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

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TWU Local 556 Executive Board
January 2013 Executive Board Session
Synopsis

<u>Tuesday –January 15, 2013</u>

Stacy Martin called the Meeting to order at 0845.

TWU Local 556 Executive Board Members in attendance were: Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Jimmy West led the Board in the Pledge of Allegiance.

John DiPippa led the Board in the TWU International Membership Pledge.

Jannah Dalak presented the December 2012 Executive Board Working Minutes for review.

The Executive Board reviewed the December 2012 Executive Board Working Minutes.

Jimmy West made a ***motion #1*** to approve the December 2012 Executive Board Working Minutes.
Rob Riddell ***seconded*** the motion. The motion ***carried.***

Jannah Dalak presented the December 2012 Executive Board Attendance Report for review.

The Executive Board reviewed the Executive Board Attendance Report.

Stacey Vavakas made a ***motion #2*** to approve the December 2012 Executive Board Attendance Report.
Dawn Wann ***seconded*** the motion. The motion ***carried.***

Jannah Dalak presented the December 2012 Executive Board Roll Call Voting Report.

The Executive Board reviewed the December 2012 Executive Board Roll Call Voting Report.

Chris Click made a ***motion #3*** to approve the December 2012 Executive Board Roll Call Voting Report. Chris Sullivan ***seconded*** the motion. The motion ***carried.***

The Executive Board reviewed the quarterly By-law flying requirement. The following pairings were flown by Executive Board Members to comply with the quarterly requirement.

Stacy Martin	HS35 December 17
Chris Click	BAXN December 26
Dawn Wann	DAHB December 21
Jerry Lindemann	HAIC December 21
Jannah Dalak	HANV December 25
Rob Riddell	PS3C December 24
Tina Coffee	PBCL November 29
Karen Amos	DS11 December 26
Valerie Boy	HANV December 25
Addie Crisp	Maternity Leave
Matt Hettich	OS2P December 20
Donna Keith	MARN December 18
John DiPippa	PBCL November 29
Chris Sullivan	CACN December 27
Stacey Vavakas	Ready Reserve Block December 3 - 5
Jimmy West	FS58 December 17

The Executive Board took a break at 1020.

The Meeting resumed at 1045. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was pre-excused for Union Business.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

The Executive Board rebid the Emergency Officer On-Call for the months of February 2013 – December 2013.

The Executive Board discussed topics for the Domicile Executive Board Meeting with Management.

The Executive Board went to lunch at 1200. The Domicile Executive Board Members met with Inflight Management during lunch.

The Meeting resumed at 1400. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Valerie Boy, John DiPippa, Matt Hettich, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Donna Keith was tardy.

Karen Amos was tardy.

The Executive Board reviewed the Procedures and Guidelines Manual.

Donna Keith entered the Meeting at 1410.

The Executive Board continued to review the Procedures and Guidelines Manual.

Karen Amos entered the Meeting at 1416.

The Executive Board continued to review the Procedures and Guidelines Manual.

The Executive Board took a break at 1600.

The Meeting resumed at 1620. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

The Executive Board continued to review the Procedures and Guidelines Manual.

Chris Click made a ***motion #4*** to reinstate the TWU Local 556 Procedures and Guidelines (previously Policies & Procedures Manual) as amended. Dawn Wann ***seconded*** the motion. The motion ***carried.***

Valerie Boy made a ***motion #5*** to recess. Chris Click ***seconded*** the motion. The motion ***carried.***

Stacy Martin recessed the Meeting at 1730.

<u>Wednesday - January 16, 2013</u>

Stacy Martin called the Meeting to order at 0830.

TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Communications Committee Co-Chairs Dean Walker and Robin Brewer entered the Meeting as guests at 0835 to discuss publications.

There was discussion about publications and the substantial cost savings that has been obtained from changing printers. There was discussion about topics for publications and the Membership Survey. Dean Walker and Robin Brewer informed the Executive Board they have created a survey compiled from previous questions from the last three years. The deadline for Committee Chair question submissions will be the end of January.

Communications Committee Co-Chairs Dean Walker and Robin Brewer left the Meeting at 0931.

The Executive Board discussed topics for the Meeting with Inflight Leaders. The agreed upon topics included Gate Checks, the January 25th Revision, and the Social Media Policy.

The Executive Board took a break at 0945.

The Meeting resumed at 1000. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Inflight Senior Management Leaders Sonya Lacore, Mike Mankin and Adam Carlisle entered the Meeting as guests at 1000.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1000.

> *Sonya Lacore thanked the Domicile Executive Board Members for attending a Meeting with Inflight Management on Tuesday. Adam Carlisle presented the January 16, 2013 Sick Leave & Productivity Report. There was discussion regarding the increased amount of deadheads created during inclement weather and the increase in costs associated with these. Mike Mankin explained that during reroutes the object is to return the Flight Attendant to their original pairing. Mike Mankin stated that they are working to eliminate unnecessary deadheading. Chris Click requested clarification on synthetic pay. Adam Carlisle explained that all synthetic pay includes rigs, and all premium pay. There was discussion regarding Management continuing Attendance Meetings. Management reports that this will include Flight Attendants that do not appear to be improving in their perceived attendance patterns. There was discussion regarding the calculation for the baseline. Management reported that the average baseline for overlap is 300; the average for the month is also calculated at 300. Executive Grievance Chair Lyn Montgomery asked if there is data available for the reserve statistics. There was discussion that the ability of not being allowed to break up reserve blocks may affect the reserve statistics. The Executive Board asked Management if the Company is*

breaking down the sick leave between documented sick calls verses non-documented. Mike Mankin stated that they could look into that information. Mike Mankin addressed the new Social Media Policy and informed that it is geared toward Facebook as to the prior policy was geared toward blogging on behalf of the Company. There was discussion regarding discipline for Social Media complaints. Management reported that the Company is obligated to investigate all complaints and will determine discipline based upon the individual complaint that is issued. Management stated that the policy is to protect Southwest Airlines, including Southwest Airlines Customers. Mike Mankin states the Company will become involved if the issue involves a protected class. There was a question regarding the new revision and if it will be delivered in a timely manner to the Flight Attendants. There was a question regarding the new requirement for reporting the alcohol procedures in a 24 hour period. Management stated that the intent is to meet the FAA requirements for alcohol procedures. There was discussion about Flight Attendants not reading their bulletins. There was discussion about reporting procedures for Union Pulls. There was discussion about Flight Attendants concerns with the new SWAG Program. Sonya Lacore requested to submit any concerns regarding the SWAG Program to Ideas and Inquiries on SWALife. There was a question if Officers could participate in Overwater Training early. Stacy Martin reported that he will coordinate with Sonya Lacore for early Overwater Training.

