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

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***TWU Local 556 Executive Board***
***November 2012 Executive Board Session***
***November 13 – 17, 2012***
***Synopsis***

***Tuesday – November 13, 2012***

Stacy Martin called the Meeting to order at 0830.

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

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Rob Riddell was pre-excused for personal reasons.

Karen Amos was pre-excused for personal reasons.

Tina Coffee led the Board in the Pledge of Allegiance.

Matt Hettich led the Board in the TWU International Membership Pledge.

There was discussion regarding the new Members of the Board of Election. Jannah Dalak and Jerry Lindemann agreed to perform the drawing of lots due to the tie in the 2$^{nd}$ and 3$^{rd}$ position. This drawing is necessary in the event the Chairperson is unable to fulfill their term or complete their duties. In the event the Chairperson is unable to complete their duties, the person with the next highest number of votes would be deemed the Chairperson according to the TWU Local 556 Bylaws. The drawing will be held in the presence of a Notary.

Rob Riddell entered the Meeting at 0840.

There was discussion about the Chase Credit Card Program. Stacy Martin agreed to contact Jonathan Clarkson, Director of Southwest Airlines Rapid Rewards Marketing, to further discuss the credit card proposal.

Jannah Dalak presented and requested a correction to the approved September 2012 Executive Board Working Minutes and Synopsis. There was discussion.

Jimmy West made a ***motion #1*** to approve the September 2012 Executive Board Working Minutes and Synopsis as Amended. Chris Click ***seconded*** the motion. There was discussion. The motion carried.

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

The Executive Board requested that Jannah Dalak ask Executive Grievance Chair Lyn Montgomery to explain the new Grievance Chair titles in the Grievance Committee Report.

The Executive Board continued to review the October 2012 Executive Board Working Minutes.

The Executive Board took a break at 1015.

The Meeting resumed at 1033. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave

Karen Amos was pre-excused for personal reasons.

Rob Riddell was pre-excused to speak with a Grievance Team Member.

The Executive Board continued to review the October 2012 Executive Board Working Minutes.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1126 to review topics for discussion with Inflight Management Representatives. Topics to consider were the Chase Credit Card Program, Attendance Meetings, Bulletins, Revisions and Appearance Gate Checks.

The Executive Board went to lunch at 1148.

The Meeting resumed at 1250. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Karen Amos was pre-excused for personal reasons.

Inflight Management Representatives Brendan Conlan, Jonathan Clark, Mike Mankin and Adam Carlisle entered the Meeting as guests at 1300.

Brendan Conlan reported that there is not an approved class schedule for 2013 and apologized for the inconsistencies in class reporting. Management reported that at this time no classes are scheduled. Adam Carlisle briefed the new TWU Local 556 Executive Board on the 3$^{rd}$ quarter 2012 Earnings Recap. Management reported that profits are 97 million in the 3$^{rd}$ quarter of 2012 compared to 122 million in the 3$^{rd}$ quarter of 2011. These figures exclude fuel, profit sharing and special items. Further, Management reported that 3rd quarter unit costs increased 6.2% from 2011 and Southwest Airlines currently ranks 8th among the ten major U.S. carriers in terms of Operating and Net Margin. There was discussion that the airline comparison figures provided included revenue generated from bag fees. Executive Grievance Chair Lyn Montgomery asked how these figures reflect the changes that are currently ongoing with Southwest Airlines. Adam Carlisle reported that fundamentally the business model has not changed but that the Special Items Category is excluded from the Year-to-Date 3rd quarter 2012 Operating and Net Profit Margin. There was discussion about the possibilities to increase revenue such as charging for carryon baggage. There was discussion concerning the Chase Credit Card program. Stacy Martin reported that at this time on board sales are a scope item and we are asking that it be handled in Section 6 Negotiations. There was discussion about how to reduce costs and increase revenue. Management asked for suggestions to increase revenue, reiterated the need for a credit card program and disagreed that this program would fall within the onboard sales language of the Contract. There were various concerns expressed by the Union on the proposed credit card program. There was discussion in regards to the duration of the program if implemented. Management reiterated that they could not make guarantees regarding the longevity of the program. Stacy Martin stated that we want to work with the Company. There were requests from the Executive Board for Management to consistently be constructive and provide positive messages to the Flight Attendants. There was discussion about the Appearance Checks and how they are affecting the morale of the Flight Attendants.

