7929 Brookriver Dr. Ste. 750
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
Hotline: 800-806-7992
www.twu556.org

Executive Board Meeting
July 15-17, 2014
Synopsis

Tuesday
July 15, 2014

Audrey Stone called the Meeting to order at 0830.

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

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

Brett Nevarez led the Executive Board in reciting the **Pledge of Allegiance**.

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

> *Audrey Stone reports that she led the Negotiating Team (NT) at the bargaining table with Southwest Airlines Management for negotiations on June 17-18, 25-26, and July 7-8. The NT has scheduled negotiating dates into October 2014, and these dates have been posted on the TWU Local 556 Website in the most recent NT Update. The NT met with the Coordinating Council, Contract Action Network (CAN) Leaders, Strategic Advisor Mark Richard, and TWU International Vice President Garry Drummond on June 23-24. The CAN in attendance brought creative and energetic ideas, and feedback received from them was that it was a successful meeting. The Coordinating Council will be updating the Executive Board later during this meeting regarding future projects and how the Board can assist in the bases. Audrey and Financial Secretary/Treasurer John Parrott met with Vice President – Cabin Services Mike Hafner, Senior Director – Customer Experience, Strategy and Near-International Operations Sonya Lacore, and Senior Director – Crew Ops and Automation Brendan Conlon on June 18 to discuss concerns affecting Flight Attendants. Audrey and John also followed up again with Brendan and Senior Manager – Crew Scheduling Jim Jordan on June 26 to address continued operational difficulties, including hotel room issues. Audrey flew a trip out of Las Vegas on June 27-28 to remain in compliance with our TWU Local 556 Bylaws, and then spent June 30 in the Las Vegas airport and lounge talking to our Members, along with Las Vegas Domicile Executive Board Member Rachel Brownfield, 1st Vice President Todd Gage, 2nd Vice President Brett Nevarez, Recording Secretary Cuyler Thompson, and John Parrott. On July 1, they traveled to Phoenix and spent the day with Phoenix Domicile Executive Board Member John DiPippa. Audrey has spoken to Senior Managers – Strategic Planning and Projects Ron Freer and Jamie Willard regarding the launch of Near-International service that occurred on July 1, as well as upcoming projects within Inflight. Audrey has*

written the President's Message for both the June 20 and July 5 Unity Update, and has continued coordinating with the Communications Committee regarding upcoming publications and projects. She has communicated with Management as well as Union Teams during Emergency Sick Call Procedures (ESCP) and will continue to monitor upon the most recent implementation yesterday. Audrey and 1st Vice President Todd Gage are scheduled to participate in the next TWU Live Broadcast on July 16. Audrey continues to work with Grievance Chair Becky Parker on all Grievance issues and attend staff meetings as available. The TWU Local 556 Grievance Team continues to do a great job representing the Membership. Audrey has responded to all Members, non-Members, and other Union Leaders questions and concerns.

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

Todd reports that he was the 3rd Chair in a Board of Adjustment (BOA) on June 24 with Grievance Chair Becky Parker presenting and Grievance Team Member Barbara Fitzhugh as 2nd Chair. He also participated in the Shop Steward Conference Call that same day on behalf of President Audrey Stone. On June 25, he along with Becky and Barbara met with Senior Director of Base Operations Steve Murtoff and Senior Manager-Strategic Planning and Projects Ron Freer regarding Flight Attendant e-files. Todd also represented a Flight Attendant along with Grievance Team Member Beth Ross in a Step Two Meeting. On June 30, Todd was in the Las Vegas Lounge for the "Listening Layover "with Audrey, 2nd Vice President Brett Nevarez, Recording Secretary Cuyler Thompson, Treasurer John Parrott, and Las Vegas Domicile Executive Board Member Rachel Brownfield. They spent the day talking with many Las Vegas Flight Attendants about current Union updates, listened to their concerns, and answered their questions. On July 1, Todd, flew to Phoenix to continue the "Listening Layover" tour in the Phoenix Lounge along with, Audrey, Brett, John, Cuyler, Phoenix Domicile Executive Board Member John DiPippa, and Safety Chair Michael Massoni. From July 7 through July 9 Todd was back in Dallas working in the Union Office. He attended the monthly Grievance Meeting with Becky, Barbara, and Southwest Airlines Management. Todd wrote an article for Unity Magazine on July 13.

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

The Executive Board discussed a scheduled court-ordered mediation in the lawsuit filed by TWU Local 556 against former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann. The lawsuit had been filed to recoup dues monies spent by these former Officers during their suspensions from office. The Executive Board **agreed** that Brett Nevarez would participate in the mediation and had the authority to make decisions as the sole representative of TWU Local 556.

The Executive Board discussed the TWU Agency Fee Policy. The Executive Board **agreed** to follow the TWU Local 556 Bylaws regarding the required Membership initiation fee.

The Executive Board discussed the campaign to organize Virgin America's Flight Attendants under the Transport Workers Union.

