The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
August 12-15, 2014
Synopsis

Tuesday
August 12, 2014

Audrey Stone called the Meeting to order at 0830.

TWU Local 556 Executive Board Members Audrey Stone, 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.

Todd Gage was excused for personal reasons.

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. She noted that TWU Local 556 was hosting two dinners at the Union Office for the latest Special Merger Training (SMT) class on Tuesday and Wednesday of that week.

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

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

Chris Sullivan updated the Executive Board on a children's learning project initiated by a Member of TWU Local 556.

The Executive Board discussed the On-the-Job Injury Investigation being conducted by John DiPippa, Donna Keith and Pamila Forte. John DiPippa reported that more information would be provided to the Executive Board regarding the investigation after an On-the-Job Injury Conference, which Atlanta Domicile Executive Board Member Pamila Forte and TWU Local 556 Leave Specialist Alice Hinckley were scheduled to attend.

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

The Executive Board made corrections and changes to the Minutes.

The Executive Board took a break at 1012 and reconvened at 1030.

Executive Board Members Audrey Stone, 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.

Todd Gage was excused for personal reasons.

TWU COPE and Political Field Assistant Gwen York and TWU Local 556 COPE Committee Co-Chairperson Bryan Orozco entered the Meeting at 1034 to discuss the involvement of the Local in TWU State and Local Legislative Conferences and COPE.

Bryan Orozco **agreed** to provide information to the Executive Board regarding COPE expenditures during the October 2014 Executive Board Meeting.

The Executive Board discussed conducting a COPE Lounge Mobilization in the spring of 2015 with expenses to be shared between TWU International and the TWU Local 556 COPE.

Gwen York and Bryan Orozco were excused at 1148.

The Executive Board **agreed** to contribute the recommended per capita to the Georgia and Colorado Central Labor Councils.

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

Audrey Stone left the Meeting at 1151.

Brett Nevarez chaired the Meeting.

The Executive Board continued to review and update the TWU Local 556 Strategic Plan.

Audrey Stone returned to the Meeting at 1156.

Audrey Stone chaired the Meeting.

The Executive Board continued to review and update the TWU Local 556 Strategic Plan.

The Executive Board went to lunch at 1245 and reconvened at 1415.

Executive Board Members Audrey Stone, 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.

Todd Gage was excused for personal reasons.

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

GRIEVANCES:

August 12, 2014:	*111 total grievances:*	
	22 terminations	*19.8%*
	19 group grievances	*17.1%*
	22 non term disciplinary	*19.8%*
	48 individual contract	*43.2%*

Total Contract Grievances on file: 67	*60.4%*
Total Discipline Grievances on file: 44	*39.6%*

Since last month's report:

Total grievances filed: 27
Total grievances removed: 21

Removals are broken down as follows:
9 Settled Union
12 Withdrawn

Board of Adjustments scheduled
No Board of Adjustments are scheduled at this time.

Board of Adjustment (BOA) Panel update and training
Pursuant to Article 20 of the Collective Bargaining Agreement (CBA), the Union will be providing Board of Adjustment training to the individuals selected to serve on the Board. The training will assist each Panelist in their efforts to have a good working knowledge of the BOA process and the significant role each Panel Member has when serving on the Board. The BOA Panel training is scheduled for September 9, 2014 at the TWU Local 556 Office. Notification letters were sent to each Panel Member on August 11, 2014 notifying them of the training date and location.

Arbitrations
August 27 – Arbitration Cancelled. Grievant was offered retirement. Grievant accepted retirement and the grievance was withdrawn.

Grievance Team Member Beth Ross entered the Meeting at 1430 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1450 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 1522.

Karen Amos made a **motion (2)** not to proceed on a Grievance . John Parrott **seconded** the motion. The motion **carried**.

Audrey Stone and John Parrott were excused at 1540 to give the Union Presentation to the latest Special Merger Training (SMT) class at Southwest Airlines Headquarters.

Brett Nevarez chaired the Meeting.

Grievance Team Member Michele Nickleberry entered the Meeting at 1542 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1557 to discuss the merits of the Grievance.

Michele Nickleberry and the Grievant were excused at 1610.

Matt Hettich made a **motion (3)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1623 and reconvened at 1643.

Executive Board Members 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.

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

Todd Gage was excused for personal reasons.

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

Grievance Team Member Beth Ross was a guest at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1646 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1703.

Karen Amos made a **motion (4)** to proceed on a Grievance. Chris Sullivan **seconded** the motion. The motion carried.

Cuyler Thompson made a **motion (5)** to recess. Karen Amos **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Excused
John Parrott	Excused

Brett Nevarez	Chair
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**.

Brett Nevarez recessed the Meeting at 1722.

Wednesday

August 13, 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 readdressed acceptable behavior of Executive Board Members during Executive Board Meetings.

Tina Coffee left the Meeting at 0842.

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

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 0913 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0924 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 0953.

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

Southwest Airlines Inflight Management Representatives Brendan Conlon and Steve Murtoff entered the Meeting at 1006.