Inflight Management Representatives left the Meeting at 1415.

The Executive Board took a break at 1415.

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

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Karen Amos was pre-excused for personal reasons.

Executive Grievance Chair Lyn Montgomery, Grievance Chair Becky Parker, Grievance Team Members Beth Ross and Renda Marsh entered the Meeting as guests at 1430 to review Grievances.

The Executive Board reviewed a Grievance.

Grievance Team Member Renda Marsh left the Meeting at 1445.

Grievance Team Member Renda Marsh and a Grievant entered the Meeting at 1450.

Grievance Team Member Renda Marsh and a Grievant left the Meeting at 1520.

Jimmy West made a ***motion #2*** to proceed on a Grievance. Valerie Boy ***seconded*** the motion. There was discussion. The motion ***carried.***

The Executive Board took a break at 1526.

The Meeting resumed at 1545. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Valerie Boy, John

DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Karen Amos was pre-excused for personal reasons.

Executive Grievance Chair Lyn Montgomery, Grievance Chair Becky Parker and Grievance Team Member Beth Ross entered the Meeting as guests at 1545 to review Grievances.

The Executive Board reviewed a Grievance.

Grievance Team Member Beth Ross left the Meeting at 1555.

Grievance Team Member Beth Ross and a Grievant entered the Meeting as guests at 1602.

Grievance Team Member Beth Ross and a Grievant left the Meeting as guests at 1620.

John DiPippa made a ***motion #3*** to proceed on a Grievance. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

The Executive Board reviewed a Grievance.

Valerie Boy made a ***motion #4*** to proceed on a Grievance. Dawn Wann ***seconded*** the motion. The motion ***carried.***

The Executive Board reviewed a Grievance.

Chris Click made a ***motion #5*** not to proceed on a Grievance. Valerie Boy ***seconded*** the motion. There was discussion. The motion ***did not carry.***

Jimmy West made a ***motion #6*** to proceed on a Grievance. Chris Sullivan ***seconded*** the motion. There was discussion. The motion ***carried.***

The Executive Board reviewed a Grievance.

Chris Click made a ***motion #7*** to proceed on a Grievance. Jimmy West ***seconded*** the motion. The motion ***carried.***

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker left the Meeting at 1715.

Chris Click made a ***motion #8*** to recess. Valerie Boy ***seconded*** the motion. The motion ***carried.***

Stacy Martin ***recessed*** the Meeting at 1730.

***<u>Wednesday – November 14, 2012</u>***

Stacy Martin called to Meeting to order at 0830.

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

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Chris Sullivan was pre-excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker were guests at the Meeting at 0830 to review Grievances.

Executive Grievance Chair Lyn Montgomery presented the Grievance Committee Report. There was discussion about the Grievance Summit that was held on November 1, 2012. Lyn Montgomery reported that a second Grievance Summit is scheduled for December 4, 2012.

Jerry Lindemann was excused from the Meeting at 0910 for Union Business.

*Grievance Report November 2012*
*Submitted by Executive Grievance Chair Lyn Montgomery*

***Grievance Update***

*148 Active Grievances*

*6 Settled in favor of the Union since last report*

***Grievance Team Restructure Update***

*The Grievance Committee Chairperson position has been segregated into two official roles, that of the Grievance Committee Chairperson and Executive Grievance Committee Chairperson. The Executive Grievance Committee Chairperson maintains managerial jurisdiction over the committee in the event of a dispute, however the two roles will work as a team leadership. This allocation was created to meet the constant and challenging demands placed on the Grievance Committee. With over 10,000 Members the addition of another chairperson is welcomed and long overdue. Further, as the Membership grows, the need for more Grievance Team Members may require adjustment in the near future. A fourteen member Grievance Team services the entire Membership (in conjunction with Executive Officers). When considering the number of Scheduling Supervisors and Base Supervisors/Managers, the efficacy of TWU 556 is unparalleled. The recent restructuring of the team (reported in the October 2012 Grievance Report) has been positive and has enabled the Grievance Team to focus on both new incoming Grievances as well as tend to older cases.*

