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

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Executive Board Meeting
January 14-16, 2014
Synopsis

Tuesday
January 14, 2014

Audrey Stone called the Meeting to order at 0832.

TWU Local 556 Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Jimmy West and Donna Keith were present.

Todd Gage was excused for personal reasons.

Tina Coffee and Karen Amos were excused due to illness.

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

Donna Keith led The Executive Board in reciting the **Pledge of Allegiance**.

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

> *Audrey Stone reports that she and the Negotiating Team (NT) have not met with Southwest Airlines since the last report. Negotiations last week were cancelled due to the operational challenges Southwest was still experiencing from the Polar Vortex. Our NT used the time to prepare for our next session and work on the next survey that will be going out to our Membership today. Audrey met with Vice President of Cabin Services Mike Hafner on January 9 to discuss what happened. As she reported in the President's Message put out the same day, Southwest is conducting an internal investigation and she will be sitting down with Leaders to go over the findings once the investigation is complete. She also exchanged correspondence with Southwest Airlines Chief Operating Officer Mike Van De Ven regarding the operation as well. Audrey and 1st Vice President Todd Gage also met with Mr. Hafner and Senior Director Base Operations Sonya Lacore on December 17 for their monthly meeting. During this, the 737 MAX, Flight Attendant surveys, and emergency procedures were discussed. Audrey participated in the Shop Steward Conference Call the same day. Audrey also attended a presentation at Headquarters over Flight Attendant E-Files on December 19. Our 2014 Membership Meetings kicked off with Dallas on January 13 and will end in Orlando on January 30. 2nd Vice President Brett Nevarez will be chairing the Baltimore and Orlando sessions due to a Union New Hire presentation and dinner in Dallas, and Audrey thanks Brett in advance for filling in. Audrey also participated in TWU Live*

Broadcast on January 13, with Negotiating Team Member Brandon Hillhouse and Operational Safety Chair Michael Massoni as guests, and she participated in the Grievance Review Committee (GRC) on January 13 as well. Audrey and Treasurer John Parrott interviewed Cliff Mace regarding Local 556's IT needs. Audrey continues to remain available to all teams and wants to thank everyone who assisted in answering our Member's questions and being available during Southwest's operational meltdown.

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

John reported the following statistics for December:

Sick Days	*4*
Vacation Days	*65*
Vacation Convert	*2*
Flex Days Earned/Used	*10/8*
Doctor Appointments	*2*
Jury Duty	*1*
Total Days to cover	*80*
Temp Staff Days	*30*

The Executive Board discussed a personnel issue in the Union Office. Audrey Stone reported that she and John Parrott met with Grievance Committee Chairperson Lyn Montgomery to discuss the expectations and leadership required of all Grievance Team positions. Audrey Stone updated the Executive Board on the Office Team's ongoing self-evaluations.

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

The Board discussed a lawsuit filed against TWU Local 556 by former 1st Vice President Chris Click that had been dismissed.

The Board discussed a lawsuit filed against former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann by TWU Local 556 in effort to recoup the expenses incurred during their suspensions from Office.

Rob Riddell submitted his **Officer's Report**:

Rob reports he attended Boards in Dallas in December, Rob coordinated a TWU Local 555/556 Call to Action in Phoenix on December 18 with Sonia Hall. They were able to distribute 80 plus bags of Hershey's kisses - we went to all the Phoenix gates and spoke with the Operations Agents working those flights. Many Operations Agents did not know that they were back in negotiations. It was great getting to support the Operations Agents that Rob have worked with for many years. Getting to the Rampers was more difficult because two of the three Phoenix Ramp break rooms require an escort. But they did finally get an escort down there. The Rampers also liked the idea. Rob heard from a great many of them that they did not know about Negotiations. Some Rampers expressed how they feel: this long without a Contract and unlike Inflight, new routes to these smaller stations means zero growth for them (contract employees) Service to International locations also means nothing in the way of growth for them.

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

Stacey reports that she spent several days in the lounge and met with Base Leadership to discuss issues within the base.   Attendance Meetings are continuing within the base as well as several delay of flight meetings. Stacey also reports that she has updated the glass case and the Union Red Rack. Stacey also spent several days with Local 555 to show support as they went back to the negotiating table with Southwest Management. I would also like to thank Baltimore Shop Steward Damion West for participating in the TWU Local 555/556 Call to Action. Stacey also answered several questions and concerns from Flight Attendants as our operations had suffered a meltdown while in communication with Base Leadership during the meltdown to see if there were any procedures in place to assist our Flight Attendants.

Valerie Boy presented the **Houston Base Report**. There was no written report submitted.

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

Jimmy reported the 2013 Toys for Tots was once again a huge success in Orlando. Jimmy reported that he delivered two full Toys for Tots boxes on December 16, 2013. Jimmy reported that Fact-Finding Meetings continue in Orlando. Jimmy reported that while Phase One and Phase Two Attendance Meetings have declined, Fact-Finding Meetings now consist of point totals, some of which have resulted in terminations. Jimmy reported that he received numerous phone calls during the Southwest Airlines Operational meltdown the first week of January 2014. The majority of the phone calls were questions regarding unscheduled overnights and duty legalities. Jimmy reported that it now appears that Management in Orlando is now asking Flight Attendant's for Irregularity Reports regarding Customer letters without providing the actual letter for their review. Jimmy reported there have been no publications to distribute and the glass case remains unchanged.

