The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
April 14 – 17, 2015
Synopsis

Tuesday
April 14, 2015

1st Vice President Todd Gage called the Meeting to order at 0830.

TWU Local 556 Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Rob Riddell, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan, Donna Keith, Valerie Boy and Stacey Vavakas were present at the Meeting.

Audrey Stone and Brett Nevarez were excused to attend Contract Negotiations with Southwest Airlines Management.

Matt Hettich was excused to attend the California Joint Legislative Conference.

Todd Gage updated the Executive Board regarding the Meeting Agenda.

Valerie Boy led the Executive Board in reciting the **Pledge of Allegiance**.

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

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the first quarter of 2015:

Audrey Stone		Excused
Todd Gage	OA83	dated March 22
John Parrott	DEAS	dated March 28
Brett Nevarez	BAZX	dated December 31
Cuyler Thompson	OS2T	dated February 1
Tina Coffee	PA3V	dated March 4
Rob Riddell	PAPT	dated March 20
Stacey Vavakas	B53R	dated January 27
Valerie Boy	HS2P	dated March 28
John DiPippa	PS22	dated March 27
Matt Hettich	OSIE	dated March 6
Pamila Forte	AA4K	dated February 6
Rachel Brownfield	LABY	dated January 28
Andrea Garnett	DA8T	dated March 15

Jimmy West	FA2L	dated March 3
Donna Keith	MAFJ	dated March 1
Chris Sullivan	CAI7	dated February 27

Valerie Boy made a **motion (1)** to excuse Audrey Stone from first quarter flying. Tina Coffee **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
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Nay

The motion **carried**.

Donna Keith made a **motion (2)** to excuse Audrey Stone and Brett Nevarez to attend Contract Negotiations. 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
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Grievance Chairperson Becky Parker entered the Meeting at 0846.

Valerie Boy made a **motion (3)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board took a break at 0948 and reconvened at 1003.

Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Rob Riddell, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan, Donna Keith, Valerie Boy and Stacey Vavakas were present at the Meeting.

Audrey Stone and Brett Nevarez were excused to attend Contract Negotiations with Southwest Airlines Management.

Matt Hettich was excused to attend the California Joint Legislative Conference.

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

A Grievant entered the Meeting at 1020 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 1042.

Jimmy West made a **motion (4)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Grievance Committee Member Drew Kennedy entered the Meeting at 1048 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1055 to discuss the merits of a Grievance.

Drew Kennedy and the Grievant were excused at 1108.

John Parrott made a **motion (5)** to proceed on a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

The Executive Board discussed the recommendations of the Grievance Review Committee.

John DiPippa made a **motion (6)** to proceed on three Grievances per the recommendations of the Grievance Review Committee. John Parrott **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (7)** not to proceed on a Grievance per the recommendations of the Grievance Review Committee. Jimmy West **seconded** the motion. The motion **carried**.

John Parrott made a **motion (8)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (9)** not to proceed on two Grievances. Chris Sullivan **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1130 and reconvened at 1248.

Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Rob Riddell, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan, Donna Keith and Valerie Boy were present at the Meeting.

Audrey Stone and Brett Nevarez were excused to attend Contract Negotiations with Southwest Airlines Management.

Matt Hettich was excused to attend the California Joint Legislative Conference.

Stacey Vavakas was discussing a case with a Grievance Team Member.

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

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

Stacey Vavakas returned to the Meeting at 1303.

John DiPippa made a **motion (11)** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Valerie Boy made a **motion (12)** not to proceed on two Grievances. Chris Sullivan **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1313.

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

The Executive Board made corrections and changes to the Minutes.

Becky Parker and Grievance Team Member Barbara Fitzhugh entered the Meeting at 1419 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1448 to discuss the merits of a Grievance.

Barbara Fitzhugh and the Grievant were excused at 1507.

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

The Executive Board took a break at 1508 and reconvened at 1525.

Executive Board Members Todd Gage, John Parrott, Cuyler Thompson, Rob Riddell, Tina Coffee, Andrea Garnett, Rachel Brownfield, John DiPippa, Jimmy West, Stacey Vavakas, Pamila Forte, Chris Sullivan, Donna Keith and Valerie Boy were present at the Meeting.

Audrey Stone and Brett Nevarez were excused to attend Contract Negotiations with Southwest Airlines Management.

Matt Hettich was excused to attend the California Joint Legislative Conference.

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

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

Cuyler Thompson submitted the **TWU Local 556 Board of Election (BOE) Report** on behalf of Chairperson Susan Johnson:

Total eligible voters: 12,356
Total ballots cast: 6,148
Total % participation: 49.76%

Breakouts for the percentage voting in each base on a candidate-by-candidate basis can be found in the attached official results from VoteNet. There were a surprisingly high number of Members who utilized the ability to vote by phone: 83.02% voted using the Internet, and the remaining 16.98% used the telephone.

The following chart outlines the differences in participation in the Officer Election 2012 vs. 2015.

Voter Participation 2012 vs. 2015

	2012			2015		
	#eligible	#voted	%participated	#eligible	#voted	%participated
ATL	N/A	N/A	N/A	610	268	43.93%
BWI	1222	529	43.29%	1407	704	50.11%
DAL	994	507	51.01%	1394	710	52.63%
DEN	N/A	N/A	N/A	896	397	44.31%
HOU	1011	449	44.41%	1271	627	49.33%
LAS	1270	446	35.10%	1484	761	51.28%
MCO	999	356	35.64%	1082	507	46.86%
MDW	1668	672	40.29%	1810	892	49.28%
OAK	1099	371	33.76%	1017	552	54.28%
PHX	1593	555	34.84%	1430	729	50.98%

	2012	2015
Total Eligible:	9856	12356
Total Voted:	3885	6148
Overall Participation Rate:	39%	49.76%

There were three protests filed after the conclusion of the vote, and all were denied in their entirety.

On February 25, shortly after the ballots had been mailed, the BOE asked Cliff Mace to create an extension in the Union office that the staff could use to forward incoming calls directly to VoteNet support. This is when it was discovered that the VoteNet voter support phone number printed on the ballot was no longer valid. VoteNet was able to acquire a new phone number that only changed the area code, and on February 25 called each Candidate to alert them to this change. They also, at their expense, mailed a postcard on March 2 to each Member's home address advising them of the change to the VoteNet support number. The BOE asked each DEBM to post this new phone number in the glass case in the lounge, the Union website was updated to reflect this number, the information was distributed during the February 26 Shop Steward Conference Call, and an email was sent on February 27 to all email addresses on file (roughly 11.2K email addresses) to alert our Members to the change in the support number.

The BOE mailed two types of balloting information: one for voting Members and another for Probationary/Agency Fee Only (AFO). This was done to: 1) ensure all Southwest Airlines Flight

Attendants were aware that there was an election, and 2) to explain to the Probationary and AFO's that although they were ineligible to vote, there was an election and these were the names of the candidates. There were approximately 450 Probationary/AFO individuals and our goal was to expedite the closing of the vote. Unfortunately we received inaccurate information from Southwest Airlines and approximately 137 Probationary Flight Attendants received full voting credentials. We verified the list of names and were able to challenge any vote cast by a Probationary. The result was no Probationary cast a vote in the election.

There were 237 Flight Attendants (who were not Probationary/AFO) who changed bases as of March 2, 2015. Ballots were mailed on February 24, so those individuals received a ballot for their old base. Each of these 237 Flight Attendants received a phone call the first week of March and again on March 12 and 13 prior to the close of voting. We had email addresses for all but 17 of these individuals, and sent an email on March 2 as well as posted a notice on the voting website instructing them to call VoteNet to get updated voting credentials. All individuals who changed their base were listed as a challenged voter prior to closing the vote, and the BOE made sure as we were closing the vote to only accept ballots cast in the base as of March 2. There were a handful of individuals who did not cast their vote in the correct base; in no instance would that have made any difference in the outcome of that race.