Steve Murtoff updated the Executive Board regarding recent changes to the structure of Southwest Airlines Inflight Management. Steve Murtoff reported that he was reviewing all delays charged to Flight Attendants very carefully prior to contacting them. Steve thanked Valerie Boy for sending him a copy of the "Delay Checklist" being utilized by the Houston Station. Steve reported that members of Inflight Management were scheduled to meet regarding the procedures by which Flight Attendants were requested to submit Irregularity Reports and how Inflight Management responded to the Flight Attendants. Brendan Conlon explained that he had researched why flights were sometimes posted as being delayed in Crew Web Access (CWA) several days in advance. Brendan reported that the flights had been delayed by Southwest Airlines Dispatch due to the routing of aircraft. Brendan reported that hotel transportation delays had been addressed with the Inflight Scheduling Department. Brendan said that the Inflight Scheduling Crew Hotel Support Desk continued to evolve. There was discussion regarding Unaccompanied Minors (UMs) and the responsibility of Operations Agents. The Executive Board again discussed with Inflight Management the fact that during Emergency Sick Call Procedures, Company Doctors were not allowed to treat a Flight Attendant's illness, but to only "verify" the illness. Brendan said that Management needed to have more conversations about it. Donna Keith discussed the fact that Inflight Scheduling was calling Flight Attendants' cell phones during the boarding process, when Flight Attendants were not allowed to answer the phone. Jimmy West discussed the poor quality and unsafe locations of some Crew Hotels. Stacey Vavakas discussed procedures for notifying Flight Attendants when having issues with their passports. Steve Murtoff said that Inflight Management would have a conversation about how Flight Attendants could handle situations in which they were being photographed/recorded by Passengers. Steve Murtoff assured the Executive Board and Karen Amos that Inflight Supervisors had the authority to "pull" Flight Attendants in emergency situations.

The Southwest Airlines Inflight Management Representatives left the Meeting at 1100.

The Executive Board took a break at 1100 and reconvened at 1120.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, 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.

Tina Coffee was absent.

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

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

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

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1122 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1140 to discuss the merits of a Grievance.

Barbara Fitzhugh and the Grievant were excused at 1221.

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

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

The Executive Board went to lunch at 1248 and reconvened at 1400.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, 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.

Tina Coffee was absent.

Jimmy West made a **motion (11)** to excuse Tina Coffee from the remainder of the day's Executive Board Meeting for personal reasons. 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	Nay
Tina Coffee	Absent
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Nay
Pamila Forte	Yea
Rachel Brownfield	Nay
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Nay
Chris Sullivan	Yea

The motion **carried**.

The Executive Board discussed the absence of Executive Board Member at Large Tina Coffee and the pay associated with her attendance during the Board Meeting.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Renda Marsh entered the Meeting at 1423 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1431 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1457.

Cuyler Thompson made a **motion (12)** not to proceed on a Grievance. Valerie Boy **seconded** the motion. The motion **carried**.

Grievance Team Member Drew Kennedy entered the Meeting at 1512 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1527 to discuss the merits of the Grievance.

Drew Kennedy and the Grievant were excused at 1541.

John Parrott made a **motion (13)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

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

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, 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.

Tina Coffee was excused for personal reasons.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Beth Ross entered the Meeting at 1623 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1628 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1645.

John DiPippa made a **motion (14)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

John Parrott made a **motion (15)** to recess. Cuyler Thompson **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	Excused
Rob Riddell	Nay
Stacey Vavakas	Nay
Valerie Boy	Nay
John DiPippa	Nay
Matt Hettich	Nay
Pamila Forte	Nay
Rachel Brownfield	Nay
Karen Amos	Abstain
Jimmy West	Yea
Donna Keith	Nay
Chris Sullivan	Nay

The motion **did not carry**.

Chris Sullivan made a **motion (16)** to suspend the Meeting Agenda in order to discuss the Amyotrophic Lateral Sclerosis (ALS) Ice Bucket Challenge. 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	Away
Brett Nevarez	Yea

Cuyler Thompson	Nay
Tina Coffee	Excused
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**.

Chris Sullivan made a **motion (17)** that TWU local 556 make a $100 donation to the Amyotrophic Lateral Sclerosis Ice Bucket Challenge. 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	Nay
Tina Coffee	Excused
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**.

Chris Sullivan made a **motion (18)** 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea

John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1712.

Thursday
August 14, 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, 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.

Tina Coffee was excused for personal reasons.

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

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 July 29-30. The TWU Local 556 NT also hosted a recent Negotiations Summit on August 4, with TWU Local 555 and the Southwest Airlines Pilot Association (SWAPA) in attendance. The NT continues to provide updates following their sessions at the table, and they have also been working with the Coordinating Council with the ongoing Contract Action Network (CAN) projects. The CAN's latest system wide lounge mobilization was held on August 10, and the education focus was on RIG's in our current Contract. The feedback the NT and Council received from both CAN Leaders and Members has been very positive. Audrey would like to thank Dallas-based Flight Attendant Denny Sebesta for her contributions to the RIG flyer as well as TWU Local 556 publications. The Coordinating Council will be updating the Executive Board later during this meeting on the current and future themes. Audrey, 2nd Vice President Brett Nevarez, and Financial Secretary/Treasurer John Parrott met with Vice President – Cabin Services Mike Hafner, Senior Director – Customer Experience, Strategy and International Operations Sonya Lacore, and Senior Director – Crew Ops and Automation Brendan Conlon on July 28 to address follow up items from the Executive Board Meeting, as well as additional items of concern. Audrey participated in the Shop Steward Conference Call on July 29. Audrey would like to congratulate Jessica De Mouy, daughter of Baltimore-based Flight Attendant Michael De Mouy the recipient of the 2014 Madeleine Rolle De Milhaguet Howard Scholarship. Audrey and Recording Secretary Cuyler Thompson participated in Live Broadcast on August 11. Audrey has written articles for both Unity Update and Unity Magazine, and also worked with 1st Vice President Todd Gage, Brett, John and Cuyler to schedule the final Membership Meetings of 2014, taking place at the end of September. Due to negotiations, as well as*

Audrey speaking at the Air and Space American Bar Association Forum on Air and Space Law in September, the meetings will be running concurrently and all five Officers will be participating as Chair and Recording Secretary of the various sessions of the meeting. Audrey attended the Quarterly Earnings Report for Labor Leaders on July 24, along with Brett and John. She has also met with AFA-Council 57 President Travis Bruce to discuss the ongoing transition for AirTran Flight Attendants. Audrey would like to congratulate the Virgin America In-Flight Team Members on voting to become part of the TWU Membership. Audrey is recommending that Dallas-based Flight Attendant Lauren Childs join the TWU Local 556 Grievance Team on a full-time basis as a Grievance Specialist. Audrey remains committed to serving the Membership and working with all teams.

