimore Base. Stacey conducted a conference call with the Baltimore Shop Stewards to discuss upcoming events and discuss the issues within the base. The biggest issue within the base at the current time is commuter issues. With the assistance of the Baltimore Shop Stewards thinking outside of the box this year, the Baltimore Base is accepting PayPal donations, gift cards, cash donations, and gifts for the Toys for Tots program. Stacey would also like to thank Baltimore Shop Stewards Damion West and Melissa Grube for conducting a Toys for Tots Day in Baltimore on December 7. Stacey also attended the Baltimore Membership Meeting on December 9. A monthly E-Connection was sent out. 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 continues working with Colonial Insurance to ensure a smooth rollout of Open Enrollment during December and January.

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

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

Jimmy reported that Fact-Finding Meetings are on the rise at an alarming rate. The majority of the meetings are for late to gate and delay of flight. Jimmy reported that he attended the Orlando Membership Meeting held on December 8. Jimmy reported there were about 35 Flight Attendants who attended. Jimmy reported the Orlando Toys for Tots drive will end on Saturday, December 19. Jimmy reported that he continues to work with the Orlando Base Leadership on issues that would otherwise become potential grievances. Jimmy reported the Union Glass Case is up-to-date and all publications have been distributed.

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

Matt reported that Fact-Finding Meetings have involved delay of flight, probationary meetings, and a fatigue call. Matt updated the Base Page on the Union Website, distributed a monthly E-Connection, wrote an Oakland specific Membership Meeting E-Reminder, set up the Toys for Tots collection box, attended the Alameda Labor Council Delegates Meeting on December 7, chaired the California State Conference Meeting on December 8, attended the Oakland Membership Meeting on December 11, answered Member phone calls and emails, and met with Oakland Inflight Management to discuss Member issues. Matt thanked Board Member at Large Sam Wilkins for helping distribute the Negotiating Team’s letter addressed to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly in Flight Attendant mailboxes on December 1. Matt was in the lounge on December 1, 3, 9, and 11 discussing Union topics with Members. On December 13 and 14, Matt and Oakland Shop Stewards Angie Kilbourne, and Board Member at Large Sam Wilkins collected messages of respect from Members in preparation for the Negotiating Team returning to the table. Matt worked on an educational piece that will go out to the Oakland Members regarding the implementation of the new Oakland Sick Leave (OSL) law. On November 13, Matt attended a fundraiser for California Assembly Member Rob Bonta, representing the 18th Assembly District, which includes the Oakland International Airport.

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

Donna reports that Chicago has been very active with Fact-Finding Meetings for various reasons. Donna conducted several lounge mobilizations during the month distributing pink ribbons and literature for Breast Cancer Awareness as well as flyers for Domestic Violence Awareness. Donna attended the Chicago Federation of Labor Meeting on October 6 with Shop Steward Brendon Remezas. Donna attended the Illinois/Indiana State Conference Meeting on October 20 with Shop Steward Brendon Remezas. Donna was re-elected as Chair of the State Conference and is pleased to announce and welcome Brendon Remezas to the elected position of Illinois/Indiana State Conference Recording Secretary. Donna has updated the glass case, straightened the red rack, and distributed all publications. Donna communicated with Shop Stewards in person, by telephone, and via email. During the month Donna met with Management to discuss issues in the base. Donna has been training Chicago Shop Stewards by having them shadow Fact-Finding Meetings in the Chicago Base.

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

Jessica reports that she attended the Executive Board Meeting in Dallas November 10-12. Jessica represented Members in Fact-Finding Meetings and answered Member phone calls, texts, and emails. Jessica dropped off all donations to SafeHouse Denver on November 18. Jessica set up the donation box for Toys for Tots in the Denver Flight Attendant Lounge on November 19. Donations of a new, unwrapped toy will be accepted through December 18 and dropped off to Toys for Tots on December 19. Jessica sent out an E-Connection on November 19. Jessica attended the Denver Membership Meeting on December 10. Jessica spent time in the Denver Flight Attendant Lounge on December 14 and requested Members complete cards provided by the Negotiating Team and define what “respect” means to them which will be presented to the Company. Jessica updated the Union Glass Case and tidied the Union Red Rack.

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

Rachel reports that she attended the Executive Board Meeting November 10-12 in Dallas, Texas. Rachel spent several days in the Las Vegas Lounge meeting with Members. Rachel participated in the monthly Shop Steward Conference Call. Rachel volunteered at the Hank Trujillo Memorial Operation Free PX in San Antonio along with TWU Local 556 Veterans Committee Chairperson Chris Sullivan, TWU Veterans Committee Recoding Secretary Brendon Remezas, as well as TWU Local 556 Veterans Committee Members and Flight Attendants Yvetta Penry, Victoria Partridge and Mary Nicholson. Rachel also attended the Las Vegas Membership Meeting on December 7. Rachel collected many toys in the Toys for Tots drive and thanked the Las Vegas Members for donating toys.

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

Pamila reports she did Fact-Finding Meetings and updated the glass case. Pamila attended the Executive Board Meeting November 10-12. Pamila and Shop Steward Georges Jones, gave a health fair in the Atlanta Crew Lounge November 20. Pamila would like to thank Shop Steward Eric McCulley for assisting with the health fair. Pamila and Shop Stewards Maureen Adamek and Courtney McClure kicked off the Toys for Tots drive in the Atlanta Crew Lounge on November 22. Pamila and Civil and Human Rights Chairperson Lori Lochelt notified the attendees chosen to attend the upcoming Martin Luther King Jr. Convention in January 2016.

