The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
October 14-17, 2014
Synopsis

Tuesday
October 17, 2014

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, Donna Keith, Valerie Boy, John DiPippa, Jimmy West, Pamila Forte, Chris Sullivan, Rachel Brownfield and Stacey Vavakas were present at the Meeting.

Audrey Stone and Brett Nevarez, Members of the TWU Local 556 Negotiating Team, were excused to meet with Southwest Airlines Management at Southwest Airlines Headquarters.

Matt Hettich was excused for personal reasons.

Karen Amos was absent.

Chris Sullivan led the Executive Board in reciting the **Pledge of Allegiance**.

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

Todd Gage updated the Executive Board regarding the Meeting Agenda.

Jimmy West made a **motion (1)** to suspend the Meeting Agenda to discuss the resignation of a Member of the Executive Board. 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	Yea
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
Karen Amos	Absent
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board discussed correspondence received from Domicile Executive Board Member Karen Amos in which she submitted her resignation.

Cuyler Thompson made a **motion (2)** to accept the resignation of Dallas Domicile Executive Board Member Karen Amos. Rob Riddell **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	Nay
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Excused
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Absent
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board **agreed** to discuss the Dallas Domicile Executive Board Member vacancy later in the Meeting.

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the third quarter of 2014:

Audrey Stone	BS1A	dated July 19
Todd Gage	OAD3	dated August 19
John Parrott	DAFU	dated September 20
Brett Nevarez	BS11	dated September 23
Cuyler Thompson	OAIF	dated September 20
Tina Coffee	PAAC	dated September 20
Rob Riddell	DS3Y	dated August 5
Stacey Vavakas	BS3Q	dated July 30
Valerie Boy	HS1Z	dated September 7
John DiPippa	PA06	dated September 20

Matt Hettich	OAQM	dated September 10
Pamila Forte	AAA2	dated August 30
Rachel Brownfield	LAS5	dated August 18
Karen Amos	DS1A	dated September 24
Jimmy West	FAAA	dated September 8
Donna Keith	MS11	dated July 7
Chris Sullivan	CA1K	dated July 1

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

Treasurer John Parrott submitted the **September 2014 TWU Local 556 Financial Report** for review. There was discussion.

Cuyler Thompson made a **motion (3)** to approve the September 2014 TWU Local 556 Financial Report. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	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
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Cuyler Thompson submitted the **September 2014 Executive Board Meeting Conference Call Synopsis** for review.

Matt Hettich entered the Meeting at 0927.

John DiPippa made a **motion (4)** to approve the September 2014 Executive Board Meeting Conference Call Synopsis as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

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

Cuyler Thompson submitted **Certificates of Appreciation** that he had created to recognize the contributions and achievements of TWU Local 556 Members.

Cuyler Thompson submitted the results of the **2014 TWU Local 556 Membership Survey** for the Executive Board to review.

The Executive Board took a break at 0935 and reconvened at 0950.

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

Audrey Stone and Brett Nevarez were excused to attend Contract Negotiations at Southwest Airlines Headquarters.

Todd Gage **agreed** to author a post for the TWU Local 556 Website and Facebook page to notify the Members of TWU Local 556 that former Domicile Executive Board Member Karen Amos resigned her position on the Executive Board and thank her for her service.

Cuyler Thompson made a **motion (5)** to excuse Audrey Stone and Brett Nevarez from the day's Executive Board Meeting in order for them to attend Contract Negotiations with Southwest Airlines Management at Company Headquarters. 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	Away
Brett Nevarez	Excused
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea

Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Chris Sullivan made a **motion (6)** to excuse Cuyler Thompson from the day's Executive Board Meeting in order to accompany the Negotiating Team to Southwest Airlines Headquarters to facilitate the ongoing "Reservations at the Table" campaign. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board **agreed** that Board Member at Large Rob Riddell would record the Minutes of the Executive Board Meeting while Recording Secretary Cuyler Thompson was away.

The Executive Board discussed the ongoing "Reservations at the Table" campaign, during which Members received emailed updates directly from the Negotiating Team during Contract Negotiations bargaining sessions.

Matt Hettich discussed the TWU Internship Program proposal. The Executive Board **agreed** to remand the proposal to a smaller committee for consideration and that John Parrott, Matt Hettich, Brett Nevarez and Todd Gage would make recommendations regarding the proposal during the January 2015 Executive Board Meeting.

Inflight Management Representatives Steve Murtoff and Henry Townsend entered the Meeting at 1004.

Steve Murtoff discussed delays credited to Flight Attendants who were getting food at the airport. Steve said that Management had agreed that the time and money associated with short delays were not worth holding a Fact-Finding Meeting for Flight Attendants. The Executive Board discussed with Management specific incidents of Flight Attendants who were called in after being credited with a delay when they were getting food. Steve Murtoff said that when a Flight Attendant is called and questioned about a delay, the conversation was not to be noted in the Flight Attendant's Discussion Log. Steve reported that a Southwest Airlines Customer Service Team Advocacy Group was currently waiting for communication from the Company's legal department regarding what Flight Attendants should do when a Passenger takes photos or videos them without permission. Henry Townsend said that he would look into Management's procedures when a Flight Attendant's passport was "flagged." Todd Gage *requested follow-up on whether Flight Attendant names must match on Crew Badges, Passports, Known Crewmember (KCM) Badges, etc. Steve Murtoff requested that Chris Sullivan speak with his Base Manager regarding Management's procedures for requesting Irregularity Reports (IRs) from Flight Attendants. Steve reported that he had communicated with his team that Inflight Supervisors had the authority and ability to pull Flight Attendants from trips unless a Company emergency was in effect, which would require the Inflight Base Manager at the Network Operations Control (NOC) to authorize the pull. Steve Murtoff said that he would speak with Sonya Lacore regarding the issue of Operations Agents not following the established procedures for handling Unaccompanied Minors (UMs). Jimmy West discussed how Reserves are utilized. Matt Hettich requested that information regarding the first departure of the day be added to the "Last Roundtrip and Departure Report" to help Reserves know what time they may be contacted each morning. There was more discussion regarding the fact that Company Doctors were prohibited from treating Flight Attendants during Emergency Sick Call Procedures (ESCP) were in effect. Tina Coffee discussed the poor quality of cocktail napkins on Southwest Airlines aircraft. John Parrott discussed issues with Employee parking at the Dallas Flight Attendant Base. Rob Riddell discussed issues with Employee parking at the Phoenix Flight Attendant Base. Valerie Boy discussed issues with Employee parking at the Houston Flight Attendant Base. Rachel Brownfield discussed the fact that an Assistant Las Vegas Base Manager refused to read IRs to Flight Attendants during Fact-Finding Meetings, and would like for Las Vegas Inflight Management to be consistent with other Inflight Bases. Steve Murtoff said that this would be communicated during training for Base Managers scheduled to be held during the next 30-90 days. Stacey Vavakas requested better quality gloves be placed on the aircraft. Valerie Boy discussed Flight Attendant procedures for arming the doors prior to flights. Henry Townsend reported that he would no longer be responsible for the individual Inflight Bases but would be working in the NOC. Henry said that his plans for the NOC would be to remove non-Inflight Scheduling responsibilities from Inflight Schedulers, including hotel and transportation issues. Henry said that he was looking into different ways for Flight Attendants to communicate with Inflight Scheduling, including social media. Valerie Boy discussed the perceived disparate treatment between Flight Attendant and Pilots during Irregular Operations. Pamila Forte discussed the Crew Tracking system at AirTran.*

Grievance Committee Chairperson Becky Parker entered the Meeting at 1117 to discuss the merits of a Grievance.

The Southwest Airlines Inflight Management Representatives left the Meeting at 1119.

The Executive Board took a break at 1120 and reconvened at 1130.

Present Todd Gage, John Parrott, Pamila Forte, Rachel Brownfield, Tina Coffee, Jimmy West, Rob Riddell, Chris Sullivan, John Dipippa, Valerie Boy, Matt Hettich, Stacey Vavakas, Donna Keith

Audrey Stone, Brett Nevarez and Cuyler Thompson were excused to attend Contract Negotiations at Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

Rob Riddell recorded the Minutes of the Meeting.

Becky Parker was a guest at the meeting. Becky and the Board discussed Grievance Report, updates on Board of Adjustments, Arbitrations Scheduled, discussion of new arbitrators selected. Discussion of recent grievance settlements.

Discussion of CISM procedures and training for the Office Team.

Becky discussed a pending grievance

John Parrott made motion #7 to revisit a Grievance. seconded by Chris Sullivan. Motion Carried.

John Parrott made motion #8 Not to proceed on a Grievance. Second Chris Sullivan. Motion Carried.