Executive Board Members discussed the importance of not opining on the thoughts or strategies of the Negotiating Team in Unity Publications, E-Connections or on Social Media.

There was discussion regarding an article written by President Audrey Stone in the most recent issue of Unity Update regarding the history of Emergency Sick Call Procedures.

There was discussion regarding President Audrey Stone's recommendation that Flight Attendant Lauren Childs be offered a full-time position on the TWU Local 556 Grievance Team.

John Parrott made a **motion (19)** to approve Lauren Childs to serve on the TWU Local 556 Grievance Team per the President's recommendation. 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	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

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*

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

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

The Executive Board discussed the ongoing Contract Negotiations with Southwest Airlines Management.

The Executive Board discussed Shop Steward Jennifer Vitalo's "day in the field" at the Union Office.

The Executive Board discussed confidentiality and how violations could jeopardize ongoing Contract Negotiations with Southwest Airlines Management.

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

> *Rob attended the Executive Board Meeting in Dallas July 14 to 17. Rob participated in the Hot Aircraft Campaign on July 30 with Phoenix Domicile Executive Board Member John DiPippa. Rob and John boarded ten different aircraft and temperatures were measured and recorded. Several jetways were once again found to have broken air conditioning units, resulting in hot temperatures for Customers and Crew during boarding. This information has been forwarded to Management in the Phoenix Base and Michael Massoni, TWU Local 556 Safety Chairperson. Rob answered numerous questions from Members during the month of July.*

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

> *John has done a Fact-Finding Meeting since July boards. John also has organized the red rack and made sure the glass case was updated with the readbox poster. On July 30, John and Board Member at Large Rob Riddell went on ten planes with a temperature reader to measure the aircraft temperature. John and Rob also distributed fans saying "I am a fan of TWU Local 556" on one side and the procedures to report a hot aircraft on the other side. Besides the fans, John and Rob distributed candy and took a picture with a Flight Attendant and shot a "homemade video" in the jetway of D1 displaying the temperature at various points in the jetway. John was in the lounge on July 31 to participate in the parking drawing for rooftop parking at Terminal 4 and reported to the Board that about 550 entries were submitted and 200 names were drawn-160 for the spaces with a 2:1 ratio and 40 as alternates. John also reported to the Board that the base has reached out to the winners via Crew Web Access (CWA) and the final list from the entire station is due August 25 to the City of Phoenix who will then contact each winner via their Southwest email address to inform them when they can report to the parking office to sign the necessary paperwork to park on the roof at Terminal 4. John also reported to the Board that after the drawing, he received several emails and text messages asking various questions about the parking restrictions and John was in touch with Parking Manager Lynda Dodd to assist the Members in answering these questions. John wrote his base report and reviewed Grievances prior to the August Executive Board Meeting. John wants to thank Chicago Domicile Executive Board Member Donna Keith for her invaluable assistance with a Member who had an incident on the aircraft and called John about it as he was the Emergency Officer On-Call at that time. John wants to thank Board Member at Large Tina Coffee for hanging up the Membership Meeting notice in the base. John has sent out a couple of updates to his base in regards to parking and was in the lounge on August 8 and 10 visiting with Members and distributing some more hot aircraft fans. Finally, John attended a Celebration of Life for Flight Attendant Wendi Van Briesen. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.*

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

Valerie was Emergency Officer On-Call July 14-21 and attended Executive Boards July 14-17. Valerie updated the glass case and red rack. Additionally, CAN Team Members updated the red rack and worked in the base regarding Negotiations updates. Valerie wrote a Houston Base E-Connection and distributed Union pins to Members that requested them. Valerie answered phone calls and email regarding Member issues. Houston Shop Stewards Rose Johnston and Latonia Paul Benoit accompanied Valerie to the Harris County AFL-CIO Central Labor Council and the TWU Texas State Conference which was hosted by TWU Local 556 at the Union Office in Dallas. Additionally, Latonia and Rose gathered temperature readings aboard approximately ten aircraft on July 28 for an ongoing project to get real numbers in front of Senior Leaders. Valerie placed a "readbox" in the lounge collecting childrens' books for TWU Local 556 community service project. Crystal Reven placed Unity Magazine in Members' mailboxes. Valerie thanks Houston Shop Stewards LaTonia Paul Benoit, Rose Johnston, Crystal Reven, David Jackson, Stacey Labauve, and Michael McNeil for their help in the base.

Karen Amos presented the **Dallas Base Report**. There was no written report submitted.

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

Pamila reports she set up the readbox in the lounge. Pamila and Shop Steward Kevin Smith held a Lounge Mobilization on July 28 for hot aircraft. Pamila distributed fans in the concourse and on the aircraft. All work groups loved the fans. Pamila updated the glass case, updated the Atlanta Base Page and distributed the Unity magazines. Pamila helped Casey Rittner organize the Hokie Unity day for August 16. Pamila spoke to Maureen Adamek and Tina Coffee about planning an event for the Crossover Connection in Atlanta. Pamila had a conference call with Brett Nevarez, Brandon Hillhouse and Lisa Trafton about the lack of Open Time in Atlanta. Pamila has done very few Fact-Finding Meetings in Atlanta. Pamila met with Atlanta Base Supervisors going over updates within the Base.

