



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
November 11-13, 2014
Synopsis

Tuesday

November 11, 2014

Audrey Stone called the Meeting to order at 0830.

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

Tina Coffee was excused due to illness.

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

Audrey Stone updated the Executive Board regarding the Meeting Agenda and reminded the Executive Board that Union Dinners for the current Special Merger Training (SMT) class would be hosted at the Union Office both that evening and the following evening.

Matt Hettich made a **motion (1)** to excuse Audrey Stone and John Parrott from the afternoon session of the day in order to give the Union Presentation to the Special Merger Training (SMT) class at Southwest Airlines Headquarters. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Andrea Garnett	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

TWU International Vice President Air Transport Division Director Garry Drummond swore in Andrea Garnett as the TWU Local 556 Dallas Domicile Executive Board Member.

Todd Gage led the Executive Board in reciting the **Pledge of Allegiance**.

Donna Keith read aloud the **TWU Membership Pledge**.

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

Grievance Committee Chairperson Becky Parker entered the Meeting at 0852 and submitted the **Grievance Committee Report**:

GRIEVANCES:

<i>November 2014:</i>	<i><u>112 total grievances:</u></i>	
	<i>18 terminations</i>	<i>16.1%</i>
	<i>15 group grievances</i>	<i>13.4%</i>
	<i>29 non term disciplinary</i>	<i>25.9%</i>
	<i>50 individual contract</i>	<i>44.6%</i>

<i>Total Contract Grievances on file: 65</i>	<i>58.0%</i>
<i>Total Discipline Grievances on file: 47</i>	<i>42.0%</i>

Since last month's report, removals are broken down as follows:

<i>14 Settled Union</i>
<i>15 Withdrawn</i>
<i>29 Total Removed</i>

Board of Adjustments

No Board of Adjustments are scheduled at this time

Arbitrations

November 4, 2014 – Termination for Theft – settled/reinstated
December 4, 2014 – Termination for Violation of the Social Media Policy – settled/reinstated
December 11, 2014 – Termination for Fighting – settled/reinstated
Class 1.17 – slated for Arbitration, waiting on a date from the Arbitrator

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

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

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

Todd Gage made a **motion (5)** to table a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (6)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **did not carry**.

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

The Executive Board took a break at 0942 and reconvened at 1000.

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

Tina Coffee was excused due to illness.

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

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

Inflight Management Representatives Brendan Conlon and Steve Murtoff were guests at the Meeting.

Steve Murtoff provided "follow-up" regarding items discussed during the previous month's Executive Board Meeting. Steve reported that Southwest Airlines Ground Operations Management would publish information to Ground Operations personnel regarding Flight Attendants' door disarming procedures. There was discussion regarding Inflight Management's Ebola precautions. Steve reported that the issue regarding a Las Vegas Assistant Manager who refused to read Irregularity Reports (IRs) to Flight Attendants during Fact-Finding Meetings had been addressed. There was discussion regarding issues experienced by Flight Attendants finding Employee Parking in Dallas. There was discussion regarding the quality of the Southwest Airlines cocktail napkins. Steve Murtoff reported that Southwest Airlines Ground Operations would be reminded of the published Unaccompanied Minor (UM) procedures. Steve said that the Southwest Airlines Legal Department had still not decided how Flight Attendants should handle being videotaped or photographed onboard Southwest Airlines aircraft. Steve reported that Henry Townsend had not yet provided information regarding whether or not Flight Attendants' names must match on all forms of identification. Matt Hettich requested that additional information be provided to Flight Attendants on SWALife regarding the time of the first departure of the day in each base. The Inflight Management Representatives still had no information regarding why Southwest Airlines Company Doctors were not allowed to treat Flight Attendants for their illness when Emergency Sick Call Procedures were in effect. Cuyler Thompson requested that Ground Operations Employees be reminded that Flight Attendants' bags could be Gate Checked and brought to the jetway and that the Operations Agents note Gate Checked bags on the Dispatch Report (DR). There was discussion regarding information published in a recent edition of Inflight Information on the Go (IIOTG) regarding flight service procedures. Chris Sullivan discussed stations not adhering to 4th Jumpseat procedures. Jimmy West requested that International Crew Briefings be conducted out of view of Passengers. Jimmy West discussed an issue with Atlanta Open Time. Pamila Forte reported that Fact-Finding Meetings were not being conducted consistently at the Atlanta Base. Audrey Stone discussed procedures at the Southwest Airlines Network Operations Control (NOC). Audrey Stone discussed Flight Attendants being

instructed not to talk to certain Passengers onboard the aircraft due to religious reasons. Steve Murtoff discussed potential electronic Flight Attendant Manuals.

Inflight Management left the Meeting at 1049.

Todd Gage made a **motion (8)** to revisit a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

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

Todd Gage made a **motion (10)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (11)** to revisit a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

John Parrott made a **motion (12)** to accept the proposed settlement to a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Becky Parker was excused from the Meeting at 1115.