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

Matt reported that Fact-Finding, Attendance Meetings, and Phase Two Attendance Meetings have been quiet over the previous month. Matt updated the Union Glass Case, tidied the Union Red Rack, communicated with Oakland Shop Stewards via email, met with the Oakland Base Management to discuss issues concerning Oakland Flight Attendants, attended the Oakland Station holiday party on December 14, and attended the Grievance Review Committee in Dallas on January 13. Matt delivered approximately 100 toys to the Marine Corps Reserves during the TWU Local 556 annual Toys for Tots toy drive and Matt thanked the Oakland Flight Attendants for their continued generosity. Matt reported that he and Oakland Shop Steward Sam Wilkins handed out Hershey Kisses to Operations Agents in the Oakland International Airport during the TWU Local 555/556 Call to Action event on December 18. Matt thanked all the Oakland Flight Attendants for assisting the Membership via Facebook during the operational challenges that occurred during the Polar Vortex in early January.

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

Donna reports that the Chicago Base has been very busy the last month, not only with regular business but also the holiday season. 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, distributed all publications, sent out an E-Connection, updated the base page, been in contact with Shop Stewards, spent time in the Chicago Lounge, and met with Chicago Base Management to discuss business of the base. Shop Stewards Chris Kuchnicki and Corliss King distributed the Hershey Kisses and notes to the Members of TWU 555, who are in negotiations. Donna was not able to participate in the action as she was in meetings that day. Flight Attendants also took some of the materials to their *aircraft for distribution. Donna served on call for the day of Christmas. Donna received many calls over the course of the month concerning items such as holiday meals at the hotels, which she clarified with the Hotel Committee Chair, the Emergency Sick Call Procedures implemented for the Christmas season, and the difficulties during the Chicago freeze. Donna also reports that during the Chicago freeze at the end of December and beginning of January, Chicago Base Management provided soup for the Flight Attendants in the lounge from Harry Carey's Restaurant. Pizza was also provided for the Members of TWU 555 during that time in their break room as well by Chicago Ground Operations Leadership. Donna has been in communication with Base Manager Dave Kissman concerning any no shows, failure to report, unable to contacts, and other discipline issued during that timeframe, which are being considered on a case by case basis. Donna has placed a box in the lounge for sundries to be delivered to the Chicago USO and is pleased to say that the box is once again full.*

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

Addie Crisp updated the glass case and organized the red rack. Addie Crisp delivered a full box of donated toys to the Toys for Tots donation center. Addie Crisp and Shop Steward Rickie Spand passed out candy to Flight Attendants and Local 555 Members during a Local 555/556 call to Action. Addie Crisp was Emergency Officer On-Call for a week. Addie Crisp attended the Las Vegas Central Labor Council meeting. Addie Crisp did one day of Weekend On-Call for the office. The Nevada Arizona State Conference donated money to Senator Steven Horsford from the TWU International COPE Fund.

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

Chris Sullivan reports that he attended the Executive Board meeting in Dallas December 9-12, 2013. The Union Glass Case and Union Red Rack were updated throughout the month. Chris also represented Members and conducted lounge visits. Chris took the Toys for Tots donations to the collection warehouse. While all donations are appreciated, the turnout was extremely disappointing. Chris hopes that the base can redeem itself in 2014. Chris was lucky enough to serve as Emergency Officer-On Call December 30-January 6. Needless to say the phones were ringing at all hours. Like most Members, Chris was unable to contact Scheduling and assisted callers as best as possible. Chris also worked on the aircraft that week. Chris would like to thank all the Denver Members for continuing to serve our passengers professionally while operating under very difficult circumstances. The Denver Station holiday party will be held on January 21, 2014. Chris plans on attending and looks forward to a fun evening with fellow Members. Chris also plans on attending the upcoming Soups vs. Stews event at the Ronald McDonald House.

Audrey Stone submitted the **COPE Report**:

Audrey Stone reports that she has been in communication with TWU International COPE - Political Field Staff Gwen Dunivent to schedule a meeting to gain more information regarding where International currently is with COPE as Local 556 has had an increase in deductions being contributed. Audrey continues to proud of our Membership involvement in State Conferences.

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

We had a total of 72 Incidents called into our hotline from Scheduling, TWU Local 556, the Inflight Bases and Flight Attendants themselves. This was an extremely busy month for us assisting both Southwest Airlines and AirTran Flight Attendants. I am gearing up for our annual training April 8-10

2014. I would welcome anyone from the Executive Board to attend training or stop by and meet the Team. Thank you is not enough for all the support I receive from each of you. I am so proud to be the Chairperson and I am excited to lead the Team into 2014!

