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

One Brookriver Place 7929 Brookriver Drive, Suite 750 Dallas, TX 75247 (214) 640-4700 (800) 969-7932
Fax (214) 357-9870 www.twu556.org Hotline (800) 806-7992

Executive Board Meeting
June 10 – 12, 2014
Synopsis

Tuesday

June 10, 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, Chris Sullivan, Stacey Vavakas, Karen Amos, John DiPippa and Valerie Boy were present at the Meeting.

Jimmy West was excused for vacation.

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

Cuyler Thompson led the Executive Board in reciting the **Pledge of Allegiance**.

Audrey Stone updated the Executive Board regarding the Meeting Agenda.

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

John reported the following statistics for May:

Sick Days	*9*
Vacation Convert	*0*
Vacation Days	*27*
Flex Days Earned/Used	*10/11*
Doctor Appointments	*2*
Training	*0*
Total Days to cover	*47*
Temp Staff Days	*28*

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

There was discussion regarding the notification chime that Flight Attendants were previously given as notification that boarding was about to begin for a flight.

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

There was discussion regarding the fact that Negotiating Team Member Bill Holcomb was volunteering his time on the Negotiating Team while on medical leave from Southwest Airlines.

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

> *Rob attended the Executive Board Meeting in Dallas May 11 to 14. Rob met with the Director of Phoenix Parking Operations, Lynda Dodd, Phoenix Domicile Executive Board Member, John DiPippa, along with several Phoenix Flight Attendants to discuss the ongoing parking problems in Phoenix, including the impending move out of East Economy parking lot upon the completion of the Sky Train extension to Terminal 3. Unfortunately, there was no good news in regards to covered parking. They discussed pricing options and the City of Phoenix ordinance that disallows any discount greater than 50% off any rate published to the general public. They also discussed Flight Attendant safety concerns, specifically crossing the street between the Employee lot on Washington and 44th Street and the Sky Train station. Rob answered numerous phone calls and questions from Members during the month of May.*

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

> *Tina attended the TWU Legislative and COPE Conference in Washington, D.C. It was amazing. Tina especially liked the speakers who updated us on the deficit in the Transit budget and how it will run out in August, leaving nothing for the infrastructure to expand their services for the American public. Tina found the Trans Pacific Partnership (TPP) information very interesting, most importantly, how it will effect us if it is fast tracked by President Obama. It is very alarming, as it is related to Norwegian Air Shuttle who plans on outsourcing Crews, jumping over some safety regulations, and undercutting fares, which could lead to job loss at Airlines in the United States. Tina and other TWU556 Members got to sit with Senators and Representatives in Congress to speak on subjects like, "No Knives On Planes" (H.R 1093), and "Prohibiting In-Flight Voice Communications on Mobile Wireless Devices" (HR 3676). Tina reports that she stuffed the boxes in Phoenix with the Unity Magazines. Tina straightened the red rack, put up pictures in the glass case of the TWU Legislative and COPE Conference, tuned into the Shop Steward Conference Call, attended the Phoenix Membership Meeting, did Fact-Finding Meetings in Phoenix, took calls about hot planes, Passenger bad letters, delay of flight, boarding procedures where families get on last, and baggage issues. Tina was the Emergency Officer On-Call for a week and attended the Executive Board Meeting. Tina updated the Weekly Report, attended a Walmart informational picket and wrote an article about it for the next Unity. Tina also did some human rights good deeds for the immigrants being bussed to Phoenix. Tina read all the Union publications, emails, and information on Facebook and the Union Website. She posted information about Walmart, trade agreements, and human rights on her Facebook page. Tina also made a slide show with pictures taken at the Atlanta Base opening. Tina made plans with Karen Amos to initiate the base book drives called READBOX. Tina and Maureen Adamek are planning the next "Crossover Connection" function in Atlanta.*

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

> *John has represented two Members at Fact-Finding Meetings since the May Executive Board Meeting. John also has organized the red rack and made sure the glass case was updated with the June poster reminding Flight Attendants about the Summer procedures. John attended the Parking Meeting last*

month with Board Member at Large Rob Riddell and also in attendance were Flight Attendants Patricia Salazar, Kathryn Palmer, Cheryl Abeita, Ashlie Gimbel, and Eric Bonds. John regrets to inform the Board that there was no resolution to the parking situation in Phoenix and all Employees will be moved to the 44th Street Lot in December. Nevertheless, John will be collecting signatures in the fall from Flight Attendants who would be interested in parking at The Parking Spot or Blue Sky if a monthly rate was offered. In November John and Rob Riddell plan to take these signatures to the two parking places to see if they would be interested in offering a monthly rate to the Flight Attendants. Finally, after the meeting John sent an update out to the base about the meeting. John was in the lounge on May 28 and 29 to do a Lounge Mobilization and attended the Membership Meeting on May 29. John wrote his base report and reviewed Grievances prior to the June Executive Board Meeting. John wants to thank Board Member at Large Tina Coffee for stuffing the recent issue of Unity and attending the Arizona AFL-CIO meetings in John's stead. Finally, John wants to thank Chicago Domicile Executive Board Member Donna Keith for her invaluable assistance with a Member. 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 and the glass case. All Union literature was distributed. Stacey continues to meet with Base Leadership to discuss issues within the base. The date of the lounge opening has not yet been announced. Stacey has continued to spend time helping the Supplemental Insurance Representatives in the lounge. Stacey also attended the Baltimore Membership Meeting and participated in the monthly Shop Steward Conference Call. Stacey has also been working with the Shop Steward Committee and the Atlanta Domicile Executive Board Member, Pamila Forte on coordinating a Shop Steward Training for the new Atlanta Shop Stewards.