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

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

Matt reported that the TWU Texas/Oklahoma State Conference met on December 1, at the meeting TWU Local 556 Shop Steward LaTonia Paul Benoit was reelected as Chairperson. Matt reported that he chaired the TWU California State Conference Meeting on December 8. At the meeting the California State Conference worked on charting their strategic plan in anticipation of the 2016 election. Bryan Orozco attended the Arizona/Nevada/Colorado State Conference on December 9. The conference talked about candidate endorsements. Bryan agreed to follow-up with the conference on which Nevada Congressional District 4 Candidates have other Union endorsements, to help the conference come up with who TWU will be endorsing in that Congressional race. Bryan sent out an email to the Local Representatives for 502, 555 and 721. Matt reported that he is still in the process of adding an issues tab to the COPE Page of the Union Website. The tab will highlight legislative policies in which TWU International and TWU Local 556 are engaged in. Matt reported that on December 4, President Obama signed the Fixing America’s Surface Transportation (FAST) Act, the first long-term transportation bill in over a decade. This bill will benefit TWU Members by requiring the U.S. Department of Transportation to take affirmative steps to help stop assaults on transit operators, provide job protections for Amtrak onboard workers, not expanding privatization of transit, and reinforces current

labor protections. Various TWU State Conferences helped to encourage TWU Locals and their Members to tell Congress to approve this piece of legislation that impacts TWU Members across the country.

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

October

The CISM Team handled a total of 112 Incidents in October. They spoke to approximately 227 Flight Attendants, some of them numerous times. The complete list of all incidents handled are listed below. CISM Chairperson Eileen Rodriguez spoke and presented the CISM Program to New Hire Class 319 on October 1, and New Hire Class 320 on October 28. Eileen also attended the Town Hall Meeting and represented CISM. Eileen met with Director Crew Operations Support Henry Townsend and the Network Operations Control (NOC) Managers via conference call to discuss International overnight challenges. Discussions took place to resolve communication issues between Southwest Airlines and CISM. Eileen met with Flight Attendant Drug and Alcohol Program (FADAP) Chairperson Natalie Salsar to discuss procedures and future Team enhancements.

<i>Personal Issue-FA</i>	<i>26</i>
<i>Calls related to FA Injury</i>	<i>15</i>
<i>Medical Emergency</i>	<i>11</i>
<i>FA Hospitalization</i>	<i>6</i>
<i>Non Work Related</i>	<i>5</i>
<i>FA Injury</i>	<i>5</i>
<i>FA Personal Illness</i>	<i>4</i>
<i>Medical w/ Divert</i>	<i>4</i>
<i>FA Family Member Illness</i>	<i>4</i>
<i>Debriefing - Team Member</i>	<i>3</i>
<i>Bomb Threat</i>	<i>2</i>
<i>Death on Board</i>	<i>2</i>
<i>Crew Member Conflict</i>	<i>2</i>
<i>Passenger Misconduct</i>	<i>2</i>
<i>Turbulence w/ Injury</i>	<i>2</i>
<i>Smoke/Fumes in Cabin</i>	<i>2</i>
<i>Death of FA Family Member</i>	<i>2</i>
<i>Mechanical w/ Divert</i>	<i>2</i>
<i>Medical Emergency In Terminal</i>	<i>1</i>
<i>Aborted Takeoff</i>	<i>1</i>
<i>Birdstrike</i>	<i>1</i>
<i>FA Involved in Accident - Off Duty</i>	<i>1</i>
<i>Assault - Off Duty</i>	<i>1</i>
<i>Evacuation At Gate</i>	<i>1</i>
<i>Emergency Landing - Unplanned</i>	<i>1</i>
<i>Substance Referral-FADAP Team</i>	<i>1</i>
<i>FA Illness on A/C</i>	<i>1</i>
<i>Calls Related to Death of FA</i>	<i>1</i>
<i>Lounge Mobilization</i>	<i>1</i>
<i>Decompression</i>	<i>1</i>
<i>Assault - On Duty</i>	<i>1</i>
<i>Total:</i>	<i>112</i>

November

During the month of November the CISM Team handled a total of 88 Incidents and spoke to a total of

177 Southwest Airlines Flight Attendants. Below you will see a break down of the type of incident that was called into the hotline.

<i>Personal Issue-FA</i>	<i>14</i>
<i>FA Injury</i>	<i>11</i>
<i>Medical Emergency</i>	<i>8</i>
<i>Death of FA Family Member</i>	<i>6</i>
<i>Turbulence w/ Injury</i>	<i>5</i>
<i>Passenger Misconduct</i>	<i>5</i>
<i>Mechanical</i>	<i>3</i>
<i>FA Family Member Illness</i>	<i>3</i>
<i>Medical w/ Divert</i>	<i>3</i>
<i>Calls Related to FA Family Member</i>	<i>3</i>
<i>Death</i>	<i>3</i>
<i>FA Hospitalization</i>	<i>3</i>
<i>FA Personal Illness</i>	<i>2</i>
<i>Birdstrike</i>	<i>2</i>
<i>Debriefing - Team Member</i>	<i>2</i>
<i>Medical Emergency In Terminal</i>	<i>2</i>
<i>Turbulence</i>	<i>2</i>
<i>Calls Related to Death of FA</i>	<i>1</i>
<i>Suicidal Threats</i>	<i>1</i>
<i>Employee Death - Off Duty</i>	<i>1</i>
<i>Mechanical w/ Divert</i>	<i>1</i>
<i>Crew Member Conflict</i>	<i>1</i>
<i>Decompression</i>	<i>1</i>
<i>Personal Issue-Pilot</i>	<i>1</i>
<i>Smoke/Fumes in Cabin</i>	<i>1</i>
<i>Death onboard</i>	<i>1</i>
<i>Sexual Harassment</i>	<i>1</i>
<i>Declared Emergency</i>	<i>1</i>
<i>Incident on RON</i>	<i>1</i>
<i>Defusing</i>	<i>1</i>
<i>FA Illness on A/C</i>	<i>1</i>
<i>Total:</i>	<i>88</i>

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

Lisa Trafton reported line writing for January 2016 was a little easier than December line writing. The Scheduling Committee left 410 positions in Open Time. The total number of Flight Attendant positions available for January was 8,971, which was an increase of 148 positions from December 2015. The Committee for the month of January wrote an average of 73% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 37% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 17%. The average line pay is 93.03 TFP. Please continue to let Flight Attendants know that they are always more than welcome to watch Primary or Secondary Line Writing. The Line Writers for the January Primary Lines were: Rebekah Knox, Kay McCurley, Shelley Taylor, Doreen Argyropoulus-Ricker, Alexander Ricker, Don Shipman, Richard Locher, Chase Goldman, Janet Lamy and Lisa Trafton. The Line Writers for January Secondary Lines were: Rebekah Knox, Sheri Tyler, Kay McCurley, Shelley Taylor, Doreen Argyropoulus-Ricker, Alexander Ricker, Chase Goldman, Janet Lamy and Lisa Trafton.