Several emails (and one letter via snail mail) were sent to the BOE by Agency Fee Only individuals asking the BOE to restore their voting privileges. The Executive Board maintains the AFO list, and the BOE's job is to enforce that list. Therefore no one who was an AFO was allowed to vote.

This election cycle highlighted the impact Social Media has upon our Members and the campaigns run by our Candidates. We received numerous emails from both Members and AFO's containing screenshots of FaceBook postings. Based on the rules as outlined by the Department of Labor, the BOE has no authority to censor anything that is posted on FaceBook, nor does a posting serve as evidence of wrongdoing.

Several individuals reported "VoteNet isn't answering the phone when I call". We believe we have gotten to the bottom of this issue! Initially, when the phone rang into VoteNet, it would ring 2x before moving to the next extension. Therefore, the more operators that were available, the longer it took before the phone finally would ring through to the answering machine. Once we changed it to ringing only 1x per extension we did not experience the "no one is answering my call" scenario.

For the first time the BOE conducted a GOTV campaign. We sent out 2 emails and 1 robocall. What's very exciting is we were able to set up the robocall to enable our Members to "press 1" to speak with someone at VoteNet for voting questions.

Lori Lochelt and Will Browne worked the phones in the VoteNet offices the last day of voting. When someone would call through to the BOE extension, I would hand my phone to any one of the operators available to give our Members access to their voting credentials. We had 8 individuals available to take calls the last day of voting.

Closing the vote took approximately 3 hours. We began closing out at 12:30 Central and finished at 3:30 Central. After a 15-minute break, we began tallying the votes from all 10 bases to determine the winners of the national offices. Because each base can only vote for their individual DEBM, the ballots are structured individually and then have to be tallied at the end. It took approximately 30 minutes to finish the Excel sheet that then tallied all positions and determined the winners of the national positions.

In the future we may need to explore the possibility of using something other than GoToMeeting for online viewing of the closing of the vote. The maximum number of participants is 26 and we had more than 26 people interested at various times during the closing.

Closing the vote has become much easier now that VoteNet has the names of the challenged voters alphabetized. This may sound like a small change but it made a huge difference in how long it took to close out the vote, and it is a change that this BOE has lobbied for since we started working with them in 2012.

Although we all want to do a perfect job, it is inevitable that mistakes occur or unexpected situations arise. It is my belief that the measure of a person (or in this case, a company) is determined by the bad times, not the good. As in past votes, any time there was a problem/issue, VoteNet rose to the occasion and did whatever they could to either rectify the situation or help TWU Local 556 resolve the issue. I would highly recommend using them in the future.

This is (probably) the last report the current BOE will submit, as elections for the next BOE will occur this coming fall. It has been our pleasure to work with the Executive Board, and I cannot say enough wonderful things about the team we have. Both Will Browne and Lori Lochelt are excellent to work with. They do not shy away from the hard questions, they offer insightful observations, they call it as they see it, and they are truly interested in serving our Membership. I am privileged to have had the opportunity to serve with these outstanding individuals.

The Executive Board **agreed** to continue the discussion regarding the BOE Report later in the meeting.

Audrey Stone and Brett Nevarez entered the Meeting at 1600.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Renda Marsh entered the Meeting at 1603 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1607 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1640.

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

The Executive Board continued to discuss the Board of Election Report.

Todd Gage made a **motion (15)** to recess. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1705.

Wednesday

April 15, 2015

Audrey Stone called the Meeting to order at 0830.

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

Matt Hettich was excused due to illness.

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

Brett Nevarez updated the ongoing lawsuit filed by Flight Attendant Kent Hand against TWU Local 556.

Brett Nevarez updated the ongoing lawsuit filed by Flight Attendants Kelley Martin and Pamela Starzinger against TWU Local 556.

Cuyler Thompson informed the Executive Board that he had received three sets of Charges filed by TWU Local 556 Member Steven Hobbs the previous evening.

The Executive Board **agreed** to consider the Charges.

Cuyler Thompson submitted copies of Charges submitted by TWU Local 556 Member Steven Hobbs in which he accused Member Bill Holcomb of violating the TWU Constitution under Article XIX.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the charges and consider them improper if (a) The charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered a Charge submitted by Steven Hobbs in which he accused TWU Local 556 Member Bill Holcomb of violating the TWU Constitution under Article XIX.

A Roll Call Vote (16) was conducted on the Charge:

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

The Executive Board **agreed** that since Steven Hobbs' charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) and (d) of Article XIX Section 3.

Steven Hobbs' charge that TWU Local 556 Member Bill Holcomb had violated the TWU Constitution was deemed improper by the Executive Board.

Cuyler Thompson submitted copies of Charges submitted by TWU Local 556 Member Steven Hobbs in which he accused Member Crystal Reven of violating the TWU Constitution under Article XIX.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the charges and consider them improper if (a) The charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered a Charge submitted by Steven Hobbs in which he accused TWU Local 556 Member Crystal Reven of violating the TWU Constitution under Article XIX.

A Roll Call Vote (17) was conducted on the Charge:

*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	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea

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

The Executive Board **agreed** that since Steven Hobbs' charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) and (d) of Article XIX Section 3.

Steven Hobbs' charge that TWU Local 556 Member Crystal Reven had violated the TWU Constitution was deemed improper by the Executive Board.

Cuyler Thompson submitted copies of Charges submitted by TWU Local 556 Member Steven Hobbs in which he accused Member Sam Wilkins of violating the TWU Constitution under Article XIX.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the charges and consider them improper if (a) The charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

The Executive Board considered a Charge submitted by Steven Hobbs in which he accused TWU Local 556 Member Sam Wilkins of violating the TWU Constitution under Article XIX.

A Roll Call Vote (18) was conducted on the Charge:

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

Chris Sullivan Nay

The Executive Board **agreed** that since Steven Hobbs' charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) and (d) of Article XIX Section 3.

Steven Hobbs' charge that TWU Local 556 Member Sam Wilkins had violated the TWU Constitution was deemed improper by the Executive Board.

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

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

The Executive Board discussed the ongoing Contract Negotiations between the Union and Southwest Airlines Management.

Tina Coffee submitted her **Officer Report** as Board Member at Large.