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

The Executive Board made corrections and changes to the October Executive Board Meeting Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Drew Kennedy entered the Meeting at 1200 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1207 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1222.

Cuyler Thompson made a **motion (13)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1225.

The Executive Board went to lunch at 1226 and reconvened at 1402.

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

Tina Coffee was excused due to illness.

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

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

A Grievant entered the Meeting at 1415 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 1445.

John Parrott made a **motion (14)** to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1450.

The Executive Board continued to review the October Executive Board Meeting Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Drew Kennedy entered the Meeting at 1501 to discuss the merits of the Grievance.

Drew Kennedy was excused at 1520.

Cuyler Thompson made a **motion (15)** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1522.

Audrey Stone and John Parrott were excused at 1523.

Todd Gage chaired the Meeting.

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

Matt Hettich submitted information regarding the **TWU Local 556 Scholarship Program**. There was discussion.

The Executive Board **agreed** to adopt the proposed changes to the TWU Local 556 Scholarship Program, submitted by Scholarship Committee Chairperson Matt Hettich.

Stacey Vavakas made a **motion (16)** to recess. Valerie Boy **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage recessed the Meeting at 1653.

Wednesday **November 12, 2014**

Audrey Stone called the Meeting to order at 0830.

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

Tina Coffee was excused due to illness.

John DiPippa sought clarification on a news report that Southwest Airlines was adding seats to 737's. There was discussion that this was not true.

There was discussion regarding a Grievant.

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

Audrey Stone reports that she has been very busy with Contract Negotiations through October. She led the Negotiating Team (NT) at the bargaining table with Southwest Airlines Management for negotiations on October 20, 21, 22 23, 24, 28, 29, and 30. The NT also participated in a Negotiations Summit with the Southwest Airlines Pilot Association (SWAPA) and TWU Local 555 on October 27. Audrey continues to work with the Coordinating Council on all Contract Action Network (CAN) initiatives, and she spent October 26 in the Dallas Lounge, along with new Dallas Domicile Executive Board Member Andrea Garnett and CAN volunteer Wendy Warner. She, along with 1st Vice President Todd Gage, and 2nd Vice President Brett Nevarez met with Vice President – Cabin Services Mike Hafner, Senior Director – Customer Experience, Strategy and International Operations Sonya Lacore, Senior Director – Base Ops Steve Murtoff and Senior Director – Crew Ops and Automation Brendan Conlon on October 27. Audrey attended the Southwest Airlines Quarterly Earnings Labor Briefing on October 23. Audrey participated in the Grievance Review Committee on November 10, and she and Todd Gage participated in Live Broadcast on the same day. Audrey also spoke to Base Manager Network Operations Control (NOC) Mark Massa regarding the NOC and communication between all parties when an event happens. She sat Emergency Officer On-Call from November 3-10. Audrey continues to work with the Executive Board and Grievance Team, and respond to all Members.

Todd Gage presented the **1st Vice President's Report**. There was no written report submitted.

Brett Nevarez presented the **2nd Vice President'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.

Audrey Stone and Brett Nevarez updated the Executive Board regarding the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management.

Rob Riddell submitted his **Officer's Report** as Board Member at Large:

Rob attended the Executive Board Meeting in Dallas October 13 -17. On October 23, Rob delivered books that were donated in the readbox book drive. On October 29, he and Phoenix Domicile Executive Board Member, John DiPippa, and Phoenix Flight Attendant, Brian Talburt, met with City of Phoenix Parking Manager, Linda Dodd, to discuss ongoing parking issues. They also met with Managers from the "Blue Sky" and "The Parking Spot" parking lots in order to obtain better rates for Phoenix Flight Attendants.

Rob Riddell submitted the **Officer's Report** for Board Member at Large Tina Coffee:

Tina attended October Boards. Tina attended the Dallas Spirit party. Tina took a few calls from Members. Tina picked up books from the lounge and she and Rob brought them to the United Methodist Outreach Mission (UMOM). Tina and Rob got a tour of the facility that houses homeless families and helps them get back on their feet, find Section 8 housing, learn some occupational trades, gives them clothes, food, and medical aid. Tina was impressed with their reading program where up to 65 children attend and are read to. They also get to borrow three books to bring home to read. Tina would like our Members to please donate adult and children's clothes to their facility. They would also appreciate to the hotel bathroom supplies. Tina reports that the Phoenix Culture Committee event for breast cancer was cancelled due to not enough Flight Attendants signing up to participate. Tina and John DiPippa are planning the pizza party for the Phoenix Base on November 19 for going over their goal and collecting the most books for the TWU Local 556 readbox book drive. The Base collected a total of 422 books. Tina tuned into the Shop Steward Conference Call. Tina did canvassing and phone banking for three days for the Phoenix AFL-CIO. Tina is happy that Congresswoman Ann Kirkpatrick, who is always supporting airline issues, was reelected. The International endorsed her. Tina read Union emails and other Union information put out. Tina would like to thank Rob Riddell, John DiPippa, and Brian Talburt, for taking the time to help the Phoenix Flight Attendants with finding other options for their parking in Phoenix. They are getting moved out of another parking lot again!