Inflight Senior Management Leaders Sonya Lacore, Mike Mankin and Adam Carlisle left the Meeting at 1100.

The Executive Board took a break at 1100.

The Meeting resumed at 1120. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for a Conference Call regarding Union Business.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Matt Hettich was excused for a phone call with a Member.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1120 to review Grievances.

Grievance Team Members Kristen Loucks and David Feather entered the Meeting as guests at 1120 to present a Grievance.

Matt Hettich entered the Meeting at 1129.

Grievance Team Member Kristen Loucks left the Meeting at 1136.

Grievance Team Member Kristen Loucks and a Grievant entered the Meeting as guests at 1137.

Grievance Team Members Kristen Loucks, David Feather and a Grievant left the Meeting at 1200.

Rob Riddell made a ***motion #6*** to proceed on a Grievance. Stacey Vavakas ***seconded*** the motion. There was discussion. The motion ***carried.***

The Executive Board went to lunch at 1215.

The Meeting resumed at 1315. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1315 to review Grievances.

Executive Grievance Chair Lyn Montgomery presented the Grievance Committee Report.

<u>Grievance Update</u>

**175 Active Grievances*

8 Settled in favor of the Union since last report

***2 Arbitration Company Award*

**We are in the process of settling 34 individual grievances based on the discussion log entries placed into Employee files after an Attendance Meeting. The Grievance Team is in the process of contacting these individuals. The grievance total without these cases is 141.*

<u>Attendance Meeting Discussion Logs</u>

The Union met with Sonya Lacore, Mike Hafner, Mike Mankin and Mike Sims on three separate occasions since May 1, 2012. In attendance for the Union were Stacy Martin, Lyn Montgomery and Becky Parker. The reason for these conferences was to formally discuss Attendance Meetings and the manner in which the Company was documenting the Employee's file following the meeting. After much discussion during, before and after the meetings, the Company has agreed to change the language inserted into a Flight Attendant's file following an Attendance Meeting. Many drafts were exchanged prior to this final language. This was a difficult task to achieve since legally the Company has control over an Employee's file. They are usually able to write their own notes into files at their discretion; however the Company was using disciplinary language when inserting their notes about the meetings. The language the Company was using mirrored language used in disciplinary letters. The language "further action will result in discipline up to and including termination" created a discussion log note that seemingly administered discipline. Moving forward, Discussion Log entry language after a first Attendance Meeting will now be "Held a meeting today to discuss (EE) attendance record. Present at *the meeting were (insert names). Discussion included the Company's concerns with patterns/trends of absenteeism. Explained the Company policy and expectations regarding Sick Leave. No discipline issued." The words "no discipline issued" clarifies that the meeting was only a discussion and not any type of discipline. (This language is not necessarily the language that will be used for Flight Attendants who have been called in a second time for an Attendance Meeting.)*

Recent Arbitrations

We received two arbitrator decisions on two very difficult termination cases that were heard in September and November. One Flight Attendant was terminated for Class I section 14 – Intentional conduct which endangers the lives and safety of others including failure to comply with all safety rules and regulations. The arbitrator determined that the Company did have just cause to terminate the grievant and denied the grievance. This case was well executed and presented by attorney Patricia Ireland and the Grievant received the best representation possible. The other award recently received was for a Flight Attendant who was terminated for points. This case was another one with many legal hurdles. Ultimately the language in Article 32 over- ruled the Grievant's situation and the arbitrator did not reinstate the Grievant. This case was efficiently presented by attorney Holly VanHorsten. Again, in this situation, the Grievant received excellent representation and was given every opportunity to regain his/her employment.

Commitment to Membership

Moving forward with the goal of resolving our oldest grievances, we have slated two contractual cases for arbitration. One of these cases was filed in 2008 because the Company was placing Reserve Flight Attendants in the 4 day category at the end of the month. This caused many Flight Attendants to be called out of order. The Collective Bargaining Agreement (CBA) states that the Flight Attendant's line type will determine the reserve liability at the end of the month. Flight Attendants should not have been placed in the 4 day category when no 4 day blocks appear on their line. The Union has not been able to find a resolve to this case even though it has been discussed with Management several times over the past few years. We decided to make one final ditch effort to reach a settlement on this case with fresh faces and a fresh approach. This case was discussed at the November 2012 Grievance Summit. It was not expected that the Company would offer a settlement since they have not budged on the issue in years. Since no resolution was agreeable to both parties, this case was slated for arbitration and will be heard on February 21, 2013.

One case filed in March 2011 concerns procedures when a Flight Attendant returns from Medical Leave. The Union was surprised at the position the Company maintained with this case since their position does not follow clear and unambiguous Contract language. The Union slated this case for arbitration and was scheduled to be held by March 2, 2013, however arbitrator availability has placed a strain on the scheduling of this hearing. An extension was filed to hold the arbitration by May 5, 2013 and a confirmed date will be assigned soon.

As a result of the Grievance Summits that were held last quarter, we are in discussion and hoping to receive settlements on several cases. The remaining cases will be slated for arbitration. This will take time as we must also work to solve and slate other grievances as well. The task of getting through the older cases is daunting and while we focus on these cases, the newer cases get older. Generally, the Grievance Team is committed to shortening the length of time it takes to get a resolution to a grievance. On a nationwide scale, TWU 556 is a leader in grievance handling. TWU 556 has a shorter time period to attain resolutions to grievances than many other major Unions; however this team will not rest until *the time period for resolution is significantly improved. Three to four years is not an acceptable time period, but until we can resolve the oldest ones more recent filings may continue to age.*

Often a grievance may remain on record in anticipation of a change in either contract language (due to negotiations or other elements) or regulations (changes in federal law or policy changes). However in most cases the Union must commit to pushing these cases through the process by attempting to find resolution. If one is not reached the Union should move forward with arbitration based on Executive Board approval.

