



TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO AIR TRANSPORT LOCAL 556

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Executive Board Meeting February 11 – 13, 2014 Synopsis

Tuesday

February 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, Tina Coffee, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Rob Riddell was excused to participate in a conference call regarding the Language of Destination/Origin (LODO) Committee.

Brett Nevarez read aloud the **TWU Membership Pledge**.

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

Audrey Stone updated the Executive Board on the week's Agenda.

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

Audrey Stone led our Negotiating Team (NT) at the table with Southwest Airlines Management on January 21 and 22. The NT continues to provide updates after each round of bargaining, and will go back to the table on February 18 and 19. Recently the NT responded to the new "SWA Together" Website put out by Senior Vice President Labor Relations Randy Babbitt, both in an independent statement as well as a joint statement signed by all Union Presidents on property at Southwest Airlines. Randy Babbitt continues to exchange correspondence with Union leaders, including regarding the decision to remove the Employee pay scales that were posted on the site at our request. Audrey participated in the monthly Shop Steward Conference Call on January 20, and has also been coordinating with our new Mobilization/Organizing Committee. Audrey is disappointed to report that after accepting her appointment as our Co-Chair, Karla Kozak has now resigned this position. Audrey, 1st Vice President Todd Gage, and 2nd Vice President Brett Nevarez met with many members of Southwest Airlines Management on January 21 for the report regarding the Polar Vortex. Audrey has published information on this in the February 5 Unity Update, and has had further dialogue with leaders about scheduling additional meetings to continue identifying solutions to some of the problems experienced during the operational meltdown. Management continues to be open to hearing our ideas.

Audrey also met with Southwest Airlines Pilot Association (SWAPA) President Mark Richardson on January 29 to discuss negotiations and labor issues. Audrey, Todd Gage, and Financial Secretary/Treasurer John Parrott met with Vice President Cabin Services Mike Hafner and Senior Director Base Operations Sonya Lacore on January 21 for their monthly meeting. Audrey met with Director Labor Relations Mike Mankin on January 29 to follow up on labor issues and to discuss a Q and A for the Atlanta Base opening. Audrey chaired the Houston, Oakland, Phoenix, Las Vegas, Denver, and Chicago Membership Meetings between January 17 and January 28. Attendance at the meetings remained strong, and two of the three motions voted on were passed by our Membership. Audrey, along with Todd, attended her first TWU International Executive Board Meeting from February 3- 6. Audrey wrote articles for both the January 20 and February 5 Unity Update, as well as three articles for the current edition of Unity Magazine. Audrey participated in the Grievance Review Committee on February 10 as well as our TWU Live Broadcast. Audrey reports that the quarterly Coalition of Flight Attendant meeting scheduled for February 19-20 has been postponed indefinitely, with APFA and AFA citing “scheduling conflicts.” Audrey remains available to all of our Local 556 Committees and Members, continues to work towards resolution on issues that come up with Southwest Airlines, and is building relationships with other Unions.

Audrey Stone **agreed** to contact Southwest Airlines Senior Vice President of Labor Relations Randy Babbitt regarding the removal of Flight Attendant pay scales from the controversial *SWA Together* Website as he had said he would.

Audrey Stone updated the Executive Board on the events of the International Executive Board Meeting she had attended with 1st Vice President Todd Gage.

Audrey Stone reported that TWU International would continue to pay for economist Dan Akins, utilized by two Locals at TWU.

There was discussion regarding the “weighted average” used to calculate the amount of dues paid by Members of TWU Local 556.

Cuyler Thompson reported that the appeals of former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann had been denied by the TWU International Committee on Appeals. The Executive Board discussed the fact that TWU had upheld the decisions of the Executive Board and the removal of these former Officers from Office. Cuyler Thompson reported that there would be more discussion regarding the appeals later in the Meeting.

John Parrott submitted the **Office Manager’s Report**:

John reported the following statistics for January:

<i>Sick Days</i>	<i>13</i>
<i>Vacation Days</i>	<i>35</i>
<i>Vacation Convert</i>	<i>1</i>
<i>Flex Days Earned/Used</i>	<i>8.5/8.25</i>
<i>Doctor Appointments</i>	<i>2</i>
<i>Company Training</i>	<i>1</i>
<i>Total Days to cover</i>	<i>58</i>
<i>Temp Staff Days</i>	<i>22.5</i>

The Executive Board thanked John Parrott for his diligence in staffing the Union Office appropriately, reducing the amount of dues monies spent on Lost Time.

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

Todd reports that on January 21, he along with President Audrey Stone and 2nd Vice President Brett Nevarez, met with Southwest Airlines Management to hear their report on what lead to the operational problems they had in early January at Chicago Midway. That same day he attended the Grievance Meeting at Southwest Airlines Headquarters along with Grievance Chair Becky Parker and Grievance Member Barbara Fitzhugh. He reports that there was some positive dialogue and resolution on some outstanding grievances. Treasurer John Parrott, Audrey and Todd also met with Vice President of Cabin Services Mike Hafner and Senior Director of Base Operations Sonya Lacore. On February 3 through February 5 Todd and Audrey participated in the TWU International Executive Board Meeting in San Juan, Puerto Rico along with International Vice President Thom McDaniel and International Vice President and Air Transport Division Director Gary Drummond. Todd worked on updating the TWU Local 556 Procedures and Guidelines. He along with Oakland Domicile Executive Board Member Matt Hettich began work on the proposed Extreme Irregular Operations Procedures for the Local.

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

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

In January, Tina attended her first Nevada/Arizona/Colorado State Conference Meeting in Las Vegas. In attendance were representatives from TWU Locals in Las Vegas and Phoenix. TWU COPE Field Representative Gwen York, a Dallas-based Flight Attendant, presided over the meeting. Bryan Orozco, the State Conference Chair, was there as well. There were twenty Southwest and American Airlines Union workers in attendance. We spoke with a couple of candidates that were running for district seats in Las Vegas. We discussed how TWU chooses to monetarily support candidates that are labor friendly. It was very interesting and I hope someday in the near future that Arizona will have their own independent State Conference. Tina took a few calls especially during the Midway debacle at the beginning of the month. Tina read all the Union emails, the Yellow Sheets sent out by the AFL-CIO, which is political information, the Unity Update, Shop Steward Information, and other various Union articles on the internet that she believes are pertinent to her position. Tina attended a rally at Phoenix City Hall, which was a showing of Unity and support for our AFL-CIO Brothers and Sisters in the American Federation for the State, County, and Municipal Employees (AFSCME). They are just starting their negotiations with the city of Phoenix, but right off the bat, the city is wanting to take away their deferred compensation and change it to a 401K plan which could substantially reduce what they get when they retire, depending on the stock market and the economy. This is called "Pension Reform" and is a way for the city not to spend so much on the retirement of these long working employees. Already the city of Phoenix is exhibiting many Union busting techniques. After the rally Tina got to sit down with the Phoenix President of the AFSCME at his office and asked him how we could help. He said, "To get our Flight Attendants out to the rallies and make sure that people knew what was going on in Phoenix, including a huge raise for the City Manager, voted in by the City Council. Tina agreed that, "Unions supporting Unions creates solidarity." Tina also recently attended a meeting of the AFL-CIO Legislative Committee, Rebekkah Friend presided. There were discussions about the current bills that were going to be introduced in the House and Senate that were both labor friendly and not labor friendly. We got a list of our Representatives in the Phoenix districts and will be given assignments as to who to call concerning certain bills getting passed. She agreed to do a special training for a group of us on how to speak to your Representatives. She also said she would support us

in the "No Knives On Planes" and also "No Cell Phones On Planes" as well as write up talking points and get us appointments with our Representatives to get these bills written and passed. They also got a large list of the bills that were being supported by the AFL-CIO in Phoenix. Tina states that she has a lot to learn but find this committee amazing, as it has to do with state politics and many issues that concern us as a Union Workers, as well as residents of Arizona. Tina has spoken with Sam Wilkins about the upcoming Valentine's Day showing of LUV to our TWU Local 555 workers. Tina and John DiPippa plan on making the bags with the talking points and Hershey Kisses. Tina is going to make 150 cupcakes for Operations and Ramp Agents and decorate our lounge mobilization table. Tina is also planning on attending the Phoenix Message To The Field.