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

John did three Fact-Finding Meetings since September Boards. John organized the red rack and made sure the glass case was updated with the Movember poster. John was in the lounge in October on the 27, and on the 1 and the 8 in November. John reported to the Board that the base will be hiring a new Inflight Supervisor to replace Jamie Ziegler, who is transferring to a different department. John reported to the Board that the check-in phone outside of security by the D Concourse seems fine now that a new phone that is web based was installed. On October 29, John, Board Member at Large Rob Riddell and Flight Attendant Brian Talburt visited the Parking Spot and Blue Sky to gage their interest in offering our Flight Attendants covered parking. John reported that the discussion with Blue Sky went very well with one of the partners offering a discounted rate of \$6.00/day compared to \$7.00/day if the base can procure the interest of 500 Pilots and Flight Attendants who would be interested in parking there. As of this writing, John has had 86 people sign up by clicking on a link to a custom made sign up page via the internet. Besides the discounted rate, for the first two weeks of this month, Blue Sky is offering free parking to Pilots and Flight Attendants to see if they really like parking there. John, Rob,

and Brian also briefly met with the Parking Spot that day with a more extensive meeting happening the following week. John reported to the Board that he attended a "Celebration of Life" service for Flight Attendant Stephanie Graham, who was the sister of Flight Attendant Jennifer Stearnes and sister-in-law of Flight Attendant Bob Stearnes. The service, which was on November 6, was attended by many Phoenix Flight Attendants. John also reported that this is the third Phoenix Flight Attendant that the base has lost this year. On November 5, John and Brian Talburt met with representatives of the Parking Spot and the meeting went very well and John and Brian should expect a formal offer this week that will not require a minimum number of people to sign up to park there. John also reported that besides himself, Rob and Brian met with Parking Manager Lynda Dodd on October 29. John reported the following to the Board: "...Lynda explained that East Economy will fill up because currently about 40% of the traveling public park in the Terminal Two Garage and the West Economy Lot, even though they fly out of Terminal 4. She explained that when the bus service from both of these lots goes away, there will only be a cart service from time to time from these lots to the Terminal Three Sky Train station. She believes that because of this, most passengers will be more inclined to use the East Economy Garage, especially in the Summer. She further mentioned that she doesn't anticipate a rate increase for 2015. She also mentioned that she is working on a Frequent Parking Program and is trying to get a flat rate enabled to park in all of the garages and should have this up and running towards the end of the Summer at the earliest. Finally, she mentioned that the reason she is moving the parking at the end of January from the East Economy Garage to the 44th Street Lot is to allow enough time to transition to the new lot because the East Economy Garage will start to fill up in March when Spring Break starts." John wants to thank Rob and Brian for their help with the parking situation in Phoenix. John wants to thank Board Member at Large Rob Riddell and Tina Coffee for dropping off the books from the readbox drive to the United Methodist Outreach Ministry (UMOM) center and to thank Rob for writing an article about his experience at the UMOM center. John reviewed Grievances prior to the November Executive Board Meeting. John wants to again 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. John informed the Board that the pizza party will be on November 19. John has sent out an E-Connection and wrote an article for the upcoming winter Unity magazine. John wants to thank Shop Steward Tim Blore for taking over the duties for the Toys for Tots drive. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

TWU Local 556 Strategic Advisor Mark Richard entered the Meeting at 0900.

The Executive Board worked with Mark Richard to develop a Strategic Plan for TWU Local 556.

Chris Sullivan left the Meeting at 0920.

The Executive Board took a break at 1050 and reconvened at 1105.

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

Chris Sullivan and Tina Coffee were excused due to illness.

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

The Executive Board worked with Mark Richard to develop a Strategic Plan for TWU Local 556.

Chris Sullivan returned to the Meeting at 1354.

The Executive Board took a break at 1426 and reconvened at 1445.

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

Tina Coffee was excused due to illness.

The Executive Board worked with Mark Richard to develop a Strategic Plan for TWU Local 556.

Mark Richard left the Meeting at 1700.

Cuyler Thompson made a **motion (17)** to recess. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1703.

Thursday **November 13, 2014**

Audrey Stone called the Meeting to order at 0830.

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

Todd Gage was excused for personal reasons.

Tina Coffee was excused due to illness.