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

Rob assisted in preparations for the Hot Aircraft Campaign, ordering and shipping each base a Non-Contact Laser Temperature Reader for use in the campaign. On June 20, Rob assisted Phoenix Domicile Executive Board Member John DiPippa measuring temperatures in aircraft departing Phoenix that day. This data was then forwarded to Oakland Domicile Executive Board Member Matt Hettich to be compiled. Rob reports that aircraft temperatures continue to be a "HOT" button issue with Flight Attendants all over the system, and they are a particular concern to Flight Attendants in hot weather locations. Rob answered numerous questions from Members of TWU Local 556 during the month of June via phone calls, texts and social media.

The Executive Board discussed the Union's "Hot Aircraft" Mobilization during which Domicile Executive Board Members and Shop Stewards conducted cabin temperature readings aboard aircraft in every Southwest Airlines Inflight Domicile.

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

> *Tina attended the Executive Board Meeting. Tina read Union e-mails. Tina took calls from Members. Tina straightened the red rack when she was in the lounge. Tina tuned into the Shop Steward Conference Call. Tina also attended a labor breakfast with Congresswoman Ann Kirkpatrick at Local 469, the Plumbers Union, in Phoenix. Unfortunately, no other Union Members could make it. The labor breakfast was very informational as the Congresswoman was following up from the previous labor breakfast, where we asked questions regarding Norwegian Air Shuttle, infrastructure, and other pertinent information regarding the airline industry. Tina was on call for a day covering another Board Member. Tina and Karen Amos worked on an article for the Unity on "Readbox." Tina made her "Readbox" prototype. The "Readbox" book drive will be beginning on August 1. Tina and Maureen Adamek are planning a "Crossover Connection" activity in the Atlanta Base at the end of this month.*

There was discussion regarding the "Crossover Connection" project, begun by Board Member at Large Tina Coffee.

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

> *John did two Fact-Finding Meetings and a Step 2 Meeting since the June Executive Board Meeting. John also organized the red rack and made sure the glass case was updated with the July poster about Near-International procedures. On June 20, John and Board Member at Large Rob Riddell went on four planes with a Non-Contact Temperature Reader to measure the aircraft temperature. John also reported to the Executive Board that after he and Rob spoke with Ground Operations, they discovered that D3 was the hottest jetway in Phoenix. John was in the lounge on July 1 to welcome and introduce Brett Nevarez, Audrey Stone, Todd Gage, John Parrott, and Cuyler Thompson to the Phoenix base. Pictures were taken along with snacks served and a good time was had by all. John was also in the lounge on July 10 and 11 visiting with the Flight Attendants of his base. While in the lounge on July 11, John met with Base Manager Deb Edwards, Chief Pilot Bob O'Neil, and Station Manager Mike Miller to discuss a new parking option that has been afforded to Southwest Airlines. John wrote his base report and reviewed Grievances prior to the July Executive Board Meeting. John wrote his article for the upcoming issue of Unity. John wants to thank 2nd Vice President Brett Nevarez for his invaluable assistance with a Member on July 1. John also wants to thank Dallas Domicile Executive Board Member Karen Amos for her assistance with a Member on July 13. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.*

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

> *Stacey reports that she updated the Union Red Rack, the glass case, and distributed all Union materials. Stacey worked with Atlanta Domicile Executive Board Member Pamila Forte and fellow Shop Steward Committee Chair Lucy White-Lehman on conducting the Atlanta Shop Steward Training on June 18at the AirTran Conference Center (ACC) in Atlanta. Stacey also worked with fellow Shop Steward Committee Chair Valerie Boy on conducting the monthly conference call on June 24. Stacey also participated in the Hot Aircraft Campaign, testing the temperatures in the cabin while they were at the gate. Members, as well as Operations Agents and Pilots, were all very interested and excited about the campaign. Stacey has continued to work with Management on issues within the base. The new lounge should be opening on July 21 and will be working with Management on the opening. Recurrent Training will be moving the week after the new lounge opens. Stacey has spent several days in the*

lounge and answering Member's phone calls. Stacey also sat Officer-On Call from July 7 through July 13.

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

Valerie reports three new Supervisors have joined Houston Inflight Management: Theresa Smith, Ken Riley II, and Tina Vaughn. Meetings in the base were in reference to delays of flights and points. There were no Attendance Meetings; they appear to have ceased. Valerie met with Scott Wells, Houston Inflight Base Manager, regarding parking, Known Crew Member (KCM), check-in phone locations and updates on Near-International flying. Valerie attended the June Executive Board Meeting where she addressed delays of flights and the ability for Flight Attendants to get meals on current pairings and future Near- International flights with Senior Leaders. Valerie wrote an article for the Shop Steward Corner, sent out a Base E-Connection and submitted a domicile article for the Fall Unity Magazine. Valerie updated the Union Glass Case and collected temperature readings for a Domicile Executive Board Member initiative to present real-time data to senior leadership. Valerie continues to direct Contract Negotiation questions to Contract Action Network Leaders David Jackson and Peggy Davis and the Negotiations Team directly at their Website and email address.