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

Karen reported that Fact-Finding Meetings in the Dallas Base have increased in the last two months. Unfortunately a few of the meetings generated terminations. The Colonial Insurance open registration was a great success. As of late the main topic in the base has been parking. There has been no concrete information released and once a parking solution has been agreed upon the Dallas City Council must approve additional changes to airport property. Karen was able to get confirmation that the parking garage attached to the airport will continue to accommodate Flight Attendants through the month of September of this year. Karen met with Shannon Hiatt who is now back at the Dallas Base after completing a special assignment at headquarters. Bryan Smith, one of the two Assistant Base Managers has been promoted to Manager of Labor Relations. The Dallas Base was operating with one assistant manager. The position was posted, and Tammi Feuling was chosen to fill the position. Karen reported the Union Red Rack has been reorganized, the Union Glass Case has been updated and is current. Karen sent out an E-Connection in June. All publications have been distributed. Karen spent time in the Dallas Base and has assisted many Flight Attendants who have contacted her from across the system with Contract questions. Karen reported publications that are sent to the Dallas Base via cargo have not been handled properly and she has contacted cargo on three occasions to rectify the situation, as well as speaking with the base. Karen has contacted Robin Brewer to inform her that publications that should have been sent to the Union are being delivered to the Dallas Base and Robin believes she can rectify the issue.

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

Matt reported that Fact-Finding Meetings have been quiet over the previous month. 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 attended the Oakland Membership Meeting on May 27 and attended the TWU Legislative and COPE Conference on May 19 through 21 in Washington, D.C. During the conference, TWU Local 556 Members educated members of Congress on the importance of keeping knives off passenger airplanes, prohibiting cellular telephone calls in the aircraft cabins, and supporting increased expenditures in public transit. Matt thanked Oakland Shop Stewards Sam Wilkins, Josh Rosenberg, and Patrick Reynolds for volunteering their time to attend the conference. Matt reported that he and Patrick Reynolds held a Lounge Mobilization on May 22 to highlight the important work that was done at the conference. Matt and Patrick spoke to Oakland Members about TWU legislative priorities and the importance of contributing financially to COPE. Matt attended the Alameda Labor Council Delegates Meeting on Monday June 9; the delegates meeting served as a post-primary debrief and highlighted the victories that were achieved in electing candidates that support working families during the California primary election on June 3.

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

Donna attended the Executive Board Meeting on May 12-14. Donna attended the Dallas Membership Meeting on May 12. Donna attended the TWU Legislative and COPE Conference in Washington, D.C. on May 18-21. Representatives from all TWU Locals lobbied Congress and Senate on No Knives on Planes, No Cell Phones on Planes, Norwegian Air Shuttle, and issues affecting Members from all Locals. Donna attended the Fund Transit Now Rally while in Washington, D.C. with Members from Transport Workers Union (TWU) and Amalgamated Transit Union (ATU). Donna spent time in the lounge, updated the base page, tidied the red rack, updated the glass case, communicated with Shop Stewards, met with Base Management, and represented Chicago Flight Attendants in Fact-Finding Meetings with Management. Unity Magazine was distributed by Shop Steward Erich Schwenk. Donna attended and chaired the TWU Illinois / Indiana State Conference Meeting with Illinois / Indiana State Conference Secretary and TWU Local 556 Shop Steward Dale Wilson, TWU Local 556 Shop Steward Brendon Remezas, TWU COPE-Political Field Staff Gwen York, and representatives from other TWU Locals in the area. Donna has been in contact with Gwen York and other members of the Illinois/Indiana State Conference on a continuing basis concerning all issues pertaining to COPE and Legislative Conference issues that affect the Transportation Industry. Donna would like to thank Veteran Brendon Remezas for attending the meeting with Congressman Dan Lipinski and Senator Mark Kirk to discuss the current issues surrounding the Veteran's Administration (VA) and medical services that have been denied to Military Veterans across the United States.

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

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas May 12-15. 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 the Unity Magazine to all Members' mailboxes. Members who requested Union pins had them placed in their boxes. Chris met with Mike Hafner and other Inflight Senior Leaders during their visit to the Denver Base on May 16. Chris attended the Denver Membership Meeting on May 21. Shop Stewards Jeff Burgower and John Long were also in attendance. Chris volunteered with other Denver Flight Attendants at the Monarch Montessori School. Members planted trees and performed other various landscaping projects.