Lunch until 1.45pm

1:46pm Return from lunch. Present Todd Gage, John Parrott, Pamila Forte, Rachael Brownfield, Tina Coffee, Jimmy West, Rob Riddell, John Dipippa, Valerie Boy, Matt Hettich, Stacey Vavakas, Donna Keith

Audrey Stone, Brett Nevarez and Cuyler Thompson were excused to attend Contract Negotiations at Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

Rob Riddell recorded the Minutes of the Meeting.

Chris Sullivan was away on Union business.

Becky Parker and Barbara Fitzhugh were guests at the meeting. Discussion regarding a grievance.

1:59pm Chris Sullivan joined the meeting. Discussion continued.

2:09pm A Grievant was a guest at the meeting.

2:46pm Barbara Fitzhugh and the Grievant left the meeting.

John Parrott made motion #9 to Table a grievance. Jimmy West seconded. Motion Carried.

3:01pm Drew Kennedy entered the meeting to discuss a grievance

Discussion

3:11pm A Grievant was a guest at the meeting.

3:34pm Grievant left.

John Dipippa made motion #10 Not to proceed on a Grievance. John Parrott seconded. Motion Carried.

3:37pm 10 Minute break.

3:50pm Present Todd Gage, John Parrott, Pamela Forte, Rachel Brownfield, Tina Coffee, Jimmy West, Rob Riddell, Chris Sullivan, John Dipippa, Valerie Boy, Matt Hettich, Stacey Vavakas, Donna Keith

Audrey Stone, Brett Nevarez and Cuyler Thompson were excused to attend Contract Negotiations at Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

Rob Riddell recorded the Minutes of the Meeting.

Becky Parker was a guest at the meeting.

Pending grievance cases were discussed. Vacation Bar issues.

Becky discussed terms of a settlement offer in regards to these two cases.

discussion continued.

John Parrott made motion #11 To accept settlement letter for two Grievances. Matt Hettich seconded. Motion did NOT carry.

Becky Parker discussed boards rationale decision not to accept above settlement.

Becky discussed GRC recommendations.

There was discussion.

John Parrott made motion #12 To proceed on seven Grievances per GRC recommendation. John Dipippa seconded. Motion carried.

John Dipippa made motion #13 Not to proceed on six Grievances per GRC recommendation. John Parrott seconded. The motion carried.

John Parrott made motion #14 To proceed on a grievance. John Dipippa seconded. The motion carried.

Matt Hettich made motion #15 Not to proceed on a grievance. John Dipippa seconded.
Discussion.

Motion carried.

5:04pm Break for 10 minutes.

5:15pm return from break. Present Todd Gage, John Parrott, Pamila Forte, Rachel Brownfield, Tina Coffee, Jimmy West, Rob Riddell, Chris Sullivan, John Dipippa, Valerie Boy, Matt Hettich, Stacey Vavakas, Donna Keith

Audrey Stone, Brett Nevarez and Cuyler Thompson were excused to attend Contract Negotiations at Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

Rob Riddell recorded the Minutes of the Meeting.

Becky Parker was a guest at the meeting. Becky Discussed a grievance

Discussion.

John Parrott made motion #16 to proceed on a grievance. Chris Sullivan seconded. Motion carried.

Becky discussed a grievance.

John Parrott made motion #17 to proceed on a grievance. John Dipippa seconded. The motion carried.

Becky Parker left the meeting.

Rob Riddell made motion #18 to recess. Matt Hettich seconded. The motion carried.

Audrey Stone	excused
Todd Gage	chair
John Parrott	yea
Brett Nevarez	excused
Cuyler Thompson	excused
Tina Coffee	yea
Rob Riddell	yea
Stacey Vavakas	yea
Valerie Boy	yea
John Dipippa	yea
Matt Hettich	yea
Pamila Forte	yea
Rachel Brownfield	yea
Jimmy West	yea
Donna Keith	yea
Chris Sullivan	yea

5:40pm Todd Gage recessed the meeting.

Wednesday
October 15, 2014

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, Matt Hettich, Donna Keith, Valerie Boy, Chris Sullivan, John DiPippa, Jimmy West, Pamila Forte, Stacey Vavakas and Rachel Brownfield were present at the Meeting.

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

Audrey Stone updated the Executive Board regarding the day's Meeting Agenda.

The Executive Board discussed options to improve the efficiency of Shop Steward Training during the summer of 2015. Stacey Vavakas and Valerie Boy **agreed** to continue to look for ways to make the training more efficient and cost-effective.

Valerie Boy discussed trip pulls for Committee on Political Education Committee (COPE) Members.

Cuyler Thompson submitted the **August 2014 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Committee Member Drew Kennedy entered the Meeting at 0925 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0937 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 0950.

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

Grievance Committee Team Member Renda Marsh entered the Meeting at 1016 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1029 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1111.

John Parrott made a **motion (20)** to table a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1115 and reconvened at 1130.

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

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

TWU International Executive Vice President John Samuelsen, Administrative Vice President
Transit Division Deputy Director John Bland and Treasurer Alex Garcia were guests at the Meeting.

Coordinating Council Members Crystal Reven, Sam Wilkins and Bryan Orozco were guests at the Meeting to update the Executive Board on current Membership mobilization and education efforts surrounding the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

The Coordinating Council was excused at 1149.

Alex Garcia **agreed** to donate several hundred Union Pins to be distributed to Members of TWU Local 556.

John Samuelsen discussed TWU Local 100 Executive Board Meetings.

The Executive Board discussed Union organizing.

Matt Hettich **agreed** to assist the TWU International Organizing Department with efforts in the San Francisco Bay Area.

The Executive Board discussed the financial status of TWU International with Alex Garcia.

Alex Garcia said TWU Local 556 had the full support of TWU International and thanked the Local for the excellent work in the TWU State Conferences.

The Board went to lunch at 1248 and reconvened at 1400.

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

Chris Sullivan was tardy.

Supplemental Insurance Representative Lori Whitaker entered the meeting at 1402 to discuss the benefits offered to Members of TWU Local 556.

Chris Sullivan entered the Meeting at 1410.

The Supplemental Insurance Representative was excused at 1525.

The Executive Board took a break at 1527 and reconvened at 1540.

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

Committee on Political Education (COPE) Co-Chairperson Bryan Orozco entered the Meeting at 1542 to discuss information regarding COPE expenditures as requested by the Executive Board during the August Executive Board Meeting.

The Executive Board discussed the amount of per capita paid to the Georgia and Colorado State AFL-CIO's.

Bryan Orozco **agreed** to submit proposed changes to the amount of per capita paid to all state AFL-CIO's by TWU Local 556 to Treasurer John Parrott.

Bryan Orozco was excused at 1604.

Uniform Committee Chairperson Crystal Reven entered the Meeting at 1607 to present the **Uniform Committee Report**. There was no written report submitted.

Matt Hettich made a **motion (21)** to recess. Valerie Boy **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1626.

<u>Thursday</u>

October 16, 2014

Todd Gage called the Meeting to order 0830.

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

Matt Hettich was tardy.

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

The Executive Board continued to review the August 2014 Executive Board Meeting Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Renda Marsh entered the Meeting at 0855 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0903 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 0951.

Matt Hettich entered the Meeting at 0952.

John Parrott made a **motion (22)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1000 and reconvened at 1020.

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

Audrey Stone was discussing Grievances with the TWU Local 556 Grievance Team.

John DiPippa was tardy.

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

Todd Gage chaired the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

John DiPippa returned to the Meeting at 1028.

Audrey Stone returned to the Meeting at 1032.

The Executive Board continued to the review the 3rd Membership Meeting Minutes.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1108 to discuss the merits of a Grievance.

Todd Gage made a **motion (23)** to table a Grievance. Valerie Boy **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (24)** to revisit a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

John Parrott made a **motion (25)** to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1122 to discuss the merits of a Grievance.

Barbara Fitzhugh was excused at 1130.

Todd Gage made a **motion (26)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1136.

TWU Local 556 Leave Specialist Alice Hinckley entered the Meeting at 1139.

Pamila Forte and Alice Hinckley discussed what they learned while attending the On-the-Job Injury (OJI) Convention and a meeting with Patti Colwell, Workers Compensation Program Manager at Southwest Airlines Headquarters.

The Executive Board discussed the ongoing Sedgwick Investigation. John DiPippa **agreed** to write an article for Unity Magazine regarding the fact that Sedgwick Investigation was not able to be completed as initially proposed.

The Executive Board **agreed** that the Sedgwick Investigation Team would discuss the matter further after the lunch break.

Stacey Vavakas made a **motion (27)** to excuse Audrey Stone from the afternoon session of the day's Executive Board Meeting in order that she may attend the Graduation for Flight Attendant New Hire Class #294. 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea

Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board went to lunch at 1230 and reconvened at 1400.

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

Audrey Stone was excused for Union Business.

John Parrott was preparing the information necessary for the Executive Board to continue budgetary discussions for the 2014-2015 TWU Local 556 fiscal year.

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

Todd Gage chaired the Meeting.