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

Stacey reports that the new lounge is up and running. Stacey spent several days helping with the opening and addressing the concerns that our Flight Attendants have with the new lounge. Fact-Finding Meetings continue to be on the rise within the base. Management has also stated that Gate Checks will begin to ramp up again. Stacey continues to meet with Baltimore Management to address concerns with in the base. The readbox has been put out and we are hoping for a successful drive. Stacey also participated in another Hot Aircraft campaign on July 28. The fans that were distributed were a hit with not only our Flight Attendants but all other workgroups as well.

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

Jimmy reported he still continues to receive phone calls from Flight Attendants regarding reschedules, extended duty days and unscheduled overnights. Jimmy reported that he also continues to receive communication regarding hot aircraft. Jimmy reported that he has been encouraging Flight Attendants to submit Irregularity Reports (IRs) and Aviation Safety Action Program (ASAP) reports. Jimmy reported that the TWU Local 556 fans that were distributed in conjunction with the hot aircraft were a hit with our Members. Jimmy reported the "Keep Calm and Negotiate On" rev napkins have created dialog amongst the Pilots. Jimmy has received several compliments regarding the status of TWU Local 556 negotiations versus SWAPA's Negotiations. Jimmy reported the Unity Magazine had a slight distribution delay due to the fact the boxes containing the magazines were sent to the Orlando Pilots Lounge. Jimmy would like to thank Orlando Shop Steward Cheryl Spahija for her help with the *magazine distribution. Jimmy reported that he continues to 'spot check' with Crews working the international turns out of Orlando to see if they have experienced and problems with Customs or the actual flights themselves. Jimmy reports there have been no issues, including long wait times at Customs. The readbox is up in the Orlando lounge, the Union Glass Case is up to date with the next round of Membership Meetings and the Union Red Rack has been cleaned.*

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

Matt reported that Fact-Finding Meetings have mostly involved delay of flight and Reserves not being within two hours driving distance of domicile during contact hours. Matt updated the Union Glass Case, updated the Base Page on the Union Website, tidied the Union Red Rack, wrote two articles for the summer edition of Unity Magazine, and met with Oakland Inflight Management to discuss Member issues. Matt thanked Oakland Shop Stewards Josh Rosenberg and Sam Wilkins for distributing the Unity Magazine on August 10. Matt thanked Sam Wilkins for her assistance in setting up the readbox book donation receptacle. Matt reported that Inflight Supervisors James Bohol and Melissa Doroliat have returned to the line; the Oakland Inflight Office has hired Dori Jones as a new Inflight Supervisor; and, Doreen Warner has moved from a Recurrent Trainer position back to Inflight Supervisor. Matt attended the San Francisco Unity Day on July 22 to show support for TWU Local 555 in their Contract Negotiations. Matt attended the TWU California State Conference (CSC) meeting at the Oakland International Airport on July 23 hosted by TWU Local 556; Matt thanked CSC Treasurer Donald Silva, and Shop Stewards Josh Rosenberg and Sam Wilkins for their attendance. Matt reported that on July 24 the Bay Area Rapid Transit (BART) Board of Directors approved extending the airport employee discount on the Oakland Airport Connector (OAC). Oakland International Airport employees currently enjoy discounted rates on AirBART service; now, the same two dollar discounted rate will be applied to the OAC when it opens in the fall of 2014. Matt held a hot aircraft awareness lounge mobilization on July 29. Matt reported that the fans were well received and the Membership appreciated the efforts that the Executive Board, Shop Stewards, and TWU Member activists are doing to create awareness of reporting hot aircraft. Matt thanked Oakland Shop Stewards Patrick Reynolds and Josh Rosenberg for attending the California Labor Federation's Biannual Convention on July 28 and 29. The convention brought together numerous locals from across the state to help educate, inform and provide the tools necessary to help advance and strengthen the Labor movement. The convention also served as an opportunity to endorse labor friendly candidates who are running for public office in California.

The Executive Board discussed the ongoing Contract Negotiations between TWU Local 555 and Southwest Airlines Management.

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

Donna reports the Chicago Lounge is getting a face lift. The carpeting is being replaced as well as laminate flooring installed outside the fishbowl area. Donna reports Brian Jeannette has returned to Southwest Airlines as a Chicago Inflight Supervisor. Donna reports that Fact-Finding Meetings continue in the Chicago Base. Many of these meetings are for Flight Attendants accused of delaying flights, as well as meetings being held for Class 1, #17 for Flight Attendants on Reserve. Donna sent out an E-Connection, spent time in the lounge and conducted a Hot Aircraft Lounge Mobilization and handed out fans to Flight Attendants. Donna put out the readbox to collect books for local children. Donna tidied the red rack, updated the glass case, communicated with Shop Stewards, and met with Base Management to discuss situations pertaining to the Chicago Base. On August 4 Donna attended and chaired the Illinois / Indiana State Conference along with TWU-COPE and Political Field Assistant Gwen York and International Representative-Government Affairs Andrew Rangolen. Also attending were Shop Steward Dale Wilson, who serves as Illinois/Indiana State Conference Secretary and Shop Steward Brendon Remezas, who is the State Conference Veteran's representative for TWU Local 556. 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 legislative issues that affect the transportation industry. On August 5, Donna and Dale Wilson attended a Labor Breakfast Meeting in Lincolnshire with Congressman Brad Schneider, Senator Dick Durbin, and Senator Terry Link. There were representatives from many of the area Unions who also attended the meeting to discuss issues and concerns surrounding Labor with the elected officials. Donna thanks Board of Election Member Will Browne, and Shop Stewards Roy Soria, Zach Berry, Erich Schwenk, and Brendon Remezas for distributing the latest Unity Magazine to the Flight Attendant mailboxes.*