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

John wrote the February E-Connection and has cleaned the red rack and made sure the glass case was updated. John has been in constant communication with his Shop Stewards regarding issues affecting the industry in general. John placed the dues increase letter in the Flight Attendants' mailboxes and attended the January Membership Meeting. John has reached out to Flight Attendants who haven't provided the Union with their email address inquiring if they want to provide the Union with their email address. John plans to be in the lounge during the Valentine's Day weekend visiting with Members and also showing his support for TWU Local 555 and also planned to attend the Message to the Field. John plans to meet with Elizabeth Terrazas, the Assistant Parking Manager later this month. A few things John is going to ask is if the city of Phoenix will allow out of base parking and to discuss the 44th Street Employee Parking Lot and one of the concerns that were expressed to him. John will also try to get an update from Elizabeth about the planned parking movement in September and try to implore Elizabeth and her superiors to allow Flight Attendants to continue parking in the East Economy Parking Garage until the economy improves and the garage actually fills up. John also informed the Executive Board that Leave Specialist Kathy Garner has transitioned to Inflight Supervisor and Linda Taber, who dealt with a lot of parking issues for the base has transferred to the Phoenix station in the Ground Ops Department. Finally, John wants to thank Board Member at Large Tina Coffee for assisting with AFL-CIO events in the base.

Stacey Vavakas presented the **Baltimore Base Report**. There was no written report submitted.

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

Valerie attended Executive Boards the week of January 13 and met with Special Merger Training (SMT) graduates on January 14. The Houston first quarter Membership Meeting took place on January 17. Valerie participated in a Shop Steward Conference Call on January 20 and updated Houston Shop Stewards on current events including grievance settlements that affect Contract language. Houston Shop Stewards LaTonia Paul Benoit and Michael McNeil attended the Texas AFL-CIO COPE Convention and participated in the TWU Texas State Conference. Valerie attended the monthly Harris County AFL-CIO meeting. The red rack was tidied, Union Glass Case was updated throughout the month and all required publications were distributed to Flight Attendant mail boxes. Houston E-Connection was emailed to Houston Members with email addresses on file and Domicile Executive Board Member article was submitted for upcoming Unity Magazine.

Karen Amos submitted the **Dallas Base Report**:

Karen reported she received copious calls regarding the inclement weather. The two main question topics were how Scheduling was rescheduling Flight Attendants and clarification as to how they will be paid. Karen attended January Executive Boards. Attended the Dallas Membership Meeting. Karen

wrote a base article for the Unity Magazine. Karen contacted Flight Attendants and Shop Stewards to see how things were going and to answer any questions or concerns they might have. Karen spent time in the Dallas Lounge. Karen reported that she tidied the Union Red Rack multiple times and updated the Union Bulletin Board. All Union publications were distributed in the Dallas Base.

Jimmy West presented the **Orlando Base Report**. There was no written report submitted.

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

Matt updated the Executive Board on the progress of the security enhancements made to the Neil Armstrong employee parking lot. Matt reported that Fact-Finding and Attendance Meetings have been quiet over the previous month. Matt held an Oakland Lounge Mobilization on February 6 to update the Membership on Negotiating Team progress. Matt updated the Union Glass Case, tidied the Union Red Rack, communicated with Oakland Shop Stewards via email, wrote three articles for the winter issue of Unity Magazine, sent out an Oakland Base update via Unity Update in lieu of the traditional Oakland E-Connection, distributed all Union correspondence in Oakland and met with Oakland Base Management to discuss issues concerning Oakland Flight Attendants. Matt attended the Shop Steward Conference Call on January 20, attended the Oakland Membership Meeting on January 23, attended the TWU California State Conference on January 29, and attended the Alameda Labor Council Delegates Meeting on February 10. Matt thanked Oakland Member Donald Silva for attending Alameda Labor Council training on campaign finance, prepared by the Olson, Hagel & Fishburn, LLP legal team. Matt also thanked Donald Silva for all his efforts in making the TWU California State Conference a success. Matt reported that TWU Members interviewed California Senate Majority Leader Ellen Corbett during the January meeting of the TWU California State Conference; Senator Corbett is now running for United States Congressional District 15 and met with the group seeking TWU endorsement.

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

Donna reports that the Chicago Base has been busy during the last month; not only with regular business but also with the residual effects of the weather event in Chicago. Donna received many calls over the course of the month concerning items such as difficulties during the Chicago freeze, payroll questions for Flight Attendants during that time, as well as the seeming implosion of the Scheduling Department and inadequate phone system for Flight Attendants attempting to contact Scheduling during the irregular operation event. Phase One and Phase Two Attendance Meetings as well as Fact-Finding and Step Two Meetings continue regularly in the Chicago Base. Donna has updated the glass case, tidied the red rack, distributed all publications, updated the base page, been in contact with Shop Stewards, assisted in editing the Unity Update and Unity Magazine spent time in the Chicago Lounge, and met with Chicago Base Management to discuss business of the base. Donna served Weekend On-Call in the beginning of January as well as having served as Emergency Officer On-Call during a week in January. Donna attended the Chicago Membership Meeting on January 26.

Addie Crisp submitted the **Las Vegas Base Report**:

Addie Crisp updated the glass case and organized the red rack. Addie Crisp attended the Las Vegas Central Labor Council Judicial Candidate Endorsement Interviews. Addie Crisp along with Board Member Tina Coffee, State Conference Chair Bryan Orozco and a number of Shop Stewards attended the Nevada Arizona Colorado State Conference Meeting. Addie Crisp is pleased to announce that Las Vegas had over 30 people attend the Las Vegas Union Meeting. Addie would like to give special thanks to Patti Phillips and Rickie Spand for organizing and publicizing the Union Meeting.

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

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas January 13-16. The Union Glass Case and red rack were updated throughout the month. Chris also represented Members and conducted lounge visits. Chris participated in the Denver Inflight Culture Committee meeting on January 17. Chris wrote and submitted a base article for Unity Magazine. On January 26, Chris attended the Denver Membership Meeting. Chris placed the dues increase letter in all Denver Members' mailboxes.

Audrey Stone submitted the **Committee on Political Education (COPE) Report**:

Audrey Stone reports that TWU International complimented Local 556 on their involvement with COPE, through donations made as well as participation in State Conferences. During the recent International Executive Board Meeting, Audrey and Todd spoke about our upcoming Atlanta Base opening and are looking forward to participation in the TWU Georgia State Conference. They also met a new International Government Affairs Representative. Addie Crisp attended the Las Vegas Central Labor Council Judicial Endorsement Interviews. In this meeting, 102 Candidates out of 117 were interviewed. These Judicial Candidates range from Nevada Supreme Court to Family Court. Questions asked of the candidates pertained to child support, alimony, and division of care along with other important issues.