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

John Parrott entered the Meeting at 1414.

Audrey Stone entered the Meeting at 1425.

The Executive Board continued to review the Strategic Plan.

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

Brett Nevarez updated the Executive Board regarding the lawsuit filed by former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann against TWU Local 556.

Brett Nevarez updated the Executive Board regarding the lawsuit filed by TWU Local 556 against former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann. The lawsuit had been filed to recoup dues monies spent by these former Officers during their suspensions from office.

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

1st Vice President Todd Gage submitted his **Officer's Report**:

Todd reports that on August 25, he accompanied President Audrey Stone, 2nd Vice President Brett Nevarez, Recording Secretary Cuyler Thompson, Treasurer John Parrott, and Chicago Domicile Executive Board Member Donna Keith for the Chicago Listening Layover. They talked to many Flight Attendants, answered questions, and listened to their concerns. On August 26 through August 28 Todd *attended the Texas Labor-Management Conference in Austin, Texas with Grievance Chairperson Becky Parker, and Grievance Team Members Drew Kennedy and Beth Ross. He met many of the Arbitrators that preside over TWU Local 556's arbitrations. He also sat in many beneficial seminars. On September 3, Todd traveled to New York City, New York with Audrey, Brett, TWU Local 556 Strategic Advisor Mark Richards, and the Local's Economist Dan Aikins. They met with airline analysts and Southwest Airlines investors at Barclays, Morgan Stanly, and JP Morgan. They discussed the status of Southwest Airlines in the industry as well as the status of Contract Negotiations. Todd would like to commend Brett and Audrey for the professional manner in which they represented TWU Local 556. On September 9, Todd participated in the Board of Adjustment panel training in Dallas, Texas. He would like to thank Becky for conducting a thorough training for some new panelists as well as the returning ones. Todd, Brett, and Audrey traveled to Montreal, Canada on September 17 for the American Bar Association's Air and Space Law Forum. Southwest Airlines Senior Vice President of Labor Relations Randy Babbit was in attendance too. They met several airline executives as well as other Labor officials. Audrey was a speaker on one of the panels. Todd, Becky, and Grievance Team Member Barbara Fitzhugh met with Southwest Airlines Management to discuss pending Scheduling issues on September 23. Todd acted as Recording Secretary for the Baltimore Membership Meeting on September 25 and Orlando Membership Meeting on September 26. Todd and Audrey addressed the New Hire Class on September 29 and attended the dinner hosted for the class at the TWU Local 556 Office later that evening. On September 30, Todd, Becky, and Barbara met with Southwest Airlines Management for the monthly grievance meeting. That same day, he along with Audrey, and Cuyler met with Vice President of Cabin Services Mike Hafner, Senior Director-Customer Experience, Strategy, and International Operations Sonya Lacore, and Senior Director-Crew Ops and Automation Brendan Conlon. Todd and Audrey participated in the Live Broadcast in both September and October.*

Board Member at Large Tina Coffee submitted her **Officer's Report**:

Tina attended a Primary Election function on August 26, at 1900 for Congresswoman Ann Kirkpatrick. Tina presented an endorsement check from the TWU International. Congresswoman Kirkpatrick is on the United States Transportation Committee. Tina did a Fact-Finding Meeting on August 29. Tina traveled to Atlanta during Spirit Week to do a Flight Attendant and Pilot Appreciation Day. Tina and Maureen Adamek served pizza and salad to the Crews in the lounge that day. Tina and Maureen were also in the lounge the following day to be available to answer some of the questions the Atlanta Flight Attendants had, especially about reserve and commuting, promote the book drive, and join Pam with the Shop Steward activities. A huge thank you to Maureen for her help. They were well received. Tina sat in the Phoenix Lounge before her trips to ask Flight Attendants to bring books for the TWU 556 "readbox" book drive. Tina volunteered that time. The Phoenix Base collected 400 books and will have a pizza party in November to celebrate. Tina will be bringing the books to the UMOM (United Methodist Outreach Ministries) Family Center in Phoenix. UMOM is the largest homeless shelter for families in Arizona. They are very excited about our book drive and would like to make it a yearly event. The books will be dropped off on October 23 and Tina is asking some of the Phoenix Flight Attendants to go deliver them with her. Tina is signing up to also read to children at UMOM. They have up to 50 children there on Tuesday afternoons to listen to stories, at that time they also hand out books to kids to take home and read. Tina has been helping a couple of Flight Attendants with their situations with Sedgwick. She went with a Flight Attendant to the Arizona Corporation Commission to fill out paperwork. Tina has been in contact with Addie Crisp-Johnson, the Nevada, Colorado, and Arizona State Conference Chair, and Gwen York, TWU COPE Political Staff Member about volunteer opportunities in Phoenix for political events. Tina also forwards them pertinent information that she receives from the AFL-CIO. Tina has straightened up the red rack, answered calls, replied on social media to Flight Attendants who had Union questions, when she was online. Tina has read the Union materials, grievances, and emails. Tina is planning on joining the Culture Committee in Phoenix in "Sweeping Away Breast Cancer." The Culture Committee will be sweeping the planes with pink brooms and handing out Breast Cancer awareness information to the Crews. Tina is volunteering to make a prize basket for the best pink outfit *and also making cupcakes for the lounge. Special thanks to Karen Amos, former Dallas Domicile Executive Board Member, for the idea.*

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

John has done a Fact-Finding Meeting since August boards. John also has organized the red rack and made sure the glass case was updated with the Breast Cancer Awareness poster. John was in the lounge in September on the 24, 27, and 29 and in October was in the lounge on the 11. John also attended the Membership Meeting on September 27 and was on the September 17 Conference Call with the Executive Board in lieu of a September Board Meeting. John reported to the Board that the check in phone outside of security by the D Concourse seems temperamental in the sense it works only some of the time. John recently spoke to Assistant Base Manager Ted Thornton about this and Ted said that Inflight is trying to get the City of Phoenix to replace the line and hopefully when that happens, the phone will be fully functional again. Ted also told John that the phone is internet based now and is the same type of phone that is in the lounge instead of the cheap plastic one that was previously there and in the meantime, if it doesn't work, the base will put a sign on it advising Flight Attendants to call Scheduling to check in. The Flight Attendants in the Phoenix base really want covered parking so John has started a petition to go to Blue Sky, the Parking Spot, and Sky Harbor Parking to see if they would be willing to offer a monthly rate to the Flight Attendants. John and Board Member at Large Rob Riddell plan to visit these three businesses towards the end of the month. John also reported to the Board that the base will be moved out of the East Economy Garage into the 44th Street Lot in late December or early January. John wrote his base report and reviewed Grievances prior to the October Executive Board Meeting. John wants to thank Board Member at Large Tina Coffee for facilitating the readbox campaign and is especially pleased that Phoenix is the winner of the drive with over 400 books and John will coordinate with Tina when the base will be able to celebrate this accomplishment with a pizza party as was promised to the winners of the book drive. John has sent out a couple of E-Connections since August Boards and has been in communication with the Shop Stewards. John reported to the Board that Oakland Shop Steward Jim Volpe has transferred to Phoenix and Shop Steward Mark Savage has transferred to Las Vegas. As far as Supervisors go, John reported to the Board that longtime Supervisor Vicki Lange has retired and was replaced by Oakland Supervisor Edwin Rhodes. John also reported to the Board that Jean Nicole Claus is the new Recurrent Training Instructor replacing Chris Hegarty, who went online earlier this year. Finally, John reported that Maggie Teeples is a new Inflight Supervisor replacing Kathy Meier who also went online. As always, John is honored to represent the Phoenix base and wants to remind Flight Attendants to call him if they need anything.

Audrey Stone was excused at 1439 in order give the Union Presentation to New Hire Class #294 of Flight Attendants.

Todd Gage chaired the Meeting.

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

Stacey reports that she spent several days in the Baltimore Lounge to address continuing concerns with the new lounge and general questions and concerns. Stacey also put the readbox campaign box in the Inflight Lounge. Stacey is also continuing talks with the TSA in Baltimore Airport as to the inconsistency with the use of the TSA Pre Check lane for Crew Members while in plain clothes. Stacey attended the Membership Meeting for the Baltimore Base. Stacey also assisted CAN Leader, Alyson Schiele, and Volunteer Shop Steward Damion West, volunteer Wayne Montminy, and volunteer Rob Swafford in a Lounge Mobilization. Stacey also attended the Association of Flight Attendants (AFA) screening for the Rugby Player at the Newsuem in Washington, D.C. with Shop Steward Alyson Schiele. Stacey also continues to meet with Base Leadership to discuss issues within the base. Stacey has also made great progress in continuing the Domicile Executive Board Member calls to the Baltimore Flight

Attendants. Stacey has also been reaching out to several of the Baltimore Base Flight Attendants that have flown the new International Flights to get feedback on the new routes.