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

> *Rachel reported that she attended a mixer for Las Vegas Shop Stewards to discuss issues in the base and socialize. Rachel answered the phones as the Emergency Officer On-Call for a couple of shifts. Rachel also called Las Vegas Flight Attendants living in San Diego to ensure they were safe and offer assistance for wildfires in their area. Rachel updated the glass case, distributed the Unity Magazine, and took part in the Shop Steward Conference Call. Rachel and several Shop Stewards hosted a social hour before the Membership Meeting, Rachel wrote an article for the Unity Update.*

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

> *Pamila attended the first Atlanta Membership Meeting on May 17. Shop Steward Elections were held, and seventeen Shop Stewards were nominated and elected. Pamila attended the TWU Legislative and COPE Conference in Washington, D.C. May 18-20. Pamila has been working with Stacy Vavakas and Lucy White-Lehman to get all elected Shop Stewards confirmed. Pamila has been working with Shop Steward Committee Co-Chairperson Stacy Vavakas to secure a location to train the newly elected Shop Stewards. Pamila also met with the Supplemental Insurance Representative in the Crew Lounge several times during the enrollment period. Pamila stuffed boxes with Unity Magazines, and updated the glass case in the Atlanta Lounge. Pamila made several visits to the Atlanta Lounge to speak with both airTran and Southwest Flight Attendants, to hear any concerns they may have in the Base. Pamila has done several Fact-Finding Meetings, most of which were flight delays.*

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

> *Valerie attended the May Executive Board Session, the Houston Membership Meeting and the monthly Harris County AFL-CIO Meeting with fellow Delegates LaTonia Paul Benoit and Michael McNeil. Fact-Finding Meetings in the base were in reference to delays of flights, Customer letters, and Class 1, Section 17. Valerie reports an influx of calls regarding payroll and Reserve issues/questions. Valerie thanks Houston Flight Attendant, Bill Ehlers for stepping in to help stuff the Unity Magazine in Flight Attendant Mailboxes. Valerie dropped Union Pins off for those Members that requested them and had a number of email addresses updated to receive Union news. Valerie met with Houston Base Manager, Scott Wells to discuss changes in the locations of security lanes during ongoing construction of the International Terminal.*

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

> *Bryan Orozco reports that on May 1-2 he and Las Vegas Domicile Executive Board Member Rachel Brownfield attended the Nevada AFL-CIO Candidate Endorsement convention in Reno, Nevada. On May 18-21, representatives from TWU Local 556 attended the TWU Legislative and COPE Conference. TWU Local 556 sent eight Members, and also had four additional Members in attendance as volunteers. Over the three days they listened to many guests speak about lobbying and issues affecting labor. They also lobbied the Senate and House Members on Flight Attendant concerns, including "No Knifes on Planes" and "No talking on Mobile Devices Inflight" as well as other topics that affect some of are our TWU Brothers and Sisters from other Locals. The TWU Local 556 group also participated in a Fund Transit Now Rally. TWU Local 556 Members Corliss King, Anita Vinje, and Tina Coffee met with Congressman Peter DeFazio (D-OR) on May 20, during the TWU Legislative and COPE Conference, to discuss, among other things, opposition to the Norwegian Air Shuttle operating certificate. On June 9,*

the United States House of Representatives approved the Westmoreland-DeFazio Amendment, offered during consideration of the Transportation-Housing and Urban Development (HUD) Appropriations Bill, to prohibit the use of federal funds to approve the Norwegian Air Shuttle operating certificate. TWU supports this bipartisan amendment. TWU Local 556 President Audrey Stone would like to thank all of our Members for their great participation and representation at this conference, the first in four years.

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

Lisa Trafton reported line writing for the July lines had the same obstacles as the previous months. The hiring of additional Flight Attendants has helped to a certain extent. The Scheduling Committee left 1,329 (53 less position than June, Phoenix once again had the highest number of positions left) 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 17.7%. In total, the Committee wrote 7,798 individual lines (an increase of 705 individual lines from this month last year and an increase of 183 individual lines from last month) averaging 99.54 TFP. Please let Flight Attendants know they are always more than welcome to watch Primary or Secondary line writing. The Line Writers for the July Primary Lines were: Kim Foster, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Doreen Argyropoulus-Ricker, and Lisa Trafton. We were short two Line Writers due to vacation and travel issues. The Line Writers for the July Secondary Lines were: Doreen Argyropoulus-Ricker, Rebekah Knox, Kay McCurley, Richard Locher, Kim Foster, Janet Lamy, Cobia Gould and Glenn Jio. They will be short two Line Writers due to vacations and other Union duties.

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 finalized the TWU Local 556 Contract Pop Quiz in May and will distribute the quiz in the June 20 Unity Update. Matt completed the update to the Contract Education Book that is being distributed to New Hire classes; the Contract Education Handbook is available for download to all Members via the Contract tab on the Union Website. Matt thanked Communications Committee Team Member Robin Brewer for helping to reformat the Contract Education Handbook for reprinting. The Education Committee has decided to postpone printing the Contract palm cards until after Contract negotiations.