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

Chris Sullivan reports that he attended the Executive Board meeting in Dallas, Texas July 14-17. The Union Glass Case and Red Rack were updated throughout the month. Chris conducted lounge visits and answered Members questions and concerns. Chris spoke with Shop Stewards to discuss Fact-Findings and other Base issues. Chris also met with Base Manager Cetta Larabee to discuss items specific to the Denver Base. Chris represented Members in Fact-Finding Meetings. Chris answered and returned phone calls from several Members who had questions about work rules and reroute issues. Chris distributed Union pins to Members who requested them. Chris placed the Unity Magazines in the mailboxes of all Denver Members. Chris participated in the Hot Aircraft Campaign on July 28. Chris met with Members on the aircraft and measured temperatures in the cabin and galleys. Chris distributed fans while explaining the campaign to Members and informing them about how to properly report hot aircraft. Unfortunately, the effort was cut short due to a tornado on airport property. Chris passed out fans to Members as they waited out the storm in a hot stairwell. Chris attended the Denver Inflight Base of the Year party on behalf of TWU Local 556. Chris updated the yellow Base Information binder on the red rack. Chris also added an orange Negotiations binder. Chris attended and passed Inflight Recurrent Training in Denver on July 29. The readbox and accompanying signs and posters were placed in the Denver Lounge. On August 5-7 Chris attended the Transport Workers Union Veterans Committee Meeting in Brooklyn, New York.

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

Rachel reports that she met with Base Management, participated in the Shop Steward Conference Call, and updated the glass case. Rachel spent multiple days in the lounge speaking with Members and preparing the readbox in order to accept donated books for local charities. Rachel took part in the lounge mob to discuss hot aircraft and distribute Union fans while collecting data including aircraft and jetway temperatures. Rachel attended Fact-Finding Meetings. Rachel distributed the Unity Magazine along with Las Vegas Flight Attendant Gina Duvall.

Rachel Brownfield submitted the **Officer's Report** for Board Member at Large Tina Coffee:

Tina reports that she attended an AFL-CIO labor breakfast with Congresswoman Ann Kirkpatrick representing the 1st District of Arizona. Tina was updated on Congresswoman Kirkpatrick's efforts to promote the fight against allowing Norwegian Air Shuttle to fly domestic routes. Tina attended the Executive Board Meeting, tidied the red rack, and updated the glass case with the readbox poster. Tina had many meetings with Domicile Executive Board Member Karen Amos for the readbox article. Tina thanked Sam Wilkins and Robin Brewer for helping with the artwork for the readbox campaign. Tina read many emails, grievances and reports. Tina updated the weekly report on the TWU Local 556 Website. Tina wrote an article titled, "Walking with Wal-Mart." The article discusses Tina's participation at an informational picketing for fair wages and respect. Tina was the Emergency Officer On-Call and assisted other Officers with phone calls. Tina also attended the Maricopa Area Labor Federation to vote about who the AFL-CIO was going to support in the upcoming elections. Tina made decorations with hearts and yellow roses for the flight bringing Wendi Van Briesen's ashes and family to Phoenix. Tina attended the Celebration of Life for Wendi representing the Union.

The Executive Board took a break at 1030 and reconvened at 1051.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, 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.

Tina Coffee was excused for personal reasons.

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

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

> *On July 29-30 Oakland Shop Steward Patrick Reynolds reports that he, along with fellow Shop Steward Josh Rosenberg, were fortunate enough to attend the 2014 Biennial Convention of the California Labor Federation. As Unions across the country are coming under attack by State and Local governments, and as the middle class continues to deteriorate at the hands of those who are waging these attacks, it is more important than ever to mobilize those who are being affected. The convention brought together numerous Locals from various California Unions to help educate, inform and provide the tools that are necessary to help fight against the anti-labor movement. In addition to being participants in the vote and passage of numerous resolutions (#3: $15 Minimum Wage for All Workers, #5: Resolution For A Federal Budget That Meets Workers' Needs, #10: Prioritizing Health Care Reform in California, #12: Protecting Worker Health and Safety, #13: Collective Bargaining Rights For Family Child Care Providers) Patrick and Josh also listened to numerous speakers including Union Presidents, Local Labor Leaders, and non-Union workers who have fought tirelessly to join the ranks of the unionized. The information and the stories that they provided helped to paint a clear picture of why it so important that we as Contractually protected and unionized Laborers stand together and help to make these workers aspirations possible. By helping to organize these workers and solidifying the bonds of our common goals, we only stand to gain strength and a decisive voice in the arena that is politics. Part of the purpose for this convention was so that the Members of the California Labor Federation could come together to approve the nominations of various labor friendly candidates throughout the state of California. On day two, a good portion of the day was spent voting on the approval of those labor friendly candidates which also included the approval of monetary support via COPE to help propel said candidates to a victory in state wide elections this November. By investing in these candidates, our Members invest in their future and hopefully the security of fair benefits and decent wages for all of California's unionized and working class. These two days provided an important opportunity for TWU Local 556 and its Members to exercise their voice and bring awareness to the issues that affect Members most. In addition to the issues that best represent our work group, these two days gave Patrick and Josh a better understanding of the struggle that labor is facing all over California and the country, and provided them with the information and resources needed to help support their fellow unionized and soon to be unionized workers.*

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

> *CISM responded to a total of 86 calls that came into the hotline. We spent three days in the Phoenix Lounge doing a lounge mobilization after a Flight Attendant's passing and presented to all New Hire and SMT classes that were in session in July.*

Brett Nevarez submitted the **Scheduling Committee Report** for Chairperson Lisa Trafton. There was no written report submitted.