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

Valerie reports changes to security lanes at Houston Hobby Airport during on-going construction of the international terminal. While Known Crew Member (KCM) itself is in the same location, access to has changed and may be changed according to efficiency as construction progresses. Valerie continues to address parking issues. Houston welcomes former AirTran Flight Attendant Sherri Griffith as the newest Houston Inflight Supervisor. Former Inflight Supervisor Theresa Smith has returned to the line. A TWU Local 556 and 555 Labor Day weekend Barbeque took place on August 30. TWU Local 556 collected children's books during August and September. Books in Houston were donated to Texas Children's Hospital. Valerie reports CAN Leaders and volunteers were on hand several days during the months of August and September. On October 4, CAN Team Leaders and volunteers David Jackson, Peggy Davis and David Kirtley helped board an Honor Flight carrying War Veterans to Washington, D.C. Feedback on CAN Team efforts has been positive and Valerie thanks them for their time and efforts. Valerie attended the Houston Membership Meeting on September 18, along with Shop Steward David Kirtley. Valerie attended the August and September Harris County AFL-CIO Central Labor Council meeting along with fellow delegates Michael McNeil and LaTonia Paul Benoit. Shop Steward Rose Johnston was also in attendance in August. Valerie and Shop Stewards LaTonia, Michael and Rose Johnston participated in the TWU International Texas State Conference held in Houston on October 8. International Vice President Thom McDaniel and COPE Co-Chair Brian Orozco also attended. Valerie thanks LaTonia and Rose for their block-walking and phone-banking efforts to get Union Members across Harris County committed to voting in upcoming mid-term elections and for volunteering at the Houston Food Bank. All Union publications were distributed, placed on red rack and/or posted in the Union Glass Case including information on Breast Cancer Awareness and CAN Team/Negotiations efforts. Valerie participated in an Executive Board Member Conference Call on September 17 that took place in leiu of a formal board meeting in Dallas and attended Executive Boards in Dallas the week of October 13. Valerie was also Emergency Officer On-Call during board week.

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

Jimmy reported that Fact-Finding Meetings have been almost nonexistent in the past two months. Jimmy reported that Orlando has one new Supervisor, Rebecca Rivers, who joined the Orlando Inflight Base in September. Jimmy reported that the Orlando readbox project was extended an additional week due to the low number of children's books donated. Jimmy would like to thank the Orlando Base for sending out an additional Crew Web Access (CWA) message during the readbox extension. Jimmy reported there were a total of 97 children's books collected and they were donated to the Central Florida Children's Home on Saturday, October 11. Jimmy reported that on October 1, Jimmy was in the Orlando Lounge distributing the shower hangers for the kick-off of Breast Cancer Awareness Month. Jimmy reported there have been problems when items are sent to the base and being left by the Union Red Rack. Jimmy reported that it appears that Flight Attendants are opening the boxes and taking some of the items, specifically items intended for the CAN lounge day in Orlando in September. Jimmy spoke to the Orlando Inflight Base and items sent will now be placed in the locked uniform closet. Jimmy reports that he continues to receive positive feedback on the new bag tags and the communication regarding the status of TWU Local 556's Negotiations. Jimmy reported that two Orlando E-Connections were sent out, the Union Glass Case has been updated and the Union Red Rack has been straightened.

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

Matt reported that meetings with Inflight Management have mostly involved delay of flight and file reviews of Probationary Flight Attendants. Matt updated the Union Glass Case, updated the Base Page on the Union Website, tidied the Union Red Rack, wrote the base report for Unity Update and Unity Magazine, served a week of Emergency Officer On-Call, and met with Oakland Inflight Management to discuss Member issues. Matt held a lounge mobilization and attended the Alameda Labor Council Delegates meeting on September 8. Matt volunteered in the Oakland lounge with Members of the Contract Action Network on September 10 and 26. Matt held a pizza party for the Oakland Membership to celebrate the success of the readbox campaign. Oakland set an ambitious goal of donating 300 books to children's charity and Oakland Members met this goal. Matt attended the 2014 Alameda County Labor Day Picnic on September 1, the Labor Day Picnic served as an opportunity to build and strengthen TWU Local 556 relationships within the community; Matt thanked Oakland Shop Steward Sam Wilkins and Oakland Members Leslie Hettich and Bil Rivera for attending. Matt attended the TWU California State Conference (CSC) on August 28 and September 22; Matt thanked CSC Treasurer Donald Silva and Oakland Shop Stewards Josh Rosenberg and Sam Wilkins for their attendance. Matt attended campaign fundraisers for Congresswoman Barbra Lee on September 4, Congressman Mike Honda on September 15, Congressman John Garamendi on September 24, and Congressman Eric Swalwell on October 9; Matt thanked Oakland Shop Stewards Sam Wilkins and Josh Rosenberg for attending the events. Matt worked to secure the signatures of Congressman Mike Honda and Congressman John Garamendi on the Lipinski/McKinley Wireless Technologies Onboard Commercial Aircraft dear colleague letter circulating in the United States House of Representatives in opposition to allowing cellphone use on board aircraft.

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

Donna reports the Chicago Base has some new Supervisors with one more who will soon join the team. Donna reports that Fact-Finding Meetings continue in the Chicago Base for various reasons including delayed flights, as well as meetings being held for Flight Attendants who receive unfavorable customer letters. Donna has communicated with Flight Attendants by telephone, sent out an E-Connection, been available by email and spent time in the lounge on several days. Donna tidied the red rack, updated the glass case, and communicated with Shop Stewards. Donna has also met with Base Management on several occasions during the month to discuss situations pertaining to the Base. On August 25 Donna along with President Audrey Stone, 1st Vice-President Todd Gage, 2nd Vice-President Brett Nevarez, Treasurer John Parrott, and Recording Secretary Cuyler Thompson participated in the Chicago Listening Layover in the Chicago Inflight Lounge. During the months of August and September Donna has been active as Chair of the Illinois/Indiana State Conference. Donna and Members of the Illinois/Indiana State Conference met with local and state elected officials such as Senator Dick Durbin, Congresswoman Jan Schakowsky, and Congressman Brad Schneider, to address legislative issues that pertain to the airline industry on all levels. On September 14–16 Donna attended the TWU State Conference Chairs' Meeting in Washington, D.C. at the TWU International Headquarters. Donna participated in the teleconference Executive Board Meeting on September 17. Donna attended the Chicago Membership Meeting on September 29.

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

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas, Texas August 11-14. Chris also participated in an Executive Board Conference Call on September 17. The Union Glass Case and Red Rack were updated throughout the month. Chris conducted lounge visits and answered Members' questions and concerns. Chris spoke with Shop Stewards to discuss Fact-Finding Meetings and other Base issues. Chris also met with Base Manager Cetta Larabee to discuss items specific to the Denver Base. Chris represented Members in Fact-Finding Meetings. Chris answered and returned phone calls from several Members who had questions about work rules and re-route issues. Chris distributed Union pins to Members who requested them. Chris updated the yellow Base info and orange

Negotiations binders on the Union Red Rack. There were 99 books collected in the Denver Lounge "readbox." Unfortunately, they came up short of the 125 book goal. Chris dropped them off at the Denver Boys and Girls Club. Chris would like to thank Cetta and everyone else who donated books to this worthy cause. On October 8 Southwest began International service from Denver with an inaugural flight to Cancun, Mexico. Chris was in attendance and met with Passengers and Inflight Leaders. Chris wrote an article for Unity Magazine. The Denver Inflight Base is now fully staffed. The Base hours will now be 5am-6pm daily which is in line with all other Bases. An additional five gates have opened in Denver for a total of 22. Construction continues on shops and restaurants and should be complete by late November.

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

Rachel reported that she attended the Executive Board Meeting in Dallas,Texas August 11-14 and participated in the Executive Board Conference Call on September 17. Rachel served as the Emergency Officer On-Call for a week in August and another week in September. Rachel created the readbox book deposit box in the lounge and collected 65 books to donate to St. Jude's Ranch for Children in Boulder City, Nevada. Rachel updated the Union Glass Case and held lounge visits to meet with Members. Rachel conducted several Fact-Finding Meetings and spoke with many Members on the phone. Rachel met with Base Leadership on multiple occasions including the new Supervisors Natalia Garcia, Lisa Winn, Dan Swiercinsky, Brenda Burgett, and Cynthia Kirk.