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

Activity Report for May 2014

Cases from April

Pilots	*1*
I.R. Filed	*1*

Cases for May

Withdrawn	*5*
Unprofessional Behavior	*2*

Company Policy	*4*
I.R. Filed	*1*
Employee Relations	*1*
Not Taken	*2*
Pilots	*2*
FADAP	*1*
Still in Progress	*4*

Total cases for May	*22*
Positive Outcome	*10*

Bases

PHX	*2*
BWI	*5*
OAK	*3*
DEN	*1*
LAS	*3*
MCO	*2*
MDW	*1*

Todd Gage **agreed** to talk to Professional Standards Committee Executive Board Liaison Jimmy West regarding the Executive Board's concerns regarding a procedural question.

Cuyler Thompson presented the **Communications Committee Report**.

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

OAK – (1)
LAS – (1)
HOU – (1)
PHX – (2)
MDW – (1)

The past ten E-Connections or base updates are displayed on their respective base pages on the Local's Website. The E-Connection platform is the requested means of communication from Domicile Executive Board Members. Please utilize this tool.

Website
The TWU Local 556 Website is constantly updated with current events. The main graphic continues to be changed for holidays and the image is used in Unity Update email blasts. AppleTree Media Works continue to upgrade and update our database with changes. They are currently working through some bugs in the system. Traffic during the past month has been constant and consistent with past months. Traffic spikes occur during irregular operations and when Negotiation Updates and Unity Updates are posted or broadcast to Members.

iOS devices continue to be the most common operating system using the Safari browser. This information is important as additions and changes are considered for the Website.

Social Media
Facebook continues to a great way to reach the Members of TWU Local 556. The Members are receptive to posts and this free tool reaches many Members very quickly. Thank you to Cuyler Thompson for being very proactive over the past month with posting pictures, links, and updates. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

There was discussion regarding TWU Local 556 Communications and E-Connections. The Executive Board commended Cuyler Thompson and the Communications Team for their production of Unity Magazine and Unity Update.

Cuyler Thompson submitted the **Shop Steward Committee Report** for Chairperson Lucy White-Lehman:

The Shop Steward Corner for May was emailed out and the conference call was held on May 27. The Shop Steward Roster on the Website has been updated. The Shop Steward page on Website has also been updated. The recorded conference call from May should be emailed out this week. We are in the process of completing the June publication and the conference call is scheduled for June 24 at 1230 CST. We have a date for the Atlanta Shop Steward Training. It is scheduled for June 18 at the airTran Corporate Center building.

There was discussion regarding the fact that the most recent Shop Steward Conference Call had been scheduled during the Oakland Session of the Membership Meeting.

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

Sam Wilkins continues to work with the Virgin America Flight Attendants on behalf of TWU International along with Southwest Airlines Flight Attendants Kevin Barber and Patti Phillips, under the direction of fellow Southwest Airlines Flight Attendant and TWU International Vice President Thom McDaniel. The Virgin America Flight Attendants filed for a Representation Election with the National Mediation Board on May 20. TWU International is currently helping jetBlue Flight Attendants organize. If anyone is interested in assisting with either campaign please contact Thom McDaniel at tmcdaniel@twu.org. The TWU Local 556 Membership Database is now live. Sam would like to thank the Executive Board, the Negotiating Team, and Communications Committee Member Erich Schwenk for making the database happen. The database went live on May 12 and it was put to good use May 16 by reaching out to our Members who were evacuated due to the Southern California Fires. Those Members affected by the Escondido/San Marcos Fire were called by Oakland Domicile Executive Board Member Matt Hettich and Las Vegas Domicile Executive Board Member Rachel Brownfield. Sam would like to thank Matt and Rachel for contacting the Members to ensure they were safe and felt supported during a stressful time. Sam has been working with the Negotiating Team (NT) on Contract Mobilization. Bryan Orozco, Crystal Reven and Sam have been working on the Coordinating Council with a focus on Membership participation and activism. They helped the NT come up with a plan called the Contract Action Network (CAN) for Contract information and education efforts. The Coordinating Council presented the beginning stages of the CAN to the Executive Board during the May Board Meeting. Sam looks forward to working with all parties but she is most excited about getting new Members involved in Union activism.

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

Audrey Stone reports that she, along with Financial Secretary/Treasurer John Parrott have given the Union presentation to two New Hire classes since last reported. TWU Local 556 has hosted four dinners, which represented the two classes split in half. The recent classes have been a mix of internal and external candidates, and many of the external candidates have flown at another airline. The comments TWU Local 556 has received about the presentation and dinners continue to be positive, and the candidates who are coming from another airline have been especially appreciative about the Collective Bargaining Agreement between TWU Local 556 and Southwest Airlines. Audrey has also worked with Education Committee Chairperson Matt Hettich to ensure the Contract Education Handbook was updated and it is currently at the printer.

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

Matt updated the Executive Board on the progress of the 2014 TWU Local 556 Scholarship Campaign. Matt reminded the Domicile Executive Board Members that the scholarship submittal deadline is Monday, June 30. Matt reported that the Scholarship Selection Committee will award the scholarship by July 31.

Chris Sullivan submitted the **Veteran's Committee Report**:

The Veterans Committee Chairman, Chris Sullivan, reports that there was a meeting held in Hurst, Texas June 3-5. Chris was unable to attend due to a previously scheduled vacation. The next scheduled meeting of the TWU Air Transport Division Veterans Committee (ATDVC) is set for August 2014.