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

CISM had a total of 92 Incidents called into the hotline. We spoke to over 275 Flight Attendants during the month of January. We currently have approximately 62 active Flight Attendants on the CISM Team. We will be conducting our annual CISM Recurrent Training April 8-9 2014. Each incident that comes into our hotline necessitates approximately three to four returned phone calls. Each Flight Attendant is treated with 100% confidentiality and we are committed to follow through on each and every Member. If an Incident requires additional follow up from the Safety Team at Local 556 or the Domicile Executive Board Member, a message is sent to the appropriate person to assist with follow up. We have been presenting the CISM program to all SMT Classes and all New Hire classes as they transition through Inflight Training. Each class we are given a one-hour time slot to present the program and hand out information to all new Flight Attendants. As the Team gets busier and with the expected growth, we may need to add additional Team Members towards the end of 2014. Each Team Member sits pager rotation approximately once every eighteen months. The Southwest Airlines/TWU556 CISM Team is now currently handling all of the Air Tran Incident calls as well as our own. Below you will see a list of all the incidents we handled in January:

<i>Personal Issue-F/A</i>	<i>16</i>
<i>Mechanical</i>	<i>10</i>
<i>Medical w/ Divert</i>	<i>7</i>
<i>Mechanical w/ Divert</i>	<i>7</i>
<i>Medical Emergency</i>	<i>6</i>
<i>F/A Injury</i>	<i>6</i>
<i>Volunteer Project</i>	<i>5</i>
<i>F/A Hospitalization</i>	<i>3</i>
<i>Smoke in Cabin</i>	<i>2</i>
<i>Turbulence w/ Injury</i>	<i>2</i>
<i>Declared Emergency</i>	<i>2</i>
<i>Assault - Off Duty</i>	<i>2</i>

<i>F/A Illness on A/C</i>	<i>2</i>
<i>A/C Incident</i>	<i>2</i>
<i>Passenger Misconduct</i>	<i>2</i>
<i>Death of F/A Family Member</i>	<i>2</i>
<i>Team Member Debriefing</i>	<i>1</i>
<i>Suicide Attempt</i>	<i>1</i>
<i>Suspicious Substance on Board</i>	<i>1</i>
<i>Terrorist Threat</i>	<i>1</i>
<i>Substance Referral-FAAP Team</i>	<i>1</i>
<i>Birdstrike</i>	<i>1</i>
<i>Non Work Related</i>	<i>1</i>
<i>Debriefing</i>	<i>1</i>
<i>F/A Illness on RON</i>	<i>1</i>
<i>Personal Issue-Pilot</i>	<i>1</i>
<i>Defusing</i>	<i>1</i>
<i>Smoke in Cockpit</i>	<i>1</i>
<i>Aborted Takeoff</i>	<i>1</i>
<i>Branson Incident</i>	<i>1</i>
<i>Turbulence</i>	<i>1</i>
<i>Death on Board</i>	<i>1</i>
<i>Total</i>	<i>92</i>

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

Lisa Trafton reported that Line Writing for March lines were beyond difficult. Network Crew Planning is continuing to make our schedules so dense it is becoming more difficult for Inflight Crew Planning to give us the lines that are needed and still keep the amount of Reserves needed for the daily operation of the Company. Claire Taitte informed the Union that per Article 10.A.8 of our Contract, Jobshare would be suspended to allow additional days (above the maximum of ten) and pairings be left in Open Time where the Committee could still meet our contractual obligations. The Union and the Company agreed that anything left over and beyond would be offered at VJA when Open Time is released on February 20. The Scheduling Committee left 1,642 positions in Open Time after writing Primary Lines for March. This was the most amount of positions left in Open Time after writing Primary lines since 2007 (Lisa does not have data before that year on Open Time left). She hopes that we will see some relief with the opening of the Atlanta Base in May and the additional hiring of Flight Attendants. The Committee on average wrote 70.85% pure lines (lines starting on the same day each week containing pairings of the same length); maintained 35.38% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 17.84%. In total, the Committee wrote 7,259 individual lines (an increase of 245 individual lines from this month last year and an increase of 154 individual lines from last month) averaging 96.45 TFP (a 4.09 increase from February). They will be bringing in some Line Writers who have not written in a while in preparation for the opening of the Atlanta Base. Please let Flight Attendants know they are always more than welcome to watch Primary or Secondary line writing. The Line Writers for the March Primary Lines were: Kim Foster, Richard Locher, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Cobia Gould and Lisa Trafton. The Line Writers for the March Secondary Lines were: Glenn Jio, Rebekah Knox, Shelley Taylor, Cobia Gould, Sheri Tyler, Kay McCurley, Janet Lamy, Kim Foster and Lisa Trafton.

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 is currently writing the next TWU Local 556 Contract Pop Quiz and looking to make the quiz available on the Union Website this spring. Matt has been exploring additional ways to convey important contractual information to the Membership.

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

Activity Report for January 2014

Cases from December 2013

<i>Pilot</i>	<i>1</i>
<i>Withdrawn</i>	<i>1</i>
<i>I.R. Filed</i>	<i>1</i>

Cases in January 2014

<i>Pilot</i>	<i>1</i>
<i>Not Taken</i>	<i>3</i>
<i>Unprofessional Behavior</i>	<i>3</i>
<i>Referred</i>	<i>1</i>
<i>CRM</i>	<i>1</i>
<i>Company Policy</i>	<i>1</i>

<i>Total Cases</i>	<i>10</i>
<i>Positive Outcome</i>	<i>6</i>
<i>Negative Outcome</i>	<i>1</i>

Rob Riddell entered the Meeting at 1045.

Cuyler Thompson submitted two **Uniform Committee Reports** for Chairperson Crystal Reven:

Crystal Reven began her report by informing the Executive Board about several issues that she and Co-Chair Mark Savage had been working on in the weeks following their last report. These issues included insufficient outerwear options, allergic reactions to the Lands' End blue 3/4 sleeve shirt, mysterious markings on men's blue shirts and a burn sustained when hot water spilled on the blue women's zip up sweater. In the months of December and early January, weather temperatures were extremely burdensome for our Members. The outerwear options that we have currently are not meeting the needs of our Members, especially female Members. On December 17, 2013, Uniform Steering Committee (USC) decision makers suggested wearing the metro parka over the khaki trench coat. This decision was discussed with neither Mark Savage nor Crystal Reven and the decision was quickly overturned after several members voiced their concern about how the two options together would look. In the days to follow, USC decision makers decided to allow Flight Attendants to wear any outerwear (within set specifications) necessary to meet their desired warmth level. While this was merely a means to an end, an insufficient outerwear option still plagues our Membership. Many Flight Attendants have suggested filing a group grievance on this issue since Southwest Airlines is not, as they say, "providing a safe working condition for its Employees". Wearing one's own outerwear option will help the situation but these options may not be worn on the aircraft at any time. Similar to the extremely low temperatures outside, jetway temperatures are also at an all-time low since many airports we service do not heat the jetway posing an additional problem while Flight Attendants wait for incoming aircrafts. Bottom line: Flight Attendants need a more sufficient outerwear option and Mark Savage and Crystal Reven have

made this issue their top priority for the upcoming USC meeting. Crystal Reven continued her report by apprising the Executive Board about a situation brought to the Uniform Committee's attention regarding an allergic reaction one Dallas Flight Attendant had while wearing the blue 3/4 length sleeve shirt. The Flight Attendant in question believes it is due to a material used in the Lands' End stitching. Crystal took the information to Lands' End account representative and a complete detail of all materials used in the making of these shirts is being generated and relayed to this particular Flight Attendant. Over the past several months, several male Members have complained about mysterious markings showing up on the men's blue shirt. As mentioned before in previous reports, the markings are still unexplained and being researched by Lands' End. Once the cause is determined, Crystal will inform the Membership on how to prevent and/or correct the markings. Mark Savage informed Crystal Reven and the USC members about a Flight Attendant who accidentally spilled hot liquid on herself while wearing the navy zip up sweater. The sweater material melted onto the Flight Attendants skin causing a severe burn. While this event actually happened many months ago, it was just reported to the USC and like the situation with the allergic reaction and mysterious markings, Lands' End is researching the materials used and will notify the USC members of their findings. Crystal Reven and Mark Savage continue to address all Member concerns, communicate with Members via phone, email and social media and both thank the Executive Board and all TWU Local 556 Members for the opportunity to serve the Membership as the TWU 556 Uniform Committee. In the last few weeks, cold weather still plagues our workgroup as does insufficient outer wear options. Crystal Reven, Local 556 Uniform Committee Chairperson and Mark Savage, Local 556 Co-Chairperson will continue to address this concern with the other members of the Uniform Steering Committee. The next USC meeting is scheduled for February 24, 2014 in Dallas. The meeting date has changed several times due to conflicts with Sonya Lacore's schedule. This meeting will be the first of many meetings where USC members will work towards an "all new" look for our Members. Similarly, unresolved issues such as challenges with certain materials used in Lands' End pieces will also be discussed and troubleshot for our Members. The Executive Board will be given a full report detailing the February 24 USC meeting. In the last several weeks, Crystal and Mark have assisted Members with various uniform related concerns. Similarly, both Crystal and Mark assist Grievance Team Members answer Member Uniform and Appearance Standard questions. Crystal wrote an article for Unity magazine on the history of the Uniform Committee and how uniforms were a stepping stone and driving force for our Membership to later become unionized. This article will be in the winter edition publication. Besides printed articles, Crystal and Mark continue to communicate and address all Uniform related concerns and questions with Members via email, phone, social media and in person. Crystal and Mark would like to thank the Executive Board and TWU Local 556 Members for allowing them to serve as the TWU Local 556 Uniform Committee.