> *Tina received a few calls this month. Tina straightened the red rack before flying. Tina read the Union materials, grievances, and emails. Tina wrote an article for the Spring Unity. Tina attended an AFL-CIO Legislative Meeting. Tina helped the Contract Action Network (CAN) at the Phoenix Airport, handing out post cards to Business Select Members and thanking them for flying on us.*

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

> *Stacey reports that she continues to communicate with Base Leadership on current issues. The Baltimore Base welcomes new Supervisors Ryan Evans and Kaminie De La Cruz to our Inflight Team. Stacey updated the glass case and distributed all Union Literature. Stacey spent several days in the lounge talking with Flight Attendants about their concerns. Stacey attended the Human Trafficking Seminar in Atlanta on March 30, that was hosted by Pamila Forte, the Atlanta Domicile Executive Board Member and Human and Civil Rights Committee Chair. It was an amazing event and we all look forward to bringing important information to the Membership. Stacey participated in the monthly Shop Steward Conference Call on March 25. Stacey worked with Comittee Co-Chairs Lucy White-Lehman and Valerie Boy on an article outlining the duties of a Shop Steward for the upcoming Shop Steward Elections in the next round of Membership Meetings.*

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

> *Jimmy reported that Orlando has had several Fact-Finding Meetings over the past month. Jimmy reported the meetings ranged from flight delays to Unaccompanied Minor issues. Jimmy reported that Orlando has a new Base Manager, Marisa Merkel, who came from Chicago. Jimmy reported that he attended the annual Orlando Safety Fair on April 9 with TWU Local 556 Safety Chairperson Michael Massoni and TWU Local 556 Health Chairperson Michelle Moore. Jimmy reported that Orlando Shop Steward Cheryl Spahija and Orlando Can Leader Egda Avila attended the Human Trafficking Seminar on March 30 in Atlanta. Jimmy reported that he wrote his article for the upcoming Unity Magazine and an E-Connection was sent out. The Union Glass Case has been updated to reflect the TWU Harvard Survey. Jimmy would like to thank outgoing Executive Board Members Andrea Garnett, Chris Sullivan, Valerie Boy, Tina Coffee and Rob Riddell for their service to the Members of TWU Local 556.*

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

> *Andrea reports that she attended the Executive Board Meetings March 10-12. She conducted several Fact-Finding Meetings in March and April. Andrea met with Dallas Base Manager Shannon Hiatt in*

March and April to discuss the base business. Andrea emailed Shop Stewards, updated the Dallas Base Page, took several phone calls, decorated the glass case, and tidied up the red rack. She temped in the Union Office in March. Andrea listened to the Shop Steward Conference Call recording. Andrea attended the Human Trafficking Seminar in Atlanta on March 30 with several Base Representatives and Shop Stewards. Andrea thanks Atlanta Domicile Executive Board Pamila Forte for organizing the seminar. Andrea wrote her Spring Unity article. Andrea worked with the Contract Action Network (CAN) on April 10. Andrea announces that now former Dallas Supervisor Hector Berrera was promoted to Denver Assistant Base Manager and former Dallas Supervisor Jamie Dotson was promoted to Dallas Assistant Base Manager. Andrea emailed and spoke with incoming Dallas Domicile Executive Board Member Brian "BR" Ricks about the Dallas Domicile Executive Board Member position.

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

Rachel reports that she attended the Executive Board Meeting March 10-12 in Dallas, Texas. She distributed Union Pins and tidied the Union Red Rack as well as updated the Union Glass Case. Rachel traveled with Shop Steward Dana Suechting to Atlanta, Georgia to attend the Human Trafficking Seminar organized by Atlanta Domicile Executive Member Pamila Forte. Rachel represented Members in several Fact-Finding Meetings and returned several phone calls and participated in the Shop Steward Conference Call. Rachel met with Base Leadership to discuss issues specific to the base. Rachel wrote an article for the Unity Magazine and volunteered as the Emergency Officer On-Call.

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

Pamila reports she attended the Executive Board Meeting March 10-12 in Dallas, Texas. Pamila did Fact-Finding Meetings regarding Social Media violations, late to gate and flight delays. Pamila updated the glass case and wrote the Spring Unity article. Pamila met with Atlanta Leadership about ongoing issues regarding security. Pamila and Shop Steward Bill Macedo attended the Georgia State Conference in Augusta, Georgia March 7. Pamila and several Atlanta Shop Stewards hosted the Human Trafficking training in Atlanta, Georgia on March 30. Pamila is thankful to the Federal Bureau of Investigations and the US Attorney's Office of Northern Georgia for doing this awareness training. Pamila would like to thank Oakland Domicile Executive Board Member Matt Hettich, Shop Steward Lori Lochelt and Mobilization / Organizing Committee Co-Chairperson Sam Wilkins for all of their help with preparation for the training. Pamila met with several Atlanta Shop Stewards about hosting a diversity training workshop in Atlanta this summer. Pamila continues to work with 9to5 Atlanta Working Women. Pamila would like to thank the outgoing Board Members Chris Sullivan, Rob Riddell, Tina Coffee, Andrea Garnett and Valerie Boy for their hard work and dedication to our Members.

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

John has done a few Fact-Finding Meetings since March Boards encompassing a delay of flight, unattended UM, excessive points, and a possible racism concern in the sense that Employee Relations were involved. John also has organized the red rack and updated the glass case with the Scholarship information. Now that the Officer Elections are over with, John would like to thank outgoing board Members Valerie Boy, Tina Coffee, Rob Riddell, Andrea Garnett, and Chris Sullivan for their service to the Membership. John would also like to welcome Sam Wilkins, David Jackson, Crystal Reven, B.R Ricks, and Jessica Parker all of whom take office May 1. John was in the lounge on March 14-16 and on March 26. For April, John was in the lounge April 7 and 12. John attended the Human Trafficking Seminar in Atlanta on March 30 and sent out an E-Connection with a recap of it. John wrote an article for the upcoming spring edition of Unity Magazine. John ended the month staying in contact with the Executive Board and the Membership via emails and phone calls. Prior to the April Executive Board Meeting, John reviewed all of the Grievances that the Board would be discussing. As always, John is *honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.*

The Executive Board **agreed** to approve the April 2015 Executive Board Meeting Minutes prior to the adjournment of the Meeting the following day.

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

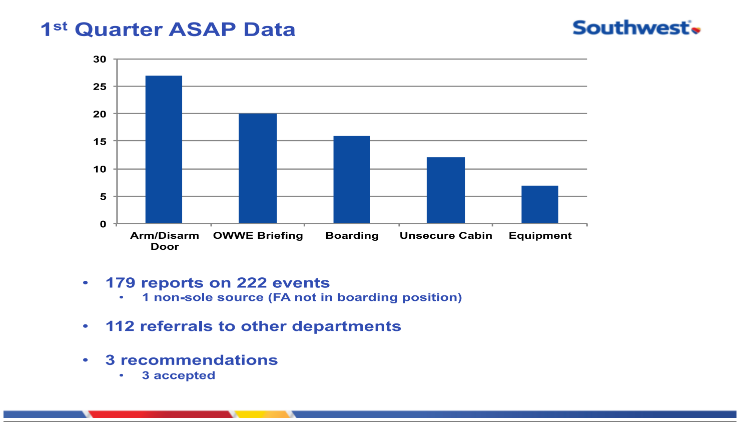
Lisa Trafton reported line writing for May was just as challenging as the April schedule. The Scheduling Committee left 728 positions in Open Time (553 fewer positions than April 2015). Total number of Flight Attendant positions available for May was 8694 (an increase of 483 positions from March 2015). The Committee for the month of May wrote and average of 72% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 36% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average lines paid 97.64 TFP for pay. We had the pleasure of having Dallas Flight Attendant Melissa Maxwell come in an observe Secondary line writing on Friday April 10. Please continue to let Flight Attendants know they are always more than welcome to watch Primary or Secondary line writing.
The Line Writers for the May Primary Lines were: Kim Foster, Rebekah Knox, Janet Lamy, Sheri Tyler, Kay McCurley, Shelley Taylor, Doreen Argyropoulus-Ricker, Alexander Ricker, Richard Locher, Chase Goldman and Lisa Trafton. The Line Writers for May Secondary Lines were: Kim Foster, Rebekah Knox, Janet Lamy, Sheri Tyler, Kay McCurley, Shelley Taylor, Doreen Argyropoulus-Ricker, Alexander Ricker, Chase Goldman and Lisa Trafton.