Tina Coffee **agreed** to serve as the TWU Local 556 Executive Board Liaison to the Air Transport Division's Working Women's Committee.

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

John Parrott **agreed** to coordinate a letter to TWU Local 556'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.

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

During the month of May, the FADAP team assisted in several outreach calls. Our peers have been assisting several Flight Attendants back on line. They have assisted with aftercare, Alcoholics Anonymous meetings, follow-up calls, and one peer was able to fly a trip together as well. Natalie was able to introduce FADAP to the Special Merger Training (SMT) class that graduated on May 16. We are looking forward to talking to the upcoming classes in June. Amy and Natalie met with a treatment facility on May 20. Our goal was to discuss and review how everyone involved could make the Flight Attendants recovery a success.

Executive Board took a break at 1020 and reconvened at 1040.

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, Chris Sullivan, Stacey Vavakas, Karen Amos, John DiPippa and Valerie Boy were present at the Meeting.

Jimmy West was excused for vacation.

Todd Gage reminded the Executive Board about the group photo scheduled to be taken the following day. The Executive Board **agreed** to postpone the photo until a later date. John Parrott **agreed** to coordinate with Robin Brewer about rescheduling the photo of the Executive Board.

Todd Gage reminded the Executive Board about the Southwest Airlines Network Operations Control (NOC) tour scheduled to take place the following day.

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

The Executive Board went to lunch at 1212 and reconvened at 1316.

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

Jimmy West was excused for vacation.

Audrey Stone was excused for Union Business.

Tina Coffee and Valerie Boy were tardy.

Todd Gage chaired the Meeting.

John Parrott left the Meeting at 1328.

Cuyler Thompson submitted the **May 2014 Executive Board Meeting Minutes** for review. The Executive Board made corrections and changes to the Minutes.

Tina Coffee and Valerie Boy entered the Meeting at 1329.

John Parrott returned to the Meeting at 1420.

Cuyler Thompson submitted the Minutes of the 2nd Membership Meeting or 2014 for review. The Executive Board made corrections and changes to the Minutes.

Cuyler Thompson made a **motion (1)** to excuse Brett Nevarez from the Executive Board Meeting the following day in order to attend a Meeting with the Southwest Airlines Training Department. Rob Riddell **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	Yea
Brett Nevarez	Yea

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

The motion **carried**.

Audrey Stone returned to the Meeting at 1422.

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

The CISM Team responded to 101 Incidents called into our hotline during the month of May. This number of Incidents we have been handling has been increasing each month as we take on the airTran Incidents. We are also noticing more notifications since the opening of the Network Operations Control (NOC) floor at the Southwest Airlines Training and Operational Support (TOPS) Building. The notification process has been streamlined and has significantly improved in the last 60 days. We currently have 58 active Flight Attendants on our Team and will need to add additional Team Members at some point during 2014. As a reminder any Incidents can be reported to our 24 hour hotline at 800-408-3220, we have one Team Member and the chairperson on call 24 hours a day 365 days a year. Below you will see the breakdown of the type of Incidents we handled during the month of May. Each Incident typically requires three to five phone calls (depending on the size of crew and if there are Deadheads on board).

Inflight Incident Summary - May 2014	
Personal Issue - F/A	*17*
Medical Emergency	*15*
Medical w/ Divert	*13*
Mechanical w/ Divert	*9*
Death of F/A Family Member	*6*
Death on Board	*5*
Assault - On Duty	*5*
F/A Illness on A/C	*4*
F/A Injury	*3*
Passenger Misconduct	*3*
Van Accident RON	*2*
Suicide Attempt	*2*
Declared Emergency	*2*
Turbulence w/ Injury	*2*

Mechanical	*2*
Team Member Debriefing	*2*
Turbulence	*1*
Suicide of a Family Member	*1*
Defusing	*1*
Lounge Mobilization	*1*
Bird Strike	*1*
A/C Incident	*1*
Employee Death - Off Duty	*1*
Total	*101*

The Executive Board continued to make corrections and changes to the Minutes.

There was discussion regarding a Member's proposal to the Executive Board. Rachel Brownfield **agreed** to assist Chris Sullivan with the project.

The Executive Board took a break at 1536 and reconvened at 1550.

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, Chris Sullivan, Stacey Vavakas, Karen Amos, John DiPippa and Valerie Boy were present at the Meeting.

Jimmy West was excused for vacation.

There was discussion regarding acceptable behavior of Board Members during Executive Board Meetings.

Grievance Team Chairperson Becky Parker and Grievance Team Member Michelle Nickleberry entered the Meeting at 1606 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1641 to discuss the merits of a Grievance.

Michelle Nickleberry and the Grievant were excused at 1727.

There was discussion regarding the merits of the Grievance.

Cuyler Thompson left the Meeting at 1743 in order to meet a prior commitment.

John Parrott recorded the Minutes of the Meeting.

Discussion regarding the Grievance continued.

Valerie Boy made a **motion (2)** to table a Grievance. Karen Amos **seconded** the motion. The motion **did not carry**.