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

Stacey reports that she continues to meet with Management about concerns within the base. Stacey sat Emergency Officer On-Call October 20-27. Stacey spent several days in the lounge talking with the Flight Attendants about their concerns. Fact-Finding Meetings are on the rise and there seems to be an increase in meetings regarding New Hires. The Union area in the Baltimore Lounge has finally been set up and a glass case has finally been installed. Stacey also attended the Customer Service Roundtable on October 7 with Senior Vice President of Customers Teresa Laraba. Stacey also sent out an E-Connection.

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

Valerie attended the October Executive Board Meeting, sent out an E-Connection and updated the Houston Base Page. Texas AFL-CIO Scholarship information and applications were placed on the Union Red Rack and the glass case was updated to include October Breast Cancer Awareness campaign. Valerie was Emergency Officer On-Call the week of October 13. The Contract Action Network had mega mobilizations on October 10 and 26. Pizza (reward for Members' generous book drive donations) was delivered to the lounge on October 26. Valerie attended the October Harris County AFL-CIO Central Labor Council Meeting with Delegates LaTonia Paul Benoit, Michael McNeil and Shop Steward Rose Johnston.

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

Andrea reported that she gladly accepted the position of the Dallas Executive Board Member on October 17. Andrea met with President Audrey Stone to discuss the Domicile Executive Board Member position. She had a meeting with Dallas Base Manager Shannon Hiatt on the morning of October 20 to discuss the Dallas Base and the ongoing parking issues. Andrea then met with 1st Vice President, Todd Gage, at the Union Office the same day to train for the Dallas Domicile Executive Board Member position. Andrea wrote her first Unity Magazine Article, sent out her first E-Connection and updated the Dallas Web Page on the TWU Local 556 Website. Andrea worked the Dallas Contract Action Network (CAN) Lounge Mobilization on October 26 with Audrey Stone and Wendy Warner. Andrea and Audrey also cleaned out the red rack in the lounge and she coordinated with the Dallas Supervisors to have all of the excess Unity Magazines recycled. Andrea sent out an email to the Dallas Shop Stewards. Andrea listened in on the Shop Steward and CAN Conference Call. Andrea conducted a Fact-Finding Meeting and decorated the glass case for the Movember campaign. Andrea conducted a CAN lounge mobilization on November 10.

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

Jimmy reported that the Orlando Base has been quiet over the past month. Jimmy reported that Fact-Finding Meetings have been almost nonexistent. Jimmy reported that he has received several positive comments regarding the negotiation updates being sent out. Jimmy reported that Orlando Supervisor Nate Turnbrink has left the Inflight Department and is now the Customer Service Manager in Orlando. Jimmy reported the Union Glass Case is updated with the Movember flyer. Jimmy reported the Union Red Rack has been cleaned and straightened.

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

Matt updated the Union Glass Case, updated the Oakland Base Page on the Union Website, tidied the Union Red Rack, distributed the Oakland E-Connection, and met with Oakland Inflight Management to discuss Member issues. On November 5, Matt participated in a conference call meeting with 1st Vice President Todd Gage, Leave Specialist Alice Hinckley, Manager of Labor Relations Maureen Emlet,

Senior Manager Inflight Audit Attendance and Leave Caroline Jernigan to discuss changes to the California Kin Care leave program. Matt attended the Alameda Labor Council Delegates meeting on November 11. At the meeting Oakland Shop Steward Sam Wilkins was sworn in as a TWU Local 556 Delegate to the council; Matt welcomed Sam in her new role. Matt thanked Oakland Member Mario-Galileo Cendejas and Oakland Shop Stewards Sam Wilkins and Josh Rosenberg for volunteering their time to phone bank and precinct walk during the midterm elections to help elect candidates who support TWU Local 556 and organized labor.

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

Donna reports the Chicago Base now has a full complement of Supervisors and staffing should be complete. Donna represented Flight Attendants in meetings with Management and reports that Fact-Finding Meetings continue in the Chicago Base for various reasons such as meetings being held for Flight Attendants who receive unfavorable Customer letters. Donna reports the focus now seems to be on Late to Gate discipline as opposed to Delay of Flights as well as perceived Social Media infractions and posts that have been sent in to Management from Flight Attendants, outside sources, and anonymous persons. Donna has communicated with Flight Attendants by telephone, sent out an E-Connection, updated the Chicago Base Page, and has been available by email, text, and telephone. Donna spent time in the lounge, tidied the red rack, communicated with Shop Stewards, and the glass case has been updated. Donna met with Base Management on several occasions during the month to discuss situations pertaining to the Chicago Base. Donna delivered the books from the readbox drive to the Elevator Constructors Local 2 in Oak Lawn, Illinois to be distributed to area children of unemployed Union Workers. Donna has been active as the Illinois/Indiana State Conference Chair, working with the TWU International COPE Representatives to further the cause of Labor. Donna also worked closely with local Labor Unions and the Chicago Federation of Labor during the latest mid-term campaign in Illinois. Donna was honored to be chosen by the Chicago Federation of Labor to be the Lead Coordinator at the Tinley Park phone bank during this election cycle.