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

John has done five Fact-Finding Meetings since the November Executive Board Meeting. John placed the most recent letter from the Negotiating Team in response to Gary Kelly's letter in the Flight Attendant mailboxes. John has been in constant contact with the Executive Board and the Membership via emails and phone calls. John attended the December Membership Meeting. John set up the Toys for Tots box in the lounge and made sure the red rack was tidy. John met with the Colonial Representative this month and stuffed the Flight Attendant mailboxes with the flyer from Colonial. John was in the lounge in November and plans to be in the lounge later this month when his schedule permits. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

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

Amanda reports the Education Committee continues to work on the New Hire Handbook. The handbook (also referred to as Contract 101) will be finalized when the committee meets on December 21-22. Executive Board Liaison, Matt Hettich, confirmed the shared cost deal with the Supplemental Insurance Representative in exchange for two pages in the booklet. Once the booklet has been finalized, it will be sent to print as well as uploaded on the TWU Local 556 Website on a new Education tab. Contributions to Unity Magazine and Unity Update continue to be submitted by Education Committee Member Denny Sebesta and Education Committee Chairperson Amanda Gauger.

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

October

Cases for October 2015

<i>Not Taken</i>	<i>2</i>
<i>Unprofessional Behavior</i>	<i>2</i>
<i>CRM</i>	<i>5</i>
<i>Withdrawn</i>	<i>2</i>
<i>Company Policy</i>	<i>1</i>
<i>Pilot</i>	<i>3</i>
<i>F.A.R.</i>	<i>1</i>
<i>I.R. Filed</i>	<i>1</i>
<i>In Progress</i>	<i>2</i>
<i>Total Cases</i>	<i>20</i>
<i>Positive Outcome</i>	<i>10</i>
<i>Unresolved</i>	<i>3</i>
<i>Neutral</i>	<i>1</i>

Base

<i>Houston</i>	<i>2</i>
<i>Las Vegas</i>	<i>3</i>
<i>Denver</i>	<i>1</i>
<i>Dallas</i>	<i>2</i>
<i>Oakland</i>	<i>2</i>
<i>Chicago</i>	<i>3</i>
<i>Atlanta</i>	<i>3</i>
<i>Phoenix</i>	<i>2</i>
<i>Orlando</i>	<i>2</i>
<i>Baltimore</i>	<i>1</i>

November

Cases for November 2015

CRM	4
I.R. Filed	4
Withdrawn	1
Company Policy	1
Social Media	1
Not Taken	2
In Progress	1
Total Cases	14
Positive Outcome	6
Negative Outcome	1

Base

Houston	2
Chicago	2
Baltimore	3
Dallas	1
Oakland	1
Orlando	2
Las Vegas	1
Atlanta	2

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

Matt Hettich submitted the **Health Committee Report** for Chairperson Michelle Moore:

ASAP

We have received 843 ASAP reports year to date for 2015. We accepted 793 reports and have excluded 49 reports. 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. The Quarterly Meeting has been postponed until December. We are still waiting for the meeting to be scheduled where we will prepare our yearly report that is required by the FAA.

ENS Follow-ups

We received 199 ENS messages from October 12, 2015 thru November 8, 2015, 14 of which emergencies were declared. Additionally, we are continuing to receive emails from the NOC.

Health/Safety

During our monthly HASC meeting, we continue to discuss the latest Health and Safety issues in the news. Additionally, we review the current injury reports and trends. We also want to make sure the Hot Aircraft initiatives will continue so when the hot months roll around again, there will be a proactive plan. We have had several complaints recently about the lighting on the aircraft as well as some complaints on the gloves. I am researching if we have changed vendors on the gloves and why the lighting procedures are surfacing. It has been brought to my attention that there is an ingredient in the handsoap on the aircraft that is possibly causing long-term issues. I am looking into the ingredients and investigating if there are documented problems.

Upcoming Meetings

ASAP ERC: Weekly Meeting with a day of preparation and follow-up

HASC: Monthly Meeting

NOC Operational Meeting: Monthly Meeting

ASAP Quarterly Meeting: Quarterly Meeting

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

October

ASAP Reports received Year-to-Date: 843 Reports Covering 694 Events

Accepted Reports Year-to-Date: 793

Excluded Reports to date: 49

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

- *10/12/15 through 11/8/15 = 199*
- *Emergencies Declared = 14*
- *2015 Year-to-Date = 2548*
- *All of 2014 = 2119*
- *All of 2013 = 1138**
- *All of 2010 = 1413*
- *All of 2009 = 1210*
- *All of 2008 = 940*

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

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:

10/12/15 through 11/8/15 = 30

2015 Year-to-Date = 781

June – 286

July – 273

August – 141

September – 51

October – 19

November - 11

Through November 8, 2015 we have received 781 Hot Aircraft report forms 391 aircraft reported; 130 multiple reports 200 aircraft have been routed to Tech Ops for repair 260 specifically mention issues at the gate.