Todd Gage made a **motion (3)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (4)** to recess. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1808.

Wednesday

June 11, 2014

Audrey Stone called the Meeting to order at 0830.

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

Jimmy West was excused for vacation.

John Parrott was excused due to illness.

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

Grievance Chairperson Becky Parker entered the Meeting at 0857 and submitted the **Grievance Committee Report**:

GRIEVANCES:

June 11, 2014 :	*116 total grievances:*	
	22 terminations	*19.0%*
	18 group grievances	*15.5%*
	20 non term disciplinary	*17.2%*
	56 individual contract	*48.3%*

Total Contract Grievances on file: 74	*63.8%*
Total Discipline Grievances on file: 42	*36.2%*

Since last month's report:
Total grievances filed: 20
Total grievances removed: 17

Removals are broken down as follows:
7 Settled Union
10 Withdrawn

Board of Adjustments scheduled
June 24, 2014 – No Show (individual grievance)
June 26, 2014 – Article 10, Contract, Waive Deadhead Compensation (Individual grievance)

Arbitrations
August 27, 2014 – Termination, sick leave abuse

The Executive Board discussed reports that some Flight Attendants were allegedly utilizing computer programs to gain an unfair advantage when trading and/or picking up trips from Open Time in Crew Web Access (CWA).

There was discussion regarding the electronic Personnel Files of Flight Attendants.

Todd Gage made a **motion (5)** not to proceed on three Grievances per the recommendation of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion. The motion **carried.**

Todd Gage made a **motion (6)** to proceed on two Grievances per the recommendation of the Grievance Review Committee (GRC). Chris Sullivan **seconded** the motion. The motion **carried.**

Todd Gage made a **motion (7)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion.

Todd Gage made a **motion (8)** to table a Grievance per the recommendation of the Grievance Review Committee (GRC). Brett Nevarez **seconded** the motion. The motion **carried.**

Inflight Management Representatives Sonya Lacore, Steve Murtoff and Brendan Conlon entered the Meeting at 1008.

Audrey Stone introduced new Executive Board Members Rachel Brownfield and Pamila Forte to the Inflight Management Representatives. Audrey Stone congratulated Steve Murtoff and Sonya Lacore on their new positions in Management. Brendan Conlon discussed the resolution of the problem of Union Leaders being denied the ability to jetway trade with Flight Attendants by Inflight Scheduling when non-revving for Union business. Brendan updated the Executive Board regarding their request that

Southwest Airlines Customer Contact Employees not be required to purchase additional uniforms when transitioning to Flight Attendant positions. Steve Murtoff discussed the meetings and/or phone calls with Flight Attendants regarding onboard sales, the use of drink coupons and alcohol provided as "complimentary." Todd Gage discussed Inflight Supervisors' conversations about Flight Attendants being overhead at the Customer Service desks in the Inflight Lounges. Steve Murtoff agreed to look into it. Todd Gage discussed the idea of having aircraft cleaners lower the window shades on the aircraft at night to keep originating aircraft cool and adding the "Hot Aircraft Public Address (PA)" reminder added to the Flight Attendant Information Sheet. Sonya Lacore will look into it. Tina Coffee discussed Hot Aircraft Procedures at the Phoenix Base. Steve Murtoff discussed that Vice President of Operation Coordination Chuck Magill was now in charge of this. There was discussion regarding Flight Attendants not being allowed to leave the aircraft during turns to get food for the Crew. Rob Riddell discussed Operations Agents not being available to allow Flight Attendants down the jetway prior to a flight in a timely manner. Sonya Lacore will get clarification on procedures. Cuyler Thompson discussed Unaccompanied Minor (UM) procedures not being followed by Operations Agents. Audrey Stone requested that all workgroups be provided the same information so that everyone involved knows the correct procedures. Cuyler Thompson discussed Flight Attendants not being provided hotel rooms on overnights in a timely manner. Cuyler Thompson discussed problems with Flight Attendant morale due to the incessant reroutes/reschedules/delays. Brendan Conlon noted that the issue was being discussed in the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey Stone discussed the excessive ground time experienced by many Flight Attendants. Cuyler Thompson discussed the fact that Flight Attendants were being paged in the airport and in the Inflight Lounges to report to the aircraft prior to their scheduled report times. Steve Murtoff said he would address it. There was discussion regarding Flight Attendants not being provided boarding passes by Customer Service Agents in a timely manner when deadheading. There was discussion regarding the surveys that "A-Listers" were being asked to take regarding their Inflight experience. There was discussion regarding the information communicated in Read Before Flys (RBFs) and Inflight on the Go (IOTG) Bulletins. Cuyler Thompson discussed confusion regarding when a Flight Attendant's dependents can or cannot use pass privileges. Brendan Conlon discussed the upcoming required International Crew Briefings. There was discussion regarding a RBF requiring Flight Attendants to bring passports to Recurrent Training. Donna Keith discussed publishing a card for Flight Attendants to keep on their lanyards containing important international information. Steve Murtoff will look into it.

The Southwest Airlines Management Representatives left the Meeting at 1108.

The Executive Board toured the NOC at the TOPS Building.

The Executive Board reconvened after a lunch break at 1354.