Upcoming Arbitration Schedule

143 seats - January 24, 2013
TWU Local 556 Article 15.10 – January 31, 2013
Flight Attendant Termination -February 6, 2013
Flight Attendant Termination – February 12, 2013
Reserve Out of Order- February 21, 2013
Individual Contract –Article 19- February 28, 2013
Flight Attendant Termination- March 13, 2013
Flight Attendant Termination-To Be Determined (must be held by March 25, 2013)
Procedures to return from leave- May 2, 2013 (waiting on confirmation)

Aggressive settlement attempts will be made to solve these Grievances prior to arbitration.

Arbitration Panel

The arbitration panel has been reduced below the eight that sit on the panel. Arbitrator Quinn was removed from the panel by the Company in September, but passed away before he was notified. The Union nominated two more arbitrators but the Company would not accept the nomination. In order to balance the list, the Union struck Company Arbitrator Fragnoli. The Union nominated another arbitrator and this one also was not accepted by Management. This created an even panel of six with one Company and one Union arbitrator short. Arbitrator Susan Meredith resigned from the panel on January 8, 2013 due to other commitments. This leaves the panel currently unbalanced. The Union had proposed two replacements to fill the positions. We are waiting on a response from the Company. The Company has not proposed replacements for the Company positions on the panel as of today.

The Executive Board took a break at 1410.

The Meeting resumed at 1415. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Valerie Boy was excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1415 to review Grievances.

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1415 to present a Grievance.

Valerie Boy entered the Meeting at 1429.

Grievance Team Member Barbara Fitzhugh left the Meeting at 1436.

Grievance Team Member Barbara Fitzhugh and a Grievant entered the Meeting as guests at 1438.

Grievance Team Member Barbara Fitzhugh and a Grievant left the Meeting at 1512.

Jimmy West made a ***motion #7*** not to proceed on a Grievance. Rob Riddell ***seconded*** the motion. There was discussion. The motion ***carried.***

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1527 to present a Grievance.

Grievance Team Member Barbara Fitzhugh left the Meeting at 1542.

Grievance Team Member Barbara Fitzhugh and a Grievant entered the Meeting at 1543.

Grievance Team Member Barbara Fitzhugh and a Grievant left the Meeting at 1607.

Karen Amos made a ***motion #8*** to proceed on a Grievance. John DiPippa ***seconded*** the motion. The motion ***carried.***

The Executive Board took a break at 1620.

The Meeting resumed at 1630. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Chris Click chaired the Meeting.

John DiPippa recorded the minutes.

Stacy Martin was excused for Union Business.

Jannah Dalak was tardy.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1630 to review Grievances.

Grievance Team Member David Feather entered the Meeting as a guest at 1634 to review a Grievance.

Jannah Dalak entered the Meeting at 1635.

Jannah Dalak recorded the minutes.

Grievance Team Member David Feather left the Meeting at 1653.

Grievance Team Member David Feather and a Grievant entered the Meeting as guests at 1654.

Grievance Team Member David Feather and a Grievant left the Meeting at 1711.

John DiPippa made a ***motion #9*** not to proceed on a Grievance. Jimmy West ***seconded*** the motion. The motion ***carried.*** There was procedural discussion.

Karen Amos called for a division and a revote was taken.

John DiPippa made a ***motion #10*** not to proceed on a Grievance. Jimmy West ***seconded*** the motion. The motion ***did not carry.*** There was discussion.

Karen Amos made a ***motion #11*** to proceed on a Grievance. Donna Keith ***seconded*** the motion. There was discussion. The motion ***did not carry.*** Discussion continued.

Jimmy West made a ***motion #12*** not to proceed on a Grievance. Matt Hettich ***seconded*** the motion. There was discussion. The motion ***carried.***

The Executive Board reviewed the Grievance Review Committee recommendations.

John DiPippa made a ***motion #13*** to proceed on five Grievance Review Committee recommendations. Jimmy West ***seconded*** the motion. The motion ***carried.***

Jimmy West made a ***motion #14*** not to proceed on a Grievance. John DiPippa ***seconded*** the motion. The motion ***did not carry.***

John DiPippa made a ***motion #15*** to proceed on five Grievance Review Committee recommendations. Jimmy West ***seconded*** the motion. The motion ***carried.***

Stacy Vavakas made a ***motion #16*** to proceed on a Grievance. Dawn Wann ***seconded*** the motion. The motion ***carried.***

Jimmy West made a ***motion #17*** to proceed on three Grievance Review Committee recommendations. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

John DiPippa made a ***motion #18*** not to proceed on a Grievance. Jimmy West ***seconded*** the motion. The motion ***carried.***

John DiPippa made a ***motion #19*** to proceed on a Grievance. Jimmy West ***seconded*** the motion. The motion ***carried.***

John Dippa made a ***motion #20*** not to proceed on a Grievance. Chris Sullivan ***seconded*** the motion. The motion ***carried.***

Stacey Vavakas made a ***motion #21*** to recess. Donna Keith ***seconded*** the motion. The motion ***carried.***

Chris Click recessed the Meeting at 1830.

<u>Thursday-January 17, 2013</u>

Chris Click called the Meeting to order at 0840.

TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Rob Riddell, Tina Coffee, Karen Amos, Valerie Boy, Donna Keith, Matt Hettich, Chris Sullivan, John DiPippa, Stacey Vavakas and Jimmy West.

Stacy Martin was excused for Union Business.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

The Executive Board reviewed the December 2012 Executive Board Synopsis.

Chris Sullivan made a ***motion #22*** to approve the December 2012 Executive Board Synopsis. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

Chris Click reported to the Executive Board that Southwest Airlines has requested changes to the ASAP program. Discussion continued regarding the ASAP program. Chris reported that he will follow-up with the Executive Board on the proposed changes.

Jannah Dalak was excused from the Meeting at 0900 to attend to office computer issues.

John DiPippa recorded the Minutes.

President Stacy Martin did not submit a written report.

Uniform Committee Chair and 2nd Vice President Dawn Wann presented the Uniform Committee Report.