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

Mass E-Mails

The MailChimp account has been most recently used to send several E-Connections and Unity Update. The following bases have sent E-Connections since the last report in January:

- Oakland – (1)*
- Houston – (1)*
- Phoenix – (1)*
- Orlando – (1)*

The past ten E-Connections or base updates are displayed on 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. After moving hosting companies our Website, along with many other sites hosted with the new company who utilize Wordpress, were attacked. Our site became VERY slow and users reported issues logging in. AppleTree created a workaround for the login until the attack could be stopped. The hosting company was able to stop the attack and our logins have returned to normal. Unfortunately the attack took place during the NT survey. No data was lost or compromised during the attack.

Publications

2014 Winter Unity Magazine

This edition's theme focused on the history of Local 556. The editing process took a village to make sure all the cross-references from article to article were in line with each other. Master-pages were redesigned to create a look that would allow more white space. Although with the amount of information in this issue, some of the white space ended up getting used after all. Erich would like to note that, in his opinion it seems the Communications team has found a "rhythm". Although time consuming, we have found the methods of communicating edit/changes to be effective.

Unity Updates on December 5 and 20

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 February SSC; included edits, graphics and layout.

Flyer for Call to Action

Worked with Sam Wilkins to create a "Call to Action" Flyer in support of Local 555

Glass Cases

Under direction of Cuyler Thompson and Sam Wilkins, created glass case posters that supported the Mobilization flyer.

TWU Local 556 – new Logo

Worked with Cuyler Thompson to design the cover for the Winter Unity magazine.

Pictures

Took new picture(s) of Executive Board

Took picture Brandon Hillhouse for NT

Negotiating Team (NT)

The NT site continues to be updated with the most current NT Updates. Some changes were made with the resignation of a Negotiator. Thank you to Robin Brewer for taking pictures of Brandon Hillhouse. The new images have been to the NT Website with Brandon's bio.

Social Media

Facebook continues to a great way to reach the Members of Local 556. Our Members are receptive to posts and this free tool reaches many Members very quickly.

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

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Addie Crisp submitted the **Civil and Human Rights Committee (CHRC) Report**:

LaTonia Paul Benoit and Michael McNeil attended the AFL-CIO annual Martin Luther King Observance in San Antonio, Texas. LaTonia reported the event was an extreme success. They participated in a community service project at the Alpha Home. Alpha Home is a non-profit treatment center providing services to chemically dependent women. Addie Crisp wrote an article for the upcoming Unity Magazine. Please check out the TWU video featuring LaTonia and Michael at the Martin Luther King Observance on TWU.org.

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

The Shop Steward Corner for January was emailed out and conference call was held on January 20. The focus of the publication was on Irregular Operations situations at the request of a Shop Steward. The Shop Steward Roster on the Website has been updated. The Shop Steward page on Website has also been updated. We are in the process of completing the February publication and setting up the upcoming conference call.

There was more discussion regarding former TWU Local 556 Members who were no longer allowed to serve as Local 556 Shop Stewards.

The Executive Board discussed a letter to be sent to all former TWU Local 556 Members who had opted to pay only the Agency Fee, rather than Union Dues to Local 556. The letter explained how these former Members could and could not participate in Union activities. Audrey Stone reported that Southwest Airlines Management had been notified that these non-Members could not represent Flight Attendants on behalf of the Union during any mandatory meetings with Management or serve on any Union Committees.

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

Sam Wilkins thanked the Executive Board for appointing her as the Chair of the Mobilization/Organizing Committee. Sam reports she is honored to serve our Membership and is looking forward to mobilizing our Membership for our Contract Negotiations. Our Committee has been busy since accepting the appointment, and Sam and Karla were working together to get started. Unfortunately, Sam was notified on February 6 that Karla Kozak had resigned as Co-Chair. Sam worked with our Communications Team on a Valentine's Day campaign for TWU Local 555. An email blast along with an updated mini flyer will be sent out on February 11. This campaign will be similar to the one we did in December. We got some great feedback from that campaign and hope that we continue to do them in the future. Sam wrote a short article for the upcoming Unity Magazine introducing the Committee to the Membership. She worked on a communications information card project with Robin Brewer. Sam also met with Oakland Domicile Executive Board Member Matt Hettich and we will be looking at Mobilization/Organizing and Education Committee working on the info card jointly. Sam reports that she worked with Brett Nevarez on updating the volunteer activist list that has been gathered over the last year from Membership Meetings as well as the NT survey. Between the Shop Steward list, Activist List and Commitment cards we should have close to 600 Activists to add to the database once it is up and running. Sam has been in contact with the Shop Steward Committee and we are planning on

surveying the Shop Stewards this month to see if they are interested in activism as well as Contract mobilization. Sam is also working with the Education Committee on ideas to mobilize as well as educate our Membership at the same time. Sam states she has submitted a budget proposal for the committee, and has also been in contact with the AFL-CIO Organizing Institute and we are planning an activist training in the near future. Sam worked with TWU Local 555 Member Patti Adams on future TWU Local 555/556 Unity Day events.

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

Audrey Stone reports that she, along with Financial Secretary/Treasurer John Parrott have given the Union presentation to two Special Merger Training (SMT) classes and our first New Hire Flight Attendant class of the year since the last report. All three groups attended dinner following at our Union Office, and overall feedback continues to be positive.

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

Chris Sullivan reports the next scheduled meeting of the TWU Air Transport Division Veterans Committee is set for March 2014. In the meantime, Chris has been reaching out to Honor Flight Organizations to discuss assisting them in their spring campaigns. Chris wrote and submitted a committee article for Unity Magazine.

TWU Local 556 Manager of Information Technology Cliff Mace entered the meeting at 1230.

The Executive Board introduced themselves and discussed the new position with Cliff Mace.

Cliff Mace was excused at 1248.

The Executive Board went to lunch at 1250 and reconvened at 1405.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

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

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker entered the meeting at 1430.

Inflight Management Representatives Claire Taitte and Mike Sims entered the meeting at 1430.

Mike Sims thanked the Executive Board for accommodating their schedules. Mike Sims said that it would be best asking the Executive Board what their topics were or on what they need clarification. Matt Hettich asked about the automated outbound messages to customers when there flight is delayed and if this practice actually caused further delays when the aircraft makes up time and then the aircraft must wait on Customers. Claire Taitte said that she did not believe that to be an issue and that the automated outbound messages are "pretty accurate." Brett Nevarez asked if that generates from Operations Coordination Center (OCC). Claire Taitte stated that she believed that the messages were generated automatically and that the Proactive Customer Service Department is over that piece. Karen Amos asked if Management would be launching Phase Three Attendance Meetings. Mike Sims said that the procedures for Phase Three Attendance Meetings were not yet ready. Mike Sims said that there are a