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

Jimmy West was excused for vacation.

John Parrott was excused due to illness.

Matt Hettich made a **motion (9)** to take motion #7 from the table. Brett Nevarez **seconded** the motion. The motion **carried**.

The Executive Board voted on the motion (7) on the floor. The motion **carried**.

Brett Nevarez made a **motion (10)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Audrey Stone reported that TWU International had responded to the TWU Local 556 Executive Board's question regarding the requirements of the TWU Constitution regarding "registered mail." TWU International informed Audrey Stone that as long as a printed delivery confirmation receipt was provided that correspondence was delivered by other means, sending official correspondence via "United States Postal Service registered mail" was not required.

Audrey Stone submitted one piece of correspondence in which TWU International verified that in accordance with the TWU Constitution, TWU Local 556's dues-related weighted average should be re-calculated on a more regular basis to include "longevity increases" and/or "step-up" in the wage scale.

Matt Hettich made a **motion (11)** to approve sending three delegates to the California Labor Federation Biennial Convention, including hotel costs, not to exceed $1,100. 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	Excused
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	Abstain
Jimmy West	Excused
Donna Keith	Yea
Chris Sullivan	Yea

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 in State and Local AFL-CIO, Central Labor Council (CLC), and/or TWU State Conferences. Todd Gage and Matt Hettich **agreed** to rework the language and present it to the Executive Board during their next monthly meeting.

Brett Nevarez was excused to meet with the Southwest Airlines Training Department at 1437.

Grievance Chairperson Becky Parker and Grievance Team Member Michelle Nickleberry entered the Meeting at 1439 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1500 to discuss the merits of a Grievance.

Michelle Nickleberry and the Grievant were excused at 1549.

Brett Nevarez returned to the Meeting at 1552.

Rob Riddell made a **motion (12)** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1622 and reconvened at 1643.

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

Jimmy West was excused for vacation.

John Parrott was excused due to illness.

Rachel Brownfield discussed an Advanced Accident Investigation Course. Todd Gage **agreed** to contact Safety Committee Chairperson Michael Massoni regarding the issue.

Pamila Forte discussed the CISM Team in Atlanta. Todd Gage, the CISM Liaison to the Executive Board **agreed** to look into Atlanta CISM Members.

Pamila Forte discussed a problem with the information provided during Special Merger Training (SMT) classes regarding the Supplemental Insurance products available to Members of TWU Local 556. Audrey Stone **agreed** to discuss the issue with Lori Whitaker, the Union's Supplemental Insurance Agent.

Tina Coffee discussed Southwest Airlines Family Boarding Procedures for connecting Passengers.

There was discussion regarding the embargo for non-revenue travel placed on Southwest Airlines international flights when international service first began on July 1.

Karen Amos discussed Concentra's procedures and requirements when Flight Attendants return to work after an On-the-Job Injury.

There was discussion regarding Sedgwick's procedures when Flight Attendants miss work after an On-the-Job Injury.

The Executive Board **agreed** that John DiPippa, Pamila Forte and Donna Keith would lead a project to investigate the Sedgwick problem and report back to the Executive Board during the next Executive Board Meeting.

Brett Nevarez made a **motion (13)** to recess. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea

John Parrott	Excused
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	Nay
Jimmy West	Excused
Donna Keith	Yea
Chris Sullivan	Away

The motion **carried**.

Audrey Stone recessed the Meeting at 1737.

Thursday

June 12, 2014

Audrey Stone called the Meeting to order at 0830.

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

Jimmy West was excused for vacation.

John Parrott submitted year-to-date TWU Local 556 budgets information. John Parrott reported that a monthly financial report was not available due to the fact that the June Executive Board Meeting had been scheduled early in the month and the materials necessary to complete the report were not yet available.

The Executive Board recognized John Parrott for his efforts in turning around the finances at TWU Local 556.

There was discussion regarding questions asked at a Membership Meeting about a Domicile Executive Board Members' budgets and compensation.

There was discussion regarding COPE and Mobilization/Organizing Committee Budgets.

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

> *Audrey Stone reports that she and our Negotiating Team (NT) met with Southwest Airlines Management for negotiations on May 22, 23, 28, and 29. The NT will be back at the table on June 16, 17, 18, 25, and 26. Negotiation dates will be scheduled for the next quarter during the upcoming sessions. The NT, with assistance from our Communications Committee and Coordinating Council, prepared a special*

one-year anniversary negotiations update. The NT chose Contract Action Network (CAN) Leaders for each base, and with the Coordinating Council, prepared them for a lounge mobilization on June 10, 2014 for the anniversary. Audrey states the reports that have come in from the CAN Leaders have been positive, both in the pairs working well together as well as feedback from the Membership. Audrey and the NT attended Mike Mankin's going away celebration on May 27 and thanked him for his service in assisting TWU Local 556 with grievance resolution over the years. Audrey Stone chaired the Houston, Atlanta, and Orlando Membership Meetings from May 16-18. Attendance was lower during this round of meetings, but Atlanta had a good turnout for their first Membership Meeting. Audrey attended the TWU Legislative and COPE Conference in Washington, D.C. from May 18-21. Audrey participated in the Shop Steward Conference Call on May 27. She, along with 2nd Vice President Brett Nevarez, attended an operational update meeting with Brendan Conlon, Jim Jordan, and Ron Freer. This is a continuation from the meetings that began in January following the Polar Vortex. Audrey and 1st Vice President Todd Gage participated in the June Live Broadcast on June 9, and Audrey also participated in Grievance Review Committee (GRC) on the same day. Audrey continues to meet with Grievance Chair Becky Parker regarding staffing and the Grievance Team, and she remains available to all teams and the Membership.