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

Karen reported that Dallas Base Supervisor Mary Teague is going on-line as a Flight Attendant in August. Tami Fueling is now a new Assistant Base Manager of the Dallas Base and will be serving alongside of the other Assistant Base Manager Jeff Simpson. Karen reports that June was a quiet month for discipline issues; she is extremely pleased since the last few months were more turbulent with a few terminations. Delay of flight has been an issue, however due to the Flight Information Display (FID) monitor reports that can be researched, two Dallas Flight Attendant Crews averted discipline. Karen would like to thank Grievance Team Member Joe Skotnik for requesting and obtaining research for her. Karen attended June Boards. Karen spent time in the lounge and she would also like to thank CAN Leaders Cory Wells and Andrea Garnett for their time in the lounge assisting and informing the Dallas Flight Attendants. Karen has tidied the Union Red Rack and updated the Union Bulletin Board. All publications have been distributed. Karen worked with Board Member at Large Tina Coffee and Mobilization/Organizing Co-Chair Sam Wilkins on the Readbox Book Drive.

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

Jimmy reported that Fact-Finding Meetings remain consistent in Orlando. Jimmy reported that while discipline was not issued in most of the meetings, the majority of the meetings were for delay of flights. Jimmy reported that he received a few calls from Flight Attendants inquiring as to why TWU Local 556 did not sign the letter to Gary Kelly from all other Union groups on property. Jimmy reported that he has received numerous phone calls from angry Flight Attendants regarding re-schedules, unscheduled aircraft changes and unscheduled overnights. Jimmy reports the consensus is that line holders are being treated as Reserves, such as the "D" position was the previous year. Jimmy reported that he communicated to those who called that there is constant communication with the Company and hopefully this will end soon. Jimmy reported he made contact with a few of the Flight Attendants who worked the initial Orlando-Montego Bay turns. Jimmy reported they had no problems with the paperwork (Gen-Docs) etc., and they did not experience any problems in Customs when returning to Orlando. Jimmy would like to thank Orlando Shop Steward Anita Vinje for conducting the system-wide lounge mobilization regarding hot aircraft on June 20.

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

Matt reported that Fact-Finding Meetings have mostly involved Reserve Flight Attendants not being in domicile during contact hours. Matt updated the Union Glass Case, updated the Base Page on the Union Website, tidied the Union Red Rack, and met with Oakland Inflight Management to discuss Member issues. Matt served a week of Emergency Officer On-Call June 16 through 23. Matt held a lounge mobilization on June 20 with Oakland Shop Steward Eric Hironymous to record cabin air temperatures and raise awareness of the reporting procedures for hot aircraft. On July 7, Matt held a lounge mobilization to discuss changes to the California Paid Family Leave program and to encourage Oakland Members to pre-designate their personal physician in the event they sustain a work related illness or injury. Matt attended a meeting of the TWU State Conference chairperson's meeting at TWU headquarters in Washington D.C. on June 24 and 25; Matt attended on behalf of the TWU California State Conference Chairperson. The meeting served as a strategic planning session designed to further strengthen the TWU State Conference structure.

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

Donna attended the Executive Board Meeting on June 9-12. Donna along with TWU Local 571 Officers Raphael Melon and Leontine Clark met with candidate for Illinois 13th Congressional District Ann Callis on June 19. Donna participated in the system-wide Domicile Executive Board Member Hot Aircraft Lounge Mobilization on June 20 in Chicago. The Hot Aircraft Mobilization was very well received by Flight Attendants, Pilots, and Ground Operations. Donna attended the TWU State Conference Chair Meeting in Washington, D.C. on June 24-25 with Matt Hettich and LaTonia Paul Benoit. Donna sent out an E-Connection, spent time in the lounge, updated the Base Page, tidied the red rack, the glass case, communicated with Shop Stewards, met with Base Management, and represented Chicago Flight Attendants in Fact-Finding Meetings with Management. Donna would like to point out that Delay of Flight Meetings seem to be taking the place of the Attendance Meetings. Donna assisted John DiPippa with Emergency Officer On-Call for two nights. Donna has been in contact with and TWU COPE and Political Field Assistant Gwen York and other members of the Illinois/Indiana State Conference on a continuing basis concerning all issues pertaining to Legislative issues that affect the transportation industry. Donna would also like to mention the passing of TWU Local 2014 President Donald Knight who was very active in the Illinois / Indiana State Conference from its inception.

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

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas June 9-12. The Union Glass Case and Red Rack were updated throughout the month. Chris conducted lounge visits and answered Members questions and concerns. Chris spoke with Shop Stewards to discuss Fact-Finding Meetings and other Base issues. Chris also met with Base Manager Cetta Larabee to discuss items specific to the Denver Base. Chris represented Members in Fact-Finding Meetings. Chris distributed Union pins to Members who requested them. Chris reports that Brandon Durbin has been appointed as the Denver Assistant Base Manager. Brandon was previously an Inflight Supervisor in Orlando and Las Vegas. Chris participated in the Hot Aircraft Campaign on June 20. Chris met with Members on the aircraft and measured temperatures in the cabin and galleys. Chris explained the campaign to Members and informed them about how to properly report hot aircraft. Chris also made red velvet cupcakes and brought Hot Tamales candy to share with the Crew and Operations Agents. Chris was Emergency Officer On-Call June 23-30.