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

Pamila and Alice Hinckley attended the Workers Compensation Conference in Atlanta, Georgia. Pamila promoted the readbox, and Atlanta met their goal with 326 books. Pamila did Fact-Finding Meetings. Pamila updated the glass case. Pamila went to Dallas for Emergency Officer On-Call. Pamila made arrangements to volunteer with the Making Strides Against Breast Cancer event, along with the Atlanta Shop Stewards Pamila arranged a Lounge Mobilization with the Atlanta Shop Stewards promoting the TWU Union Pins. Pamila assisted in the CAN Lounge Mobilization with CAN Leaders Alison Head and Josie McKeeman Rose. Pamila attended the Atlanta Union Meeting. Pamila and Shop Steward Bill Mecado attended the Georgia State Conference Meeting in Augusta, Georgia. Pamila attended the Atlanta North Georgia Labor Council Meeting. Pamila worked on a Human Trafficking campaign seminar for the Atlanta Shop Stewards with the assistance of Civil and Human Rights Committee Chairperson Addie Crisp Johnson and Oakland Shop Steward Lori Lochelt. Pamila participated in the AFA Council 57's Crew Room Sit with AFA President Travis Bruce and AFA Vice President Eric McCulley in the Atlanta Crew Lounge. Pamila volunteered to work with Circle of Friends to help girls twelve to eighteen years of age that have survived Human Trafficking.

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

The CISM Team responded to a total of 110 Incidents during the month of September. They spoke to well over 300 Flight Attendants. Since the opening of the NOC the call volume has more than doubled. CISM presented to both the New Hire class and the SMT class in September. The CISM Chairperson and one team Member attended the Flight Attendant Drug and Alcohol program (FADAP) conference to further their education and partnership with FADAP and continue the process in learning how to respond to calls. They will be accepting applications and interviewing to add new peers to the CISM Team in the next two months and hope to have a new member training in January 2015. Below you will see the breakdown of the calls taken during September. Each incident warranted approximately three to six calls.

Personal Issue-F/A	*21*

Medical Emergency	*16*
Medical w/ Divert	*12*
Mechanical w/ Divert	*8*
F/A Injury	*6*
Passenger Misconduct	*4*
Aborted Takeoff	*4*
Natural Disaster	*3*
Death of F/A Family Member	*3*
Calls Related to F/A Family Member Death	*3*
FA Personal Illness	*3*
Mechanical	*2*
Crew Member Conflict	*2*
Assault - Off Duty	*2*
Debriefing - Pager Wearer	*2*
Defusing	*2*
F/A Illness on A/C	*2*
Calls Related to Death of F/A	*2*
Birdstrike	*2*
Suicide Attempt	*1*
Turbulence w/ Injury	*1*
Safety Fair	*1*
Evacuation	*1*
Accident	*1*
Death on Board	*1*
Lounge Mobilization	*1*
Emergency Landing - Unplanned	*1*
Turbulence	*1*
Substance Referral-FAAP Team	*1*
Non Work Related	*1*
	110

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

Lisa Trafton reported line writing for September/October was a little easier than previous months with the return of fall flying. Of course, line writing for the month of November had the normal challenges of dealing with time change schedules and Thanksgiving Holiday. The Scheduling Committee left 647 (417 less positions than August) positions in Open Time after writing Primary Lines for September. We left 403 (14 less positions than September) positions in Open Time after writing Primary Lines for October. We left 657 (254 more positions than October) positions in Open Time after writing Primary Lines for November. The Committee over the last three months of September, October, and November on average wrote 74% pure Lines (Lines starting on the same day each week containing Pairings of the same length); maintained 36.4% of the Lines with all weekends off, and the lines containing three-on/off or 48-hour breaks did not exceed 16.5%. Please let Flight Attendants know they are always more than welcome to watch Primary or Secondary Line Writing. After coming in and watching line writing several times and practicing building lines. We have added Chase Goldman to our line writing team. The Line Writers for the September, October, November Primary Lines were: Kim Foster, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Doreen Argyropoulus-Ricker, Richard Locher, Alexander Ricker and Lisa Trafton. Chase Goldman also was present observing line writing and *practicing. The Line Writers for the September, October, November Secondary Lines were: Doreen Argyropoulus-Ricker, Rebekah Knox, Kay McCurley, Richard Locher, Kim Foster, Janet Lamy, Chase Goldman, Shelly Taylor, Sheri Tyler, Alexander Ricker and Lisa Trafton.*

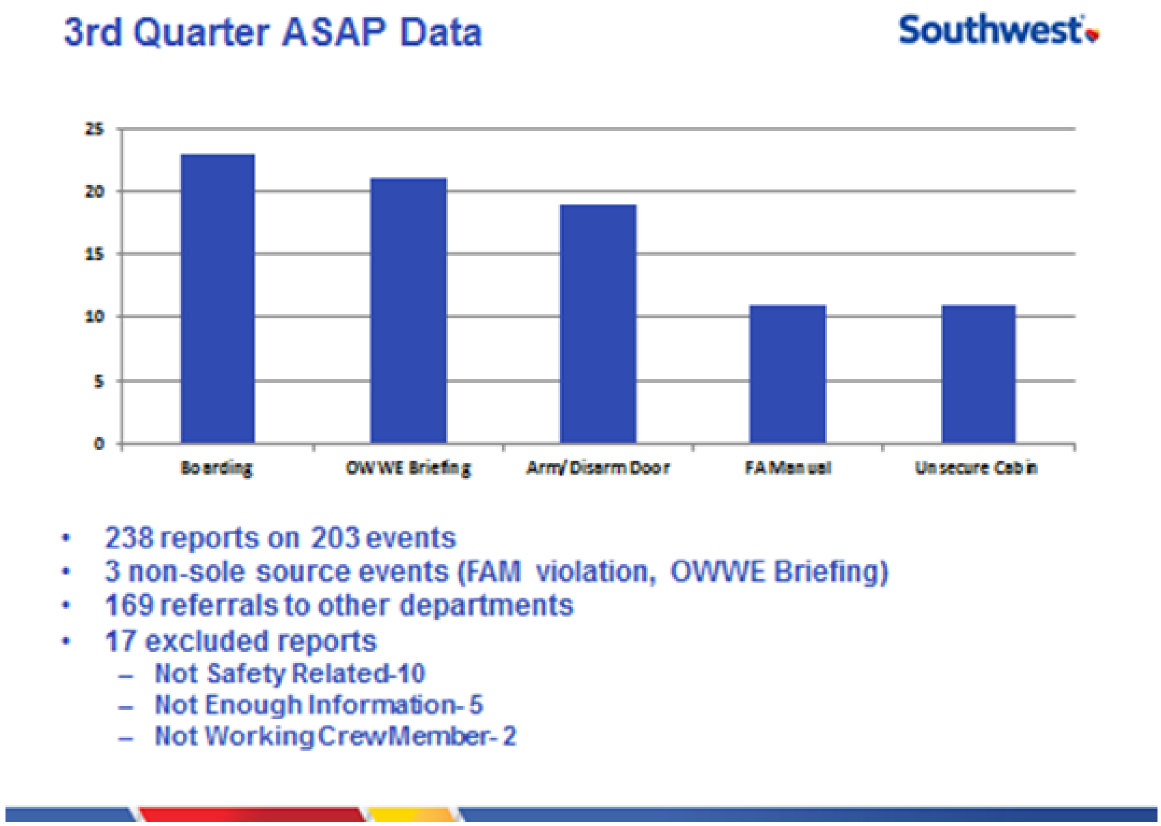
Cuyler Thompson submitted the **Safety Committee Report** for Chairperson Michael Massoni:

Currently the Safety Team has the following open and/or resolved action items:

<u>Aviation Safety Action Program (ASAP)</u> – Reports Under ERC Review = <u>46</u>

<u>ASAP Reports received to date</u>: <u>2332</u>

- *Accepted Reports to date = <u>2125</u>*



<u>Aviation Safety & Health Database Int'l (ASHDI)</u> – Reports Received = <u>0</u>
*Southwest Airlines Event Notification System (ENS) and AirTran Safety Information Reported Event Notification (SIREN)**

Fielded Events for Period:

- *08/12/14 through 10/14/14 = <u>382</u>*
- *Emergencies Declared = <u>40</u>*
- *All OF 2014 to Date = <u>1777</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>*

**With the advent of SWA / AT SOC, TWU 556 receives both ENS and SIREN events from NOC. All ENS events will be tracked, trended and vetted for possible follow-up. All SIREN events will*

be tracked and trended but will not be vetted for follow-up as AT is covered under a different CBA and bargaining unit.
***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/SIREN events and will include the same in all future Safety Team Reports*

- *556 Safety is continuing to work with Southwest Airlines and the U.S. Centers for Disease Control and Prevention (CDC) concerning Ebola Infection Guidance and Protocols. To date, several communications concerning Ebola (dated August 6th, October 2nd, and October 8th) have gone out through SWALife, Inflight Info on the Go and SWA News Briefs that are sent to all SWA Employees via Company email All of these communications have been vetted by SWA Safety and Environmental as well as TWU 556 Safety. Additionally, we have posted similar communication on the TWU Local 556 website and Facebook page. As of this writing 556 Safety is in the process of drafting joint communication with Southwest Cabin Services and Corporate Safety and Environmental that will give our Flight Attendants additional clear, accurate and concise guidance on Ebola infection protocols to be followed when working as a Crew Member. Our aim with this joint communication (more than likely an RBF) is to quell the inaccurate rumors that are proliferating via social media and offer factual information concerning Ebola and appropriate protocols to be followed in any potential interaction with an infected individual. To date there has not been any confirmed interactions between an SWA Flight Attendant and Ebola infected individual(s) aboard our aircraft.*
- *Year-to-Date OSHA 300 Logs for all SWA and AirTran Domiciles (Attached)*

SCHEDULED AND STANDING MEETINGS:

- *Wednesday October 8, 2014 – 737MAX-8 Ops Readiness Meeting*
- *Thursday October 16, 2014 – ASAP ERC*
- *Thursday October 16, 2014 – Health and Safety Coordination (HASC) Meeting*
- *October 28, 29, 30, 2014 – SWA Go-Team Recurrent Training*

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

Matt reported that former Negotiating Team Member Denny Sebesta and current Negotiating Team Member Brandon Hillhouse continue to write Contract education articles for Unity Magazine and Unity Update. The Education Committee has been working with the Coordinating Council to publish Contract education materials available to the Contract Action Network during system-wide lounge mobilizations.