Over the last several weeks 556 Safety has had several conversations with Company Leaders and the Crew Accommodations Board (CAB) Chairperson concerning the lack of resource information being pro-actively provided to Flight Attendants concerning health, safety and security matters while on International RON's. Information such as: hotel location (inside or outside of the airport) and transportation; is the water safe for consumption, brushing of teeth, and/or showering; is bottled water made available free of charge; and specific security information that may be unique to a particular international location (e.g.; being hyper vigilant when venturing out in urban areas that are not a part of the hotel/resort you are staying at and alerts relative to any real or potential civil unrest. A prime example of the Company's lack of pro-activity in the matter is the fact that Mexico City RON's commenced on October 15 while critical resource information did not become available until November 4...after 556 Safety brought the missing information to the attention of the Company. And while the Company has provided access to Worldcue® Planner through SWALife, references made to Worldcue® are buried under many layers of information with the only hyperlink to launch the site being in very

small font under “resources” on the International Homepage. 556 Safety feels that much of the critical health, safety and security information should be incorporated into the Destination Factsheets and Hotel Guides along with an educational campaign on the use of and need for Crew Members to utilize Worldcue®. Both the Company and CAB have assured us that such pro-active information is forthcoming.

*Inflight Injury Information Report (I3R) Summary (Attached) for EB Review.
Year-to-Date OSHA 300 Log for all Domiciles (Attached) for EB Review.*

Scheduled and Standing Meetings:

Monday, November 9, 2015 through Tuesday, November 10, 2015 – 737 MAX 7 GDT Sessions

Tuesday, November 10, 2015 – Meet with EB concerning 737-800/MAX 8 Heart Interior

Wednesday, November 18, 2015 – Follow-up Meeting with Henry Townsend concerning NOC EAP Initiative.

Thursday, November 19, 2015 – Health and Safety Coordination (HASC) Meeting

Thursday, November 19, 2015 – Quarterly Operational Safety Chair ASAP ERC Meeting

Thursday, November 12, 2015 Follow-up with TWU International concerning continued Health and Safety Article discussions with Virgin America Airlines.

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

November

Mass E-Mails

The MailChimp account was used over the past month for E-Connections, Unity Update, and Shop Steward email campaigns. Year-to-date we have sent nearly a half a million emails to our Members. The past ten E-Connections or base updates are displayed on their respective Base Pages on the TWU Local 556 Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members (DEBMs). Please utilize this tool.

Website

The TWU Local 556 Website is constantly updated with current events. The main graphics and slides are constantly updated for current events, holidays, and special occasions. We would like to thank Atlanta Flight Attendant Cordell Carter for the beautiful images we are now using throughout our Website and publications. This month we will be utilizing fall colors and turkey theme throughout our publications.

Videos

The Live Webcast was held in October 2015. The event was streamed using YouTube with great success. The streaming was much more consistent and stable than past episodes on various services. YouTube streaming is still in Beta and allows free streaming with no advertising. The Live Webcast replay was published the next day utilizing Vimeo, our online video streaming service.

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. We have started a Union Instagram account. Please follow @twulocal556 on Instagram for fun and timely pictures of our Members. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App continues to be a great resource for Members. We have seen an increase of Member submitted questions in the recent months, via the app or email. The App is highlighted in the current edition of Unity Magazine. Requests for future updates include:

- *Calendar*
- *CSS Codes*

Publications

Fall Unity Magazine

- *Edits*
- *Pictures*
- *Airline Angel article*
- *Front cover / back cover*
- *Layout pages*
- *Final edits*
- *Printer preparations / proof*

Unity Updates

- *Provided edits and revision suggestions for the October 20 and November 5 Unity Updates.*
- *Created Unity Update in PDF file to attach to email – design/layout*

Glass Case Poster

November

- *Veterans poster*
- *Movember poster*
- *Toys for Tots poster*

Other projects

DEBM banners - made small banners for DEBMs that will fit in the glass cases.

Shop Steward

Prepared a finished version of the Shop Steward Training manual with all the blanks filled in.

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

General

CHRC Chairperson Lori Lochelt submitted an article for the December 5 Unity Update about the Coalition of Labor Union Women Convention.

The TWU International Constitution states:

“The duties of this Department (Civil & Human Rights) shall be to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual members of the Local Unions and the International Union, the labor movement and the AFL-CIO.” To this Lori has begun researching the possibility of providing direct advocacy for Flight Attendants who have experienced discrimination or harassment on the job.

Lori continues to network with Members and is creating a pool of resources and Flight Attendants who are interested in working on CHRC projects and events.

Coalition of Labor Union Women (CLUW) Convention

Lori attended the CLUW 18th Biennial Convention held in Sacramento, California November 17-21. Also in attendance from TWU were Gwen York, TWU International Representative Carolyn Burton, TWU Local 567 and Texas State CLUW President. Please see report below.

Human Trafficking Project:

Lori continues to administer the Human Trafficking Project Facebook group.

Coalition of Labor Union Women 18th Biennial Convention November 18-21, 2015

The Coalition of Labor Union Women (CLUW) held their 18th Biennial Convention in Sacramento, CA on November 18-21, 2015. The theme of the convention was “Women.... Right Now! Right Time!” The event included workshops, panels, and guest speakers as well as committee reports, resolutions, and constitutional amendments. New chapters were chartered and others reorganized. CLUW’s founding principles are:

- to promote affirmative action in the workplace;*
- to strengthen the role of women in Unions;*
- to organize the unorganized women*
- to increase the involvement of women in the political and legislative process.*

It was abundantly clear that in the current sociopolitical environment the focus of CLUW Chapters is to protect the gains women have made in these areas and to bring in new members, particularly young women, to carry the banner into the future. In addition, going into election year 2016 a major effort will be made to register voters, engage in volunteer canvassing, and get out the vote efforts.