few Flight Attendants who could be targeted and viewed as abusing sick leave. Regarding a timeframe for starting Phase Three Attendance Meetings, Mike Sims stated that Management was trying to be "considerate with respect to operation issues," and that they "want to err on the side of caution." Mike Sims said that Management was looking at beginning Phase Three Attendance Meetings in 60-90 days. Mike Sims said that Management has been discussing this issue for two years now, "whether in regular Fact-Finding Meetings for sick leave issues, or excuse me potential sick leave issues, we would have to have some solid proof. We are being careful with words because allegations are one thing, but we don't want to harm anyone so we must have proof." Lyn Montgomery inquired as to the timeframes for discipline detailed in the Flight Attendant Contract. Mike Sims said that Management must follow the Contract regarding discipline for Abuse of Sick Leave. Mike Sims stated that, "We are not targeting people. Who has been fired? Nobody has been fired in Phase One and Phase Two Attendance Meetings. If we find out in the Phase Three Meetings that what people have told us isn't true..." Mike Sims said that, "we have a problem with discretionary sick leave and are trying to find a solution within the Contract." Jimmy West reiterated that sick leave abuse would be very hard to prove unless Management had concrete proof. Jimmy West asked when Management would be able to discipline a Flight Attendant if they found out something someone said during an earlier Attendance Meeting was not true. Mike Sims asked if Jimmy West was talking about timeframes and stated, "We would be out of timeframes." Mike Sims said that, "One of things Flight Attendants are told in Phase One and Phase Two Attendance Meetings is that if at any time Management finds out there is sick leave abuse, discipline will follow." John DiPippa asked if Management would fire a Flight Attendant if they found out that they had abused sick leave. Mike Sims said, "Yes. But it wouldn't be wise to openly violate the Contract." Mike Sims opined, "Has it been successful? No." Addie Crisp asked, "How are we getting to Phase Three? I feel you have a conclusion. You said there is a potential for Phase Three Attendance Meetings and I would like to know how we are going to get there." Mike Sims said that Management could not target the Contract and that targeting a Flight Attendant was not fair. He said that, "If we get information there is sick leave abuse, we will investigate and follow the Contract." Audrey Stone stated, "I don't think you are in a position to fully answer this; you can't or won't answer the Board's questions." Audrey requested that the Executive Board move on to a new topic. Chris Sullivan reported that he was recently contacted by three different Baltimore commuters who were denied boarding on flights home to Islip due to Customer Service Agents closing flights early. Chris Sullivan agreed to provide Mike Sims with the specifics of the incidents. Mike Sims said that he did not know if the issue was part of the Start Strong initiative or not. Audrey Stone said that part of the problem involved inconsistencies with communications from Ground Leaders. She said that the entire initiative is something we need to discuss. Todd Gage asked Claire Taitte if Oakland was going to remain a small base. Audrey Stone said that Todd Gage was really asking if the rumor that the Oakland Base would close was true. Claire Taitte responded, "No, I don't really see Oakland shrinking that much." Claire said that we have close to two hundred Flight Attendants going on line every month. Claire said that this year there will be 900 SMT graduates and 750 New Hire Flight Attendants, with 450 AirTran Flight Attendants yet to complete SMT by the end of the year. She noted that base sizes were hard to predict with all of these upcoming changes. Claire noted that the termination of the Wright Amendment would move people all around the system as well. Claire said there would be growth in Denver but not a lot of growth in Phoenix and Orlando. Karen Amos asked what the Dallas Base would look like when the Wright Amendment went away. Claire said that she didn't have that information yet. Claire said that, "We try to under promise and over deliver so we don't disappoint but it would surprise me if more vacancies were not available." Todd Gage complained that the Bay Area was not included in the new non-stop flight schedule published for Love Field. Claire assured Todd that Oakland was not closing. Todd Gage asked if Schedule Planning had begun constructing pairings for the upcoming international flights. Claire said that the international flying would start small in July, with flights from Baltimore, Orlando and Atlanta. Claire said that the way the international flying was built is "out and back; turns on beginning or end of pairing." She noted that it was necessary to make sure that Flight Attendants

had 45 minutes to be at the gate before boarding. Donna Keith discussed the “COM” (or Commuter Bar) that was placed on a Flight Attendant’s CWA screen when they had used the Commuter Policy. Claire said that, “It is put over the city commuting from and then if three day needs to be picked up then bar is put on the whole three days.” Donna Keith asked, “if they cannot make it for the trip and are allowed to pick up a trip later, then the COM bar will be over the three days?” Claire said, “Yes.” Donna Keith explained a situation in which a Flight Attendant had been very confused by the practice.

Lyn Montgomery, Becky Parker, and the Inflight Management Representatives left the Meeting at 1518.

Audrey Stone and John Parrott were excused at 1523 to give the Union Presentation to the Special Merger Training (SMT) class at Southwest Airlines Headquarters.

Todd Gage chaired the Meeting.

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

Matt reported that the TWU Local 556 Scholarship Committee will once again offer the Paul Gaynor Scholarship for the 2014 fall academic term. The Paul Gaynor Scholarship is open to Local 556 Members in the pursuit of a degree in Labor Studies. One scholarship is awarded per year and has a maximum value of \$1,500 and can be used for tuition, books, and room and board. Selection is based on capacity for leadership, growth, active involvement, and commitment to the Labor Movement. The scholarship requires a letter of endorsement from a leader in the Local Union or an International Vice President or International Representative. TWU International is once again offering the Michael J. Quill Scholarship. The Michael J. Quill Scholarship is awarded to relatives of current and former TWU Members and awards 15 four-year college scholarships each year. Each award recipient receives \$1,200 annually, for a total of \$4,800 over a four-year college period. Applications must be received by May 5th 2014, addressed to the Transport Workers Union of America, AFL-CIO, 501 3rd Street NW, 9th Floor Washington, DC 20001. Applications are available in your domicile on the Union Red Rack.

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

The FADAP Co-Chairpersons helped the Grievance Chairpersons with a training for the Grievance Team on January 23. They implemented procedures and guidelines for both teams in order to better assist Flight Attendants seeking treatment. The FADAP Team assisted three Flight Attendants into treatment facilities, three Flight Attendants into aftercare programs and made three outreach calls in the month of January.

Cuyler Thompson submitted the final **737-800 Subcommittee Report** for Chairperson Denny Sebesta:

The Company did not provide the February statistical data in time for the January 737-800 Subcommittee Report to be submitted; therefore, the Subcommittee Reports for January and February are combined.

February 2014 Pairings and Bid Lines

The 737-800 Only pairing solution proved to be less efficient and cost prohibitive. The -800 Only solution for February would have increased RIG costs by \$392,753. The RIG cost remained over the 0.1 percentage points as outlined in the 737-800 Subcommittee Agreement – 3.82 versus 2.57 for a 1.25% difference. In addition, it would have required an increase of 94 additional Flight Attendants and added an estimated 4,230 Deadheads for the month.

March 2014 Pairing and Bid Lines

Once again, the 737-800 Only pairing solution was cost prohibitive. The 737-800 Only solution for March would have increased RIG costs by \$479,239, which is \$86,486 more than the previous month. The RIG cost remained over the 0.1 percentage points as outlined in the 737-800 Subcommittee Agreement – 3.01 versus 1.57 for a 1.44% difference. In addition, it would have required an increase of 175 additional Flight Attendants and added an estimated 3,600 Deadheads for the month.

737-800 Aircraft Fleet Deliveries and Deployment 2014

There will be eighteen new aircraft deployed into the schedule from April 13 through August 10. By then, we will have 70 737-800 aircraft in the fleet. From August 26 through September 9, the deployment schedule reflects six additional 737-800 aircraft and the first launch routes for those aircraft have yet to be determined (See attached deployment schedule). Note on Deployments: starting in April, the Company will begin retrofitting the 737-800s with the Scimitar winglets four at a time. Therefore, even though we are getting some deliveries during that time period, the number of 737-800s in the schedule will go down from 52 to 48 during the April base schedule. Due to subsequent deliveries, we're scheduled to be back up above 52 by mid-May.

Reschedules "D" Position

The Company reported that there were quite a few upgrades/downgrades over the past month (January) due to all of the irregular operations which was mainly due to weather, with the exception of one 737-800 that has been out of service (OTS) for several weeks. The Subcommittee will update the Union's Executive Board and Negotiating Team on all historical data and/or information that pertains to the original 737-800 Agreement, should revisions to the 737-800 Subcommittee agreement be considered.