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

Cases for September 2014

Company Policy	*4*
F.A.R.	*1*
I.R. Filed	*3*
Not Taken	*1*
Unprofessional Behavior	*3*
Still in Progress	*2*
Total Cases	*14*
Positive Outcome	*6*
Negative Outcome	*2*

Base	
BWI	*2*
HOU	*5*
ATL	*1*
PHX	*2*
DEN	*1*
MCO	*1*

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

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

Phoenix – (2)
Houston – (2)
Baltimore – (2)
Chicago – (2)
Oakland – (3)
Orlando – (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.

Website
The TWU Local 556 Website is constantly updated with current events. The main graphic continues to be changed for holidays and the image is used in Unity Update email blasts. A Contract Action Network (CAN) Resources page has been created on the Website. It has been nested under the "Negotiations" tab and is only accessible to CAN Volunteers. The TWU TV Live Broadcast will be hosted this evening using a new service as a test. If the service is reliable and we hear good feedback from Members, we will buy a subscription. This service will keep ads interrupting the Webcast which is the number one complaint.

Publications

- ***Unity Updates - August 20, September 5, 20 and October 5***
  - *Provided edits/revisions, suggestions for draft*
  - *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 August and September SSC; included edits, graphics, creating sample boards/trip sheets and layout.*
- ***Glass Cases***
  - *September – At the Heart of Labor is Contract Negotiations*
  - *October – Breast Cancer Awareness*
- ***Breast Cancer Awareness Campaign***
  - *Researched Breast Cancer awareness shower cards pricing*

    - *Ordered cards and they were delivered to the bases*
- ***Other projects***
    - *Created/developed Certificate of Appreciation for Cuyler. Obtained pricing from printers. Certificate is printed and delivered.*
    - *Created a "flag" for Chris Sullivan to use at Veterans event*
- ***NT / Mobilization / CAN***
    - *Worked with Liaison (mostly Sam Wilkins) to develop the following flyers for use at Lounge Mobs, Unity publications, Shop Steward Corner and handouts. Some of these are very tedious as we are creating trip sheets to demonstrate the examples needed and work diligently to ensure all language is correct.*
        - *Smile-On mini-flyer*
        - *Keep Calm and go to Union Meeting mini-flyer*
        - *Crew Connection 4 – Duty Limits*
        - *Crew Connection 5 – Busted mini-flyer*
        - *Crew Connection 6 – Reserve 101*
        - *Updated the half-page "Scorecard" (NT Progress Chart) for handout*
    - *Developed for direct mail*
        - *Line in the Sand postcard*
    - *Contract History Comparison Chart*
        - *Began work to compile a chart showing the differences of TWU Local 556 Contracts*
    - *Created Reservations At the Table sign-up chart*
    - *Made following compilations for CAN Leaders to use*
        - *Communications regarding Negotiations*
        - *Communications regarding CAN*
        - *Compilation of Crew Connections*
    - *Ordered replacement NT banners needed for three Lounges*

Social Media
Facebook continues to be a great way to reach the Members of TWU Local 556. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications. Board Members are encouraged to invite Flight Attendants to "like" the Facebook page.

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC) Report** for Chairperson Addie Crisp-Johnson:

Pamila and Addie Crisp-Johnson, Civil and Human Rights Committee Chairperson, are working together on a Human Trafficking Campaign. Pamila has also been working with the Georgia Bureau of Investigations and Federal Bureau of Investigations (Atlanta Division); both Agencies have agreed to do an airline specific training to bring awareness to our Membership. The Agents have agreed to train the Shop Stewards in Atlanta and any volunteers from other Southwest Airlines Bases. Pamila and Addie also discussed the upcoming Martin Luther King Convention, taking place in Atlanta Georgia in January.

Stacey Vavakas submitted **Shop Steward Committee Report** for Chairperson Lucy White-Lehman:

September Shop Steward Conference Call was held on September 22 and the Shop Steward Corner was emailed out. We are in the process of completing the October edition. The master list has been updated and reflects all base transfers. The roster on the webpage has also been updated and a calendar feature was added to the page to reflect upcoming Shop Steward Conference Calls.

There was discussion regarding a Member's complaint about a Shop Steward's behavior on social media. Stacey Vavakas **agreed** to investigate the issue and report it to the Executive Board.

Matt Hettich submitted **Scholarship Committee Report**:

> *Matt attended a scholarship seminar at the University of California, Berkeley on August 17. The seminar was conducted through the University of California, Berkeley Alumni Association and served as an opportunity to gather best practices for improving and strengthening the TWU Local 556 Scholarship Program; Matt worked on a proposal for making changes to the application process.*

Donna Keith presented the **Survey Committee Report**. There was no written report submitted.

Cuyler Thompson reported that the results of the 2014 TWU Local 556 Membership Survey would be published in the fall issue of Unity Magazine.

Chris Sullivan submitted the **Veterans Committee Report**:

> *The Veterans Committee Chairman, Chris Sullivan, reports that the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC) will be held November 18-20 in Miami, Florida. The meeting will be sponsored by TWU Locals 291 and 570. Chris and Chicago Flight Attendant Brendan Remezas will be attending on behalf of TWU Local 556. Chris collected running shoes donated by Runners Roost of Colorado to distribute during Operation Free Post Exchange (PX) scheduled for December 2014. Currently Chris has 95 pairs of men's and women's shoes and expects to meet the Committee's goal of 200. Chris will be transporting boxes of shoes to San Antonio via Southwest Airlines Cargo. Chris would like to thank Denver Flight Attendants Janet Bottles, Mark Herman and Victoria Partridge for volunteering during Honor Flights for World War II Veterans in September and October. Chris will be holding a fundraiser in conjunction with the Denver Inflight Culture Committee on October 22. The Committee will be selling tacos to raise money for Building Homes for Heroes.*

Tina Coffee presented the **Working Women's Committee Report** for Chairperson Cat Chacon. There was no written report submitted.

The Executive Board took a break at 1543 and reconvened at 1600.

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

Audrey Stone was excused in order to attend Flight Attendant New Hire Class #294 Graduation.

Todd Gage chaired the Meeting.

John Parrott submitted the **Information Technology Committee Report**. There was no written report submitted.

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

> *On August 28, Amy and Natalie met and prepared the FADAP budget for the new fiscal year. Natalie spoke with the SMT class on August 14. On August 27, Amy and Natalie were able to install Microsoft Access onto their computers at the Union Office. This has enabled them to implement the new FADAP*

Data Base Program. On September 3, Amy and Natalie finished the FADAP budget for 2015. Amy spoke with the SMT class on September 18. On September 28, Amy and Natalie traveled to Baltimore for a FADAP Planning Committee meeting. Before the meeting, they were able to take the LAP-C exam. This exam qualifies them as Certified Labor Assistance Professionals. On September 30, the team took part in the beginning of the annual FADAP Conference. They were honored to have the Dallas Base Manager Shannon Hiatt and the Manager of Labor Relations Brian Smith, Eileen Rodriguez CISM Chairperson, Kevin Mackenzie CISM Team Member and eleven FADAP Team Members. FADAP was also happy to have five additional Southwest Flight Attendants in recovery who paid their own way to meet the Team and learn more about FADAP.

John Parrott submitted the information necessary for the Executive Board to continue budgetary discussions for the 2014-2015 TWU Local 556 fiscal year.

Audrey Stone returned to the Meeting at 1626.

The Executive Board continued to discuss the TWU Local 556 Operating Budget for the 2014-2015 fiscal year.

Cuyler Thompson made a **motion (28)** to recess. Matt Hettich **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	Nay
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Nay
Stacey Vavakas	Nay
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Nay
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1752.