> *Dawn Wann reports that the Uniform Steering Committee has not met since December 2012 Executive Board meetings. Dawn has noticed since November when gate checks and appearance standards started there has been a drastic decline in issues with uniform compliance. Dawn reports in the last month she continues to field calls and emails from the Membership answering questions and addressing the Memberships needs with their uniforms.*

Board Member at Large Rob Riddell presented the Board Member at Large Officer Report.

> *Rob reported that he flew pairing PS3C December 24-26, 2012, which meets the quarterly flying requirement. Rob attended Executive Board meetings December 10-14, 2012 at the TWU 556 office in Dallas. Rob has several conversations with negotiators regarding the upcoming LODO (Language of Destination Origin) Committee being formed.*

Board Member at Large Tina Coffee presented the Board Member at Large Officer Report.

The month of December Tina flew a lot. She got to talk to her Crew Members about their Union concerns. They mentioned that they would like more information on the LODO program. They also mentioned having to wait for Crews on the 737-800 and that they should be paid if it is on the last day and it runs over 30 minutes. Tina received a Certificate of Appreciation from the Phoenix AFL-CIO, for volunteering to hand out voting information to registered Union Democrats. Tina is making plans for the Phoenix Unity Day. We are anticipating about 20 volunteers. Tina donated all her hours but two in December.

Phoenix Domicile Board Member John DiPippa presented the Phoenix Base Report.

John wrote the December E-Connection, did a Fact-Finding Meeting and was in the lounge on January 11 and 12 of this month. John has also reviewed upcoming Grievances for January Boards and wrote a Base Report for January. John wants to thank Shop Steward Jeff Baker for attending the parking meeting that was held on January 15. John also wants to thank Shop Steward Mark Savage for updating the right side of the glass case with pictures of all of the Shop Stewards that went to training. John has emailed Shop Stewards who didn't have a picture in the glass case to please provide Mark with a 4x6 picture ASAP. John informed the Board that Phoenix Shop Steward Sandra Rall is now fully trained and no longer needs to shadow an experienced Shop Steward. John has been in contact with his Shop Stewards and has cleaned the red rack. John wants to thank Board Member at Large Tina Coffee for the Union collage on the left side of the glass case. It is very evident that Tina's collage was well thought out and makes a great addition to the Union Glass Case. Finally, John attended the 555 Unity Day on January 8 along with Phoenix Shop Stewards Jeff Baker and Susie Jacob. John wants to thank Board Members Chris Sullivan, Matt Hettich, Tina Coffee, Jannah Dalak, and Valerie Boy for attending. John also wants to thank Phoenix Flight Attendants Michael Broadhead and Michael Massoni along with Contract Negotiator Val Lorien for attending. In conclusion, John also wants to thank the following Flight Attendants for attending: Rickie Spand, Jim Volpe, Sam Wilkins, Holly Imamovic, Anita Vinje, Josh, Rosenberg, Patti Phillips, and Josie McKeeman Rose.

Baltimore Domicile Board Member Stacey Vavakas presented the Baltimore Base Report.

Stacey reports that she attended several Fact-Finding Meetings. Stacey also met with Management to continue to work on the issues within the base. The Toys for Tots drive was a success, the monetary donations and the toys were dropped off at the local Toys R Us. Stacey also tided the Union Red Rack, updated the glass case, and distributed all Union materials. Stacey also spent a few days in the lounge talking to Flight Attendants and keeping them informed of upcoming issues and 555 Unity events.

Jannah Dalak returned to the Meeting at 0949.

Jannah Dalak recorded the minutes.

Houston Domicile Board Member Valerie Boy presented the Houston Domicile Report.

Valerie attended Congressman Al Green's Labor Breakfast on behalf of Local 556. Congressman Green represents the 9th District (inner city Houston). Valerie attended World Aids Day in Houston on behalf of TWU Local 556. Also in attendance, Jannah Dalak, TWU Local 556 Recording Secretary, Latonia Paul Benoit, Houston Shop Steward and Vice President of Harris County Central Labor Council, and TWU International Vice President, Thom McDaniel. Valerie shared Emergency Officer On-Call responsibilities during Christmas week with Karen Amos and Jannah Dalak. Valerie also covered *phones on Dec 15-16 and Christmas Eve Day. Valerie met with Houston Base Manager Scott Wells to discuss various topics. Valerie represented several Members in Fact-Finding Meetings for various issues. In addition to Union duties, Valerie flew throughout the month. Valerie thanks Shop Steward Jacob Fernandez for distributing Unity Update. Valerie straightened the red rack and updated the glass case. Finally, Toys for Tots was successful in Houston. Valerie thanks the Membership for their generosity, Inflight Supervisors who sold luggage tags and bought toys with a portion of the proceeds, and to TWU Local 556 President Stacy Martin, who lugged the toys to the drop off location while Valerie covered phones for Weekend On-Call.*

Orlando Domicile Board Member Jimmy West presented the Orlando Domicile Report.

Jimmy reported that Fact-Finding Meetings remain consistent in Orlando. Jimmy reported the primary meetings consist of Passenger complaint letters for rudeness. Jimmy reported there have been no Management changes in Orlando. Jimmy reported he has received several complaints from Flight Attendants regarding gate checks. Jimmy reported that he has had several inquiries regarding the Known Crewmember Program and its implementation date. Jimmy reported that a TWU 555/556 Unity Day was held in Orlando on December 11, 2012 but Jimmy was unable to attend as this was during the December Executive Board session. Jimmy reported the Orlando Toys For Tots was a huge success with the Orlando Flight Attendants donating a record number of toys which were delivered on December 19, 2012. Jimmy reported that he attended the Grievance Summit on December 4, 2012.

Jimmy West was pre-excused for a Meeting at Headquarters at 1000.

Dallas Domicile Board Member Karen Amos presented the Dallas Domicile Report.