Connection Times (Aircraft Crew Changes)

As previously reported, the change in "scheduled" connection times began with the August 11 schedule (see below). The Union requested data from Management via email on September 24, in order to analyze the positive/negative effects on Flight Attendants; however, further clarification was needed on the Subcommittee's request. Our Union President followed up with Management during a separate meeting she had scheduled on November 5, and again, during her December 9 meeting; however, Management has not provided the data as of February 6. The President will update the Subcommittee and Executive Board on the delay and/or any data as soon as she receives further information from Management.

All 737-800 Aircraft Connections

Working Flights – 55 minutes (increased by 10 min)
Deadhead Flights – 45 minutes

Chicago In-Base Connections

Working Flights – 50 to 55 minutes (increased by 5 to 10 min)
Deadhead Flights – 50 minutes (increased by 10 min)

All Other Aircraft Types and Connection Cities

Working Flights – 45 minutes
Deadhead Flights – 40 minutes

Todd Gage submitted copies of the **Local 556 Strategic Plan**. The Executive Board reviewed and updated the Strategic Plan.

The Board took a break at 1620 and reconvened at 1630.

Executive Board Members Todd Gage, Brett Nevarez, Cuyler Thompson, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Audrey Stone and John Parrott were excused to give the Union Presentation to the Special Merger Training (SMT) class at Southwest Airlines Headquarters.

The Executive Board continued to review the Strategic Plan.

Stacey Vavakas made a **motion (1)** to recess. Brett Nevarez **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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage recessed the meeting at 1718.

Wednesday

February 12, 2014

Audrey Stone called the Meeting to order at 0830.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Audrey Stone updated the Executive Board on the day's Agenda.

Cuyler Thompson submitted the costs of meeting and hotel rooms associated with Membership Meetings for the Executive Board to review.

Cuyler Thompson submitted the **January 2013 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Brett Nevarez made a **motion (2)** to excuse Audrey Stone and John Parrott from the afternoon session of the February 11 Executive Board Meeting in order to give the Union Presentation to the Special Merger Training (SMT) class at Southwest Airlines Headquarters. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Away
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Away
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Stacey Vavakas made a **motion (3)** to excuse Audrey Stone, Todd Gage and Brett Nevarez from the afternoon session of the February 12 Executive Board Meeting in order to attend a meeting with Inflight Management at Southwest Airlines Headquarters. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Away
Cuyler Thompson	Yea
Brett Nevarez	Away
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea

Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Stacey Vavakas made a **motion (4)** to excuse Audrey Stone and John Parrott from the afternoon session of the February 13 Executive Board Meeting in order to give the Union's New Hire Presentation to the newest class of Flight Attendants at Southwest Airlines Headquarters. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Cuyler Thompson submitted the **1st Membership Meeting Minutes of 2014** for review.

The Executive Board made corrections and changes to the Minutes.

The Executive Board took a break at 1025 and reconvened at 1040.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Tina Coffee, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Jimmy West and Donna Keith were present.

Rob Riddell and Karen Amos were absent.

Matt Hettich, Todd Gage and Cuyler Thompson presented a draft of the Extreme Irregular Operations Emergency Response Plan. There was discussion. Matt, Todd and Cuyler **agreed** to continue working on the plan.

Five AFLAC Representatives entered the Meeting at 1100 to discuss supplemental insurance options.

The Executive Board discussed the insurance needs of TWU Local 556 Members with the AFLAC representatives.

Karen Amos returned to the Meeting at 1102.

The Executive Board continued to discuss the insurance needs of Local 556 Members with the AFLAC representatives.

The AFLAC Representatives were excused at 1147.

Rob Riddell returned to the Meeting at 1148.

Todd Gage presented a proposal for how the Union would react after the death of a Flight Attendant and Member of TWU Local 556. The Executive Board **agreed** to adopt the proposal and to incorporate it into the Policies and Guidelines Manual.

The Executive Board went to lunch with the TWU Local 556 Office Team at 1200 and reconvened at 1300.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Tina Coffee, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Rob Riddell was absent.

President Audrey Stone informed the Board that in accordance with Article XVI of the TWU Constitution, the President of each Local serves as the Chairperson of their respective Local's Organizing Committee.

Cuyler Thompson made a **motion (5)** to recognize Local 556 President Audrey Stone as the Chairperson of the Local's Mobilization/Organizing Committee in accordance with the TWU Constitution, and Flight Attendant Sam Wilkins as the Co-Chairperson of the Committee. 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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Absent
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Away
Valerie Boy	Yea
Donna Keith	Abstain
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

There was discussion regarding an Executive Board Member's request that all Executive Board Members be notified prior to any news being posted on the TWU Local 556 Website or Facebook page.

Rob Riddell entered the Meeting at 1325.

Audrey Stone submitted a proposal sent to her for Flight Attendants to sell Pampered Chef items in order to raise money for the Flight 93 Memorial. The Executive Board **agreed** not to participate in the Pampered Chef venture.

Cuyler Thompson reported that TWU International had not yet printed copies of the latest edition of the TWU Constitution, but that it was available electronically.

Grievance Chairpersons Lyn Montgomery and Becky Parker entered the Meeting at 1331 and submitted the **Grievance Committee Report**:

GRIEVANCES

<i>Active</i>	<i>108</i>
<i>Settled Union</i>	<i>19</i>
<i>Settled Company</i>	<i>0</i>
<i>Withdrawn</i>	<i>19</i>
<i>Reinstatements</i>	<i>1</i>

The number of grievances to review has been uncommonly low. This is due to the number and timing of the filing. Next month we will see an increase in the number of cases to review. Terminations have been on the rise. Seven have been filed since January 1, 2014. We will be working through the cases that we are deadlocked on to move them to hearing. The grievance team has endured a heavy work load and we have also been plagued with some illnesses. We are working with current staffing but an increase would be beneficial especially since we have lost a full time grievance filer to negotiations. A time when the team is exceptionally busy is when they are creating case packets for boards. The team has done a great job dealing with the influx of phone calls and issues that have arisen this year.

Case passing

Please notify Lyn or Becky if a case needs to be filed or passed as we need to be aware of what is going on with the team and to balance case load. Please include as many specifics as possible when sending this information. Also please remember to ensure that the Grievance Chairpersons are aware of concerns brought forward by Board Members.

FADAP Training

On January 23, we held FADAP training for the Grievance Team. The training conducted by FADAP Committee Chairpersons Amy Peters and Natalie Salser was very well received. New procedures concerning responsibilities for a Grievance Team Member to follow when working with a Flight Attendant who needs assistance with a drug and alcohol related issue were promulgated. These procedures will not only best serve the Flight Attendant but allow for HIPPA and confidentiality rules to be maintained.

Labor Management Arbitration Training

On February 27, 28 Members of the Grievance Team who work on arbitrations will attend the National Academy of Arbitrators (NAA) Labor Management Conference at the Dallas Love Field Wyndham hotel. This conference features our own Joe Harris, Thom McDaniel and Ed Cloutman. Also two of our arbitrators from our panel serve as moderators. Arbitrator Toedt and McKee present education classes at this event.

Reschedules

Board has been updated and educated on reschedules and issues that arise.

19-0091

The RBF explaining the new procedures has been released.

Grievance Team Member Michelle Nickleberry entered the Meeting at 1405 to discuss the merits of a Grievance.

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

Michelle Nickleberry and the Grievant were excused at 1435.

John Parrott made a **motion (6)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (7)** to proceed on a Grievance per the recommendations of the Grievance Review Committee. Brett Nevarez **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (8)** not to proceed on two Grievances per the recommendations of the Grievance Review Committee. John Parrott **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (9)** to table a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

Grievance Team Member Brandon Hillhouse entered the Meeting at 1452 to discuss contractual issues regarding reschedules and legalities.

Brandon Hillhouse was excused at 1525.

Brett Nevarez made a **motion (10)** to revisit a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (11)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1527.

The Executive Board took a break at 1529 and reconvened at 1540.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Karen Amos, Jimmy West and Donna Keith were present.

Tina Coffee, Chris Sullivan and Valerie Boy were absent.

The Executive Board discussed upcoming changes to the Aviation Safety Action Program (ASAP).

There was discussion regarding AirTran Flight Attendants currently waiting to attend Special Merger Training (SMT) to become Southwest Airlines Flight Attendants.