Cuyler Thompson submitted the **Safety Committee Report** for Chairperson Michael Massoni:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 20

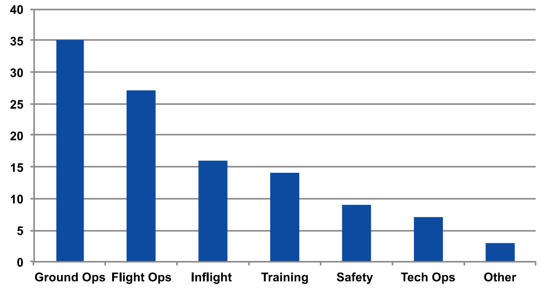
ASAP Reports received to date:	*2696*
▪ *Accepted Reports to date:*	*2586*
▪ *Excluded Reports to date:*	*91*

Q1 2015 ASAP Data Review



1st Quarter Reports Shared

Southwest



- **Other reports shared with- Federal Airport Security, Customer Relations, and Provisioning**

Accepted Recommendations

Southwest

Equipment

- An aircraft operated five legs without one of the forward PBEs. Three different Crews failed to notice the PBE was missing.
- RBF about Emergency Equipment Check published 01-13-2015

Safety Information Cards

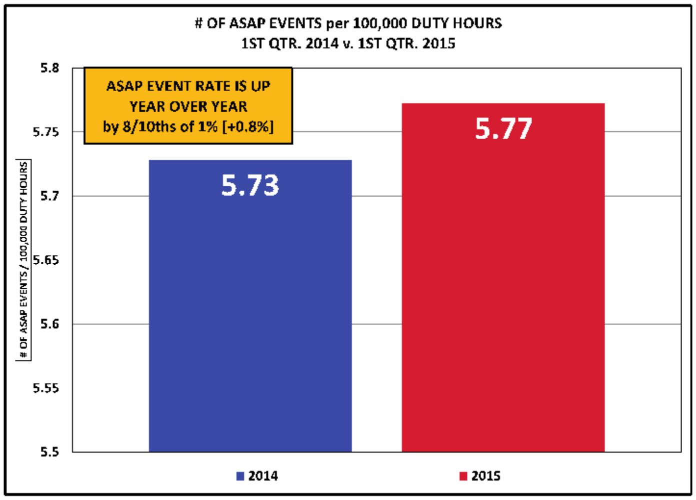
- An aircraft operated three legs with the incorrect series of cards onboard. Two Crews failed to check the cards at the OWWE before departure.
- Inflight Info on the Go about verifying the correct cards are onboard was published 01-22-2015

Accepted Recommendations

Southwest

Bloodborne Pathogen Clean Up

- Some Flight Attendants though they made the determination if a contracted response team will be called.
- FA Manual verbiage instructed the FA to ask the Captain or Operations Agent to call for the contracted response team.
- Decision is joint between Operations Agent and Safety and Security at HDQ.
- FA Manual revision 15-01 dated 04-10-15 verbiage change.
  "FAs immediately notify the Captain or Operations Agent so that the Operations Agent may contact the Safety Support Line for assistance in cleaning the spill."



- ***<u>As illustrated in the ASAP Event Reporting Rate figure above, reflecting only a 0.8 % year over year increase in ASAP reporting</u>*** *– SWA, FAA and TWU Safety are in agreement that ASAP Program promotion should be a major initiative this year. We believe a realistic event rate goal to be somewhere on the order of 5 plus percent year over year. We are pushing for a multi-faceted promotion in the form of increased RT visibility, continued Base visits w/ERC and Leadership interaction for educational purposes as well as updated promotional materials that may include pamphlets, posters and ink pens.*

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

- *01/01/15 through 03/10/15* = ***<u>294</u>***
- *Emergencies Declared* = ***<u>49</u>***
- *2015 Year-to-Date* = ***<u>880</u>***
- *ALL OF 2014* = ***<u>2119</u>***
- *ALL OF 2013* = ***<u>1138</u>****
- *ALL OF 2010* = ***<u>1413</u>***
- *ALL OF 2009* = ***<u>1210</u>***
- *ALL OF 2008* = ***<u>940</u>***

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

- ***<u>Due to issues surrounding interactions between our Members and the NOC/Crew Ops Support</u>*** *– 556 Safety is continuing to meet on a monthly basis with NOC/Crew Ops Support Leadership in an effort to assist them in developing a Crew friendly operational vs. Scheduling oriented mind set. Michele Moore and Eileen Rodrigues of CISM, as well as myself will attend these meetings.*
- ***<u>556 Safety met with Mike Hafner concerning the lack of information being provided in regards to this years hot operations policies and procedures</u>*** *– the meeting with Mr. Hafner gave way to a meeting that is set for the last week of this month between 556 Safety and Members of the Hot Operations Review Board (HORB). We have been told the this meeting will give us a detailed overview of this year's hot operations procedures and provide a venue for 556 Safety to voice its opinions/suggestions concerning the same.*
- ***<u>Year-to-Date OSHA 300 Logs for all Domiciles (Attached)</u>***

SCHEDULED AND STANDING MEETINGS:

- *Wednesday April 1st, 2015 – Meeting w/SWA Emergency Response Dept. RE: Go Team shared resources*
- *Thursday April 2nd, 2015 – ASAP ERC Voting Member*
- *Tuesday April 2nd, 2015 – Health and Safety Coordination (HASC) Meeting*
- *Tuesday April 2nd, 2015 – Inflight Safety Debrief (March Decompression Event)*
- *Monday April 6th, 2015– ASAP Quarterly Meeting*
- *Wednesday April 8th, 2015 through Thursday April 9th, 2015 – MCO ASAP Base Visit and MCO Safety Fair*
- *Tuesday, April 13, through Thursday, April 16, 2015– National ASAP InfoShare, Pittsburgh, PA*
- *Tuesday April 21st, 2015 – Network Operations Control (NOC) / Crew Operations Team (COT) standing monthly meeting*
- *Tuesday April 21st, 2015 – HORB (Hot Aircraft) Meeting*
- *Tuesday April 21st, 2015 through Wednesday April 22nd, 2015 – 737 Max 7 Analysis with GDT*

Grievance Chairperson Becky Parker entered the Meeting at 1003.

Southwest Airlines Inflight Management Representatives Brendan Conlon and Steve Murtoff entered the Meeting at 1004.