Friday

October 17, 2014

Audrey Stone called the Meeting to order at 0830.

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

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

Audrey Stone thanked Garry Drummond for bringing the additional Union Pins and copies of the *TWU Steward* from TWU Air Transport Division Headquarters as requested.

Matt Hettich reported that he and Rachel Brownfield attended the Dallas AFL-CIO Meeting the previous evening. Matt reported that the Dallas AFL-CIO thanked TWU Local 556 for being such a huge contributor.

Audrey Stone submitted her **President's Report**:

> *Audrey Stone reports that she led the Negotiating Team (NT) at the bargaining table with Southwest Airlines Management for negotiations on August 20, 21, 27, 28, September 10, 11, 12, October 1, 2, 13, and 14. Audrey has worked with the Coordinating Council on all Contract Action Network (CAN) initiatives that have been underway during the last two months, including flyers, conference calls with the CAN, and future strategy efforts. Audrey would like to thank both the Council and CAN Leaders for their increased work during this busy time. Audrey and the NT participated in the "Reservations at the Table" campaign, and due to the overwhelmingly feedback, extended it from the original October 1-2 dates through the sessions at the table this week. Audrey also reports that she has responded to all Flight Attendants who are participating in the "Lines in the Sand" campaign by emailing their "selfie" to TWU Local 556. Audrey, 1st Vice President Todd Gage, 2nd Vice President and Negotiator Brett Nevarez, Economist Dan Akins, and Strategic Advisor Mark Richard traveled to Wall Street and met with both airline analysts and Southwest investors on September 4 in New York City. Similar to what has been done by previous Local 556 Negotiating Teams, they took the voice of the Flight Attendants to Wall Street and provided an update regarding the Contract Negotiations. Audrey published both her letter to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly and his response regarding Inflight Management cancelling a bargaining date in the October 5 Unity Update. Audrey has been working with Southwest Airlines Labor Relations and TWU Local 556 Legal Counsel regarding the 2015 changes coming to the Oakland Flight Attendants regarding California KinCare, to ensure that the laws are being applied correctly. She, along with 2nd Vice President Brett Nevarez, and Financial Secretary/Treasurer John Parrott met with Vice President – Cabin Services Mike Hafner, Senior Director – Customer Experience, Strategy and International Operations Sonya Lacore, and Senior Director – Crew Ops and Automation Brendan Conlon on August 26, and on September 30 along with 1st Vice President Todd Gage and Recording Secretary Cuyler Thompson, to discuss Executive Board Meeting follow up. Audrey thanked Mike for the movement TWU Local 556 has seen recently regarding grievances. She participated in the Shop Steward Conference Call on August 26 and September 22. Audrey and Todd Gage participated in Live Broadcast on September 22 and October 13, and she thanks Brett Nevarez for his guest participation this week. Audrey, Todd, Brett, Cuyler, John, and Chicago Domicile Executive Board Member Donna Keith participated in a "Listening Layover" in Chicago on August 25, spoke to many Flight Attendants, and had dinner with Shop Stewards and Union activists later that evening. Audrey attended and spoke on behalf of Flight Attendants at the Air and Space American Bar Association (ABA) Forum on Air and Space Law from September 17-19, and conducted the Executive Board Conference Call on September 17. Audrey chaired the Oakland, Las Vegas, Phoenix, Denver, and Chicago Membership Meetings, along with Cuyler Thompson, from September 25-29. She would like to thank Brett, Todd and John for handling the other five meetings. Audrey, along with Mike Hafner, attended a FAA-requested meeting regarding the ASAP program at Southwest Airlines on October 7. Audrey met with Senior Manager Strategic Planning Jamie Willard on October 10 to discuss strategic planning initiatives that Southwest is currently working on for Inflight, including the MAX aircraft. She also met with TWU COPE Political Field Representative Gwen York on October 12 for an update on the Coalition of Flight Attendant Meeting that Gwen, TWU International Vice President Thom McDaniel, and TWU Local 556 Operational Safety Chair Michael Massoni attended on behalf of TWU Local 556 on September 25 in Washington, D.C. Audrey continues to work closely with*

Grievance Chairperson Becky Parker on all grievance matters, and thanks her for her leadership of the Local 556 Grievance Team.

John Parrott presented the **Office Manager's Report**. There was no written report submitted.

Office Managers Audrey Stone and John Parrott discussed the duties of Executive Membership Coordinator Kimberly Colmenares. There was discussion regarding the fact that some of Kimberly's duties had been reassigned.

John Parrott updated the Executive Board regarding the transition plan for Executive Office Administrative Assistant Madeleine Howard. John Parrott recommended that Madeleine Howard be promoted to the position of Finance Manager as part of the transition plan.

Jimmy West made a **motion (29)** to accept the recommendation to promote Madeleine Howard to Finance Manager and all benefits associated. 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

John Parrott presented a proposal to provide TWU Local 556 Information Technology Manager Cliff Mace with a 401(k) retirement plan.

Todd Gage made a **motion (30)** to accept the Office Manager's recommendation of a dollar for dollar 401(k) match for Cliff Mace, up to six percent of his salary. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Audrey Stone submitted the **New Hire Committee Report**:

President Audrey Stone reports that she, along with Financial Secretary/Treasurer John Parrott have given the Union presentation to two Special Merger Training (SMT) classes, accompanied by TWU Local 556 hosting four dinners. They have also presented to two New Hire classes and provided subsequent dinners. Audrey attended Initial Training Graduation #294 on October 16. Southwest Airlines Training has added two additional New Hire classes, one in November and one in December.

Audrey Stone submitted the **Mobilization/Organizing Committee Report** for Co-Chairperson Sam Wilkins:

Sam reports that mobilization efforts have been busy through her work on the Coordinating Council, assisting the NT and CAN events in ramping up their efforts to mobilize, educate, and inform the Members regarding the current Contract Negotiations with Southwest Airlines Management. On August 24, there was a 6.0 Earthquake in Napa Valley, California that affected approximately 25 of our Members. Orlando Flight Attendant Michael Arthur assisted in calling Members to make sure they were okay and see if they needed anything. The TWU Local 556 Member database has helped the outreach efforts to the Members. Oakland Flight Attendant Angie Kilbourne and Orlando Flight Attendant Michael Arthur finished the email harvesting project in August. Sam would like to extend a huge thank you to both of them for taking on such a large project.

Cuyler Thompson submitted the **August 2014 Executive Board Meeting Minutes, Synopsis, Voting Records Vote Tally** and **Attendance Report** for review.

The Executive Board made corrections and changes to the August 2014 Executive Board Meeting Minutes, Synopsis, Voting Records Vote Tally and Attendance Report.

The Executive Board continued to review the August 2014 Executive Board Meeting Minutes, Synopsis, Voting Records Vote Tally and Attendance Report.

Todd Gage made a **motion (31)** to approve the August 2014 Executive Board Meeting Synopsis as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage made a **motion (32)** to approve the August 2014 Executive Board Meeting Minutes 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	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Away
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Nay
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Chris Sullivan made a **motion (33)** to approve the August 2014 Executive Board Meeting Voting Records and Vote Tally as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Chris Sullivan made a **motion (34)** to approve the August 2014 Executive Board Meeting Attendance Report. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage made a **motion (35)** to revisit motion #4. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board made corrections and changes to the September 2014 Executive Board Meeting Conference Call Synopsis.

Rob Riddell made a **motion (36)** to approve the September 2014 Executive Board Meeting Conference Call 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	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	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage made a **motion (37)** to approve the September 2014 Executive Board Meeting Conference Call Voting Record and Tally as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage made a **motion (38)** to approve the September 2014 Executive Board Meeting Conference Call Attendance Report. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

John Parrott made a **motion (39)** to excuse Rob Riddell from the Executive Board Meeting in order that he may attend the Special Merger Training class graduation at Southwest Airlines Headquarters. 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Becky Parker entered the Meeting at 1014 to discuss the merits of a Grievance Settlement.

Rob Riddell was excused to attend Special Merger Training class graduation at Southwest Airlines Headquarters at 1018.

The Executive Board discussed the language agreed upon by the Union and Southwest Airlines Management regarding the settlement of a Grievance.

Todd Gage made a **motion (40)** to accept the proposed Settlements to two Group Grievances. John Parrott **seconded** the motion. The motion **carried**.

Audrey Stone and Becky Parker recommended that Executive Board Members refer questions from Flight Attendants regarding the Grievance Settlement to the Union Office.

Becky Parker was excused at 1033.

The Executive Board took a break at 1033 and reconvened at 1055.

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

Rob Riddell was excused to attend the Special Merger Training class graduation at Southwest Airlines Headquarters.