Incidents for December report:

Medical Emergency	*13*
A/C Mechanical	*10*
Personal Issue-F/A	*7*
F/A Injury	*4*
Turbulence	*4*
A/C Mechanical - Air Tran	*4*
Suicide	*3*
Confidential Issue	*2*
Passenger Misconduct	*2*
Death of F/A Family Member	*2*
Defusing	*2*
Calls related to A/C Accident	*2*
Turbulence w/ Injury	*2*
Crew Member Conflict	*2*
Team Member Debriefing	*2*
A/C Mechanical w/ Divert	*1*
Terrorist Threat	*1*
Assault on Employee	*1*
Birdstrike	*1*
Medical Emergency in Terminal - Air Tran	*1*
Decompression	*1*
Suicide Intervention	*1*
Death on Board	*1*
Van Accident (RON)	*1*
Volunteer Project	*1*
Medical Emergency - Air Tran	*1*
Total	*72*

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

Lisa Trafton reported line writing for January lines were a little easier than December line writing. January had several schedule changes, which has become the norm over the last couple of years. The Committee on average wrote 70.9% pure lines (lines starting on the same day each week containing pairings of the same length); maintained 36.4% of the lines with all weekends off, and the lines containing three-on/off or 48-hour breaks did not exceed 17.77%. In total, the Committee wrote 6,945 individual lines (an increase of 266 individual lines from this month last year and an increase of eight lines from last month) averaging 93.59 TFP. We continue to have Flight Attendants asking to come in and observe line writing. So far, Leann Sheffield from Dallas has come in to watch and is coming to watch Secondary Line Writing for this month. Please let Flight Attendants know they are always more *than welcome to watch Primary or Secondary Line writing. The Line Writers for the January Primary Lines were: Doreen Argyropoulos-Ricker, Kim Foster, Richard Locher, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Cobia Gould and Lisa Trafton.The Line Writers for the January Secondary Lines were: Doreen Argyropoulos-Ricker, Richard Locher, Rebekah Knox, Shelley Taylor, Janet Lamy, Kim Foster, Sheri Tyler, Kay McCurley, and Lisa Trafton.*

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

Matt reported that the Contract Education Handbook for New Hire and Special Merger Training (SMT) Flight Attendants has been completed. The education book covers commonly referenced articles found in our Contract and includes real-world examples. Former Negotiating Team Member Denny Sebesta and current Negotiating Team Member Brandon Hillhouse have been writing Contract Education articles for Unity Magazine, Contract 101 and Contract Quickies, respectively. The next Contract Pop Quiz is scheduled to be available in the spring on the Union Website.

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

Activity Report for December 2013

Cases from November	
I.R. Filed	*1*
Cases in December	
Company Policy	*5*
Not Taken	*4*
Pilot	*2*
Unprofessional Behavior	*3*
I.R. Filed	*3*
Withdrawn	*1*
Cases in Progress	*4*
Positive Outcome	*7*
Negative Outcome	*2*
Total Cases	*22*

The Executive Board reviewed the list of potential candidates who were being considered for positions on the Professional Standards Committee. Committee Liaison Jimmy West **agreed** to contact professional Standards Committee Chairperson Kurtis Beggs with the Executive Board's recommendations.

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

Mass Emails
The MailChimp account has been most recently used to send several E-Connections and Unity Updates. The following bases have sent E-Connections during late November to present:

OAK – Joint E-Connection and Unity Update (3)
BWI – (1)
PHX – (2)

MDW – (1)

The E-Connection platform is the requested means of Communication from Domicile Executive Board Members (DEBM). The Communications Committee asks that DEBMs please utilize this tool.

Website

The TWU 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. Recently AppleTree contacted TWU 556 about switching Web hosting companies in order to complete the requested Secure Socket Layer (SSL), and enable Flight Attendants to log on to the Website only once per session. The move to the new host is complete and AppleTree is working to forward any links that Members may have bookmarked in the past. Members should not notice any changes with the host move.

Publications

- *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 December SSC; included editing, 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 –*
    - *Did not prepare any materials for domicile glass cases to distribute at January Board Meetings, as there were no directives.*
- *Continued support for Chris Perkins, the developer of the TWU556 app. Any support offered is on a volunteer bases and no hours are charged to the Union.*

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 will be added to the NT Website with Brandon's biography.

Social Media

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

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

Houston Shop Stewards LaTonia Paul-Benoit and Michael McNeil are attending the annual AFL-CIO Martin Luther King observance in San Antonio in January.

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

The Shop Steward Corner for December was emailed out and a Conference Call was held on December 17. The Shop Steward Roster on the Website has been updated including base transfers and resignations for personal reasons. The Shop Steward page on Website has also been updated. We are in the process of completing the January publication and the upcoming Conference Call is scheduled for January 20.

The Executive Board discussed a recent interview given to the Wall Street Journal by Audrey Stone and Brett Nevarez. The Executive Board discussed the long-standing relationship and professional services provided to the Union by the public relations firm of Jaime Horwitz. Communications Committee Chairperson Cuyler Thompson **agreed** to contact Mr. Horwitz to discuss the relationship and report to the Executive Board the following month.