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

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas, Texas October 13-17. 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-Findings 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 in Dallas and Denver. Chris updated the yellow Base Info and orange Negotiations binders on the Union Red Rack. On October 29-30 Chris participated in the Early Birds program at Osuna Elementary School in Albuquerque, New Mexico. Las Vegas Flight Attendant Gina Duvall, Las Vegas Domicile Executive Board Member Rachel Brownfield, Denver Flight Attendant Will Arisman and Denver Inflight Supervisor Marianne Holmgren also participated. The event was a success and Chris would like to thank Gina for working so hard to develop such a great program. Chris is working with Cetta, and the Denver Inflight Culture Committee, to have a float entered in the Denver St. Patrick's Day Parade. The parade was established over 50 years ago and is the largest of its kind in the western United States.

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

Rachel reports that she attended the Executive Board Meeting October 13-17. She canvassed in Nevada Senate District 20 for the 2014 Election along with former Las Vegas Domicile Executive Board Member, Addie Crisp, and Las Vegas Flight Attendant, Herman JJ Baker. Rachel attended the Friends Of Working Families Awards Dinner on October 24 where she met with labor-endorsed candidates and

the Las Vegas Chamber of Commerce. Rachel spent two days in Albuquerque, New Mexico with Denver Executive Board Member Chris Sullivan, Denver Flight Attendant Will Arisman, and Las Vegas Flight Attendant Gina Duvall to assist with the Early Birds Program at Osuna Elementary. Rachel reports that Gina has worked incredibly hard to implement this program. Rachel attended a State Conference Rally on October 30 to encourage voting in the General Election. Rachel represented Members in Fact-Finding Meetings, updated the glass case and distributed Union Pins.

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

Pamila reports that she did Fact-Finding Meetings, and updated the glass case. Pamila attended the October Executive Board Meeting in Dallas. Pamila wrote an article for Unity Magazine. Pamila continues to encourage Members to visit the Crew Lounge to support the CAN leaders Alison Head and Josie McKeeman Rose and their efforts to educate the Members on the Contract. Pamila and Atlanta Shop Stewards Kevin Smith, Dana Warner, Tara Cortes, and Maureen Adamek volunteered for Making Strides for Breast Cancer Walk on October 23 and 24. Pamila and the Atlanta Shop Stewards helped with the set up and registration of "Making Strides For Breast Cancer." Pamila and Shop Steward Maureen Adamek along with Veronica Espinoza closed out Breast Cancer Awareness Month, giving Employees from Southwest and AirTran pink popcorn and cotton candy, and reminding women to stay on top of their mammograms throughout the year. Pamila, Maureen, and Veronica had Members sign a poster with the names of their friends and family affected by breast cancer, to post in the Crew lounge. Pamila continued with monthly Crew Room Sits with Association of Flight Attendants (AFA) Council 57 President Travis Bruce and Vice President Eric McCulley answering questions for transitioning and current Flight Attendants. Pamila and Shop Steward Bill Macedo attended the TWU Georgia State Conference meeting in Augusta Georgia. Pamila did phone banking for the Georgia 2014 Midterm Election. Pamila also assisted with phone banking with the AFL CIO Friends and Neighbors (FAN) for Colorado, Illinois, Florida and Wisconsin. Pamila worked with Shop Steward Georges Jones on a men's health awareness lounge mobilization for Movember. Pamila continues to work with Lori Lochelt and Addie Crisp on the Human Trafficking seminar taking place in Atlanta next year.

Audrey Stone submitted the **Committee on Political Education (COPE) Report** for Co-Chairperson Bryan Orozco:

Bryan Orozco reported that the California, Texas/Oklahoma, Nevada/Arizona/Colorado, Illinois/Indiana, and Georgia State Conferences all had TWU Local 556 Members participate in the TWU International "Election 2014"; some were on release and others volunteered. The Members knocked on doors, phone banked, met with candidates running for local, state and federal offices, and did job site visits to help inform all AFL-CIO and TWU Union Members on labor issues and candidates that would support all working Americans. The Members also participated in the TWU/AFL-CIO "Get out the Vote" (GOTV) for the mid-term elections.

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

The month of October for CISM was extremely busy. The total number of calls that came into our CISM hotline was 118. We spoke to a total of 340 Flight Attendants during the month of October. CISM presented to both the New Hire and SMT classes. The CISM Team conducted a lounge mobilization in Phoenix for two days after a co-worker passed away and provided peer support to over 75 Flight Attendants. I along with one Team Member attended SWA Go-Team Training and participated in the Emergency Response activities during the training session. I along with one Team Member conducted a CISM defusing with the Flight Attendant Crew and Pilot Crew after a major incident. I attended the national Flight Attendant Drug and Alcohol Program (FADAP) Conference on Drug and Alcohol addiction in Baltimore, to educate myself on how to better coordinate with the FADAP Team, TWU

Local 556 and Inflight Leadership. I was invited to attend the American Airlines and US Airways joint CISM Training at Dallas Fort Worth Airport and spent some time with their Inflight Leaders and leaders from the Association of Professional Flight Attendants (APFA). Below you will see the type and total amount of calls we received. Each incident listed required between one and four calls per incident.