Audrey Stone submitted copies of Charges submitted by TWU Local 556 Member Jeanna Jackson in which she accused Members Todd Gage, John Parrott, Cuyler Thompson, Brett Nevarez, Rob Riddell, Tina Coffee, Matt Hettich, Stacey Vavakas, Donna Keith, Jimmy West and Karen Amos of violations of the TWU Constitution under Article XIX.

Audrey Stone reported that she had discussed the matter with TWU Legal Counsel. There was discussion.

The Executive Board **agreed** to consider the Charges submitted by Jeanna Jackson and that the Charges contained two accusations that would be considered separately, referred to here as "Question 1" and "Question 2." The Executive Board **agreed** that each of the two Charges against TWU Local 556 Members Todd Gage, John Parrott, Cuyler Thompson, Brett Nevarez, Rob Riddell, Tina Coffee, Matt Hettich, Stacey Vavakas, Donna Keith, Jimmy West and Karen Amos would be considered independently. The Executive Board **agreed** that all Executive Board Members would participate in the consideration of the Charges.

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 trail procedure."

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Todd Gage of violations of the TWU Constitution under Article XIX.

Roll Call Votes (41 & 42) were conducted on Question 1, on the floor for consideration:

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

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

Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Nay

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (43 & 44) were conducted on Question 2, on the floor for consideration:

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

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

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

Audrey Stone	Chair
Todd Gage	Abstain

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Todd Gage were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member John Parrott of violations of the TWU Constitution under Article XIX.

Roll Call Votes (45 & 46) were conducted on Question 1, on the floor for consideration:

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

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

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

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Abstain
Brett Nevarez	Nay

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (47 & 48) were conducted on Question 2, on the floor for consideration:

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

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

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

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

Rachel Brownfield	Nay
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member John Parrott were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Cuyler Thompson of violations of the TWU Constitution under Article XIX.

Roll Call Votes (49 & 50) were conducted on Question 1, on the floor for consideration:

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

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

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

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

Donna Keith	Yea
Chris Sullivan	Yea

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (51 & 52) were conducted on Question 2, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Cuyler Thompson were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Brett Nevarez of violations of the TWU Constitution under Article XIX.

Roll Call Votes (53 & 54) were conducted on Question 1, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (55 & 56) were conducted on Question 2, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Brett Nevarez were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Rob Riddell of violations of the TWU Constitution under Article XIX.

Roll Call Votes (57 & 58) were conducted on Question 1, on the floor for consideration:

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

Audrey Stone	Chair

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (59 & 60) were conducted on Question 2, on the floor for consideration:

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

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

John DiPippa	Nay
Matt Hettich	Nay
Pamila Forte	Nay
Rachel Brownfield	Nay
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Nay

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Rob Riddell were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Tina Coffee of violations of the TWU Constitution under Article XIX.

Roll Call Votes (61 & 62) were conducted on Question 1, on the floor for consideration:

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

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

Pamila Forte	Nay
Rachel Brownfield	Nay
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Nay

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (63 & 64) were conducted on Question 2, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Tina Coffee were deemed improper by the Executive Board.

TWU Air Transport Division Director Garry Drummond returned to the Meeting at 1153.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Matt Hettich of violations of the TWU Constitution under Article XIX.

Roll Call Votes (65 & 66) were conducted on Question 1, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (67 & 68) were conducted on Question 2, on the floor for consideration:

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

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

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

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

Valerie Boy	Nay
John DiPippa	Yea
Matt Hettich	Abstain
Pamila Forte	Yea
Rachel Brownfield	Nay
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Matt Hettich were deemed improper by the Executive Board.

Rob Riddell returned to the Meeting at 1157.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Stacey Vavakas of violations of the TWU Constitution under Article XIX.

Roll Call Votes (69 & 70) were conducted on Question 1, on the floor for consideration:

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

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

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

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Nay
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Abstain
Stacey Vavakas	Away

Valerie Boy	Nay
John DiPippa	Yea
Matt Hettich	Nay
Pamila Forte	Yea
Rachel Brownfield	Nay
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (71 & 72) were conducted on Question 2, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Stacey Vavakas were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Donna Keith of violations of the TWU Constitution under Article XIX.

Roll Call Votes (73 & 74) were conducted on Question 1, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (75 & 76) were conducted on Question 2, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Donna Keith were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Jimmy West of violations of the TWU Constitution under Article XIX.

Roll Call Votes (77 & 78) were conducted on Question 1, on the floor for consideration:

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

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (79 & 80) were conducted on Question 2, on the floor for consideration:

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

Audrey Stone	Chair
Todd Gage	Nay

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

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Jimmy West were deemed improper by the Executive Board.

The Executive Board considered Charges submitted by Jeanna Jackson in which she accused TWU Local 556 Member Karen Amos of violations of the TWU Constitution under Article XIX.

Roll Call Votes (81 & 82) were conducted on Question 1, on the floor for consideration:

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

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Nay
Brett Nevarez	Nay

Cuyler Thompson	Nay
Tina Coffee	Nay
Rob Riddell	Nay
Stacey Vavakas	Nay
Valerie Boy	Nay
John DiPippa	Nay
Matt Hettich	Nay
Pamila Forte	Nay
Rachel Brownfield	Nay
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Nay

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Roll Call Votes (83 & 84) were conducted on Question 2, on the floor for consideration:

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

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

Rachel Brownfield	Nay
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Nay

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

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

The Executive Board **agreed** that since Jeanna Jackson's charge was untimely, it was not necessary to vote on questions (c) and (d) of Article XIX Section 3.

Jeanna Jackson's charges against TWU Local 556 Member Karen Amos were deemed improper by the Executive Board.

Audrey Stone **agreed** to notify Member Jeanna Jackson that charges filed by her under Article XIX of the TWU Constitution against TWU Local 556 Members Todd Gage, John Parrott, Cuyler Thompson, Brett Nevarez, Rob Riddell, Tina Coffee, Matt Hettich, Stacey Vavakas, Donna Keith, Jimmy West and Karen Amos had been deemed improper by the TWU Local 556 Executive Board.

John Parrott submitted the information necessary for the Executive Board to continue to discuss the TWU Local 556 Operating Budget for the 2014-2015 fiscal year.

The Executive Board continued to discuss the budget.

Brett Nevarez made a **motion (85)** to approve the 2014-2015 TWU Local 556 Operating Budget, including a ten percent Contract Enforcement Reserve Fund. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

John DiPippa read an email received from a Member of TWU Local 556. There was discussion.

The Executive Board went to lunch at 1232 and reconvened at 1320.

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

TWU Air Transport Division Director Garry Drummond was a guest at the Meeting.

The Executive Board discussed the Dallas Domicile Executive Board Member position, recently vacated by Karen Amos. The Board **agreed** to appoint a new Dallas Domicile Executive Board Member before the October 2014 Executive Board Meeting adjourned.

Cuyler Thompson made a **motion (86)** to appoint TWU Local 556 Shop Steward Andrea Garnett to serve as the Dallas Domicile Executive Board Member. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed the Sedgewick Investigation Report. Donna Keith read aloud the verbiage of a proposed article regarding the matter, written by Donna Keith and John DiPippa. The Executive Board **agreed** to publish it in the in Unity Magazine and on the TWU Local 556 Website and Facebook page.

John Parrott reported that he had received the additional information from Supplemental Insurance Representative Lori Whitaker that had been requested by the Executive Board.

The Executive Board **agreed** to necessary changes to the Supplemental Insurance Options offered to Members of TWU Local 556.

Stacey Vavakas **agreed** to coordinate the campaign necessary to inform TWU Local 556 Members of the changes to the Supplemental Insurance Options, including the changes to the open enrollment period.

Pamila Forte submitted information regarding the National Worker's Compensation and Disability Conference and Expo. The Executive Board **agreed** to pay for Pamila Forte and Alice Hinckley to attend the Conference on behalf of TWU Local 556.

The Executive Board discussed the fact that Tina Coffee recently conducted a Lounge Mobilization in the Atlanta Flight Attendant Lounge in defiance of the Executive Board and the associated pay and expense reimbursements that she had requested for the Mobilization.

Rob Riddell discussed Flight Attendant's concerns with potential exposure to the Ebola virus.

TWU Air Transport Division Director Garry Drummond reported that TWU International was currently in the process of setting up a cross-divisional TWU International task force regarding TWU Members and the Ebola virus.

The Executive Board continued to discuss the pay and expense reimbursement requested by Tina Coffee.

Rob Riddell made a **motion (87)** to reimburse Tina Coffee's expenditures on September 22, 2014 in Atlanta for \$181.87. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

TWU Local 556 Executive Administrator Madeleine Howard entered the Meeting at 1555. The Executive Board congratulated Madeleine on her promotion and thanked her for many years of loyal service to the Members of TWU Local 556, representing the Flight Attendants of Southwest Airlines.

Madeline Howard was excused at 1602.

Jimmy West made a **motion (88)** to adjourn. 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1604.

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

Cuyler Thompson
TWU Local 556 Recording Secretary