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

> *Audrey Stone states Local 556 has received the full class schedule of both Special Merger Training (SMT) classes as well as New Hire Flight Attendant classes. It is a very busy schedule with classes in session right now through the end of the year. We will be hosting the current classes for their Union dinners this week. Training is anticipating there being approximately 400 AirTran Flight Attendants who will not have crossed the partition by the end of the year, as they will be working the final AirTran flights. They plan to have them all trained by the end of February 2015 and Audrey and Todd Gage will be working with AFA Council 57 and Southwest Airlines to ensure their final transition. Audrey met with Education Committee Chairperson Matt Hettich on January 5 for the final proof of the Contract Education booklet.*

The Executive Board discussed the fact that Special Merger Training (SMT) graduates were considered "guaranteed issue" when signing up for supplemental insurance options offered through TWU Local 556, but only during the first thirty days following their graduation.

Todd Gage entered the Meeting at 1021.

Matt Hettich presented the **Scholarship Committee Report**. There was no written report submitted.

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

The Board took a break at 1028 and reconvened at 1045.

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, Jimmy West and Donna Keith were present.

Karen Amos and Tina Coffee were excused due to illness.

Local 556 Operational Safety Chairperson Michael Massoni was a guest at the Meeting and presented the **Safety Committee Report**. There was no written report submitted.

Michael Massoni was excused at 1126.

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

Audrey Stone submitted the resume of Clifford W. Mace, an applicant to provide professional Information Technology services to the Union, replacing Frank Mastrangelo of M5 Networking Services.

Chris Sullivan made a **motion (1)** to accept the President's recommendation and hire Clifford Mace as our Information Technology Manager on a part time basis. 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	Excused
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board **agreed** to discontinue the 737-800 Subcommittee.

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

> *Todd reports that he sat Officer On-Call from December 16 through December 23. On December 17 he met with President Audrey Stone and Senior Director of Base Operations Sonya Lacore as well as Vice President of Cabin Services Mike Hafner. On December 30, he worked on the TWU 556 Procedures and Guidelines (P&G) per the Strategic Plan. On January 4, Todd worked with Director of Crew Operations Claire Taite to get an extension for bidding due to the weather issues our Crews were experiencing. Todd assisted in the Union Office on January 6 through the 8. He assisted the Office Team with calls as well as participated in the Grievance Staff Meeting. On January 18, Todd toured the new training facility at Headquarters as well as met with the Training Department. The latest training schedule for Special Merger Training (SMT) was issued. There will be classes through the end of the year. Approximately 400 Flight Attendants will still be part of AirTran at the end of 2014. Training is committed to getting them all trained within the first eight weeks of 2015. Todd wrote an article for the winter issue of Unity on January 14.*

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

The Executive Board went to lunch at 1245 and reconvened at 1401.

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, Jimmy West and Donna Keith were present.

Karen Amos and Tina Coffee were excused due to illness.

The Executive Board continued to review the Strategic Plan.

Karen Amos entered the Meeting at 1416.

Cuyler Thompson submitted a proposal from a potential vendor offering professional consulting services to the Local. The Executive Board **agreed** not to employ the services of the consultant.

Cuyler Thompson made a **motion (2)** to excuse Audrey Stone and John Parrott from the remainder of the Executive Board Meeting so that they could give the Union's presentation to the most recent class of SMT graduates. 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	Excused
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 **December 2013 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Audrey Stone and John Parrott were excused to at 1519.

Todd Gage chaired the Meeting.

The Board continued to review the December 2013 Executive Board Meeting Minutes.

The Board took a break at 1600 and reconvened at 1615.

Executive Board Members Todd Gage, 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 due to illness.

Audrey Stone and John Parrott were excused to give the Union's presentation to the most recent class of SMT graduates.

The Executive Board discussed the Emergency Officer On-Call Calendar. The Executive Board **agreed** upon the weeks of the year that each Executive Board Member would volunteer to answer the afterhours Union Emergency Line for the Membership.

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the fourth quarter of 2013:

Audrey Stone	OAJK	December 23
Todd Gage	OSIQ	November 3
John Parrott	DALF	December 29
Cuyler Thompson	OAJK	December 23
Brett Nevarez	LABF	October 13
Rob Riddell	PASX	December 23
Tina Coffee	PAQ1	December 21
Matt Hettich	OAEU	December 19
Stacey Vavakas	BAU1	December 1
Valerie Boy	HAPS	December 24
Donna Keith	MS1J	December 15
Jimmy West	FA4K	December 16
Karen Amos	DS19	December 22
John DiPippa	PAPG	December 23
Addie Crisp	LS3T	November 23
Chris Sullivan	CAEM	December 23

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

John wrote the December E-Connection and has done a Fact-Finding Meeting. John did a Lounge Mobilization in January 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 has finished his portion of the Strategic Plan project that he is working on with Chicago Domicile Executive Board Member Donna Keith. John reported to the Board that Shop Steward Sonia Hall has paid back the Union the monies that she owed us by working for the Membership. John wants to thank Board Member at Large Rob Riddell and Shop Steward Sonia Hall for participating in a TWU Local 555/556 Call to Action last month. Finally, John informed the Board that Inflight Supervisor Susie Zapata Boyer is returning to the line this month and there is no word yet on who is replacing her. John wishes Susie the best of luck online and wants to welcome her back to the TWU Family.