The convention seated 364 delegates with an additional 77 observers. There were eighteen diverse workshops offered including Changing the Narrative: Messaging to Win; Understanding Race/Defeating Racism; Lobbying For Your Future; Human Trafficking; Criminal Justice Reform; and, Keeping Meetings Legit. Also on the menu were workshops addressing reproductive rights, retirement, workplace violence, and helpful information on administration of CLUW Chapters. All workshops were held on Wednesday.

Guest speakers throughout the convention kept the attendees energized, inspired, and motivated. Highlights include:

- Art Pulaski, Executive Secretary-Treasurer, California Labor Federation, who advised women to not only Lean In! but to Lean On!*
- Elizabeth Shuler, Secretary-Treasurer, AFL-CIO, who spoke about the National Survey of Working Women in progress.*
- Sheva Diagne, Program Coordinator, Civil, Human, and Women’s Rights Department, AFL-CIO. Ms Diagne and Ms. Shuler gave an interactive presentation using texting and Twitter that was very effective.*
- Cecil E. Roberts, International President, United Mine Workers of America. Mr. Roberts is a sixth generation coal miner and a very dynamic and motivating speaker.*
- Dr. Sylvia A. Allegretto, Research Economist, Institute for research on Labor & Employment, University of California, Berkeley. Dr. Allegretto shared a power point of data showing statistics on the labor force including how productivity is up for the average American worker but wages are down comparatively with most new earnings going to the top one percent.*
- The Honorable Nina Turner, Ohio Democratic Party, Engagement Chair and Former Ohio state Senator. Ms. Turner’s theme was “Titles are good but purpose is better.” She spoke to “living in your purpose.”*
- Cindy Sheehan, Peace Activist and Author.*

Two panels were included:

- *Union Women and Health: providing information and tools to help women live happier and healthier lives. Moderated by Carolyn Jacobson, Special assistant to the CLUW President*
- *Young Women Workers and You: Moving Forward: the future of the American Labor Movement is younger workers, particularly women. Moderated by Carmen Berkley, Director, Civil, Human, and Women's Rights Department, AFL-CIO*

Twenty-three resolutions were passed on a wide variety of issues. Nine resolutions are linked to specific legislation such as restoring the Glass-Steagall Act, passing the Raise the Wage Act, the Equal Rights Amendment, and the EACH Woman Act, and endorsing the Equality Act.

Other resolutions support clean water, criminal justice reform, stopping human trafficking, preventing gun violence, reproductive freedom, and voting rights via mail.

The overall tone and vibe of the convention was that women have incredible power, presence, and strength. Half of all American workers are women and women are vital to the 2016 and all elections. It is critical to get eligible voters registered and educated on candidates and ballot issues. Women must also seize opportunities to garner leadership positions within their unions, their companies, and in government. It is imperative that women use their collective voice to retain the gains made in prior decades and forge ahead to bring fairness, equality, safety, and security to all women and families. As an organization, CLUW and its chapters provide workshops and opportunities for mentoring, education, and leadership that Locals cannot or do not offer. CLUW chapters across the country are playing vital roles in their communities and they are determined to grow and challenge the status quo.

Sam Wilkins presented the **Mobilization and Organizing Committee Report**. There was no written report was submitted.

Matt Hettich submitted the **New Hire Committee Report** for Chairperson Joe Skotnik:

Joe attended the graduation of Class 319 on October 15, where 87 new Flight Attendants graduated. Joe also spoke with Class 320 and looks forward to their graduation on November 12. Joe would like to again thank TWU Local 556 Executive Membership Coordinator Kimberly Colmenares for her assistance with the New Hire Committee. Joe would also like to thank Grievance Team Member Allison Hare and wishes her the best of luck while on Maternity Leave.

Matt Hettich submitted the **Survey Committee Report** for Chairperson Erich Schwenk. There was no written report submitted.

The Executive Board **agreed** to publish the results of the 2015 Crew Check-in Polls to the Membership to satisfy the previously adopted Membership Motion requiring a yearly survey of TWU Local 556 Members. Donna Keith **agreed** to coordinate with the Survey Committee to create a time frame for the 2016 General Membership Survey.

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

November

The Veterans Committee Chairperson, Chris Sullivan, reports that the Transport Workers Union Veterans Committee (TWUVC) will be participating in the Hank Trujillo Memorial Free Post Exchange (PX) in San Antonio, Texas December 5-7. Chris will be attending along with TWUVC Recording Secretary and Chicago Flight Attendant Brendon Remezas. Several other Flight Attendants will be volunteering as well. Details on the PX will be available in the next few days. Fundraisers are being

planned for the Houston and Las Vegas Domiciles to benefit Building Homes for Heroes (BHFH). The proceeds will be used to support BHFH which is building a home for Marine Corps Staff Sergeant Scott Nicholas in Tampa, Florida. In the past month Chris met with several Southwest Airlines Leaders to discuss Veterans related issues. Productive conversations were had with Manager Community Outreach Sally Harbeson, Senior Manager Employee Outreach Tom Crabtree, Senior Director Base Operations Steve Murtoff and Denver Inflight Base Manager Tammi Feuling. On November 5-6 Chris attended the Company Wide Culture Committee Meeting in Dallas, Texas. During that meeting Chris was able to network with Nevada Honor Flight founder and Reno Cargo Agent Jon Yuspa and Aircraft Mechanics Fraternal Association (AMFA) Local 11 President Dale Dixon. Together they decided to organize a group of representatives from various Labor groups at Southwest Airlines to meet and discuss Veterans related issues. The purpose is to provide a unified and organized effort to support Veterans and their families. Also, Chris was invited by Jon to attend the National Honor Flight meeting in February 2016. Chris wrote an article on Veterans Day for the November 5 Unity Update. On behalf of the Veterans Committee, Chris would like to thank Members of TWU Local 556 who are serving, or have served in our Nation's Armed Services. The sacrifice made by these Members and their families must be honored and never forgotten.