INCIDENT SUMMARY FOR OCTOBER 2014

<i>Medical Emergency</i>	<i>23</i>
<i>Personal Issue-F/A</i>	<i>15</i>
<i>Death of F/A Family Member</i>	<i>14</i>
<i>Mechanical</i>	<i>9</i>
<i>F/A Hospitalization</i>	<i>7</i>
<i>Mechanical w/ Divert</i>	<i>6</i>
<i>Medical w/ Divert</i>	<i>5</i>
<i>Passenger Misconduct</i>	<i>4</i>
<i>F/A Injury</i>	<i>4</i>
<i>Suicide of a Family Member</i>	<i>3</i>
<i>F/A Personal Illness</i>	<i>3</i>
<i>Death on Board</i>	<i>3</i>
<i>Calls Related to F/A Family Member Death</i>	<i>3</i>
<i>F/A Illness on A/C</i>	<i>2</i>
<i>Lounge Mobilization - PHX</i>	<i>1</i>
<i>Declared Emergency</i>	<i>2</i>
<i>Aborted Takeoff</i>	<i>2</i>
<i>Decompression</i>	<i>2</i>
<i>Incident on RON</i>	<i>1</i>
<i>F/A Illness on RON</i>	<i>1</i>
<i>Suicide Attempt</i>	<i>1</i>
<i>Debriefing</i>	<i>1</i>
<i>Prep Cabin for Emergency</i>	<i>1</i>
<i>Smoke in Cabin</i>	<i>1</i>
<i>Turbulence w/ Injury</i>	<i>1</i>
<i>Sexual Assault</i>	<i>1</i>
<i>FA Involved in Accident - Off Duty</i>	<i>1</i>
<i>Employee Death - Off Duty</i>	<i>1</i>

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There was discussion regarding how the Chairperson of the joint Southwest Airlines/TWU Local 556 CISM Committee was compensated for the work.

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

Lisa Trafton reported line writing for December had the normal challenges of previous years with the Christmas and New Year holiday schedules. The Scheduling Committee left 1,095 positions uncovered (438 more positions than November of 2014 and 135 less positions than December of 2013). Total number of Flight Attendant positions available for December was 8,034 (a decrease of 118 positions from November of 2014). The Committee for the month of December wrote an average of 73% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 35.79% of the lines with all weekends off, and the lines containing three on/three off or 48-hour breaks did not exceed 17.8%. The average line pays 97.12 Trips for Pay (TFP). Please let Flight Attendants

know they are always more than welcome to watch Primary or Secondary Line Writing. The Line Writers for the December 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. The Line Writers for the December 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 **Health Committee Report** for Chairperson Michele Moore:

Aviation Safety Action Program (ASAP)

To date, we have received 2,365 ASAP reports. We currently have two recommendations that we have submitted to the Company for procedural improvements on the take-off procedures and the over wing window exit (OWWE) briefings.

We have had numerous reports where Flight Attendants have not been in their jumpseats for take-off due to the Pilots not giving the “hi-lo chime,” or for not following their procedures when the Flight Attendant doesn’t make the “cleared for departure” public address. We feel this type of event could cause serious injury to our workgroup and are hopeful that the recommendation will be accepted. We continue to get an abundance of reports where the C isn’t doing the OWWE briefing for a variety of reasons. Our recommendation asks that a step be added to our procedures that would remind the C to do the briefing. When the FAA does their audits, this is an area that they focus on so we feel this is an event type that needs to be addressed. We still have three ASAP base visits to do. Due to the health issues in the country and the evacuation issues, we had to temporarily postpone the visits. If we aren’t able to do them prior to the end of the year, we will do the visits the first quarter of 2015.

Health

We have had numerous meetings and conversations with the Company and several Flight Attendants regarding the breakdowns in communication that occurred after the Austin evacuation. We are in the process of creating several checklists to be used as a tool in this type of event. We are planning on visiting the NOC for a couple different shifts to understand their procedures and to try to learn how the process works. We are working closely with CISM during this process as they are having the same problems. During any of these events our processes (Health, Safety and CISM) overlap so we have constant communication with each other to make sure our Flight Attendants are taken care of. We continue to monitor the Ebola situation and continue to meet with the company on our health and safety procedures. We feel it is imperative that we stay ahead of the situation and not let our guard down, even though the amount of people in quarantine and on the watch list is dwindling. We were successful in our initiative to have medical grade gloves available to our Flight Attendants as well as extra Sanicom wipes and spray on the aircraft. I will confirm with the Company during my next Health and Safety Committee meeting that Ground Operations is remaining vigilant in not allowing passengers that appear ill on the aircraft. We are still trying to schedule a meeting with Manager of Customer Experience Kevin Clark regarding hot aircraft procedures. We want assurance that the hot aircraft issue isn’t ignored again until next summer.