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

Karen reported the Dallas Base has experienced a decrease in the number of Attendance Meetings during the last month. Karen would like to thank all the individuals who took time to donate to the Toys for Tots Drive. The donations made the holidays better and brighter for many children. Karen sat a week of Emergency Officer On-Call in January. Karen attended the Dallas Membership Meeting on January 13, 2014. Karen spent many hours in the Dallas Lounge during the last month especially *during the inclement weather. The volume of calls Karen received in the last month was very high as Flight Attendants could not get through to Scheduling to obtain answers to their questions, to call in sick or to acknowledge the reroute information listed on their CWA screens. Karen straightened the Union Red Rack on more than one occasion and changed the Union Bulletin Board two times during the last month. Karen visited with Management numerous times, especially during the bad weather. Karen worked at the TWU Local 556 Office during the last month when requested, to ensure there was an Office Manager present at the Local Office. Karen would like to thank the Flight Attendants who kept such a good attitude and continued to try to remain positive during such a tumultuous time, when the weather challenged our Company and placed many, many Employees in frustrating and tiresome situations.*

Stacey Vavakas made a **motion (3)** to recess. Addie Crisp **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	Excused
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 1639.

Wednesday

January 15, 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, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Jimmy West and Donna Keith were present.

Tina Coffee was excused due to illness.

Karen Amos was tardy.

Audrey Stone submitted three pieces of correspondence for the Executive Board to review.

The Executive Board reviewed a pay request submitted by a former Committee Chairperson. The Executive Board **agreed** that the former Committee Chairperson was not due any funds from TWU Local 556.

The Executive Board reviewed a pay request submitted by a Negotiating Team applicant. The Executive Board **agreed** that the Negotiating Team applicant was not due any funds from TWU Local 556.

The Executive Board **agreed** that Brett Nevarez would provide legal counsel the information necessary to draft a response to a former Committee Chairperson, informing them of the Executive Board's decision.

John Parrott submitted the **TWU Local 556 December 2013 Financial Report** for review.

Karen Amos entered the Meeting at 0857.

The Executive Board discussed the December 2013 Financial Report.

Todd Gage made a **motion (4)** to approve the December 2013 Financial Report. 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	Excused
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**.

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

Audrey Stone discussed the upcoming TWU International Executive Board Meeting Agenda and requested that Local 556 Board Members provide her with issues relevant to our Members that need to be discussed during the meeting. The Executive Board discussed potential topics.

Audrey Stone reported to the Executive Board that Southwest Airlines would soon house all Employee Files electronically, as "E-Files." There was discussion.

The Board took a break at 0945 and reconvened at 1003.

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, Jimmy West, Karen Amos and Donna Keith were present.

Tina Coffee was excused due to illness.

Grievance Chairpersons Lyn Montgomery and Becky Parker were guests at the Meeting.

Southwest Airlines Inflight Management Representatives Mike Hafner, Mike Mankin, Brendan Conlon and Henry Townsend were guests at the Meeting.