December

The Veterans Committee Chairperson, Chris Sullivan, proudly reports that the Transport Workers Union Veterans Committee (TWUVC) participated in the Hank Trujillo Memorial Free Post Exchange (PX) in San Antonio, Texas December 5-7. Chris attended along with TWUVC Recording Secretary and Chicago Flight Attendant Brendon Remezas, Las Vegas Domicile Executive Board Member Rachel Brownfield, Dallas Flight Attendant Yvetta Penry, Dallas Flight Attendant Mary Nicholson and Denver Flight Attendant Victoria Partridge. Several hundred Service Members and their families were given the opportunity to “shop” for free at the PX and take home donated items ranging from toiletries to toys. TWU Local 556 Members passed out nearly 500 pairs of new running shoes. They also assisted Service Members with their “shopping” and helped carry items to cars and shuttles. Overall the event was a great success. Chris would like to thank everyone who volunteered for their time, dedication and enthusiasm. Chris met with Director Base Operations Henry Townsend to discuss Honor Flight notifications. In June Chris was assured by Senior Director Base Operations Steve Murtoff that the Veterans Committee would be added to the Network Operations Control (NOC) Honor Flight notification list. To date this has not occurred. Denver Inflight Base Manager Tammi Feuling has consistently notified Chris of Honor and Angel Flights in the Denver station. The next meeting of the TWUVC is scheduled for January in Miami, Florida. Chris and Brendon will be attending on behalf of TWU Local 556. On November 21 Chris was present for an Angel Flight in Los Angeles, California. Chris was honored to be down on the ramp to pay respect to a fallen United States Army Soldier during his final journey home. On behalf of the Veterans Committee, Chris would like to thank Members of TWU Local 556 who are serving, or have served in our Nation's Armed Services. The sacrifice made by these Members and their families must be honored and never forgotten.

The Executive Board took a break at 1100 and reconvened at 1115.

TWU Local 556 Executive Board Members Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian “BR” Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamila Forte, Sam Wilkins, Stacey Vavakas, and John DiPippa were present at the Meeting.

Audrey Stone and Todd Gage were excused to attend a Grievance Summit.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reason.

Matt Hettich recorded the Minutes of the Meeting.

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

Amy Peters has taken a temporary leave of absence from the team. In the interim, she asked Atlanta Flight Attendant Drug and Alcohol Program (FADAP) Team Base Coordinator, Tom Spillers to assist Natalie Salser with Co-Chair duties. Natalie met with an Intensive Outpatient Treatment (IOP) facility on October 5. On October 16, Southwest Airlines Management agreed to work alongside TWU Local 556 to help fund FADAP. Tom submitted two articles to the Unity Magazine. One of the articles included Team Member Greer Steinke's personal story. FADAP held a one day New Member training in Phoenix on October 22 and added five New Team Members. Tom and Natalie met October 27-28 in Dallas. They spent two days meeting with the TWU Local 556 Grievance Team, Executive Board liaison 2nd Vice President Brett Nevarez and CISM Chairperson Eileen Rodriguez. Tom and Natalie are developing a FADAP Manual and Guidelines for the team.

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

David reports he has been in close contact with Management regarding parking problems at the Houston Hobby Airport during the holiday season. He sent an E-Connection to the Membership reminding everyone to be proactive and make reservations for space if at all possible. David reports he set up a Toys for Tots box in the lounge and will be delivering the toys to the charity. David has conducted several Fact-Finding Meetings and would like to thank all of the Houston Shop Stewards for their help. With the help of Shop Steward Committee Co-Chair Crystal Reven, David trained additional Shop Stewards that were unable to attend the group training. David attended the Houston Membership Meeting and the Executive Board Meeting during the month of December.

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

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

The Executive Board modified the Executive Board Minutes Review Committee (MRC). The Executive Board **agreed** that the MRC shall consist of no less than three Members of the Executive Board. The MRC will be responsible for the correction of grammar, punctuation, and spelling errors only. After corrections have been made by the MRC, the Executive Board is responsible for the final review and approval of the content of the Minutes.

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

The Executive Board went to lunch at 1300 and reconvened at 1435.

TWU Local 556 Executive Board Members Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian "BR" Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamela Forte, Sam Wilkins, Stacey Vavakas, and John DiPippa were present at the Meeting.

Audrey Stone and Todd Gage were excused to attend a Grievance Summit.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

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

Matt Hettich made a **motion (1)** to excuse Audrey Stone and Todd Gage from the Tuesday session of the December 2015 Executive Board Meeting to attend a Grievance Summit. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

In response to Inflight Management scheduling meetings with TWU Local 556 Members regarding Customer complaint letters, the Executive Board **agreed** to provide Member education on contractual rights found under Article 19.3.I. & L. The Executive Board discussed the manner in which the educational efforts would be carried out.

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

Brett Nevarez left the Meeting at 1533.

Sam Wilkins chaired the Meeting.

Brett Nevarez returned to the Meeting at 1535.

Brett Nevarez chaired the Meeting.

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

Southwest Airlines Inflight Management Representatives Paula Gaudet, Director Inflight Standards, Tom Raffalski, Manager Inflight Standards, and Kevin Clark, Senior Manager Onboard Experience and Support entered the Meeting at 1600.