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

Rachel reports that she met with the Las Vegas Base Leaders to discuss issues in the base including the process for transitioning Supervisors and upcoming Culture Committee events. Rachel participated in the Shop Steward Conference Call. She spent June 20 at the airport for the Hot Aircraft Lounge

Mobilization and educating Flight Attendants on the process of writing up hot aircraft. On June 30, Rachel attended the Las Vegas Listening Layover with TWU Local 556 President Audrey Stone, 1st Vice President Todd Gage, 2nd Vice President Brett Nevarez, Treasurer John Parrott, and Recording Secretary Cuyler Thompson.

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

Pamila worked on the glass case in the lounge. Pamila assisted Stacey Vavakas, and Lucy White-Lehman on the Atlanta Shop Steward Training for June 18. Pamila attended the Shop Steward training in Atlanta at the AirTran Corporate Center. Later that evening, there was a death in Pamila's family. Pamila was out of Base and with her family until July 9. Pamila would like to thank the Atlanta Shop Stewards for running the Atlanta Base while she was away. Pamila would also like to thank Atlanta Base Management, the Critical Incident Stress Management (CISM) Team, the Executive Board and Office Staff for their support during this difficult time.

The Executive Board discussed the Union Red Racks in the Flight Attendant lounges.

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

Cases from May	
Withdrawn	*1*
I.R. Filed	*1*
Cases for June	
Unprofessional Behavior	*4*
Withdrawn	*4*
Company Policy	*3*
Pilots	*2*
In Progress	*2*
Total Cases for June	*15*
Negative Outcome	*3*
Positive	*6*
Bases	
HOU	*5*
BWI	*2*
OAK	*1*
DAL	*1*
LAS	*2*
ATL	*4*

There was discussion regarding the Professional Standards Committee Report. Jimmy West **agreed** to talk to Chairperson Kurt Beggs regarding the procedures of the Professional Standards Committee.

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

Lisa Trafton reported line writing for August had the same obstacles as the previous months but only for the first ten days. We are returning to fall flying starting the weekend of August 9. The Scheduling Committee left 1,064 (265 less positions than July) positions in open time after writing Primary Lines for July. The Committee on average wrote 71% pure lines (lines starting on the same day each week containing pairings of the same length); maintained 36.2% of the lines with all weekends off, and the *lines containing 3-on/off or 48-hour breaks did not exceed 17.6%. In total, the Committee wrote 7,614 individual lines (an increase of 641 individual lines from this month last year and a decrease of 184 individual lines from last month) averaging 95.89 TFP. Please let Flight Attendants know they are always more than welcome to watch Primary or Secondary line writing. The Line Writers for the August Primary Lines were: Kim Foster, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Doreen Argyropoulus-Ricker, Richard Locher, Cobia Gould, Alexander Ricker and Lisa Trafton. The Line Writers for the AUG Secondary Lines were: Doreen Argyropoulus-Ricker, Rebekah Knox, Kay McCurley, Richard Locher, Kim Foster, Janet Lamy, Cobia Gould, Shelly Taylor, Sheri Tyler, Alexander Ricker and Lisa Trafton.*

The Executive Board took a break at 1035 reconvened at 1050.

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

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

Matt reported that former Negotiating Team Member Denny Sebesta and current Negotiating Team Member Brandon Hillhouse continue to write contract education articles for Unity Magazine and Unity Update. The Education Committee has begun work on a whiteboard video animation project to convey important elements of the Contract to the Members in an easy to understand format. These videos will be made available via the Union Website as soon as they are completed.

There was discussion regarding an animated whiteboard video project to educate the Members of TWU Local 556 on the provisions of their Collective Bargaining Agreement (CBA).

Cuyler Thompson submitted copies of his proposed 2014 Membership Survey for the Executive Board to review. The Executive Board **agreed** to review the proposed survey and to discuss it again later in the meeting.

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

Stacey Vavakas, Lucy White-Lehman and Pamila Forte conducted the Atlanta Shop Steward Training. This training was held on June 18 at the AirTran Conference Center (ACC) Building. Atlanta Base Manager Rachel Loudermilk helped secure the facility for us and assisted with the arrangements. Her help was greatly appreciated. The training produced great discussion and dialogue by everyone. The newly elected Shop Stewards are very eager to learn the grievance process, but have a wealth of knowledge already in grievance handling. They will be excellent advocates for the Membership. June Shop Steward Conference Call was held on June 24 and the Shop Steward Corner was emailed out. The newly elected Atlanta Shop Stewards have been added to the email distribution list.

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

President Audrey Stone reports that she, along with Financial Secretary/Treasurer John Parrott have given the Union presentation to one New Hire class and one Special Merger Training (SMT) since last reported. TWU Local 556 has hosted three dinners, which represented one of the classes split in half. TWU Local 556 has continued to represent by attending graduations for all of our new Members, and Audrey was able to attend graduations for both Class #287 and #288. The Training Department at Southwest Airlines does not have any further New Hire classes scheduled until September. 2nd Vice President Brett Nevarez attended a meeting with Training, most recently on July 14.

Tina Coffee presented the **TWU Air Transport Division's Working Women's Committee (WWATD) Report**. There was no written report submitted.