Mr. Hafner began by stating that he knew that the Southwest Airlines Operation was "a complete mess and under duress" during the recent Polar Vortex storm. He said that Gary Kelly had a preliminary report. Mr. Hafner said that it was premature to speak to specifics. He reported that all facets of operation: the support system, the network, the technology, the staffing, had all played a part in the problems. Regarding Inflight, he said that there were certainly stresses from Inflight Scheduling aspect. He said that because the storm hit during overlap there were plenty of Flight Attendants out there flying. He acknowledged that the phone cues for Flight Attendants waiting to speak with Schedulers were quite long and that he would be looking for ways to fix that. Brendan Conlon gave his perspective of the situation. Brendan said that Dispatch makes decisions as to what happens at the Stations. Flight Attendants and Pilots get that information in the jetway, at the same time that Scheduling does. He reported that during the crisis, there were 40 to 50 people working on the Scheduling floor and four to six people just making hotel reservations. Brendan said that part of the problem was that all Pilots and Flight Attendants on each Crew were calling in. Brendan said that there was a need to educate Crews "to just to sit tight." He said that "more people call and compound the situation." Brendan said that a separate phone prompt was set up to handle Flight Attendant Sick Calls but then all Flight Attendants began calling that line, trying to get as much customer service as they could. Brendan said, "We have to solve that problem." Brendan speculated that maybe education was a piece of it. He said maybe we could set up different command centers at each domicile, and then Flight Attendants could call nine different places instead of one. Mr. Hafner said that part of the Flight Attendant's anxiety was that they were trying to get in touch with Scheduling to get basic information they needed. Brendan Conlon said that United Airlines had also struggled and that it was not just a Southwest Airlines situation. Brendan reported that Delta Airlines crew scheduling software had also crashed. He said that jetBlue had shut down the entire airline to catch up. Audrey Stone asked Brendan to explain a little more about what had happened to the SkySolver program. Brendan responded that there was some data that wasn't getting through to Scheduling. He said that problem was fixed on Thursday afternoon, so they started getting updated information at that point. Brendan reported that they had started scheduling Crews manually. He said they were simply getting flight cancellation information from Crews. Valerie Boy asked if there was a backup in place now so that if someone needs to go to hotel they won't be put out on the street. Mr. Hafner said the hotel situation was very stressed out with all of the reroutes. Mr. Hafner said that in his opinion, we don't have a robust enough system to manage that many Crews out at a time. Mr. Mankin said that a bunch of Flight Attendants were stuck in Orlando. Mr. Hafner said that he and Henry Townsend called hotels for a couple hours. He said that some Flight Attendants ended up having to be transported 30-45 minutes south of SeaWorld. He blamed competition for hotel rooms with *customers, etc. for the long waits for hotel rooms. Addie Crisp expressed that Flight Attendants appreciated upper Management coming to Inflight Scheduling to help out. Addie said that she was concerned that almost immediately the Rampers were blamed. She said that had the crisis not happened during overlap, the blame would have been placed on the Flight Attendants. Mr. Hafner said someone had made that statement "without having enough information." He said that Chicago did have sick calls, however. He said that the Chicago Station had begun closing gates during the storm because of staffing issues, so people thought it was due to sick calls. He said the ramp was not "short" but that it was taking more Employees to turn an aircraft during the storm. Mr. Hafner said that they expected to get three to four inches of snow, and that would be manageable; they ended up getting six inches or more. Stacey Vavakas said that she liked the idea of "command stations" at the bases, but said that in Chicago, Inflight Base Management had left at normal office closing time, stranding hundreds of Flight Attendants in the lounge with no assistance. Mike Hafner said that he would talk to Chicago Base Manager Dave Kissman. Mr. Hafner said that our Flight Attendants did what they always do: they stepped up. Brendan Conlon said that leadership would have to talk through the command center thing; "We don't want each base sending all of them to hotel and then need them." Rob Riddell asked if outbound phone calls from Inflight Scheduling could be automated. Brendan said that would not be not efficient. Brendan said that Scheduling was having problems with Flight Attendants not self -notifying. John DiPippa asked about the number of phones in Scheduling. Brendan said that there were forty to fifty desks. Mr. Hafner noted that the crisis came at the end of the busy holiday travel season when load factors were ninety percent of capacity. Mr. Hafner said that he had been pulling up Flight Attendants' CWA boards and had seen some incredible things. Sometimes Crews just deadheaded all day. He went on to say that Management intended to, "break it down and see what we can do better." Brendan said that they were looking at a new phone system. As reported that the Grievance Team had good luck emailing questions to payroll during the crisis. Becky Parker asked if it would it be plausible to have a group of people researching in advance items such as Crew issues, hotel issues, weather issues, to prepare to bring people together before it becomes a tragic moment. Mr. Hafner agreed, saying we should be proactive. Becky Parker asked if they had thought to train some of the Union's Grievance Team to use the Scheduling System. Addie Crisp noted that a lot of our aircraft were going without Provisioning. Mr. Hafner said that they were having a lot of problems with Provisioning, specifically in Las Vegas and Houston. Stacey Vavakas noted that San Juan was not Provisioning the 737-800s doing turns from Baltimore. Mr. Hafner said he would address the problem. Addie Crisp noted that trash storage was still a problem on the 737-800. Chris Sullivan asked why the trash can was so tiny. John DiPippa asked about Fact-Finding Meetings in Phoenix for discrepancies in liquor accounting. He said that an Inflight Supervisor was not happy that a Shop Steward had attended the mandatory meeting. Audrey Stone said that as a reminder, the Union will always advise Flight Attendants to bring a Union Representative to a Fact-Finding Meeting or any meeting that could result in discipline be documented in a Flight Attendant's file. Addie Crisp said that she had not heard of Flight Attendants being called in regarding the liquor kits. Henry Townsend said that the meetings are not about coupons, they are about "comping." We want to address the Flight Attendants with a lot of "comps." We want to know if the Flight Attendants are experiencing problems with the handhelds. Jimmy West said that it appears that Flight Attendants were being asked to write Irregularity Reports regarding Customer Complaint Letters without being allowed to see the letter or knowing what the letter was about. Audrey Stone inquired about Emergency Sick Call Procedures. She asked if the Company Doctors were simply confirming whether the Flight Attendant was sick or not and asked why the Company Doctors could not treat the Flight Attendant then and there. She explained that Flight Attendants were being forced to see their own Doctors for treatment, after seeing the Company Doctor. Audrey Stone asked that Mr. Hafner look into what the actual role of the Company Doctor is. Mr. Hafner agreed to look into it. Audrey Stone reported that she was receiving the same information about Attendance Meetings as last month: she said that Management at some bases was providing copies of the attendance information that was being* *discussed and others were not. Mr. Hafner stated that Management was committed to being consistent. Stacey Vavakas opined that Flight Attendants needed the feedback. Audrey Stone asked about the request to update the Unaccompanied Minor (UM) paperwork. Mr. Hafner said that he would ask Paula Gaudet. Audrey Stone asked about the "Ideas and Inquiries" tab on SWALife. Mr. Hafner said that the program would be changing, but that there would still be an avenue for Flight Attendants to ask questions and get answers. Audrey Stone asked again about reports that Customer Service Agents were providing personnel information about Flight Attendants to Passengers. Mr. Hafner said that the situation had been taken care of. Cuyler Thompson asked again about Flight Attendants not receiving responses to Irregularity Reports (IRs) when requested. Mr. Mankin and Henry Townsend confirmed that Flight Attendants simply need to put "Response Requested" in the narrative portion of their IR and that they would receive a response.*