Karen reported the Dallas Base the Toys for Tots drive was a great success. This year the toys were taken to the Parkland Children's Burn Unit. The hospital staff was delighted and very appreciative of the donated gifts. Parkland has two small wings dedicated strictly to children who are burn victims. Karen stated the donation change was prompted by a news report of a family who had five children that were burned by an explosion of a gas can while their family was barbequing right before the holiday. Gate Checks continue to be a concern and there is quite a bit of confusion as to when and how the gate checks take place. The Dallas Base Flight Attendants have expressed they would like the ability to self-correct on appearance issues. Many Flight Attendants avoid the Dallas Lounge as they do not wish to interact with the Supervisors as they feel they are under constant scrutiny. The West Security Checkpoint in Dallas closed on January 15. The check-in phone has been moved to the Main Security Checkpoint lobby on the wall to the left of the screening queue. Karen reported that Dallas will now have a dedicated Crew and Employee security lane located to the far left side of the security check point. The new date for moving into the new lounge will be sometime in early April 2013. Dallas continues to have attendance meetings. Dallas also had a termination meeting and a couple of other meeting over various issues. Karen attended Executive Boards, sat Weekend On-Call numerous days, performed two lounge mobilization and has distributed all Union publications. Karen has also updated the red rack and the Union Bulletin Boards. Karen continues to work on FAAP issues. The third quarter of the year was very busy. Overall FAAP has been quite successful and Karen and Stacy attended a meeting regarding the FAAP Committee with Mike Mankin. Karen has reached out to many Shop Stewards and has met with Management.

Oakland Domicile Board Member Matt Hettich presented the Oakland Domicile Report.

Matt reported that Fact-Finding Meetings have been increasing in Oakland; these meetings have mostly involved safety issues, inflight service procedures, delay of flight, and interactions with Passengers. Matt reported that he met with Oakland Base Manager John White to discuss base issues and Member concerns. Matt updated the Oakland Base Page on the Union Website, wrote and distributed the Oakland E-Connection, communicated with Oakland Shop Stewards via email, wrote the Oakland Base article for Unity Magazine, tidied the red rack, and updated the glass case. On January 8, Matt attended the TWU Local 555 Unity Day in Phoenix and would like to thank Oakland Shop Stewards Holly Imonavich, Val Lorien, Josh Rosenberg, Sam Wilkins, and Jim Volpe for attending this important show of solidarity. In addition, Matt thanked all the Oakland Flight Attendants who contributed toys to the TWU Local 556 annual Toys for Tots toy drive. This year Oakland contributed over 60 toys to Bay Area children in need.

Chicago Domicile Board Member Donna Keith presented the Chicago Domicile Report.

Donna reports that Attendance Review Meetings and Gate Appearance Checks are still being conducted on a regular basis in Chicago. Donna has represented Flight Attendants in Fact-Finding Meetings as well as various other meetings on a regular basis throughout the month. Donna continues to meet with and address concerns with local Management. Donna has worked Weekend On-Call, distributed all publications, spent time in the Chicago Lounge, met with Chicago Base Management, updated the glass case, straightened the red rack, has been in contact with Shop Stewards, and been available for Member calls and emails. Donna reports that the Toys for Tots drive in Chicago was once again successful due to the overwhelming generosity of everyone in the Chicago Base. Donna would like to extend a heartfelt thank you to the Chicago Flight Attendants for yet another year of helping to brighten the smiles of local children. Donna continues to answer questions and assist in situations related to On the Job Injuries (OJI) and Family Medical Leave Act (FMLA).

Board Member at Large Tina Coffee presented the Las Vegas Domicile Report for Addie Crisp.

Tina Coffee would like to thank Kellee Farmer, Rickie Spand, and Cobia Gould for helping stuff boxes, and getting the Shop Steward t-shirts while Addie is away. She reports that all calls regarding t-shirts and Shop Steward shadowing or training were rerouted to Lucy White Lehmann. Tina has a lounge mobilization planned for January 2, 2013. Tina Reports that Las Vegas parking issues are still being worked out with Management per Addie. Addie and I have spoken a couple of times and we feel the base is running well.

Denver Domicile Board Member Chris Sullivan presented the Denver Domicile Report.

Chris reports that he attended the Executive Board Meeting in Dallas on December 10-14, 2012. The Denver Flight Attendants donated two boxes and two bags of toys to the Toys for Tots program. Chris would like to thank all those who donated toys and money this year. The generosity of our Flight Attendants was greatly appreciated by less fortunate children in the Denver area. On December 17, 21-22 and January 7, Chris was in the lounge to address Flight Attendants' questions and concerns. Chris updated the Union Glass Case on December 14, January 7, and January 11, 2013. Chris met with Denver Base Manager Katrina Bannon on multiple occasions to discuss base specific issues. On January 7, Chris met with the Wellness Center Manager to discuss final access procedures and tour the facility. Chris attended the 555/556 Unity Day in Phoenix on January 8, 2013.

Jannah Dalak presented the Office Manager Report.

Jannah reported the following statistics for the month of December:

Sick Days	*1*
Vacation Days	*46*
Recurrent Training Days	*1*
Jury Duty Days	*0*
Bereavement Days	*0*

In addition to managing the office, Jannah reported that she programmed the phone weekly for Emergency Officer On-Call, Weekend On-Call and attended the monthly Board Meeting as the Recording Secretary. Jannah sat Emergency Officer On-Call during the month of December. Jannah reports that one Grievance Team Member has returned to line. On December 3, 2012 Jannah attended World Aids Day with TWU International Vice President Thom McDaniel and Houston Domicile Executive Board Member Valerie Boy and TWU Local 556 Shop Steward Latonia Paul- Benoit. On December 5, 2012, Jannah, Valerie Boy and Paul Sweetin met with Patti Adams of Local 555 to discuss future Unity Day activities. On December 12, 2012 Jannah invited Alison Head, President of AFA-CWA MEC/LEC 57, Travis Bruce Vice President and Steven Grimaldi, Grievance Chair to the TWU Local 556 Office to meet the Grievance Team and tour the office. Jannah reported that Travis was not able to attend but informed the Executive Board that she has invited Alison and Travis to return during an Executive Board week to meet all the Executive Board Members. On December 19, 2012, Jannah and Valerie Boy were honored to attend Congressman Al Green's Annual Labor Breakfast and enjoy speaker Martin Luther King Jr. III. In conclusion, Jannah continues working on the Bylaw project.

COPE (Committee on Political Education) Co-Chair Portia Reddick White submitted the COPE Report.