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

John Parrott **agreed** to coordinate a letter to the Local's former information technology vendor Frank Mastrangelo with the assistance of legal counsel regarding the software licenses that had not been provided to the Union.

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

> *Matt reported that the Scholarship Selection Committee, comprised of TWU Local 556 President, the Scholarship Committee Chairperson, and one individual from the academic or labor community, has chosen a recipient of the 2014 Madeleine Rolle de Milhaguet Howard Scholarship. The recipient will be announced in the August 5 edition of Unity Update.*

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

> *June 2014 has been an extremely busy month for FADAP. Natalie and Amy spent two days in Washington, D.C. learning how to use the new FADAP Data Base Program. This program will allow us to track all Flight Attendants during and after treatment without any identifying markers. We will be able to give TWU Local 556 accurate statistics on our program. We hosted a conference call for our FADAP Base Coordinators to discuss and teach them about our new program. Natalie and Amy are part of the Fourth Annual FADAP Conference Planning Committee and Amy was able to join a conference call on June 25. On June 26, Amy spoke to the SMT class about FADAP. Our team has already received a few calls from some Flight Attendants in New Hire and SMT classes.*

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

The Executive Board went to lunch at 1230.

During the lunch break, Matt Hettich, Rachel Brownfield, Karen Amos, Rob Riddell and Chris Sullivan answered the telephones in the Union Office so that the TWU Local 556 Office Team could have lunch together.

The Executive Board Meeting reconvened at 1402.

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

John DiPippa was on a telephone call with a Member.

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

John DiPippa returned to the Meeting at 1415.

The Executive Board made corrections and changes to the Minutes.

The Executive Board took a break at 1525 and reconvened at 1540.

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

Chris Sullivan updated the Executive Board on an education proposal made by TWU Local 556 Member Gina Duvall.

Todd Gage reported to the Executive Board that Flight Attendants may request a copy of Personnel Files via Company (@wnco) email and receive either an electronic copy via email or a printed copy to be picked up in the Inflight Base Office.

John DiPippa updated the Executive Board regarding the Sedgwick Investigation. John DiPippa reported that he would provide more information to the Executive Board regarding the investigation after an On-The-Job Injury Conference, which would be attended by Atlanta Domicile Executive Board Member Pamila Forte and TWU Local 556 Leave Specialist Alice Hinckley.

Professional Standards (PS) Committee Executive Board Liaison Jimmy West reported that he spoke with Kurt Beggs, the Chairperson of the PS Committee regarding the Executive Board's questions regarding PS procedures. Jimmy West **agreed** to provide a copy of the PS procedural/training manual to the Executive Board.

John Parrott made a **motion (1)** to recess. Karen Amos **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

Matt Hettich updated the Executive Board regarding the pop-up signs used during lounge mobilizations to call attention to the Union Leaders conducting the event. Matt Hettich **agreed** to order pop-up signs for those Inflight Bases that did not have them.

The Executive Board discussed scheduling conflicts, which would affect the September Executive Board Meeting.

Todd Gage made a **motion (2)** to conduct the September 2014 Executive Board Meeting via conference call due to scheduling conflicts. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board **agreed** to change the scheduled date of the December 2014 Executive Board Meeting due to scheduling conflicts.

The Executive Board discussed the authority of Executive Board Members to authorize emergency trip pulls.

The Executive Board discussed the assignments of Emergency Officer On-Call for the remainder of the year.

The Executive Board discussed the procedures by which standard trip pulls were authorized.

There was discussion regarding information published in the Houston E-Connection.

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

Audrey Stone	LAFK	dated June 27
Todd Gage	OA2G	dated June 2
John Parrott	DAAN	dated April 12
Brett Nevarez	LS39	dated June 5
Cuyler Thompson	OA6P	dated June 7
Tina Coffee	PS41	dated June 18
Rob Riddell	PA2I	dated June 4
Stacey Vavakas	BAJH	dated June 14
Valerie Boy	HAKT	dated June 21
John DiPippa	PARM	dated June 27
Matt Hettich	OAFZ	dated June 21
Pamila Forte	LAJ8	dated April 12
Rachel Brownfield	LS47	dated June 4
Karen Amos	DAIQ	dated June 29

Jimmy West	FS32	dated June 24
Donna Keith	MAWY	dated June 27
Chris Sullivan	CS1A	dated June 18

Todd Gage made a **motion (3)** to recess. 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	Nay
Brett Nevarez	Yea
Cuyler Thompson	Nay
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Nay
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Nay

The motion **carried**.

Audrey Stone recessed the Meeting at 1726.

Wednesday

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

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

Committee on Political Education (COPE) Co-Chairperson Bryan Orozco entered the Meeting at 0926.

The Executive Board discussed the participation in and per capita paid by TWU Local 556 at State and Local AFL-CIO Chapters and Central Labor Councils in cities where Southwest Airlines Flight Attendant Domiciles are located. The Executive Board **agreed** to discuss the issue further, later in the Meeting.

The Executive Board discussed the participation of TWU Local 556 at TWU Legislative State Conferences. The Executive Board **agreed** to discuss the issue further, later in the Meeting.