The Executive Board discussed the recent "Hot Aircraft Awareness" campaign during which Union representatives distributed fans to Members of TWU Local 556 on which information about how to report hot aircraft had been printed.

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 continues to work on whiteboard video animations used to convey important elements of the Contract to our Members in an easy to understand format. Once completed, the white board videos will be made available across all TWU Local 556 media platforms.*

The Executive Board thanked Matt Hettich for his work as Chairperson of the TWU Local 556 Education Committee.

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

Activity Report for July 2014

Cases from June		
	Social Media	*1*
	Professional Behavior	*1*
Cases for July		
	I.R. Filed	*3*
	Pilot	*3*
	Unprofessional Behavior	*4*
	Withdrawn	*4*
	Not Taken	*4*
	F.A.R.	*2*
	CRM	*1*
	Hotel	*1*
	In Progress	*3*
	Total	*25*
Positive Outcome		*12*
Negative outcome		*1*
Base		
	OAK	*3*
	DEN	*2*
	BWI	*4*
	PHX	*4*
	HOU	*1*
	MCO	*4*
	MDW	*3*
	LAS	*1*

The Executive Board discussed the Professional Standards Committee Report. Committee Liaison Jimmy West **agreed** to contact the PS Chairperson regarding the questions of the Executive Board.

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

Mass E-Mails
The MailChimp account has been most recently used to send several E-Connections and Unity Update. The following bases have send E-Connections since the last report in July:
Phoenix – (1)

Due to an email issue, the Oakland E-Connection was not added to the August 5 Unity Update.

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. The 2014 Membership Survey is embedded in our Website and will drive quite a bit of traffic over the next month.

Social Media
Facebook continues to a great way to reach the Members of TWU Local 556. Our Members are receptive to posts and this free tool reaches a lot of Members very quickly. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications@twu556.org.

Report of Robin Brewer, Communications/Publications:
- *Unity Updates on July 20 and August 5*
  - *Provided edits/revisions suggestions*
  - *Created Unity Update in PDF file to attach to email – design/layout*
  - *Supplied art to Erich for readbox and for*
- *Summer Unity Magazines*
  - *Summer edition focused on "Change"*
  - *Edit articles, layout and design*
  - *Worked closely with Denny Sebesta on the RIGs article, creating/finding trip sheets that would suit needs for the article*
  - *Worked closely with Sam Wilkins for the "Got Union" centerspread*
  - *Interviewed Airline Angel and wrote article*
- *Shop Steward Corner (SSC)*
  - *Worked with Lucy White-Lehman to prepare and finalize the July SSC; included edits, graphics, creating sample boards/trip sheets and layout.*
- *Glass Cases –*
  - *Began work on Human Trafficking poster*
- *readbox Campaign*
  - *revise artwork for Update*
- *NT / Mobilization – w/Sam Wilkins*
  - *Crew Connection 3 – RIGs flyer. Converting Denny's article into a 2-page format.*
  - *Preliminary work on two upcoming flyers*
- *Pictures at office of new Board*

There was discussion regarding the TWU Local 556 Civil and Human Rights Committee (CHRC).

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

July Shop Steward Conference Call was held on July 29 and the Shop Steward Corner was emailed out. We are in the process of completing the August Edition and the upcoming Conference Call is scheduled for August 26 at 1230.

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

Sam reported that she has been assisting the NT with coordinating efforts for the Contract Action Network Lounge (CAN) Mobilizations. The Coordinating Council, including Sam, Crystal Reven and Bryan Orozco, presented their mobilization efforts thus far as well as future efforts for the Contact Action Network to the Executive Board on July 17. The Mobilization Committee participated in a TWU Local 555/556 Unity day in San Francisco, and Sam along with Oakland Domicile Executive Board Member Matt Hettich and Oakland Shop Steward Lori Lochelt attended. They offered their support as TWU Local 555 headed back to the table with the Federal Mediator and Southwest Airlines Management the following day in San Francisco. They have several events planned in the next few months and Sam encourages everyone to continue to support their TWU Local 555 Brothers and Sisters as they fight for a fair Contract. Sam assisted Dallas Domicile Executive Board Member Karen Amos and Board Member at Large Tina Coffee with their readbox project, requesting that Members donate any new or used Children's books in a base near you from now until September 30. The Committee continued email harvesting for the TWU Local 556 Database. Thank you to TWU Local 556 Members Angie Kilbourne and Michael Arthur for assisting with the phone banking project. The project is complete and all Members whose email is not on file have been contacted. Thank you also to President Audrey Stone, Recording Secretary and Communications Chairperson Cuyler Thompson and Communications Committee Member Erich Schwenk for their efforts in making this project a huge success!

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 Special Merger Training (SMT) class, accompanied by TWU Local 556 hosting the subsequent dinner. TWU Local 556 has received the scheduled classes for both New Hire Flight Attendants and SMT through January 2015. There are approximately 830 AirTran Flight Attendants who will be transitioning over between now and January 31, 2015, and Southwest has projected to hire another 400 New Hire Flight Attendants during the same time period.