Steve Murtoff updated the Executive Board on some outstanding issues. Steve said that Southwest Airlines did not have the technological capabilities to notify Flight Attendants via electronic means when flights they were scheduled to work were appreciably delayed. Brendan Conlon noted that the issue was currently being discussed in Contract Negotiations. Steve Murtoff reported that Matt Simpson would be contacting Cuyler Thompson to discuss the issue of making more beverage product back stock available in the Forward Galleys. Steve reported that discussions regarding Operations Agents not following established Unaccompanied Minor (UM) Procedures continued at Southwest Airlines Headquarters. Steve said that the correct procedures would be re-communicated to all affected workgroups as early as May. Steve said that he met with the Provisioning Department to ensure that 737-800 series aircraft were stocked with Emergency Blankets. Steve said that discussions continued regarding the proposed requirement that Passengers traveling with pets on Southwest Airlines be required to present proof that their pets had been vaccinated when checking in. Steve reported that Management was looking into how to address reports of behavior directed specifically towards for AirTran Flight Attendants. He said that the Atlanta Inflight Base was being made a priority during upcoming "Inflight Roundtables." Steve said that Management was also exploring how to best address Employees' concerns regarding the safety of Southwest Airlines' aircraft. Audrey Stone reminded the Management Representatives of some items that the Executive Board had previously wanted addressed. The Executive Board asked that Management look into the problems former AirTran Employees were having "rolling over" their 401(k) plans to Southwest Airlines' plans. Brendan Conlon agreed again to look into adding the "search function" back to the Read Before Fly (RBF) database. Brendan also agreed again to look into notifying Flight Attendants via Crew Web Access (CWA) when an important email has been sent to their Southwest Airlines Company Email Account. Brendan agreed again to look into providing Flight Attendants with the number of people waiting to transfer in to each base. Steve reported that a complete inventory of all snack baskets had recently been completed; damaged baskets had been replaced. Sonya Lacore continued to look into an alternate way of delivering snacks to Southwest Airlines Passengers. Cuyler Thompson asked about the width of the center aisle on the new 737-MAX8 aircraft considering the announcement that Southwest Airlines was installing wider seats on the future aircraft model. Valerie Boy discussed the poor condition of the General Declarations Boxes *on Near International flights. There was discussion regarding the new "Onboarding Supervisor" positions. Probationary Flight Attendants would be assigned to an Onboarding Supervisor for the duration of their Probationary Period, regardless of their base assignment. There was discussion regarding the new procedures for Inflight Audits performed by Inflight Supervisors during flights. Inflight Supervisors would no longer be addressing Flight Attendants on the aircraft, immediately following a flight, but instead would be contacting the Flight Attendant via telephone at a later date. Steve Murtoff assured the Executive Board that the items discussed would not appear in the Flight Attendants' Discussion Logs; only the fact that a discussion had occurred would be documented. Steve Murtoff did not have an update on the "demo equipment bag" on the 737-800 series aircraft. Valerie Boy discussed the availability of a Check-In Phone in the new International Terminal at the Houston Base. Andrea Garnett inquired as to why the Dallas Base was the only domicile where Flight Attendants could not check in at gate podiums or ticket counters. Brendan agreed to look into it. Donna Keith discussed how Non-Revenue Passengers were issued Boarding Passes based on their "time stamp." Audrey Stone inquired about the Southwest Airlines "Hot Aircraft Procedures" and why nothing had been published as the season heated up. Rachel Brownfield inquired as to why discipline continued to be issued to Flight Attendants when leaving the aircraft to procure food, causing a flight to be delayed.*

Southwest Airlines Inflight Management Representatives were excused at 1108.

The Executive Board took a break at 1110 and reconvened at 1130.

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

Matt Hettich was excused due to illness.

Grievance Chairperson Becky Parker and Grievance Team Member Drew Kennedy entered the Meeting at 1136 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1140 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1204.

Jimmy West made a **motion (19)** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1208 and reconvened at 1347. The Executive Board shared a farewell lunch in the Union Office with the TWU Local 556 Office Team, and thanked outgoing Executive Board Members Tina Coffee, Rob Riddell, Chris Sullivan, Valerie Boy and Andrea Garnett for their service.

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

Matt Hettich was excused due to illness.

The Executive Board continued to discuss the Safety Committee Report.

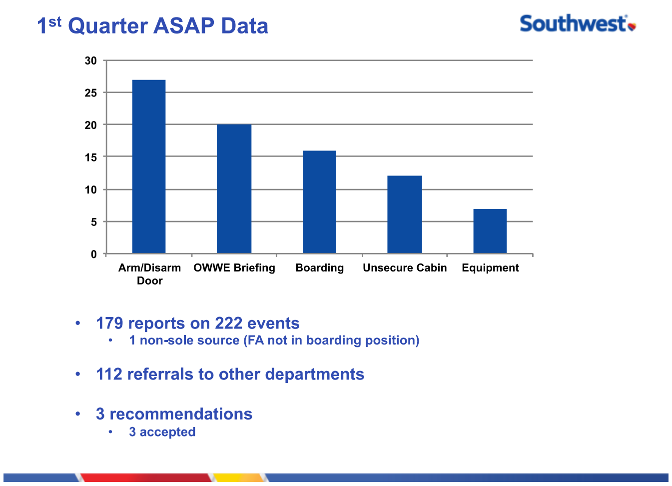
Audrey Stone left the Meeting at 1358.

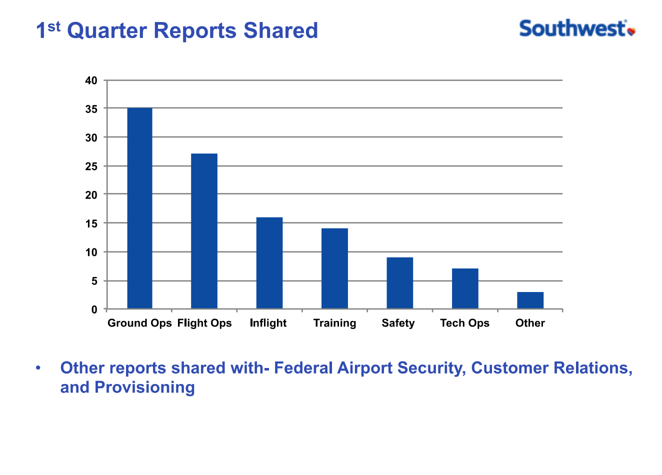
Todd Gage chaired the Meeting.

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

ASAP

To date, we have received 2,696 ASAP reports. We recently had a Quarterly ASAP Administration Meeting and discussed the following trends and information from the first quarter of 2015. We have seen a spike in door arming/disarming events and will be having another recommendation to try to have a procedural change that could have an effect on this type of event. We are concerned that someone will get severely injured if the trend continues. If you hear of any of these events, it is important to let the Flight Attendants know that filing an ASAP report can be beneficial to them. We continue to have meetings at least once a week with an additional day per week spent on reading and preparing reports and doing ASAP follow-up with Flight Attendants. We recently visited the Orlando Base as our commitment to do an ASAP visit at all of the bases. We still do not have Houston or Oakland scheduled yet, but will be visiting these bases as well. Our Event Review Committee (ERC) Team will be visiting American Airlines ASAP meeting in April as a training/reset for our committee.





Accepted Recommendations

Southwest

Equipment

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- Some Flight Attendants though they made the determination if a contracted response team will be called.
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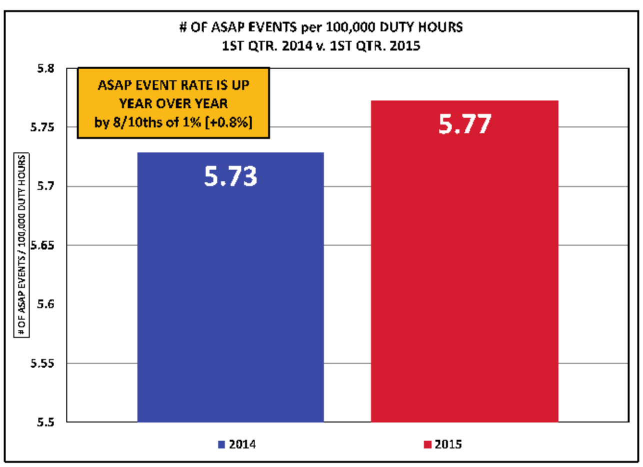

<u>Emergency Notification System (ENS) Follow-ups:</u>
We received 880 ENS messages so far in 2015. Additionally, we are continuing to receive emails from the NOC. We are continuing to have monthly meetings with the NOC/Crew Ops Support Leadership. During the most recent meeting, there were attendees from Corporate Safety as well as the Emergency Response Department. Several issues relating to the Go-Team were discovered at this meeting leading to separate meetings with Scott Hafmann, Mike Hafner and also with Dennis Post. Additional meetings will be occurring but have not been scheduled yet.