Emergency Notification System (ENS) Follow-ups

We received approximately 143 ENS messages for the time period of October 13 through November 11. Additionally, we received several emails from the NOC that didn’t come across in the form of an ENS message. Many of these required follow-up phone calls or actions.

Meetings:

In October I had seven ASAP meetings (not inclusive of the days spent on ASAP prep and follow-up), three de-brief meetings, one day of Go-Team training and two meetings with Flight Attendants that have

had evacuation events recently. Additionally, I participated in the Shop Steward Conference Call to speak about Ebola and health issues.

Meetings Scheduled to Attend in November:

*HASC – Health and Safety Committee Meeting – monthly meeting
 ERC – Weekly Meeting in addition to weekly prep and follow-up
 ASAP Base Visits – Three Bases left to visit before the end of the year
 SWASHARE – A meeting with all of the SWA ASAP Groups*

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

Matt reported that former Negotiating Team Member Denny Sebesta and current Negotiating Team Member Brandon Hillhouse continue to write Contract education articles for Unity Magazine and Unity Update. Matt continues to work 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:

<i>Unprofessional Behavior</i>	<i>3</i>
<i>Not Taken</i>	<i>5</i>
<i>Social Media</i>	<i>1</i>
<i>Pilots</i>	<i>1</i>
<i>Withdrawn</i>	<i>2</i>
<i>Still in Progress</i>	<i>1</i>
<i>Total Cases</i>	<i>13</i>
<i>Positive Outcome</i>	<i>4</i>

Bases

<i>ATL</i>	<i>3</i>
<i>PHX</i>	<i>1</i>
<i>HOU</i>	<i>2</i>
<i>BWI</i>	<i>2</i>
<i>MDW</i>	<i>2</i>
<i>LAS</i>	<i>1</i>
<i>DAL</i>	<i>1</i>
<i>MCO</i>	<i>1</i>

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

Crystal Reven, TWU Local 556 Uniform Committee Chair, began her report informing the Executive Board that new uniform design efforts were well underway. Over the last two weeks several base visits and focus groups have been conducted to ascertain Members' needs and wants in a new uniform. More base visits and overnight meetings are scheduled as well. On November 11, Sonya Lacore sent out an Inflight Info On The Go (IIOTG) notice informing the workgroup of Southwest Airlines' intention to secure Cintas once again as its uniform distributor. "The selection was made based on feedback from Employees, as well as evaluation from the Uniform Steering Committee and the Uniform Core Team. Vendors were evaluated on 26 criteria across five different areas, including overall impression, product development and planning, technology, design capability, and wear test plan. The average of each category was calculated to produce a final score, and Cintas emerged as the clear winner." Until the final transition, Members will still order uniform pieces using the same process they do now from Lands End. Crystal continued her report by reminding the Executive Board that winter weather is upon us. Should Members find that their uniform coat is not warm enough during extreme weather

conditions, they most certainly may don their own winter coat as long as it meets the specific requirements outlined in Section 4.2.4 of the Flight Attendant Handbook. Crystal and Mark Savage continue to answer Member questions and concerns via email, phone, and social media portals. Additionally, Crystal submitted information to be added to the Uniform Committee Webpage on the Unions Website. Crystal concluded her report by thanking the Executive Board for allowing both herself and Mark Savage to continue their work on the Uniform Committee and encourage them and all Members to contact them anytime at Uniforms@twu556.org

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

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:

<i>Dallas</i>	<i>– (1)</i>
<i>Chicago</i>	<i>– (1)</i>
<i>Phoenix</i>	<i>– (1)</i>
<i>Oakland</i>	<i>– (1 - UU)</i>

The Domicile Executive Board Members for the remaining bases (Atlanta, 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. In October the image was changed to add a pink ribbon and for November a moustache.

The Webcast was hosted last month using a new service as a test. We will be using this new service for the next few months to test reliability. Member feed back is welcome. We are hoping that this new service will be user friendly and ad free.

Publications

- *Unity Magazine*
 - *Fall Unity Magazine*
 - *Edit articles*
 - *Under Cuyler’s direction, created new “look”*
- *Unity Updates -*
 - *Provided edits/revisions suggestions*
 - *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 October SSC; included edits, graphics, creating sample boards/trip sheets and layout.*
- *Glass Cases*
 - *November*
- *Other projects*
 - *Had covers from Winter, Spring and Summer Unity magazines framed for Union Office*

and to give to Ashley (had prints made, found frames that would accommodate the size, had framed)

- *NT / Mobilization / CAN*
 - *Crew Connection #7 – Contract History Chart*
 - *Crew Connection #8 - Attendance 101*

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@twu556.org.