With 2012 behind us, Portia Reddick White reports the following as specific flight attendant gains and issues of 2012 going forward in 2013: Health and Safety standards for flight attendants have been obtained with the passage of the FAA Modernization and Reform Act of 2012. OSHA and the FAA (before the standards go into effect) are presently considering new regulations and guidance. The TWU Local 556 COPE Committee is planning to submit comments. Senator Mazie Hirono as a Representative in the 112th Congress sponsored HR 3824 – Airline First Responder Workplace Fairness Act – a bill that sought to cover flight attendants with a comprehensive fatigue policy. Pilots now have coverage as a result of passage of the FAA Reauthorization. We will continue to support and fight for protection for flight attendants in the 113th Congress. The FAA continues to discuss making comprehensive changes to flight attendant training procedures, methods and requirements. Since 2009 the FAA has been working on this extensive rulemaking. We have been and will continue to be a part of this effort in discussion, meetings and other efforts. Results of this effort are expected in October 2013. We will be monitoring this throughout the year. In conclusion, in 2013 the COPE will continue our efforts, involvement and partnering with various organizations so that we remain in an advantageous position legislatively.

CISM (Critical Incident Stress Management) Chairperson Eileen Rodriguez submitted the CISM Committee Report.

December was our busiest month we had during 2012. We handled approximately 132 Incidents that were reported to the CISM hotline. We spoke to approximately 350 Flight Attendants during December. In 2012 we handled a total of 715 Incidents. Typically each incident necessitates 1-3 phone calls and sometimes continuing to do follow-up the next month. This is an increase over the prior year; in 2011 *we had 560 reported Incidents. Our call volume significantly increased during the third quarter of the year. We are handling more personal incidents that affect the Flight Attendants work and personal life.*

Jimmy West entered the Meeting at 1101.

Safety Chairperson and 1st Vice President Chris Click presented the Safety Report.

Chris reports that during the month of December, given the Holiday Schedule there was little activity. Stacey Vavakas and Michele Moore attended a Safety Conference in Baltimore, Maryland with International Safety Chair Ed Watt. Chris reports that he completed a Known Crew Member instructional video with Mike Hafner at Southwest Headquarters. Chris is currently seeking background footage from the Transportation Security Administration to add to the video however all efforts have failed. Chris has contacted Veda Shook, Association of Flight Attendants (AFA) President to acquire footage for the video from them. The Known Crew Member video should be available on SWALife starting in January 2013. Chris continues to work on the Known Crew Member application as iTunes Connect (the application developer portal) was closed for two weeks due to the holidays and the rollout of Operating System 6.0

Scheduling Committee Chairperson Michelle Zenici submitted the Scheduling Committee Report.

We posted a summary of February's Schedule information on the Committee page of the TWU Website and updated the remaining open time following Vacation Relief line writing on December 10. We've developed questions for a survey and are waiting for the Survey Committee to reply in order to complete the formatting/final questions. Our hope is to still get this published by the end of January-early February. Primary Lines for February were written on December 26 and December 27 and Vacation Relief lines were written on January 10. There were numerous schedule changes due to a "holiday Super Bowl schedule" at the beginning of the month, January base schedule change February 14, and transitional schedules every weekend. These changes altered the amount and type of pairings. Three 737-800 series aircraft were added to the schedule mid-month. Statistics improved over the last 12 month averages for all weekends off, PURE, and less lines with 48 hours breaks. The late reporting AM pairings that return as PM's are still throughout the schedule. We saw an increase in commutable pairings in the February base schedule in some domiciles. Unfortunately these were generated primarily on the same start dates in some bases (Dallas for example); so those were not conducive to making a commutable line. 'ABCD' pairings for the -800 series remain cost prohibitive. All bases have 'D' pairings in February. The 'D' only pairings did not allow for many consistent lines in most bases and actually contributed to the "junk" percentages again this month. One exception to that was Denver, in which we were able to create many more pure 'D' lines than "junk" 'D' lines. Base detail statistics are available monthly on CWA (Crew Web Access) under Inflight>Bidding>Crew Planning>Your Base for all to educate themselves. There is also a tutorial on how to read those statistics. I encourage all Flight Attendants to review the Schedule Summary and information specific to their base each month, as it's very useful in answering questions. As previously agreed with the Company, if bases are ready to write early for Primary Lines; Chairs will be allowed to write early. That was the case for December, and allowed us time to assist other writers during Primary line writing days. We hope to have that option every month, in an effort to continue to improve line quality. Administrative duties will have to wait, as the budget doesn't allow for both. The Committee will write Primary lines for March on January 28, and 29 and VR lines will be written on Sunday, February 10, 2013.

Health Committee Chairperson Michele Moore submitted the Health Committee Report.

ASAP: *To date, we have received 1188 ASAP reports. In 2011, we received 492 reports and in 2012 we received 696 reports, so the program is definitely continuing to grow. The FAA has opened up their official ASAP training in their Oklahoma City headquarters and we are going to attend as an ERC (Event Review Committee) sometime in 2013. It has also been suggested by the Company, that we have a back-up representative in the event that at the last minute Michael or I are not able to attend due to a last minute illness.*

Health: *I attended the NCosh Workshop (National Convention of Occupational Safety and Health) and did a presentation on our ASAP program. I had several conference calls with Ed Watt with International TWU and Allison M. Bondanza, PhD regarding a study she is doing on women who do shift work. She wants to include our Flight Attendants and has created a survey and wants to sit in several lounges and speak to them in person as well as. I presented the information to the Company last year but the project was placed on hold. I am going to present it to the Company again, and if it is approved, I will sit in the lounges with her in February.*

In 2013, I am going to give my web-page an overhaul and want to place a new article or "information tidbit" onto the site. In the survey being put together by our communications team, I would like to see what our membership feels are big health issues to our workgroup and do research on those areas.

ENS Follow-ups:
In December, the ENS alert system was in question, so it is unclear how many actual ENS messages there were. Starting in January, I will be able to keep a running total and to forward the messages to the appropriate bases again.

Meetings Scheduled to Attend in January:
HASC – Health and Safety Committee Meeting – monthly meeting.
ERC – Weekly Meeting in addition to weekly prep and follow-up.
ASAP Operational Meeting – A meeting with all ERC representatives and Inflight Management – we plan on meeting quarterly in 2013.
ASAP Recommendation Meeting – A meeting to devise several procedural recommendations to the Company regarding door arming/disarming and OWWE briefings

Education Committee Chairperson Matt Hettich presented the Education Committee Report. No written report was submitted.