The Executive Board discussed holding a TWU Local 556 COPE Drive. The Executive Board **agreed** to discuss the issue further, later in the Meeting.

Brett Nevarez was excused to speak with legal counsel at 1000.

Bryan Orozco was excused at 1004.

Southwest Airlines Inflight Management Representatives Brendan Conlon, Steve Murtoff and Sonya Lacore entered the Meeting at 1005.

> *Brendan Conlon followed up on items discussed during last month's meeting with the Executive Board. Brendan reported that the "Hot Aircraft Public Address (PA)" reminder had been added to the Flight Attendant Information Sheet. Brendan reported on an issue in which a Flight Attendant had been rescheduled to overnight in Dallas after hotel rooms in Kansas City were not available. Steve Murtoff discussed the issue of Flight Attendants requesting copies of their Personnel Files when their Inflight Supervisor was on vacation.*

Brett Nevarez returned to the Meeting at 1015.

> *There was discussion regarding the Southwest Airlines Start Strong Initiative and delays written off to Flight Attendants who had run off the aircraft to get food. Steve Murtoff stated that he reviews all of these delays and that delays written off to Inflight were "trending downward." Cuyler Thompson discussed whether or not the increased reroutes and reschedules had caused more delays to be written off to Inflight when Flight Attendants schedules changed, and they were forced to leave the aircraft to get food. Steve Murtoff had not seen that. Valerie Boy reported that Houston Inflight was filling out a form when investigating delays at the base. Steve Murtoff asked for a copy of the form, as he was not aware of its existence. Karen Amos inquired as to why delays were appearing on Flight Attendants' trips in Crew Web Access (CWA) days in advance. Brendan Conlon was unaware that this was happening but agreed to look into it. Sonya Lacore reported that she met with Vice President of Ground Operations regarding the procedures for allowing Flight Attendants access to the Jetway in a timely manner prior to a flight. Sonya confirmed that an Operations Agent or a Customer Service Agent (CSA) was authorized to allow Flight Attendants access to the Jetway. There was discussion regarding Unaccompanied Minor (UM) Procedures. There was discussion regarding Flight Attendants' dependents not being allowed to travel on flight benefits when a Flight Attendant had called in sick. There was discussion regarding paging Flight Attendants being paged over the airport PA systems prior to their scheduled report time. Audrey Stone thanked the Inflight Management Representatives for the memorandum sent to Ground Personnel regarding Flight Attendants being bullied into sitting on the 4th Jumpseat. There was discussion regarding the fact that Inflight Supervisors had been overheard discussing personal information about Flight Attendants at the Inflight Customer Service desk. Steve Murtoff said that he would be discussing the issue with all Inflight Base Management. Sonya Lacore agreed to look into having the aircraft cleaners close the window shades at night while cleaning the aircraft in an effort to keep originators cool. Donna Keith discussed providing information cards for Flight Attendants to attach to their lanyards about Near-International flying. Sonya agreed to discuss the issue with Rob Riddell. Audrey Stone inquired again, as to why Company Doctors were not allowed to treat Flight Attendants when verifying their illnesses during Emergency Sick Call Procedures (ESCP). John DiPippa discussed the process by which Irregularity Reports were requested of Flight Attendants. Steve Murtoff agreed to look into it. Rachel Brownfield discussed the fact that Southwest Airlines Employees who transferred to the Flight Attendant position were required to repurchase Flight Attendant Uniforms when they already had them. There was more discussion regarding Flight Attendants receiving Delays of Flight after running off the aircraft to get food. There was discussion regarding the Southwest Airlines Minimum Crew Requirements. There was discussion regarding the fact*

that water continued to flood the aft galleys during the landing of 737-800 series aircraft. There was discussion regarding whether or not a "Travel Desk" was being created in the Inflight Scheduling Department to handle the hotel/transportation needs of the Flight Attendants. There was discussion regarding the fact that Flight Attendants were allowed to turn in a Doctor's Note directly to an Inflight Supervisor.

The Southwest Airlines Inflight Management Representatives left the Meeting at 1105.

The Executive Board took a break at 1110 and reconvened at 1125.

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

Becky Parker was a guest at the Meeting and submitted the **Grievance Committee Report**:

<u>GRIEVANCES:</u>

July 14, 2014 :

22 terminations	*20.8%*
18 group grievances	*17.0%*
17 non-termination/ disciplinary	*16.0%*
49 individual contract	*46.2%*

<u>106 total grievances</u>:

Total Contract Grievances on file:	*(71)*	*63.2%*
Total Discipline Grievances on file:	*(43)*	*36.8%*

Since last month's report:

Total grievances filed: 28
Total grievances removed: 32

Removals are broken down as follows:

16 Settled Union
15 Withdrawn
1 Settled Company

<u>Board of Adjustments scheduled</u>

June 24, 2014 – No Show - System Board held on the date scheduled. Board Panel voted to deny the Grievance. Board determined the Company had just cause per Article 32 of the CBA to issue the No Show.