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

Pamila and Former Las Vegas Domicile Executive Board Member (DEBM) Addie Crisp continue to plan the Human Trafficking seminar taking place in Atlanta. Pamila and Oakland Domicile Executive Board Member Matt Hettich are discussing including seminar information along with the DEBM's January Campaign for Human Trafficking.

Stacey Vavakas submitted the **Shop Steward Committee Report**:

The Shop Steward Corner for October was emailed out and the monthly conference call took place on October 30. Shop Steward Webpage has been updated. Committee Chairs addressed concerns brought forward to the Committee.

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 one New Hire class and hosted the dinner following. They also presented to a SMT class this week and hosted the subsequent two dinners. Audrey has been working with Brett Nevarez to schedule the Union's presentations and dinners for the additional classes that have been before the end of the year, and they will be sitting down with AFA-Council 57 Union Leaders on December 3 to discuss the final SMT classes to ensure a smooth transition.

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

Chris Sullivan submitted the **Veteran's 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. On October 18 Chris assisted the Rocky Mountain Honor Flight on their return trip from Washington, D.C. The World War II and Korean War Veterans were greeted by cheering Southwest Airlines Employees and Passengers in the gate area. Once they reached the main terminal they were met by an Honor Guard, bagpipers, and hundreds of friends and family. Chris would like to thank Denver Flight Attendant Janet Bottles and her family for assisting on the outbound flight. Chris transported seven large boxes of running shoes to San Antonio, Texas for Operation Free Post Exchange (PX). Along with Denver Flight Attendant Victoria Partridge, Chris delivered the shoes to a warehouse in Boerne, Texas. The Committee will be placing collection boxes in each Domicile to collect donations for the PX. The boxes will remain in the lounges until December 8. The donated items will be transported to San Antonio, Texas for distribution on

December 15. Unfortunately, the fundraiser for Building Homes for Heroes scheduled for October 22 had to be postponed. Chris is currently looking to reschedule the event in November.

The Executive Board **agreed** to support Chicago Shop Steward Brendan Remezas' nomination to serve as the Recording Secretary of the TWU Veteran's Committee.

The Executive Board took a break at 1006 and reconvened at 1025.

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

Todd Gage was excused for personal reasons.

Tina Coffee was excused due to illness.

The Executive Board discussed the upcoming TWU Working Women's Committee Meeting

Valerie Boy made a **motion (18)** to excuse Audrey Stone from the December 2014 Executive Board Meeting in order to attend the TWU Working Women's Committee Meeting in Washington, D.C. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Stacey Vavakas made a **motion (19)** to excuse Donna Keith from the December 2014 Executive Board Meeting in order to attend the TWU Working Women's Committee Meeting in Washington, D.C. Andrea Garnett **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

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

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

The Flight Attendant Drug and Alcohol Committee attended the FADAP Conference in Baltimore on October 1 and 2. Amy and Natalie attended the advisory board meeting on October 3. Natalie spoke with SMT on October 16.

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

Audrey Stone submitted the **Coordinating Council's Report**. There was no written report submitted.

There was discussion regarding the upcoming TWU Local 556/U.S. Marine Corps Reserve Toys for Tots drive.

Audrey Stone submitted correspondence regarding TWU International.

Audrey Stone submitted correspondence regarding a Day of Action in Washington, D.C. planned in support of the fight against Norwegian Air Shuttle.

Audrey Stone submitted correspondence from TWU regarding upcoming new Officer Training.

The Executive Board **agreed** to hold the December 2014 Executive Board Meeting via Conference Call.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1102 to discuss the merits of a Grievance.

John Parrott made a **motion (20)** to revisit a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (21)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1107.

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

Valerie Boy made a **motion (22)** to approve the October 2014 Executive Board Meeting Attendance Report as amended. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board continued to review the October 2014 Executive Board Meeting Minutes, Synopsis and Roll Call Voting Record and Tally.

Brett Nevarez made a **motion (23)** to approve the October 2014 Executive Board Meeting Voting record and Tally as amended. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (24)** to approve the October 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	Excused
John Parrott	Nay
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Nay
Valerie Boy	Nay
John DiPippa	Nay
Matt Hettich	Yea
Pamila Forte	Away
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Yea

The motion **carried**.

Brett Nevarez made a **motion (25)** to approve the October 2014 Executive Board Meeting Minutes 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	Excused
John Parrott	Nay
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Nay
Valerie Boy	Nay
John DiPippa	Nay
Matt Hettich	Yea
Pamila Forte	Away
Rachel Brownfield	Yea
Andrea Garnett	Yea
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Yea

The motion **carried**.

John DiPippa made a **motion (26)** to adjourn. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Yea
Todd Gage	Excused

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1235.

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



Cuyler Thompson
TWU Local 556 Recording Secretary