The Inflight Management Representatives, Lyn Montgomery and Becky Parker left the Meeting at 1117.

Stacey Vavakas was excused to address computer issues at 1119.

Audrey Stone left the Meeting at 1122.

Todd Gage chaired the Meeting.

Todd Gage discussed initiating a "live chat" capability for the Union when extreme Irregular Operations occur, possibly cutting down on the call times for the Union Office. Todd Gage stated that he and Erich Schwenk continued to investigate the possible solutions.

Audrey Stone returned to the Meeting as Chair at 1126.

The Executive Board **agreed** that the Union would pay to move President Audrey Stone to Dallas in accordance with the TWU Local 556 Bylaws.

Cuyler Thompson submitted a proposed TWU Local 556 Extreme Irregular Operations Emergency Response Plan. The Executive Board **agreed** that Cuyler Thompson, Todd Gage and Matt Hettich would solidify the plan and report to the Executive Board.

The Executive Board discussed the fact that Local 556 was not currently in compliance with the TWU International Constitution regarding the amount of Union dues paid by Members of Local 556.

The Executive Board went to lunch at 1200 and reconvened at 1400.

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, Jimmy West Karen Amos and Donna Keith were present.

Tina Coffee was excused due to illness.

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

Grievance Chairpersons Lyn Montgomery and Becky Parker were guests at the Meeting to discuss Grievances.

Lyn Montgomery submitted the **Grievance Committee Report**:

GRIEVANCES

Active	*98*
Settled Union	*26*
Settled Co	*1*
Withdrawn	*14*

Reinstatements 1 Pending
Two cases were withdrawn a remedy was provided.

The end of 2013 left the Grievance Team in an excellent position to begin the New Year with a lower number of grievances and a large reduction in the number of terminations on file. This would have reduced some of the time spent on immediate deadlines and concerns and enable the Grievance Team to focus on additional training, archiving, establishing procedures and other items. Unfortunately, two events have caused a significant increase in the number of Union hours and a swift switch in focus had to be applied.

Severe Irregular Operations
On January 2, 2014, the Union was met head on with a significant increase in call volume, issues and grievances due to the severe Irregular Operations that the Flight Attendants endured. The Grievance Team worked countless hours and assisted numerous Flight Attendants who were the victims of illegal reschedules, illegal RON's, extended duty days, not hotel for overnights and many other concerns. Many were not even able to get in contact with Scheduling and the Grievance Team advised them as best as we were able. The Grievance Team contacted Management to find a solution for Flight Attendants who were not able to reach Scheduling in time to call in sick. Management agreed to create an access to the VRU for sick calls only ensuring that these calls could get through. The Grievance Team has already procured the removal of no shows, failure to reports, unable to contacts that were assessed erroneously due to the inability to make contact with Scheduling or other special circumstances. Many other issues are still being vetted through the process and many extensions of time limits have been requested in order to allow Management the time to send the Union the appropriate information to research these issues. The Union was disheartened by the fact that Management would not agree to an extension of timeframes for overall issues that were cause by these severe Irregular Operations as has been done in the past. Individual extensions will continue to be requested and /or grievances will be filed. The Grievance Chairpersons feel encouraged that many of these issues will be resolved when payroll audit has time to make adjustments and Base Management has time to investigate any questionable points assessed. Cases that cannot be resolved prior to grievance will be filed if desired by the Grievant and if needed. The Grievance Team showed great dedication by quickly offering to jump on phones during the weekend. The Grievance Chairpersons have put in additional hours and also assisted manning the phones and to answer questions due to the high volume of calls and issues.

Server K Data
Recently the computer virus that ate through the server's grievance files have caused countless, additional hours for the Grievance Chairpersons and some Team Members with the greatest impact being on the Grievance Chairs. This server contained Grievance Reports; Company Grievance Meeting notes 1997-98 grievance log, Access Database for generating the Company Grievance Report, previous training tools and documents, bid packets and bid packet data and many other items. Hopefully some of this data can be retrieved. Because of this, the archiving project that was scheduled to begin in 2014 has been halted. Our grievance database is still intact and has not been compromised. The Grievance

Chairpersons are now using Laborsoft to generate the report that was once housed in an Access Database on the server. Email bounce-backs have been causing some havoc for the team and we hope these issues will be resolved soon.