Chris Sullivan Chairperson of the Veteran's Committee submitted the Veteran's Committee Report.

In late December Denise Schmidt resigned as Co-Chair of the Committee. Chris Sullivan is now Chairman of the Committee. Chris is in the process of organizing volunteers in each Base to staff the Committee. The majority of these Flight Attendants are already active in local and national efforts that support veterans, active duty and reserve component Members and their families. In February Chris will be attending the quarterly meeting of the TWU Air Transport Division Veteran's Committee. The time and location of this meeting has yet to be determined. Chris has contacted the manager of the Denver Airport USO to discuss available volunteer opportunities. Once all the committee members are in place the plan is to expand the USO volunteer efforts in all Base locations.

Kurtis Beggs Chairperson of the Professional Standards Committee submitted the Professional Standards Report.

Cases for December 2012

Cases Not Taken	*2*
Calls Not Returned	*2*
CRM	*2*
Pilots	*2*
Case in Progress	*1*
Total Calls	*9*
Positive Outcome	*2*

Stacy Martin entered the Meeting at 1123.

Stacy Martin chaired the Meeting.

Legal Counsel Travis Ketterman entered the Meeting as a guest at 1123.

Jimmy West made a ***motion #23*** to enter Executive Session. Valerie Boy ***seconded*** the motion. The motion ***carried.***

The Executive Board exited Executive Session.

Stacy Martin left the Meeting at 1210.

Legal Counsel Travis Ketterman left the Meeting at 1210.

The Executive Board took a break at 1210.

The Meeting resumed at 1220. TWU Local 556 Executive Board Members in attendance were Chris Click, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Dawn Wann was tardy.

Lori Whitaker and Theresa Wilking with Colonial Insurance entered the Meeting as guests at 1220 to discuss supplemental insurance.

Dawn Wann entered the Meeting at 1235.

Discussion continued with Colonial Insurance Representatives regarding sending an informational flyer to Members to explain the supplemental insurance.

Chris Click left the Meeting at 1317.

Dawn Wann chaired the Meeting.

Discussion continued on supplemental insurance.

Chris Click returned to the Meeting at 1320.

Chris Click chaired the Meeting.

Discussion continued on supplemental insurance. The Executive Board agreed to meet with Colonial Insurance Representatives in the near future to further discuss the supplemental insurance flyer.

Lori Whitaker and Theresa Wilking left the Meeting at 1330.

Stacey Vavakas Co-Chair of the Shop Steward Committee presented the Shop Steward Committee Report.

> *The Shop Steward Committee reports that the Shop Steward Corner was written and distributed. There was a combined November/December Conference Call due to the Holiday Season. The Conference Call Synopsis was also completed and distributed. The committee has been working on helping in the Las Vegas Base as Addie Crisp is on Maternity Leave. The Shop Steward Committee is working on continuing education and getting all Shop Stewards trained and shadowed. The Committee would also like to thank all of the Shop Stewards that have attended the Local 555 Unity Events.*

Karen Amos Chairperson of the FAAP (Flight Attendant Assistance Program) presented the FAAP Report. No written report was submitted.

Matt Hettich Chairperson of the Scholarship Committee presented the Scholarship Committee Report. No written report was submitted.

Karen Amos presented the 737-800 Subcommittee Report submitted by Denny Sebesta.

> *Attendees:*
> *Company - Claire Taitte, guest – Senior Crew Planner Duke Jeffcoat*
> *Union – Denny Sebesta, Lyn Montgomery, guest – Becky Parker*
> *(Karen Amos absent due to illness/dr. appointment and willing to be available via phone)*
>
> *February 2013 Pairings and Bid Lines-*
> *Once again, the 737-800 only pairing solution was less efficient and cost prohibitive. The 737-800 only solution for February would have increased RIG costs by $498,049. The cost was slightly down from last month; however, the RIG cost remained well over the 0.1 percentage points as outlined in the 737-800 Subcommittee Agreement - 3.36 versus 1.75. In addition, it would have required an increase in Flight Attendants by 88, added 3,510 Deadheads for the month, as well as escalated aircraft changes. There will be no 4-day pairings for February. June 2012 was the last month that 4-day pairings were in the bid lines.*

Reschedules/Downgrades –
There were many reroutes in Baltimore and Chicago the week of December 20 due to weather and this included 737-800 aircraft upgrades and downgrades. Management received feedback from one Flight Attendant due to reroutes and deadheads on a "D" pairing. The Union received a few calls from Flight Attendants questioning the legality of some reroutes that involved 737-800 crews, but confirmed that all were handled within the contractual legalities of the 737-800 Subcommittee Letter of Agreement. Management asked if we would like to consider revisiting the reschedule language in the current Agreement –"D" position versus the current language of most junior. The Union responded that a Membership survey would be necessary to determine accurate feedback from all Flight Attendants before a revisit would be considered.

San Juan Near International Flying –
Management confirmed that the San Juan (SJU) flying beginning in April would only be on 737-800 aircraft due to the necessary equipment. Management said there would be originators in Orlando and Tampa for San Juan. April SJU overnights -There will be one (1) scheduled overnight, which means two (2) crews, but Management said it's too early to determine which Base will receive them in their respective pairings. June SJU overnights – There will be two (2) scheduled overnights, which means four (4) crews, but it's too early to determine which base will receive them. The Baltimore- San Juan route will begin in June.

737-800 Aircraft Fleet and Deliveries 2013-
There will be three (3) new aircraft added on February 10, three (3) in March, two (2) in April and one (1) in May. The next delivery month is not scheduled until the fourth quarter sometime in October.
As previously reported, the Company continues their ongoing strategy to replace a 700 aircraft online and upgrade the flights to a 737-800. As outlined in the current 737-800 Subcommittee Agreement, the "D" positions created will be released into Open Time.

300/500 Aircraft Retirements -
As previously reported, the classic 737-300 and 737-500 aircraft retirements were slowed down in order to allow the transition of the 717 aircraft to Delta. The Southwest/AirTran overall combined fleet will remain flat. There were three (3) 737-500 aircraft retired in 2012. There is no definite information on the number of 500 aircraft retirements in 2013.