Paula followed up on some issues discussed during previous Executive Board Meetings. She reported that the Dallas Supervisor issue has been resolved and that the issue involving Atlanta Supervisors calling Flight Attendants on Fridays to schedule Fact-Finding Meetings for the following Monday, has been resolved. Paula discussed the issue of not having enough water for flights to Mexico City. There was discussion about the back stock in the G2 galley and ways of placing additional product in the 737-700 back stock and how, what, and when this additional stock can be added. Paula discussed the Denver parking issue. Paula stated that Mike Sims has this on his radar as it related to MBLs and possible discipline. Paula updated the Executive Board on having enough bulletins for the Flight Attendant Manual available to all Flight Attendants regardless of base. Tom discussed the Electronic Flight Bag (EFB). He stated that the iPad Flight Attendant Manuals have been ordered from the manufacturer in China and they will be staged in Atlanta for approximately 90 days. Flight Attendant ordering should take place the third week of March. Tom said there will be a dual carry period in which audits will occur for dual carry compliance. Tom further stated that if the FAA audits result in out of compliance manuals, the dual carry period could be extended. Tom continued to state that a “Genius Bar” will be setup in each domicile to assist Flight Attendants with the functionality on the EFB and that EFB testers would staff the “Genius Bar”. Tom stated that there are no ways for Southwest Airlines to track the device and that the Flight Attendant could install “Find My iPhone” App to track their device, but Southwest Airlines will not have this type of access. Tom continued to explain that the device would be unrestricted of what content could be downloaded on the device. Ultimately Southwest Airlines will own the device, but Southwest Airlines will not control the content on each device. There was discussion about the iPad case, stand, and the add-on to replace the handheld point of sale devices. Tom continued to state that “Flight Attendants haven’t been swiping because card readers not working properly; demand has risen yet Southwest Airlines is losing revenue.” Kevin discussed International flying. There was discussion about Los Angeles being a domestic gateway city for international flying. Kevin discussed a recent bilateral agreement with the country of Mexico; the agreement is a governmental issue and the plans for Los Angeles depend on the outcome of the agreement. Kevin addressed the Executive Board about the Language of Destination and Origin (LODO) program. The goal is to have the program up and running by third quarter of this year. The challenge continues to be technology, but look for more information in February. There was more discussion about provisioning on international flights; Kevin discussed the availability on water, juice, and an additional beer kit and liquor bag. Southwest Airlines continues to explore ice supplied by vendors for Mexico City (MEX) and San Jose Del Cabo (SJD) destinations. Kevin discussed that this program may be expanded to other international destinations. John DiPippa discussed the number of personal electronic devices that Flight Attendants were allowed to carry into Mexico. Kevin provided additional information about some of the concerns that governmental officials have with Flight Crews bringing in multiple devices into Mexico. Kevin reiterated that Southwest Airlines could not control the laws of the countries to which we fly. There was discussion about the restriction of hoverboards due to the potential of battery fires.

Southwest Airlines Inflight Management Representatives Paula Gaudet, Tom Raffalski, and Kevin Clark were excused at 1653.

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

Sam Wilkins made a **motion (2)** to recess. Crystal Reven **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Excused
John Parrott	Excused
Brett Nevarez	Chair
Cuyler Thompson	Excused

Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Brian “BR” Rick	Yea
Jimmy West	Nay
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez recessed the Meeting at 1706.

Wednesday **December 16, 2015**

Audrey Stone called the Meeting to order at 0907.

TWU Local 556 Executive Board Members Todd Gage, Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian “BR” Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamila Forte, Sam Wilkins, Stacey Vavakas, and John DiPippa were present at the Meeting.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

TWU Local 556 Negotiations Team Members Trish Krider, Bill Holcomb and Don Shipman were guests in the Meeting.

TWU Local 556 Legal Counsel and Strategic Advisor Mark Richard was a guest at the Meeting.

The Negotiating Team provided a briefing on negotiations to the Executive Board in preparation for the Executive Board joining the Negotiating Team at the negotiating table later in the day.

The Executive Board took a break at 1112 and reconvened at 1125.

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

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

TWU Local 556 Negotiations Team Members Trish Krider, Bill Holcomb and Don Shipman were guests in the Meeting.

TWU Local 556 Legal Counsel and Strategic Advisor Mark Richard was a guest at the Meeting.

The Negotiating Team continued the Executive Board briefing in preparation for the Executive Board joining the Negotiating Team at the negotiating table later in the day.

The Executive Board recessed to attend the negotiating session at 1210.

Thursday **December 17, 2015**

Audrey Stone called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Todd Gage, Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian “BR” Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamela Forte, Sam Wilkins, Stacey Vavakas, and John DiPippa were present at the Meeting.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

The Executive Board reviewed a proposed change to the TWU Local 556 Procedures & Guidelines Manual.

Brett Nevarez made a **motion (3)** to revise the Procedures & Guidelines as amended. Jessica **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Drew Kennedy entered the Meeting at 0938 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0953 to discuss the merits of a Grievance.

Drew Kennedy and the Grievant were excused at 1019.

Stacy Vavakas made a **motion (4)** to table two Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1042 and reconvened at 1100.

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

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

TWU Local 556 Operational Safety Chairperson Michael Massoni was a guest in the Meeting.

Michael Massoni updated the Executive Board on the events of Southwest Airlines Flight #31 involving an aircraft incident on December 15, in Nashville. Michael Massoni updated the Executive Board on TSA’s Compliance Security Enhancement Through Testing (COMSETT) program.

Michael Massoni presented the **Safety Committee Report:**

December

ASAP Reports received Year-to-Date as of 08 DEC 15: 934 Reports Covering 774 Events

Accepted Reports Year-to-Date: 818

Excluded Reports to date: 53

Open Reports: 63

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

- *11/08/15 through 12/16/15 = 269*
- *Emergencies Declared = 15*
- *2015 Year-to-Date = 2817*
- *All of 2014 = 2119*
- *All of 2013 = 1138**
- *All of 2010 = 1413*
- *All of 2009 = 1210*
- *All of 2008 = 940*

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

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:
11/08/15 through 12/16/15 = 6
2015 Year-to-Date = 787

Year-to-Date OSHA 300 Log for all Domiciles (Attached) for EB Review

Open Discussion Items:

*Cabin Security Check Procedures on the First Flight of the Day Pursuant to 49CFR Part 1540
WN31 (BNA Evacuation) Update*

Scheduled and Standing Meetings:

Tuesday, December 15, 2015 – Uniform Design Team Update Meeting
*Thursday, December 17, 2015 10, 2015 – Meet with EB concerning Cabin Security Check
Procedures on the First Flight of the Day Pursuant to 49CFR Part 1540*
*Thursday, December 17, 2015 – Follow-up Meeting with Henry Townsend concerning NOC EAP
Initiative*
Thursday, December 17, 2015 – Health and Safety Coordination (HASC) Meeting
Tuesday, December 8, 2015 – 3rd Quarter 2015 ASAP Administrative Meeting

Michael Massoni was excused at 1140.