Team Training
Training was conducted by Lyn Montgomery on January 9, 2014 called Refresher Training. This training is designed to set clear expectations moving forward, instruct on areas that need focus and to ensure success for all Team Members. The focus was on Laborsoft entries and case statuses, closing out cases, maintaining the right case status at the right times, grievance filing tips and tricks. Along with this a Grievance Handbook is being created as a reference and future initial training tool. Todd Gage will assist Lyn Montgomery in creating this manual. Other Team Members have been asked to write parts of the handbook as well.

The Board discussed the Letter of Agreement regarding the settlement to a Grievance.

Todd Gage made a **motion (5)** to proceed on a Grievance per the Grievance Review Committee's recommendation. Cuyler Thompson **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (6)** not to proceed on three Grievances per the Grievance Review Committee's recommendations. Brett Nevarez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (7)** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Addie Crisp made a **motion (8)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (9)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **did not carry**.

Valerie Boy made a **motion (10)** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1534.

Todd Gage discussed the Union's procedures following the death of a TWU Local 556 Member. Todd Gage **agreed** to present a proposal outlining said procedures to the Executive Board the following month.

The Executive Board took a break at 1552 and reconvened at 1610.

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, Jimmy West Karen Amos and Donna Keith were present.

Tina Coffee was excused due to illness.

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

The Executive Board discussed the collection of “Questions and Answers,” compiled for internal use by Brett Nevarez, regarding Flight Attendants who had opted to only pay the “Agency Fee” and had resigned their Membership from TWU Local 556.

The Executive Board **agreed** that only Members of TWU Local 556 could serve on Local 556 Committees. The Executive Board **agreed** that those Flight Attendants opting to pay the “Agency Fee” rather than paying dues as Members of TWU Local 556 could not serve on any Local 556 Committee.

The Executive Board discussed the fact that the TWU International Executive Council had approved a new TWU Local 556 Bylaw, voted upon by the Membership of Local 556, establishing the Mobilization/Organizing Committee as a Standing Committee of Local 556.

Cuyler Thompson made a **motion (11)** to appoint Sam Wilkins as Chairperson and Karla Kozak as Co-Chairperson of the TWU Local 556 Mobilization/Organizing 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	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Excused
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Abstain
Jimmy West	Yea
Karen Amos	Abstain
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board **agreed** that Audrey Stone would be the Mobilization/Organizing Committee Executive Board Liaison.

Audrey Stone updated the Executive Board regarding one more piece of correspondence.

The Executive Board **agreed** to uphold its decision that TWU Local 556 would not attend Labor Summits or any other Union-related functions at which representatives from the Aircraft Mechanics Fraternal Association (AMFA) would be in attendance.

John Parrott submitted information necessary for the Executive Board to continue discussions regarding the **2013-2014 TWU Local 556 Operating Budget**.

The Executive Board discussed the TWU Local 556 Operating Budget.

Brett Nevarez made a **motion (12)** to recess. 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	Excused
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**.

Audrey Stone recessed the Meeting at 1805.

Thursday

January 16, 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, Addie Crisp, Matt Hettich, John DiPippa, Stacey Vavakas, Valerie Boy, Chris Sullivan, Jimmy West Karen Amos and Donna Keith were present.

Tina Coffee was excused due to illness.

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

The Executive Board continued to discuss the TWU Local 556 Operating Budget.

Addie Crisp made a **motion (13)** to approve the balanced 2013-2014 TWU Local 556 Operating Budget, including the five percent Contract Enforcement Reserve Fund. 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	Excused
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**.

The Executive Board discussed potential themes and topics for the Union Glass Cases in the Flight Attendant Lounges. The Executive Board **agreed** to advertise the upcoming Contract Negotiations Survey in January and then a "Valentine's Day-themed" message in support of TWU Local 555 in February.

The Executive Board discussed the New Hire "Welcome Cards" distributed by Domicile Executive Board Members to new Members in their respective bases. The Executive Board **agreed** to deplete the current stock of cards and wait until the "Rebranding Project" was complete before printing new Welcome Cards.

Cuyler Thompson submitted the **December 2013 Executive Board Meeting Minutes, Synopsis, Attendance Report** and **Voting Record and Voting Tally**.

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

Addie Crisp made a **motion (14)** to approve the December 2013 Executive Board Meeting Attendance Report. 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	Excused
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Abstain
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Addie Crisp made a **motion (15)** to adjust the Executive Board Attendance Roll Call to reflect an AM and PM attendance roll call starting in January 2014. 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	Excused
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**.

Brett Nevarez made a **motion (16)** to approve the December 2013 Executive Board Meeting Synopsis as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (17)** to approve the December 2013 Executive Board Meeting Minutes as amended. 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	Excused
Matt Hettich	Yea
Stacey Vavakas	Away
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Addie Crisp made a **motion (18)** to approve the December 2013 Executive Board Meeting Voting Record and Voting Tally as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone thanked the Executive Board for a very productive Meeting.

Todd Gage made a **motion (19)** to adjourn. 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	Nay
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Nay
Tina Coffee	Excused
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

Audrey Stone adjourned the Meeting at 1017.

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

____
Cuyler Thompson
TWU Local 556 Recording Secretary