<u>Health/Safety:</u>
During our monthly Health and Safety Committee (HASC) Meeting, we reviewed the current injury reports and the comparison from 2014. We also discussed the new revision and some inconsistencies that were found. We discussed the recent decompression and the concern we had regarding the oxygen compartment above the forward Flight Attendant jumpseat not opening. This also occurred in the

previous decompression. Tech Ops is going to research how often this is checked and relay the information back to us. Since we have had no communication from Kevin Clark, we have started to discuss the Hot Aircraft issues in HASC. We will be having a separate meeting with several of the members of the company committee to hear what steps/procedures are being taken throughout the company. This meeting should occur in April. We attended a debrief with the "A" Flight Attendant that was involved in the recent decompression. It was very enlightening and was a great source of information to help promote safety throughout our workgroup. The Harvard Health Study was very successful. The team from Harvard was very enthusiastic about our participation and is extremely grateful for our support of their cause. They are continuing to gather data and are unsure at this time when the results will be available, but when this occurs, we will get the results to be able to publish to the Flight Attendants. I was able to dial into the latest Shop Steward Conference call to discuss the Harvard survey as well as e-manuals and Hot Aircraft procedures.

Upcoming Meetings:

- *HASC – Health and Safety Committee Meeting – monthly meeting*
- *ERC – Weekly Meeting in addition to weekly prep and follow-up*
- *ASAP Base Visits - 2 Bases left to visit*
- *ASAP Letter Review Meeting – to update our close letters*
- *NOC/Crew Ops Meeting - Monthly*
- *Hot Aircraft Meeting*
- *Meeting with SWA Safety Department – to discuss ASAP groups being in Safety*
- *American Airlines ASAP Visit*

Cuyler Thompson submitted the **Education Committee Report** for Chairperson Matt Hettich:

Matt reported that former Negotiating Team Member Denny Sebesta and current Negotiating Team Member Brandon Hillhouse continue to write Contract education articles for Unity Magazine and Unity Update. Matt reported that he continues to work with the Coordinating Council in publishing the Crew Connection educational materials available to the Contract Action Network during system-wide lounge mobilizations. Matt reported that Oakland Shop Steward Josh Rosenberg joined the Education Committee and has agreed to help with the completion of the white board video project. The Education Committee has selected Video Scribe software to use in this project. The Video Scribe software purchase will be under budget.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Chairperson Kurt Beggs:
Cases for March 2015

Unprofessional Behavior	*1*
Company Policy	*6*
Withdrawn	*3*
I.R. Filed	*1*
Pilot	*1*
In Progress	*4*
Total Cases	*16*
Positive Outcome	*6*
Negative Outcome	*2*
Base	
LAS	*2*
DAL	*2*

BWI	*2*
MDW	*1*
PHX	*3*
DEN	*1*
HOU	*1*

Audrey Stone returned to the Meeting at 1405.

Cuyler Thompson submitted the **Uniform Committee Report** for Chairperson Crystal Reven:

Crystal Reven was excited to begin her report by informing the Executive Board that on March 17, Southwest Airlines Chief Executive Officer Gary Kelly gave the Uniform Steering Committee (USC) and the Employee Design Team (EDT) the "Go Ahead" to begin Wear Test process. This affirmation came following a conceptual design show and tell and question session held in Dallas for Gary and his Executive Staff. There were nearly 4000 Wear Test applicants and as of April 9, all Wear Testers have been chosen based on specific criteria and informed of selection. On May 17-18, Wear Testers will convene in Chicago at Cintas Headquarters to give measurements and be giving information about the Wear Test process expectations. Wear Testing will begin in August 2015 and a "Reveal" of the new uniform will be rows out just prior to the Wear Test start date. Crystal and Mark Savage continue to communicate and assist Members via email, phone, social media, and other portals. Both Crystal and Mark thank the Executive Board for allowing them to serve on the TWU Local 556 Uniform Committee.

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

Mass E-Mails
The MailChimp account has been most recently used to send several E-Connections and Unity Updates. In addition to those campaigns, we have sent several "Reservation at the Table" emails. The following bases have sent E-Connections since the last report in March:

Phoenix	*- 2*
Houston	*- 1*
Oakland	*- 1*
Orlando	*- 1*
Las Vegas	*- 1*

The Domicile Executive Board Members for the remaining bases (Atlanta, Dallas, Denver, Las Vegas) did not submit E-Connections for distribution to their domicile. The past ten E-Connections or base updates are displayed on their respective Base Pages on the Local's Website. The E-Connection platform is the requested means of Communication from Domicile Executive Board Members. Please utilize this tool. Our email numbers are still on the rise thanks to Members showing interest with Negotiations and of course New Hire and SMT classes.

Website
The TWU Local 556 Website is constantly updated with current events. The main graphic was changed for holidays and the image is used in Unity Update email blasts. The main slides were changed to coincide with the "Without a Heart" message. We are also using some cloud slides with images to promote TWU-TV and the Reservation at the Table (RAAT). The Webcast has been hosted using a new service for the past few months. We will be using this new service for the next few months to test reliability. Member feedback is welcome. We are hoping that this new service will be user friendly and ad free. This past week we tested the ability to watch the Webcast from Facebook. The Webcast plays on desktop and mobile devices right in the Facebook feed. Many pages, posts, and videos have been

removed from the TWU Local 556 Website in an effort to reduce the overall size. Old Unity Update Web versions were removed and the PDFs remain. TWU-TV videos have been archived on the internal server at the Union Office. On election result day our Website was inaccessible by many, including the admins. This was due to our host, 1&1, throttling our speeds due to the size and demands of our site. We have dealt with a slower website for a while now but these latest slow downs caused the site to be unusable. Thanks to emails between Katie Dexter for contacting the host and sending a strong email we have been restored to the advertised "unlimited hosting." Efforts are well underway to move our Website in-house.

Publications

- *Unity Magazine*
    - *Spring Unity Magazine.*
        - *Working with Denny on Contract Education Article – creating trip sheets, etc.*
        - *Airline Angel article – worked with Leigh Durham on article/pictures*
        - *Initial edits to articles that have been received.*
        - *Began Initial layout*
- *Unity Updates -*
    - *Provided edits/revisions suggestions for Unity Updates March 20 and April 5.*
    - *Created Unity Update in PDF file to attach to email – design/layout*
- *Shop Steward Corner (SSC)*
    - *Worked with Lucy White-Lehman to prepare and finalize the March SSC; included edits, graphics, creating sample boards/trip sheets and layout*
- *Glass Cases*
    - *TWU Survey glass case poster*
    - *Scholarship glass case poster*
- *Other projects*
    - *Created new Scholarship announcement. This layout was re-sized and used for glass cases and will also be used in Unity Updates and Magazine*
- *NT / Mobilization / CAN*
    - *Crew Connection #11 – with M. Hettich (design/layout)*

Social Media
Facebook continues to a great way to reach the Members of TWU Local 556. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. If you would like to share photos via the TWU Local 556 Facebook page please email them to communications@twu556.org.

Mobile Applications
Mobile Apps continue to be updated as we work towards a final release. The iOS has been in the "wild" since December 20, 2014 and Member engagement continues to rise. The Android release is scheduled for April 20. There is a known issue with the Duty Day Calculator module. This has been brought to the attention of our programmer and will be fixed in the next release. The Mobile App Contract between our vendor is complete and signed. The complete cost of the iOS and Android App production and distribution is $5000.