Audrey Stone updated the Executive Board regarding information about the 737MAX aircraft. There was discussion.

There was discussion regarding the Contract Action Network (CAN) and a Lounge Mobilization planned to recognize the one-year anniversary on Contract Negotiations.

Matt Hettich submitted quotes for materials necessary for an upcoming lounge mobilization.

Rob Riddell presented a laser thermometer to be used during an upcoming lounge mobilization related to the hot temperatures aboard Southwest Airlines' aircraft and the "Sweat Jets" campaign.

Todd Gage made a **motion (14)** to approve expenditures not to exceed $1,600 regarding the upcoming "Sweat Jets" campaign. Karen Amos **seconded** the motion.

John DiPippa made a **motion (14a)** to amend motion #14 by replacing the number $1,600 with the number $1,800. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board voted by roll call on the main motion (14) 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	Excused
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Matt Hettich **agreed** to contact Safety Committee Chairperson Michael Massoni regarding the Sweat Jets campaign.

The Executive Board took a break at 1015 and reconvened at 1045.

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

Jimmy West was excused for vacation.

Audrey Stone was excused for Union business.

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

The Executive Board made corrections and changes to the May 2014 Executive Board Meeting Minutes and Synopsis.

Audrey Stone returned to the Meeting at 1105.

The Executive Board continued to review the May 2014 Executive Board Meeting Minutes and Synopsis, Attendance Report and Voting Record and Voting Tally.

Todd Gage made a **motion (15)** to approve the May 2014 Executive Board Meeting Synopsis as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Todd Gage made a **motion (16)** to approve the May 2014 Executive Board Meeting Minutes 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	Abstain
Jimmy West	Excused
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage made a **motion (17)** to approve the May 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	Abstain
Jimmy West	Excused
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage made a **motion (18)** to approve the May 2014 Executive Board Meeting Attendance Record 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	Abstain
Jimmy West	Excused
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage reminded the Executive Board that all requests for trip pulls must be sent to the TWU Local 556

Operations (TOPS) email address.

John DiPippa made a **motion (19)** for TWU Local 556 State Chairs to attend the conference in Washington, D.C. with a hotel room for one night on June 24 for a State Conference Meeting on behalf of TWU Local 556. Valerie Boy **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board again discussed the ad hoc program that would be investigating problems with Sedgwick and reporting back to the Executive Board.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1138 to discuss problems created when Union Representative deviate from established Union procedures during the Grievance Process.

Becky Parker was excused at 1213.

The Executive Board continued the Union Representative discussion with Dallas Domicile Executive Board Member Karen Amos.

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

Crystal Reven, TWU Local 556 Uniform Chair began her report by informing the Executive Board that the Uniform home front has been very active since she last reported. Meetings and correspondence with the entire Uniform Steering Committee (USC) have been productive. Both Crystal and Mark Savage, TWU Local 556 Uniform Co-Chairperson, had hoped to report a tentative date on which the planning of a new Uniform would begin, however that did not happen at the last USC meeting. The next meeting is scheduled for June 17 in Dallas and Crystal will update the Executive Board on all new information obtained at that meeting. A few other meetings are scheduled as well for Uniform related projects and Crystal will update the Executive Board on the outcomes of those meetings. Crystal and Mark are happy to report that the new Appearance Standard Guidelines were promulgated and went into effect on June 8 in a Flight Attendant Handbook Revision 14.2. The Co-Chairs hope the changes will not only be easier for Members to understand and adhere to, but also take the subjectivity out of the *language and provide Base Supervisors a more defined approach to determining compliance. Some notable changes in Appearance Standards include the addition of wedge shoes to be worn with pants, the allowance of a one inch platform on shoes and boots, changes in jewelry regulations, the addition of holiday accessories for Breast Cancer Awareness and Veterans Day, acceptable winter accessories and grooming guidelines for men and women are further clarified. Crystal and Mark were hoping that wedge shoes would be allowed with the dress to pacify the "service shoe" request that Members had requested. Crystal and Mark will continue to encourage that change. The Uniform Committee Web page was updated in May and will continue to be updated with all pertinent information. Crystal and Mark thank the Executive Board for allowing them to continue to serve as the TWU Local 556 Uniform Co-Chairs. As always any questions concerns or comments are welcomed at Uniforms@twu556.org.*

Brett Nevarez made a **motion (20)** 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	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Excused
Donna Keith	Yea
Chris Sullivan	Nay

The motion **carried**.

Audrey Stone adjourned the Meeting at 1242.

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

____
Cuyler Thompson
TWU Local 556 Recording Secretary