June 26, 2014 – Denied Compensation – Settled Union, prior to system board

July 22, 2014 – Settled Union, prior to system board

July 24, 214 – Settled Union, prior to system board

<u>Board of Adjustment Panel update and training</u>

The Union has updated the Board of Adjustment Panel in accordance with Article 20 of the CBA. The Union has scheduled and will be providing training to those individuals selected. The training is scheduled to be held on September 9 at the TWU Local 556 Office.

Arbitrations

August 27, 2014 – Termination, sick leave abuse

The Executive Board discussed the pay for Members of the Board of Adjustment (BOA) when invited to serve at an event.

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1202 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1208 to discuss the merits of the Grievance.

Barbara Fitzhugh and the Grievant were excused at 1218.

Chris Sullivan made a **motion (4)** to proceed on a Grievance. Stacey Vavakas **seconded** the motion.

Brett Nevarez made a **motion (5)** calling for the question. 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	Nay
Brett Nevarez	Yea
Cuyler Thompson	Nay
Tina Coffee	Nay
Rob Riddell	Nay
Stacey Vavakas	Nay
Valerie Boy	Nay
John DiPippa	Nay
Matt Hettich	Nay
Pamila Forte	Nay
Rachel Brownfield	Nay
Karen Amos	Nay
Jimmy West	Nay
Donna Keith	Nay
Chris Sullivan	Nay

The motion **did not carry**.

The main motion (4) on the floor **did not carry**.

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

The Executive Board went to lunch at 1215 and reconvened at 1415.

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

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

The Executive Board continued to discuss the pay for BOA Members. The Executive Board **agreed** that the pay associated with serving at a BOA event would not be changed from current practice.

Becky Parker was excused at 1433.

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

> *CISM had a total of 101 calls into the hotline. Eileen spoke to the initial Inflight Class #290 and the Inflight Leadership class. The two CISM Members on call were able to mentor newer Team Members and train them on our on call system and follow up procedures. The volume of calls rises each month due to the fact that the Network Operation Control (NOC) is assisting with notification. This is very beneficial to the Membership, we are getting notified on calls that in the past we may not have. The type of calls we received are broken down by category below:*

Personal Issue-F/A	*25*
Medical Emergency	*19*
Death of F/A Family Member	*6*
Mechanical	*6*
Passenger Misconduct	*5*
Medical w/ Divert	*5*
Calls Related to Death of F/A	*3*
F/A Injury	*3*
Death on Board	*3*
F/A Hospitalization	*2*
Turbulence w/ Injury	*2*
Suicide Attempt	*2*
Aborted Takeoff	*2*
Decompression	*2*
Mechanical w/ Divert	*2*
Team Member Debriefing	*1*
Crew Member Conflict	*1*
FA Involved in Accident - Off Duty	*1*
Van Accident (RON)	*1*
Incident on RON	*1*
Non Work Related	*1*
Turbulence	*1*
Smoke in Cockpit	*1*
Substance Referral-FAAP Team	*1*
Declared Emergency	*1*
Bird strike	*1*
Bomb Threat	*1*
F/A Illness on A/C	*1*
Suspicious Substance on Board	*1*
	101

Todd Gage reported that the CISM Chairperson Eileen Rodriguez would be increasing the number of Atlanta Flight Attendants serving on the Committee.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Renda Marsh entered the Meeting at 1452 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1503 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1520.

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

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

Todd Gage made a **motion (9)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. Jimmy West **seconded** the motion. The motion **carried**.

Renda Marsh entered the Meeting at 1534 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1546 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1556.

Brett Nevarez made a **motion (10)** not to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1600 and reconvened at 1610.

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

TWU Local 556 Coordinating Council Members Crystal Reven, Sam Wilkins and Bryan Orozco entered the Meeting at 1615 to discuss the status of ongoing membership mobilizations and the Contract Action Network (CAN).

The Coordinating Council was excused at 1718.

Cuyler Thompson made a **motion (11)** to recess. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Away
Jimmy West	Nay
Donna Keith	Yea
Chris Sullivan	Away

The motion **carried**.

Audrey Stone recessed the Meeting at 1720.

Thursday

July 17, 2014

Audrey Stone called the Meeting to order at 0830.

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

Brett Nevarez was excused to represent TWU Local 556 at a scheduled court-ordered mediation in the lawsuit filed by TWU Local 556 against former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann. The lawsuit had been filed to recoup dues monies spent by the former Officers during their suspensions from office.

Todd Gage made a **motion (12)** to excuse Brett Nevarez to attend court-ordered mediation on behalf of TWU Local 556 in the lawsuit against former Officers Stacy Martin, Chris Click and Jerry Lindemann. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone submitted a letter from TWU International in which it was clarified that mail that was sent via a method that may be confirmed and tracked, whether through the USPS, FedEx, or UPS would suffice per the intent of the language of the TWU Constitution regarding the term "registered mail." The letter also stated that in light of the TWU Local 556 current contractual pay scale that includes longevity increases and a step-up wage scale, the four dollar per year cap for raising dues does not apply to TWU Local 556. In the letter, TWU International recognized that TWU Local 556 had already raised dues in 2014, but wanted to make sure that in the future, TWU Local 556 raised dues in a manner that ensured compliance with the TWU Constitution.