There was discussion regarding TWU International Appeal #13-01, in which Cuyler Thompson had appealed the Local 556 Executive Board's decision to rule improper charges that Cuyler had filed against Chris Click and Jerry Lindemann for violating working rules of the Union. There was discussion regarding the fact that the TWU International Committee on Appeals (ICA) had unanimously awarded the appeal and ordered that a trial be held in accordance with the International Constitution unless Cuyler Thompson agreed to withdraw the charges.

Chris Sullivan and Valerie Boy returned to the Meeting at 1555.

Cuyler Thompson **agreed** to speak with legal counsel regarding the appeal and report his decision to the Executive Board.

There was discussion regarding seven TWU International Appeals filed with the ICA by former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann. The ICA had unanimously denied all seven appeals and upheld the decisions of the Local 556 Executive Board.

There was discussion regarding the fact that the TWU ICA had found that Executive Board Member at Large Tina Coffee was in fact **never** suspended by the Local 556 Executive Board and that President Stacy Martin had no authority to suspend her.

There was discussion regarding the TWU International Appeals of Matt Hettich, Karen Amos, Donna Keith, Jimmy West and John DiPippa in which they had moved to suspend President Stacy Martin, 1st Vice President Chris Click and Treasurer Jerry Lindemann. The TWU ICA had unanimously awarded their appeals and ordered that a vote be conducted on these motions, if the Executive Board still wished to consider the cases.

Tina Coffee returned to the Meeting at 1613.

The Executive Board **agreed** that Brett Nevarez would speak with Legal Counsel and report his findings the following day.

Todd Gage reported that TWU International had requested a list of all Local 556 Members' email addresses. The Executive Board discussed the matter and **agreed** not to provide the list to TWU International at this time.

Jimmy West discussed Florida State TWU Conference. The Executive Board **agreed** that all associated monies spent by TWU Local 556 to attend the conference would be charged against the COPE budget.

Matt Hettich made a **motion (12)** to approve sending four Members to attend the 2014 Joint Legislative Conference including registration and lodging. 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	Nay
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea

Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage **agreed** to send the letter on behalf of the Local 556 Executive Board notifying all non-Member Objectors of how they may and may not participate in Union activities.

Tina Coffee made a **motion (13)** to donate \$200 to TWU Local 556 Member Dahlia Cano due to serious medical hardship. 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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Rob Riddell submitted copies of a proposed Southwest Airlines/TWU Local 556 Language of Destination/Origin (LODO) Agreement. The Executive Board **agreed** to review the proposed agreement and consider the matter the following day.

There was discussion regarding a Member's request that the Union publish the Local 556 Operating Budget on the Local 556 Website. The Executive Board **agreed** not to publish the Local 556 Operating Budget.

The Executive Board discussed the Shanna K. Martin Memorial Scholarship. The Executive Board **agreed** to continue to offer the Shanna K. Martin Memorial Scholarship if Stacy Martin would continue to fund the scholarship. Matt Hettich **agreed** to notify Stacy Martin.

Donna Keith made a **motion (14)** to establish a \$1,500 Flight Attendant Memorial Scholarship, parameters to be determined by the TWU Local 556 Scholarship Committee. John DiPippa **seconded** the motion.

Valerie Boy made a **motion (15)** to table the motion. Karen Amos **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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Nay
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Brett Nevarez made a **motion (16)** to recess. Stacey Vavakas **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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Nay
Matt Hettich	Nay
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Nay
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Nay
Chris Sullivan	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1726.

Thursday

February 13, 2014

Audrey Stone called the Meeting to order at 0833.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Tina Coffee was excused for personal reasons.

The Executive Board discussed the proposed LODO Agreement with LODO Committee Member Bill Holcomb via conference call at 0850.

Tina Coffee entered the Meeting at 0904.

The Executive Board continued to discuss the proposed LODO Agreement.

The conference call with Bill Holcomb ended at 0950.

The Executive Board continued to discuss the proposed LODO Agreement.

Todd Gage, Brett Nevarez and Audrey Stone were excused at 0957 to attend a Meeting with Southwest Airlines Management.

Rob Riddell left the Meeting at 0957.

John Parrott chaired the Meeting.

The Domicile Executive Board Members **agreed** that Valerie Boy and Karen Amos would coordinate with Robin Brewer regarding the artwork/posters necessary for the March system-wide Lounge Mobilization theme, “Luck has Nothing to Do With It,” referring to obtaining and enforcing an industry-leading Contract.

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

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

Audrey Stone, Todd Gage and Brett Nevarez returned to the Meeting at 1024.

The Executive Board continued to make corrections.

The Board took a break at 1030 and reconvened at 1045.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Karen Amos, Jimmy West and Donna Keith were present.

Audrey Stone made a **motion (17)** to approve the January 2014 Executive Board Meeting Synopsis. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Nay
Karen Amos	Abstain
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage made a **motion (18)** to approve the January 2014 Executive Board Meeting Minutes. 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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Nay
Karen Amos	Abstain
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Cuyler Thompson made a **motion (19)** to approve the January 2014 Executive Board Meeting Attendance Report. 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
Cuyler Thompson	Yea

Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Cuyler Thompson made a **motion (20)** to approve the January 2014 Executive Board Voting Record and Voting Tally. 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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

John Parrott made a **motion (21)** to revisit motion 14. Karen Amos **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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea

Donna Keith	Away
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Away
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

John Parrott made a **motion (14a)** to amend motion 14 by striking the words, “Flight Attendant Memorial Scholarship” and inserting the words, “TWU Local 556 Madeleine Howard Scholarship.” Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Brett Nevarez made a **motion (14b)** to amend motion 14a by replacing the name, “Madeleine Howard” with “Madeleine Rolle de Milhaguet Howard.” Cuyler Thompson **seconded** the motion.

The Executive Board voted by roll call on motion 14b, currently on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Nay
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board voted by roll call on motion 14a, currently on the floor:

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

Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board voted on the main motion on the floor, motion 14:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Nay
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage made a **motion (22)** to revisit motion 14. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Nay
Cuyler Thompson	Nay
Brett Nevarez	Nay
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Away
Stacey Vavakas	Yea
Valerie Boy	Nay
Donna Keith	Nay
Jimmy West	Yea
Karen Amos	Nay
John DiPippa	Nay
Addie Crisp	Nay
Chris Sullivan	Away

The motion **did not carry**.

Cuyler Thompson submitted **Safety Committee Report** for Operational Safety Coordinator Michael Massoni:

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

<i>Aviation Safety Action Program (ASAP) Reports under ERC Review:</i>	<i>49</i>
<i>ASAP Reports received to date:</i>	<i>1814</i>
<i>Accepted ASAP Reports to date:</i>	<i>1718</i>
<i>Aviation Safety & Health Database Int'l (ASHDI) Reports Received:</i>	<i>0</i>
<i>Southwest Airlines Event Notification System (ENS) and</i>	
<i>AirTran Safety Information Reported Event Notification (SIREN)*</i>	

Fielded Events for Period:

<i>• 12/09/13 through 02/11/14</i>	<i>373</i>
<i>• Emergencies Declared</i>	<i>40</i>
<i>• All OF 2014 to Date</i>	<i>266</i>
<i>• ALL OF 2013</i>	<i>1138**</i>
<i>• ALL OF 2010</i>	<i>1413</i>
<i>• ALL OF 2009</i>	<i>1210</i>
<i>• ALL OF 2008</i>	<i>940</i>

**With the advent of SWA / AT SOC, TWU 556 receives both ENS and SIREN events from OCC. 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*

TWU Local 556 Operational Safety Chair, Michael Massoni and Occupational Health and Safety Coordinator, Michele Moore are continuing to monitor Flight Attendant reported allergic reactions that are seemingly linked to Evolve interior converted aircraft. Since this phenomenon surfaced the TWU 556 Safety Team has encouraged Flight Attendants to report any and all suspected Evolve related allergic reactions via IR and/or ASAP. To date we have received the following documented information:

- To date a total of 33*complaints have been received*
- 27 of the 23 complaints can be traced to specific A/C*
- 9 of the 27 A/C specific complaints involved A/C that had been converted within a month or less of the report*
- 15 of the 27 A/C specific complaints involved A/C that had been converted in 2012*
- 6* of the documented complaints were anecdotal and generalized in nature * = Numerical change since last Safety Team reporting in the matter*

At this time the TWU 556 Safety Team, in cooperation with Management, are still looking into the following items:

1. *Accessing all products and materials related to the Evolve interior this includes review of Material Safety Data Sheets (MSDS/SDS) on all furnishing coverings, textiles and mastics (all SDSs have been received) <and>*
2. *Reviewing installation and cleaning procedures as it relates to Evolve conversions and maintenance and upkeep*
3. *Tracking the progress of expedited carpet replacement from Interface Brand to Mohawk*

Some of the preliminary findings thus far are: change of air-out procedures during the Evolve installation process; two different carpeting products installed and methods of cleaning each of the different carpeting types. Other possible causes to be considered are the correlation between increased reports of allergic reactions and the introduction of cabin pets into the operation, as well as, any changes in pest control procedures, aircraft interior cleaning products/practices and analysis of chemicals used in Lands End uniform pieces.

Above all we will continue to investigate all substantiated reports in the matter until we have either definitively concluded the cause of these reactions or are forced to apply mitigation strategize if it is not operationally feasible to engineer the problem out of the work environment.

- *As agreed during Article 25 Negotiations – 556 Safety and Management met over several days in January and renegotiated/revised the Letter Of Understanding (LOU) between SWA and TWU 556 concerning our Flight Attendant Aviation Safety Action Program (ASAP). This was necessary in order to bring our LOU in line with best practices of the industries voluntary reporting systems; specifically as it relates to non-punitive corrective action (verses discipline) on certain categories of reported safety related event(s). At the same, the revised LOU addresses Company concerns by applying the same acceptance criteria to non-sole source to the Company events (the Company has knowledge of the event outside of ASAP) as non-sole source to the FAA events. A final copy of the new LOU was sent to all TWU Executive Board Members and the Grievance Chairpersons. TWU 556 Safety and SWA Cabin Services is fully committed to the success of our ASAP program and will be embarking upon a system wide education and training campaign in order to bring optimal awareness to our Membership, Base Leadership and the Union's Grievance and Leadership Teams on this very important safety program.*
- *The Federal Communications Commission (FCC) is reconsidering the decades-long ban on in-flight use of cell phones - This change in policy would pose profound safety and security challenges for Flight Attendants who are charged with both imparting critical safety information to passengers and keeping an orderly cabin environment in what is an increasingly stressful, confined space. If the FCC goes through with their proposal, eventually Flight Attendants will be forced to talk over passenger conversations when delivering critical safety information, hindering cabin preparations. Furthermore, research shows that cell phone use interferes with cognitive functioning to the point that, when using a cell phone, people are less likely to offer assistance potentially jeopardizing passenger safety and survival during an emergency. In addition to safety risks, expanded cell phone use would add unacceptable in-flight security risks. Given the ongoing threat of terrorism, expansion of communications technology to persons other than airline crew and law enforcement personnel in the cabin would add a tool to the terrorist's arsenal of weapons to use against us. 556 Operational Safety Chair, Michael Massoni has drafted and will be submitting comments against FCC's proposed rule change on behalf of TWU International and Local 556.*
- *The FAA/OSHA Policy on Occupational Safety and Health Standards for Aircraft Cabin Crewmembers Policy – Through the FAA Modernization and Reform Act of 2012, Congress required the FAA to develop a policy statement to outline the circumstances in which OSHA requirements*

could apply to Crewmembers while they are working onboard aircraft. Today's policy statement is a product of years of Union and AFL- CIO advocacy for inclusion of Flight Attendant safety and health protections, a year 2000 Clinton administration memorandum of understanding between the FAA and OSHA, later shelved during the Bush administration, preceded this final policy. The FAA/OSHA policy outlines 3 specific OSHA Standards that will apply to Flight Attendants' work environment: Hazard Communications (HAZCOM); Blood Borne Pathogen (BBP) & Hearing Conservation – these standards can be found in their entirety at www.osha.gov. In a recent meeting with Management 556 Safety requested a compliance update and was informed:

- *Concerning HAZCOM – SWA is in compliance via the addition of the HAZMAT/HAZCOM revision in the FAM dated 11/29/13*
- *Concerning BBP – SWA believes they will be fully compliant with the next revision to the First Aid portion of the FAM. The subject of BBP exposure risk classification (which has a bearing on Flight Attendants being offered (at the expense of the Company) access to Hepatitis B vaccinations) is still being reviewed by OSHA/FAA*
- *Concerning Hearing Conservation – SWA is fully compliant per aircraft noise testing that took place in 2013 that verified noise and exposure levels across the fleet were within the Time Weighted Average (TWA) of 85 dBs threshold thus not requiring the development and implementation of a hearing conservation monitoring program. That being said, we took the opportunity to remind Management that Flight Attendants are contractually entitled to baseline hearing tests on an annual basis and will have notification of, and access to, hearing tests offered by the Company. These hearing tests will be offered in each location where a Flight Attendant Domicile exists and offered at no cost to the Flight Attendant. All baseline tests results and all subsequent tests will be retained in the Flight Attendant's medical file with a copy being provided to the Flight Attendant.*

As for reporting any perceived violation to these standards, Flight Attendants may submit a Safety Reporting System (SRS) report via SWALife. These reports will be routed directly through Southwest Safety and Environmental Department and OSHA for appropriate follow-up investigation.

SCHEDULED AND STANDING MEETINGS:

- *Thursday February 27, 2014 – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards and ASAP ERC*
- *February 22, 23, 24, 2014 – 700 Ditching Drill for SWA Overwater International Certification with the FAA*
- *Tuesday February 18, 2014 – SWA ASAP InfoShare and CISM / TWU Safety Meeting with Inflight concerning contact protocols*
- *Thursday February 20, 2014 – Quarterly ASAP Operational Leadership Meeting*

The Executive Board discussed the fact that the Transportation Security Administration (TSA) had been hiding items onboard Southwest Airlines aircraft, testing to see if Flight Attendants would find the items during their required security checks.

Audrey Stone submitted a proposed budget for the new Mobilization/Organizing Committee for review.

Cuyler Thompson made a **motion (24)** to approve the Mobilization/Organizing Committee budget and the requested training for the new committee. 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	Away
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Nay
Valerie Boy	Nay
Donna Keith	Nay
Jimmy West	Nay
Karen Amos	Yea
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

The Executive Board discussed the need for a transition plan for the Local 556 Executive Administrator position.

The Executive Board discussed the Local 556 Policies and Guidelines Manual.

Cuyler Thompson made a **motion (25)** to approve the Local 556 Policies and Guidelines Manual as amended. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

John Parrott made a **motion (26)** in recognition of the TWU International Committee on Appeals' ruling that Tina Coffee was suspended improperly, to pay Tina Coffee 28 TFP for Executive Boards for March 18-21, 2013. 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
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Abstain
Matt Hettich	Yea
Stacey Vavakas	Away
Valerie Boy	Away
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

Audrey Stone left the Meeting at 1244.

Todd Gage chaired the Meeting.

The Executive Board discussed the method by which to notify the Local 556 Membership of the decisions of the TWU International Committee on Appeals.

Audrey Stone returned to the Meeting at 1300.

Todd Gage continued to chair the Meeting.

The Executive Board **agreed** to post the decisions of the TWU International Committee on Appeals on the TWU Local 556 Website, password protected.

Stacey Vavakas made a **motion (27)** to adjourn. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Abstain
Todd Gage	Chair
John Parrott	Away
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Away
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea

Addie Crisp
Chris Sullivan

Yea
Yea

The motion **carried**.

Todd Gage adjourned the Meeting at 1305.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a long horizontal stroke extending to the right.

Cuyler Thompson
TWU Local 556 Recording Secretary