Grievance Team Member Michelle Nickleberry entered the Meeting at 1146 to discuss the merits of a Grievance.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1158 to discuss the merits of a Grievance.

A Grievant joined the Meeting at 1203 via conference call to discuss the merits of a Grievance.

Michelle Nickleberry and the Grievant were excused from the Meeting at 1211.

Crystal Reven made a **motion (5)** to not proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1220 and reconvened at 1335.

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian “BR” Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamela Forte, Sam Wilkins, Stacey Vavakas, and John DiPippa were present at the Meeting.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Todd Gage was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

Matt Hettich submitted the **October 2015 Synopsis, Attendance Report and Voting Record and Vote Tally** for Executive Board review.

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

Stacey Vavakas made a **motion (6)** to revisit two Grievances. Jimmy West **seconded** the motion. The motion **carried**.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1421 to discuss the merits of a Grievance.

TWU Local 556 Legal Counsel joined the Meeting via conference call at 1430 to discuss the merits of a Grievance.

TWU Local 556 Legal Counsel was excused from the Meeting at 1453.

Jimmy West made a **motion (7)** to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (8)** to proceed on a Grievance. Brian “BR” Ricks **seconded** the motion. The motion **carried**.

Becky Parker was excused from the Meeting at 1505.

Rachel Brownfield made a **motion (9)** to suspend the agenda to address a new business item. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (10)** to approve the net holiday bonuses to TWU Local 556 Employees Madeleine, Cliff, and Juanita, as presented. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Excused

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

The motion did not **carry**.

Brett Nevarez made a **motion (11)** to approve a net holiday bonus in the amount of \$2,000 for TWU Local 556 Finance Manager Madeleine Howard. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (12)** to approve a net holiday bonus in the amount of \$1,000 for TWU Local 556 Manager of IT Cliff Mace. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Brett Nevarez made a **motion (13)** to approve a net holiday bonus in the amount of \$1,000 for TWU Local 556 Financial Specialist Juanita Stangler. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board took a break at 1530 and reconvened at 1540.

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, Crystal Reven, Jessica Parker, David Jackson, Brian “BR” Ricks, Donna Keith, Jimmy West, Rachel Brownfield, Matt Hettich, Pamila Forte, Sam Wilkins, John DiPippa, and Stacey Vavakas were present at the Meeting.

John Parrott was excused for TWU International Treasurer Training.

Cuyler Thompson was excused for personal reasons.

Todd Gage was excused for personal reasons.

Matt Hettich recorded the Minutes of the Meeting.

Rachel Brownfield made a **motion (14)** to suspend the agenda to address a new business item. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed making a contribution to the TWU Local 555 “Go Fund Me” account sponsored by the Dallas AFL-CIO Central Labor Council, established to provide financial support for suspended TWU Local 555 Members.

Stacey Vavakas made a **motion (15)** to donate \$5,000 to the “Go Fund Me” account to benefit suspended TWU Local 555 Members on behalf of TWU Local 556 Members. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Stacey Vavakas and John DiPippa left the Meeting at 1602.

The Executive Board continued to make corrections and changes to the October 2015 Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Donna Keith left the Meeting at 1615.

Crystal Reven made a **motion (16)** to approve the October 2015 Executive Board Meeting Attendance Report, as presented. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (17)** to approve the October 2015 Executive Board Meeting Voting Record and Vote Tally, as amended. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (18)** to approve the October 2015 TWU Local 556 Executive Board Meeting Minutes, as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (19)** to approve the October 2015 TWU Local 556 Executive Board Meeting Synopsis, as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board **agreed** to review the November 2015 Synopsis, Attendance Report and Voting Record and Vote Tally during the January Executive Board Meeting.

The Executive Board reviewed a pay proposal, submitted by TWU Local 556 Treasurer John Parrott, in regards to the recent TWU International Committee on Appeals ruling dealing with the Dallas Domicile Executive Board Member position.

Sam Wilkins made a **motion (20)** per the ruling of the TWU International Committee on Appeals, to accept the proposal, as a make whole remedy, for Dallas Domicile Executive Board Member, Brian “BR” Ricks. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Brian “BR” Ricks	Abstain
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed the recent Board of Election (BOE) election that took place at the 3rd Membership Meeting, as required by the TWU Local 556 Bylaws.

The Executive Board **agreed** to review the e-Membership Meeting Feasibility Committee, as adopted by the Membership in the 3rd Membership Meeting of 2015, at the January Executive Board Meeting.

Audrey Stone briefed the Executive Board on the TWU International Survey that recently concluded.

The Executive Board discussed the 2015 September Executive Board Meeting Synopsis in which an incorrect year was referenced in relationship to the Airtran Point Conversion Agreement.

Sam Wilkins made a **motion (21)** to amend the 2015 September Executive Board Meeting Synopsis. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Sam Wilkins made a **motion (22)** to approve the 2015 September Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (23)** to excuse Todd Gage from the PM Session for personal reasons. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (24)** to excuse Stacey Vavakas, John DiPippa, and Donna Keith from the PM session of the Executive Board 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Excused
Sam Wilkins	Yea
Crystal Reven	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Brian “BR” Ricks	Away
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Jimmy West made a **motion (25)** to adjourn. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1751.

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

A handwritten signature in black ink, appearing to read 'MVH' followed by a horizontal line with a small vertical tick at the end.

Matthew Hettich
Oakland Domicile Executive Board Member