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

John reported the following statistics for June:

Sick Days	*7*
Vacation Convert	*3*
Vacation Days	*34.5*
Flex Days Earned/Used	*8/11.5*
Doctor Appointments	*3*
Training	*2*
Total Days to cover	*58*
Temp Staff Days	*37*

John Parrott submitted the **May 2014 TWU Local 556 Financial Report** for review.

The Executive Board reviewed the Financial Report.

John DiPippa made a **motion (13)** to approve the May 2014 TWU Local 556 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
Brett Nevarez	Excused
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Away
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

John Parrott submitted the **June 2014 TWU Local 556 Financial Report** for review.

The Executive Board reviewed the Financial Report.

John DiPippa made a **motion (14)** to approve the June 2014 TWU Local 556 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
Brett Nevarez	Excused
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board discussed the annual budget of the TWU Local 556 Safety Committee.

Rob Riddell made a **motion (15)** to change the budget for the current fiscal year for Safety to $72,000. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board took a break at 1036 and reconvened at 1056.

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

Brett Nevarez was excused to represent TWU Local 556 at a scheduled court-ordered mediation in the lawsuit filed by TWU Local 556 against former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann. The lawsuit had been filed to recoup dues monies spent by these former Officers during their suspensions from office.

The Executive Board discussed the upcoming Readbox Project.

The Executive Board discussed the upcoming On-The-Job Injury Conference.

John DiPippa made a **motion (16)** to send Atlanta Domicile Executive Board Member Pamila Forte and Leave Specialist Alice Hinckley to the State Board of Workers Compensation 2014 Annual Conference with registration and hotel rooms not to exceed $1,000. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed the Civil Aerospace Medical Institute (CAMI).

The Executive Board discussed the participation in and per capita paid by TWU Local 556 at State and Local AFL-CIO Chapters and Central Labor Councils in cities where Southwest Airlines Flight Attendant Domiciles are located.

The Executive Board discussed the participation of TWU Local 556 at TWU Legislative State Conferences.

The Executive Board agreed that Dallas Flight Attendant and TWU COPE and Political Field Assistant Gwen York would be invited to address the Executive Board at a future Executive Board Meeting regarding COPE.

The Executive Board **agreed** that Las Vegas Domicile Executive Board Member Rachel Brownfield would be the TWU Local 556 voting delegate at future meetings of the Nevada/Arizona/Colorado TWU State Conference.

John Parrott made a **motion (17)** to enter into Executive Session. 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	Yea
Brett Nevarez	Excused
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board entered Executive Session at 1130.

The Executive Board exited Executive Session at 1142.

Todd Gage made a **motion (18)** to sponsor the 2014 Alameda County Labor Day Picnic at the amount of $500. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board went to lunch at 1151 for lunch and reconvened at 1329.

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

Chris Sullivan was absent.

Brett Nevarez was excused to represent TWU Local 556 at a scheduled court-ordered mediation in the lawsuit filed by TWU Local 556 against former President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann. The lawsuit had been filed to recoup dues monies spent by these former Officers during their suspensions from office.

John Parrott made a **motion (19)** that per the recommendation of the TWU Local 556 IT Manager, to adjust the Information Technology (IT) Committee budget by $42,000 in order to replace two servers and bring the Local into full software compliance. 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
Brett Nevarez	Excused
Cuyler Thompson	Yea
Tina Coffee	Away
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Excused

The motion **carried**.

There was discussion regarding proposed language to be included in the TWU Local 556 Procedures and Guidelines Manual. The proposed language pertained to trips pulled in order for Members to participate State and Local AFL-CIO, Central Labor Council (CLC), and/or TWU State Conferences. Audrey Stone and Matt Hettich **agreed** to rework the language and present it to the Executive Board during their next monthly meeting.

John Parrott made a **motion (20)** to excuse Chris Sullivan from the afternoon session of Executive Boards for July 17 to attend the Denver Base of the Year Party. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Todd Gage made a **motion (21)** to insert language into the Policies and Guidelines (P&G) Manual regarding how a TWU Local 556 Member goes about requesting to see the Local's Financials. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board reviewed the proposed 2014 Membership Survey. The Executive Board made additions to the survey.

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

Brett Nevarez entered the Meeting at 1400.

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

The Executive Board made corrections and changes to the June 2014 Executive Board Meeting Minutes and Synopsis, Attendance Report and Voting Record and Voting Tally.

Todd Gage made a **motion (22)** to approve the June 2014 Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage made a **motion (23)** to approve the June 2014 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
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (24)** to approve the June 2014 Executive Board Meeting Attendance Record as amended. 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Yea
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Excused

The motion **carried**.

Todd Gage made a **motion (25)** to approve the June 2014 Executive Board Meeting Voting Record and Voting Tally as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Tina Coffee made a **motion (26)** to donate $200 to Member Wendi Hart Van Briesen for medical hardship. 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
Brett Nevarez	Yea

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

The motion **carried**.

Rob Riddell made a **motion (27)** to adjourn. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1427.

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

____

Cuyler Thompson
TWU Local 556 Recording Secretary