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC) Report**:

On March 30, the TWU Local 556 Civil and Human Rights Committee (CHRC) held a Human Trafficking Seminar in Atlanta. In attendance were 25 Flight Attendants representing all bases, including several Executive Board Members. Atlanta Domicile Executive Board Member and CHRC Chairperson Pamila Forte hosted the event at the Southwest Airlines Training Center. Former AFA Council 57 President Travis Bruce assisted as co-host. Mobilization/Organizing Committee Co-Chairperson Sam Wilkins and Shop Steward Lori Lochelt introduced the topic of Human Trafficking *including definitions, statistics, awareness and resources for airline Employees. In the afternoon, two Special Agents from the Federal Bureau of Investigation and an Assistant United States Prosecuting Attorney presented thought provoking and emotional material including victim recruiting, the language of traffickers, and several cases of convictions and recovered victims. The CHRC created action items to bring this very important information and resources out to the Membership of TWU Local 556 and Flight Attendants of Southwest Airlines. Thanks to all participants and presenters for attending this very compelling and important seminar.*

Stacey Vavakas presented the **Shop Steward Committee Report** for Co-Chairperson Lucy White-Lehman:

The Shop Steward Corner for March was emailed out and a conference call was held on March 25. The Shop Steward Page on the Website has been updated. We are in the process of completing the April publication and setting up the upcoming conference call. The article for Spring Unity Magazine has been completed including an article from Baltimore Shop Steward Damion West regarding his experiences in the position. As stated in the March Committee Report, Lucy White-Lehman has resigned as Co-Chair. All loose ends will be finalized and all relevant documents will be scanned, emailed for the new Committee Chairpersons once appointed. Lucy White-Lehman will assist the new Committee Chairperson if needed and answer any questions concerning the monthly publication, conference calls or upcoming training. Lucy White-Lehman would also be willing to complete the May Shop Steward Corner and conference call if needed until the Executive Board has a chance to appoint new Chairperson.

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

Cuyler Thompson submitted the **Scholarship Committee Report** for Chairperson Matt Hettich:

Matt reported that the 2015 TWU Local 556 Scholarship Program began accepting applications for the Paul Gaynor Memorial Scholarship and the Madeleine Howard Scholarship on April 1. For both scholarships, applications are available on the Union Website by clicking the green 2015 Scholarships tab. Applications must be postmarked no later than June 30. Awards will be announced by August 20. Notice of the winner will be published in Unity Update and in the Union bulletin boards in all bases.

Chris Sullivan presented the **Veterans Committee Report**. There was no written report submitted.

Audrey Stone left the Meeting at 1447.

Todd Gage chaired the Meeting.

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

In the month of March, Amy and Natalie met for six hours for a Co-Chairpersons Meeting and entered information into the Flight Attendant Drug Alcohol Program (FADAP) Database. We attended a FADAP Advisory Board Meeting in Philadelphia, PA and toured the United Behavioral Healthcare Facility on March 19. Natalie spoke to a SMT class on March 12.

Donna Keith submitted a **Civil and Human Rights Committee for Young Workers Report** for Brendon Remezas:

Brendon reports that he attended the AFL-CIO Next Up Summit March 19 through March 21 in Chicago, Illinois. During the four day conference speakers ranging from Actor / Activist Danny Glover to AFL-CIO President Richard Trumka spoke to the over 1,200 attendees. Brendon also attended *multiple workshops to help develop young Union Members' skills and broaden their knowledge on Union activities.*

Cuyler Thompson submitted the **Oakland Base Report** for Oakland Domicile Executive Board Member Matt Hettich:

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

Valerie Boy made a **motion (20)** to excuse Matt Hettich from the April 2015 Executive Board Meeting due to illness. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

Donna reports that the Chicago Base has been very active with Fact-Finding Meetings and Step 2 Meetings. Donna attended the January Executive Board Meeting. Donna attended the January 17 Membership Meeting in Chicago. Donna participated in the two Executive Board Conference Calls on February 6 and 19. Donna attended the Critical Incident Stress Management (CISM) Training at the Southwest Airlines TOPS Building on February 17-19. Donna, Shop Steward Dale Wilson, and Shop Steward Brendon Remezas attended the Chicago Federation of Labor Meeting on April 7. Donna sent out an E-Connection, wrote an article for the Spring Unity Magazine, straightened the red rack, updated the glass case, communicated with Shop Stewards, met with Chicago Base Management to address issues pertaining to the Flight Attendants. Donna was excused from the Executive Board Meeting in March to attend the Legislative Conference hosted by TWU International. Donna attended the Human Trafficking Seminar in Atlanta hosted and coordinated by Atlanta Domicile Executive Board Member Pamila Forte on March 30.

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

Jimmy West made a **motion (21)** to approve the March 2015 Financial Report. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott submitted a proposal to increase Domicile Executive Board Members' budgets based on the number of Flight Attendants in their Domicile. The Executive Board **agreed** to discuss the Domicile Executive Board Member Proposal the following month.

John Parrott made a **motion (22)** to increase the New Hire Committee Budget $6,000 due to the future training schedule this fiscal year. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Tina Coffee discussed electronic pickpocketing.

Rob Riddell returned to the Meeting at 1531.

John DiPippa discussed reports that AFLAC Representatives had been in the Las Vegas Inflight Lounge recently, enrolling Flight Attendants in supplemental insurance products.

The Executive Board took a break at 1550 and reconvened at 1605.

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

Matt Hettich was excused due to illness.

Committee on Political Education (COPE) Co-Chairperson Bryan Orozco was a guest at the Meeting and submitted the **COPE Report**. There was no written report submitted.

The Executive Board discussed the per capita paid to State and Local AFL-CIO Chapters and future plans for the COPE with Bryan Orozco.

Audrey Stone left the Meeting at 1700.

Todd Gage chaired the Meeting.

Bryan Orozco requested that TWU Local 556 sponsor a breakfast at the Florida AFL-CIO 2015 Legislative Session.

Bryan Orozco was excused at 1709.

Cuyler Thompson made a **motion (23)** to recess. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

The Executive Board reviewed proposed changes to the TWU Local 556 Policies and Guidelines document. The Executive Board **agreed** that Todd Gage would incorporate the Executive Board's edits and present the P&G during the next Executive Board Meeting.

Audrey Stone returned to the Meeting at 1726.

Cuyler Thompson made a **motion (24)** to recess. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Audrey Stone recessed the Meeting at 1729.

Thursday

April 16, 2015

Todd Gage called the Meeting to order at 0834.

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

Matt Hettich and John Parrott were excused due to illness.

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

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

Valerie attended the March 17-19 Executive Board Session and participated in the Shop Steward Conference Call on March 25. Valerie published an E-Connection and updated the Houston Base Page. All Union publications were distributed and Valerie reports the majority of Fact-Finding and Step 2 Meetings over the last thirty days have been in reference to alleged delays of flights, disarming of exit door procedures, and social media policy violations. Valerie thanks Houston Shop Stewards for their advocacy as there were more meetings to be covered than usual. Valerie also thanks the Contract Action Network for their time in the Houston Lounge and initiative that involved our Business Select Passengers. Valerie participated in the March 17 meeting of the TWU International Texas - Oklahoma State Conference (TOSC) and thanks Shop Steward and Chair of TOSC, LaTonia Paul Benoit, for her participation in the conference. Valerie welcomes all recently elected Executive Board Members and thanks those who are wrapping up their terms, for their service to the Membership. Valerie thanks the Houston Membership for her opportunity to serve them over the last three years. It has been an honor.

Grievance Team Member Becky Parker entered the Meeting at 0839 to discuss Grievances.

The Executive Board discussed recent settlements to Grievances regarding discipline issued by Southwest Airlines to Members of TWU Local 556 for alleged social media violations.

There was discussion regarding the confidentiality of Union Documents.

The Executive Board took a break at 1014 and reconvened at 1036.

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

Matt Hettich and John Parrott were excused due to illness.