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 Jessica DeMouy as the recipient of the 2014 Madeleine Rolle de Milhaguet Howard Scholarship. Jessica DeMouy is the daughter of Baltimore Member Michael DeMouy and will be attending the University of Maryland in the fall of 2014. Jessica is both a member of the National Honor Society and the National Hispanic Honor Society.

There was discussion regarding the **2014 Membership Survey**.

The Executive Board went to lunch at 1225 and reconvened at 1400.

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

The month of July was another busy month for the FADAP Team. Our team has been receiving new calls every week. Amy and Natalie attended the Labor Assistance Professionals (LAP) Conference the week of July 13-17. We were able to make new contacts with different treatment centers, as well as continue our education with our FADAP leaders and other speakers involved with chemical dependency. On July 24, Natalie was able to speak with the SMT class.

Audrey Stone submitted two pieces of correspondence regarding TWU's drive to unionize the Inflight Team Members at Virgin America.

There was discussion regarding the Dallas AFL-CIO Labor Day Breakfast.

Todd Gage made a **motion (20)** to sponsor a table at the Dallas AFL-CIO Labor Day Breakfast in the amount of $300. 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	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Away

The motion **carried**.

Valerie Boy made a **motion (21)** to sponsor Harris County AFL-CIO Labor Day BBQ Cook Off in Pasadena, Texas with TWU Local 555, sponsor space and cost associated not to exceed $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	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea

Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

Brett Nevarez made a **motion (22)** to make a $500 donation to the Dallas AFL-CIO. 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	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Yea

The motion **carried**.

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

The Veterans Committee Chairman, Chris Sullivan, reports that the Transport Workers Union Veterans Committee (TWUVC) met in Brooklyn, New York August 5-7. TWU Local 556 Members in attendance were Chris Sullivan and Brendon Remezas. The meeting was the first to include all Divisions and Locals within TWU. TWU Local 100 did an outstanding job hosting the Meeting. Some of the Meeting highlights included visits by representatives of Building Homes for Heroes, the Veterans Administration, and New York State Senator Martin Golden. The Committee also visited and toured the National September 11 Memorial. During the Meeting Chris made a motion that the Transport Workers Union Veterans Committee support the organization Building Homes for Heroes by raising funds and participate in the construction of a home for a Veteran and their family. The Motion passed unanimously. The next scheduled meeting will be sponsored by TWU Locals 291 and 570 and will be held November 18-20 in Miami, Florida. Chris will be attending on behalf of TWU Local 556. Some of the projects that the Committee will be involved with during the remainder of 2014 include supporting Honor Flights, volunteering at the Warrior Games in Colorado, fundraising for Building Homes For Heroes and supporting Operation Free Post Exchange (PX).

Cuyler Thompson submitted a report by Shop Steward Brenden Remezas, the TWU Local 556 Representative for the Illinois/Indiana Veteran's State Conference:

I am pleased to report that the TWU International Veterans Conference accomplished many items from its agenda. We arrived August 4 and attended a minor league baseball game with many of our TWU Brothers and Sisters, we all enjoyed ourselves and it was nice to meet others from our Union. On August

5, the first day of the Conference, we discussed crisis intervention, how each Local has assisted, and how we honor our Veterans. We also discussed subcommittees (I volunteered for the legislative subcommittee) and other volunteer opportunities, such as Building Homes for Heroes. We were briefed and learned they have provided cost free custom homes that provide ease of use for disabled Veterans to 37 Veteran families and soon to expand to 64 families in twelve states this coming year. A lawyer who specializes in Veteran's Affairs disability cases gave a presentation which shed light on the process of claims. That afternoon our group went on a guided tour of the Ground Zero Memorial, by a man whose father was lost that day while working for the New York Fire Department. It was a very moving experience. Day two we discussed veterans lobbying and also had a veterans outreach coordinator from the Veterans Administration brief us on the many different programs the Veterans Administration offers and a way to speed up the process. I hope to put this information to good use. We also went over the process on how to form a Veterans Committee on the local level. We then voted on motions including a Veterans Political Action Committee and where the next meeting would be held, November 18-20. New York State Senator Marty Golden spoke to the group and outlined what New York State has accomplished for Veterans. The meeting adjourned on the sixth. Overall, the function was a great way to get input and ideas from across the nation and to network and make new friends. TWU Local 100 did a phenomenal job hosting this event; they were kind and very helpful. My sincere appreciation goes to them, they have set the bar very high. I would like to take this opportunity to thank Donna and the Members of the TWU Illinois/Indiana State Conference and President Stone for allowing me the pleasure of representing our State and our Local.

John Parrott submitted the information necessary for the **2014-2015 Budgetary Discussions**.

The Executive Board discussed the representation provided to TWU 556 Local Members by the Shop Steward Committee.

Shop Steward Committee Co-Chairpersons Stacey Vavakas and Valerie Boy **agreed** to research alternate, more cost-effective methods of training TWU Local 556 Shop Stewards and report back to the Executive Board.

Brett Nevarez discussed how publications for distribution are shipped to the Inflight Bases from the Union Office. The Executive Board **agreed** to look into using other methods of shipping.

The Executive Board discussed procedures by which TWU Local 556 is notified in the event of a Southwest Airlines emergency.

Todd Gage **agreed** to work with Safety Committee Chairperson Michael Massoni to create an emergency phone setting for the phone system at the TWU Local 556 Office.

John DiPippa discussed Catamaran.

The Executive Board took a break at 1548 and reconvened at 1605.

Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Rob Riddell, 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.

Tina Coffee was excused for personal reasons.

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

Chris Sullivan discussed the scheduled dates for the upcoming 3rd Membership Meeting of 2014.

Matt Hettich presented and discussed the TWU Local 556 Internship Proposal.

The Executive Board thanked Matt Hettich for his hard work on proposal.

The Executive Board agreed that Todd Gage, Matt Hettich, Todd Gage, Audrey Stone John Parrott and Grievance Committee Chairperson Becky Parker would implement the program and report back to the Executive Board. The anticipated rollout would be Spring 2015.

The Executive Board discussed the procedures for how Flight Attendants are pulled from their trips to perfom work on behalf of TWU Local 556.

Chris Sullivan was excused for personal reasons at 1654.

The Executive Board **agreed** that the approval of four Executive Board Members was necessary in order to complete trip pulls that overlap.

The Executive Board discussed how Shop Stewards are compensated when a previously scheduled Fact-Finding Meeting was canceled. The Executive Board **agreed** not to change the current policy regarding canceled meetings.

The Executive Board **agreed** not to change the current policy prohibiting Flight Attendants who are drawing sick leave from Southwest Airlines from also being paid by TWU Local 556.

Brett Nevarez made a **motion (23)** to excuse Valerie Boy from the following day's Executive Board Meeting for personal reasons. 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	Excused
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	Away

The motion **carried**.

Brett Nevarez made a **motion (24)** to recess. Rob Riddell **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1749.

Friday

August 15, 2014

Audrey Stone called the Meeting to order at 0830.

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

Tina Coffee and Chris Sullivan were excused for personal reasons.

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

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

The Executive Board reviewed the Financial Report.

Matt Hettich made a **motion (25)** to approve the July 2014 TWU Local 556 Financial Report. 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	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay
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 **agreed** that the September 2014 Executive Board Meeting, would be held via conference call on September 17.

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

The Executive Board made corrections and changes to the July 2014 Executive Board Meeting Minutes, Synopsis, Voting Records Vote Tally and Attendance Report.

Valerie Boy made a **motion (26)** to approve the July 2014 Executive Board Meeting Attendance Report 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	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay
John DiPippa	Yea
Matt Hettich	Away
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Excused

The motion **carried**.

Valerie Boy made a **motion (27)** to approve the July 2014 Executive Board Meeting Voting Records and Vote Tally 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	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea
Matt Hettich	Away
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Yea
Jimmy West	Yea
Donna Keith	Yea
Chris Sullivan	Excused

The motion **carried**.

Brett Nevarez made a **motion (28)** to approve the July 2014 Executive Board Meeting Minutes as amended. Rob Riddell **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay
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**.

Brett Nevarez made a **motion (29)** to approve the July 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	Excused
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 took a break at 0949 and reconvened at 1002.

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

Tina Coffee and Chris Sullivan were excused for personal reasons.

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

TWU Local 556 Coordinating Council Members Crystal Reven and Sam Wilkins entered the Meeting at 1004 to update the Executive Board on the Contract Action Network's (CAN) efforts to mobilize the Members of the Local.

Crystal Reven and Sam Wilkins were excused at 1036.

Jimmy West discussed Primerica and offering financial planning benefits to Flight Attendants. The Executive Board **agreed** not to further entertain the idea.

The Executive Board **agreed** that Tina Coffee would only be compensated 3.25 TFP for the morning session of the Executive Board Meeting on Wednesday, August 13.

The Executive Board discussed the behavior during Executive Board Meetings of Board Member at Large Tina Coffee.

Todd Gage made a **motion (30)** that the Executive Board issue a Letter of Admonishment to Board Member at Large Tina Coffee pertaining to her behavior in the Boardroom. Brett Nevarez **seconded** the motion.

Cuyler Thompson made a **motion (31)** to amend the motion on the floor by inserting, "continued inappropriate behavior in the Boardroom after being repeatedly addressed by the Executive Board," after the words "pertaining to her." 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	Yea
Cuyler Thompson	Yea
Tina Coffee	Excused
Rob Riddell	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
John DiPippa	Yea

Matt Hettich	Yea
Pamila Forte	Yea
Rachel Brownfield	Yea
Karen Amos	Abstain
Jimmy West	Nay
Donna Keith	Yea
Chris Sullivan	Excused

The motion **carried**.

The Executive Board voted by roll call on the **main motion (30)** on the floor:

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

The motion **carried**.

Cuyler Thompson agreed to draft a Letter of Admonishment to Board Member at Large Tina Coffee and submit it to the Executive Board for approval.

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

> *Crystal Reven began her Uniform Report by informing the Executive Board that things on the Uniform home front have been relatively quiet during the last month. Crystal and Mark Savage have kept busy answering Member questions and addressing specific Appearance Standard issues via email, social media and phone. Many female Members would like to wear wedge type shoes with the dress as an alternative to changing into service shoes. Many male Members would like to wear bow ties. These issues will be discussed with the other participants on the Uniform Steering Committee on August 25 when Crystal and Mark travel to Dallas for the third quarter USC Meeting. Hopefully following the USC meeting, Crystal will have more Uniform related news to share with the Executive Board and subsequently the Members of TWU Local 556. Meanwhile, both Crystal and Mark thank the Executive Board for allowing them to continue to serve the Members of TWU Local 556 on the Uniform Committee.*

Todd Gage made a **motion (32)** to adjourn. 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	Excused
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**.

Audrey Stone adjourned the Meeting at 1130.

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

Cuyler Thompson
TWU Local 556 Recording Secretary