Extended Letter of Agreement Timeframes and 737-800 Subcommittee –
Correction to timeframe - Both parties agreed the timeline for the extended Letter of Agreement actually ends with the March 2013 bid lines, so we will review the March pairing solutions during our January 2013 meeting and reevaluate the extension for the Letter of Agreement at that time.
There was discussion between the parties whether the 737-800 Subcommittee Agreement should be made permanent or push it to Section 6 Contract Negotiations. The Union responded that we would need to discuss this with our Executive Board. Our next scheduled meeting is Friday, January 25 at 2:00 pm.

Executive Grievance Chair Lyn Montgomery entered the Meeting as a guest at 1400 to discuss the 737-800 Subcommittee. There was discussion about the duration of the Subcommittee.

Lyn Montgomery left the Meeting at 1416.

The Executive Board took a break at 1417.

The Meeting resumed at 1430. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Jerry Lindemann was pre-excused for personal illness.

Addie Crisp was pre-excused for vacation.

Andy Plagens, CPA entered the Meeting as a guest at 1427.

Jerry Lindemann entered the Meeting via Conference Call at 1429.

The Executive Board reviewed the November 2012 Financial Report. There was discussion.

Donna Keith left the Meeting at 1506 and was pre-excused from the remainder of the January 2012 Executive Board Meeting.

Karen Amos left the Meeting at 1506 to take Donna Keith to the airport.

Andy Plagens left the Meeting at 1516.

Stacy Martin left the Meeting at 1516.

Chris Click chaired the Meeting.

Discussion continued on the November 2012 Financial Report.

Stacy Martin returned to the Meeting at 1520.

Stacy Martin chaired the Meeting.

Stacy Martin presented a 2012–2013 Revised Budget.

Karen Amos returned to the Meeting at 1537.

Stacey Vavakas made a ***motion #24*** to approve the revised budget. Chris Click ***seconded*** the motion. There was discussion. The motion ***did not carry.***

Tina Coffee left the Meeting at 1545.

Chris Click made a ***motion #25*** to adjourn. Stacey Vavakas ***seconded*** the motion. The motion ***did not carry.***

Tina Coffee returned to the Meeting at 1607.

Discussion continued on the revised budget.

Rob Riddell made a ***motion #26*** to approve the revised budget and to temporarily reduce full time Officer pay to high line. Jimmy West ***seconded*** the motion. The motion ***carried.***

Matt Hettich made a ***motion #27*** to adjourn. Jimmy West ***seconded*** the motion. There was discussion. The motion ***carried.***

Stacy Martin adjourned the Meeting at 1700.

These Minutes are true and correct to the best of my knowledge.

TWU Local 556 Recording Secretary

January 2013 Executive Board Roll Call Voting Report

Last Name	First Name	Title	Motion #1 to Approve the December 2012 Executive Board Working Minutes	Motion #2 to Approve the December 2012 Executive Board Attendance Report	Motion #3 to Approve the December 2012 Executive Board Roll Call Voting Report	Motion #4 to Reinstate the TWU Local 556 Procedures and Guidelines (Previously P & P Manual) as Amended
Martin	Stacy	President	CHAIR	CHAIR	CHAIR	CHAIR
Click	Christopher	1st VP	YEA	YEA	YEA	YEA
Wann	Dawn	2nd VP	YEA	YEA	YEA	YEA
Dalak	Jannah	Secretary	YEA	YEA	YEA	YEA
Lindemann	Jerry	Treasurer	AWAY	AWAY	AWAY	AWAY
Coffee	Tina	BMAL 1	NAY	YEA	NAY	NAY
Riddell	Rob	BMAL 2	YEA	YEA	YEA	YEA
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	YEA
Keith	Donna	MDW DEBM	YEA	YEA	NAY	NAY
Amos	Karen	DAL DEBM	YEA	YEA	NAY	NAY
Boy	Valerie	HOU DEBM	YEA	YEA	YEA	YEA
Sullivan	Chris	DEN DEBM	YEA	YEA	YEA	YEA
Hettich	Matt	OAK DEBM	YEA	YEA	NAY	YEA
DiPippa	John	PHX DEBM	YEA	YEA	YEA	YEA
West	Jimmy	MCO DEBM	YEA	YEA	YEA	NAY
Crisp	Addie	LAS DEBM	AWAY	AWAY	AWAY	AWAY

Last Name	First Name	Motion #17 to Proceed on Group Grievance 737-800 Training Pay	Motion #21 to Recess	Motion #22 to Approve the December 2012 Executive Board Minutes Synopsis	Motion #23 to Enter Executive Session	Motion #26 to Approve the Revised Budget and to Temporarily Reduce Full Time Officer Pay to High Line
Martin	Stacy	CHAIR	AWAY	AWAY	CHAIR	CHAIR
Click	Christopher	YEA	CHAIR	CHAIR	YEA	YEA
Wann	Dawn	AWAY	YEA	YEA	YEA	NAY
Dalak	Jannah	YEA	NAY	YEA	YEA	YEA
Lindemann	Jerry	AWAY	AWAY	AWAY	AWAY	AWAY
Coffee	Tina	YEA	YEA	ABSTAIN	YEA	YEA
Riddell	Rob	YEA	YEA	YEA	YEA	YEA
Vavakas	Stacey	YEA	YEA	YEA	YEA	AWAY
Keith	Donna	YEA	YEA	NAY	YEA	AWAY
Amos	Karen	YEA	YEA	YEA	YEA	YEA
Boy	Valerie	YEA	YEA	YEA	YEA	YEA
Sullivan	Chris	YEA	YEA	YEA	YEA	YEA
Hettich	Matt	AWAY	YEA	NAY	YEA	YEA
DiPippa	John	YEA	YEA	ABSTAIN	YEA	YEA
West	Jimmy	YEA	NAY	NAY	YEA	YEA
Crisp	Addie	AWAY	AWAY	AWAY	AWAY	AWAY

Motion #27 to Adjourn

CHAIR
YEA
NAY
NAY
AWAY
YEA
YEA
AWAY
AWAY
YEA
YEA
YEA
YEA
YEA
YEA
AWAY