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

There was discussion regarding issues that Executive Board Members were having with the Crowne Plaza Hotel, currently utilized by Executive Board Members when in Dallas for Union Business. The Executive Board **agreed** that Donna Keith would discuss the issues with the hotel.

The Executive Board continued to discuss the BOE Report. The Board discussed the 2015 Executive Board Nominations and how the BOE handled the Elections. The Executive Board **agreed** that Audrey Stone would discuss the Executive Board's concerns with the BOE and report to the Executive Board.

The Executive Board discussed complaints regarding the residency of Brian "BR" Ricks, the Flight Attendant recently elected to the Dallas Domicile Executive Board Member position. The Executive Board **agreed** that Audrey Stone would contact Brian "BR" Ricks on May 1 to request proof of his domicile residency. Audrey Stone **agreed** to contact legal counsel for guidance regarding what items would constitute proof of residency.

Rob Riddell made a **motion (25)** to excuse Pamila Forte from May 6, 7 & 8 Executive Board Training. Chris Sullivan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

The Executive Board reviewed proposed changes to the TWU Local 556 Policies and Guidelines document.

Todd Gage made a **motion (26)** to excuse John Parrott from the day's Executive Board Meeting Session due to illness. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

The Executive Board **agreed** that Executive Board Members would not deviate from agreements made by the Executive Board unless the agreement was amended by the Executive Board.

Audrey Stone and Brett Nevarez left the Meeting at 1124.

Todd Gage chaired the Meeting.

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

Chris Sullivan reports that he was excused from the Executive Board Meeting in Dallas, Texas March 9-12 due to personal reasons. The Union Glass Case and red rack were updated throughout the month. Chris conducted lounge visits and answered Members' questions and concerns. Chris spoke with Shop

Stewards to discuss Fact-Finding Meetings and other Base issues. Chris also met with Base Manager Tammi Feuling to discuss items specific to the Denver Base. Chris met with Senior Manager Inflight Cetta Larabee regarding the Denver Inflight Base Management transition plan. Chris represented Members in Fact-Finding Meetings. Chris answered and returned phone calls from Members who had questions about work rules and re-route issues. Chris distributed Union Pins to Members who requested them. Chris updated the yellow Base Info and orange Negotiations binders on the Union Red Rack. Chris updated the Union Glass Case as needed for the Board of Election. Chris attended a Human Trafficking Seminar in Atlanta, Georgia on March 30. Denver Flight Attendant and Critical Incident and Stress Management Team Member Michael Cook was also in attendance. Chris would like to thank Atlanta Domicile Executive Board Member Pamila Forte for hosting an important and informative event. On March 14 Chris and approximately thirteen Denver Flight Attendants and their family members participated in the Denver St. Patrick's Day Parade. Chris built and decorated a float for the parade. Chris would like to thank Denver Provisioning for providing peanuts and pretzels to pass out during the parade. Based on the success of this initial parade entry Senior Leaders in the Denver Station have expressed their desire to combine resources and enter a float in the 2016 parade. Chris would like to welcome new Assistant Base Manager Hector Barrera, Supervisor Matt Edmonson and Coordinator Janet Rhea to the Denver Inflight Team. Chris was Emergency Officer on Call April 6-13. Chris also reports that the 2014 Base of the Year party will be held in Denver on June 19. Once again, Chris would like to thank all Denver Flight Attendants for their individual efforts in the continued success of the Denver Base.

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

Incident Type	***# of Incidents***	***Total***
Personal Issue-F/A	*19*	
Medical Emergency	*17*	
Passenger Misconduct	*13*	
Medical w/ Divert	*9*	
Calls Related to F/A Family Member Death	*6*	
F/A Injury	*4*	
FA Family Member Illness	*5*	
F/A Illness on A/C	*5*	
Terrorist Threat	*4*	
Turbulence w/ Injury	*4*	
Mechanical w/ Divert	*3*	
Personal Issue - Divorce	*3*	
Non Work Related	*3*	
Turbulence	*3*	
Crew Member Conflict	*3*	
Decompression	*2*	
FA Involved in Accident - Off Duty	*2*	
Employee Death - Off Duty	*2*	
Death of F/A Family Member	*2*	
F/A Hospitalization	*2*	
F/A Illness on RON	*2*	
Calls Related to Death of F/A	*1*	
Suicide of a Family Member	*1*	
Suicide Attempt	*1*	
Debriefing	*1*	
Bomb Threat	*1*	
Calls related to A/C Accident	*1*	

Mechanical	*1*
FA Personal Illness	*1*
Substance Referral-FAAP Team	*1*
Incident on RON	*1*
New Orleans Incident Calls	*1*
Medical Emergency In Terminal	*1*
Natural Disaster	*1*
Death on Board	*1*
TOTAL	*124*

The Executive Board went to lunch at 1133 and reconvened at 1215.

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

Audrey Stone and Brett Nevarez were having lunch with the Critical Incident Stress Management (CISM) Committee.

Matt Hettich and John Parrott were excused due to illness.

Todd Gage chaired the Meeting.

Pamila Forte made a **motion (27)** to donate $500 to Flight Attendant Eslandra Merrick due to her hardship. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Cuyler Thompson submitted the **March 2015 Executive Board Meeting Minutes and Synopsis** for review.

The Executive Board made corrections and changes to the Minutes and Synopsis.

Rachel Brownfield made a **motion (28)** to approve the March 2015 Executive Board Meeting Minutes as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Rachel Brownfield made a **motion (29)** to approve the March 2015 Executive Board Meeting Synopsis as amended. Andrea Garnett **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Cuyler Thompson submitted the March 2015 Executive Board Meeting Attendance Report for Review.

The Executive Board made corrections and changes to the Attendance Report.

Rachel Brownfield made a **motion (30)** to approve the March 2015 Executive Board Meeting Attendance Report as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Chris Sullivan made a **motion (31)** to approve the March 2015 Executive Board Meeting Attendance Report as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

The Executive Board took a break at 1410 and reconvened at 1430.

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

Matt Hettich and John Parrott were excused due to illness.

Stacey Vavakas made a **motion (32)** to excuse Audrey Stone and Brett Nevarez to attend CISM Training. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

The Executive Board took a break at 1433 and reconvened at 1500.

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

Matt Hettich and John Parrott were excused due to illness.

Cuyler Thompson submitted the **April 2015 Executive Board Meeting Voting Record and Tally** for review.

The Executive Board made corrections and changes Voting Record and Tally.

Brett Nevarez made a **motion (33)** to approve the April 2015 Executive Board Meeting Voting Record and Tally as amended. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea

Stacey Vavakas	Yea
Valerie Boy	Nay
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Away
Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Away

The motion **carried.**

Cuyler Thompson submitted the **April 2015 Executive Board Meeting Minutes and Synopsis** for review.

The Executive Board made corrections and changes to the Minutes and Synopsis.

Todd Gage made a **motion (34)** to approve the April 2015 Executive Board Meeting Minutes as amended. Valerie Boy **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Todd Gage made a **motion (35)** to approve the April 2015 Executive Board Meeting Synopsis as amended. Andrea Garnett **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay

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

The motion **carried.**

Cuyler Thompson submitted the April 2015 Executive Board Meeting Attendance Report for Review.

The Executive Board made corrections and changes to the Attendance Report.

Brett Nevarez made a **motion (36)** to approve the April 2015 Executive Board Meeting Attendance Report as amended. Rob Riddell **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Rob Riddell made a **motion (37)** to adjourn. Tina Coffee **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay
John DiPippa	Yea

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

The motion **carried.**

Audrey Stone adjourned the Meeting at 1546.

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

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Cuyler Thompson
TWU Local 556 Recording Secretary