***Fall Grievance Summit***

*On November 1, 2012, we held the first ever Grievance Summit. This meeting was held with Directors of Inflight Services. During this meeting we planned on discussing eleven of our oldest Group Grievances. We were able to discuss seven cases in length. These cases are difficult ones where we did not expect much movement. We may get settlements in some of these cases but have not acquired any at the date of this report. Many cases will just need to move forward in the process, but we did learn valuable insight.*

*We have slated the remaining four cases for a second Grievance Summit scheduled for December 4, 2012. After this final date, these cases will be slated for Arbitration.*

***<u>Update on Commitment Made to Membership</u>***

*A Group Grievance was settled this October. Open Time was being clogged up by pairings with cancelled legs on them. Flight Attendants were being denied pay for these pairings if picked up after the legs had cancelled. The Union and the Company have agreed to solve this issue by agreeing to new programming changes concerning Open Time pairings that contain cancelled legs. If an unassigned Open Time pairing contains one or more cancelled flights, it will be flagged, until Scheduling can update the pairing to make it legal once again. These flagged pairings will not count towards the maximum number of pairings in Open Time for the domicile in which they originate, allowing Flight Attendants to drop pairings in Open Time if eligible. Once the affected pairings have been made into legal pairings, they will be immediately released back into Open Time. This will not affect pairings that are already assigned.*

*The resolution of this two year old Grievance is another step in fulfilling the commitment to resolving "cold case" Grievances that affect the entire Membership.*

***<u>New Issues</u>***

*The Union filed a Group Grievance on issues with Company paid moves to Denver. This Grievance deals with many issues but the main one is that Flight Attendants who are married to another Southwest Employee are not receiving the appropriate poundage for paid moves.*

*The Union discovered that the Company was calculating Occupational Seniority Pay incorrectly. A Group Grievance was filed on this violation.*

*Flight Attendants experienced many issues with the onslaught of Hurricane Sandy. Flight Attendants did not receive proper assistance with evacuating while on an overnight. The Union is investigating this issue with the Company and may file a Grievance if procedures cannot be implemented to ensure Flight Attendant Safety.*

*Gate Checks and Appearance Standards procedures have been under strict scrutiny. President Stacy Martin and Vice President Chris Click have been in discussion with Sonya Lacore concerning these gate checks. Individual Grievances have been and will continue to be filed in instances where a Flight Attendant feels he/she was given an overly harsh or unjust discipline resulting from these Gate Checks.*

***<u>Ongoing Group Grievance Grows</u>***

*The Union has an outstanding Group Grievance concerning commuting Flight Attendants and cancellation pay. Flight Attendants are being utilized out of their commuter cities during base airport shutdowns. They would not be able to start their trip in base due to the airport closings. In some cases, scheduling is implementing the Commuter Policy for them and rescheduling them to begin out of their commuting city. They are then only crediting them with the pay of what they actually flew. The Commuter Policy must be initiated by a Flight Attendant not scheduling. Furthermore, Flight Attendants should be paid for these cancelled flights as an in domicile Flight Attendant would have been. In many cases the in domicile Flight Attendant catches up to the same trip and flies with the commuter. The commuter worked and only got paid for flights flown, the in domicile Flight Attendant got credited for the value of the trip. Neither one of the Flight Attendants was able to start the trip in domicile on the* *first day of the pairing. Flight Attendants who are newly affected by this will be added to the group once he/she informs the Union of the violation.*

The Executive Board took a break at 0925.

The Meeting resumed at 0935. 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, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Chris Sullivan was pre-excused for Union Business.

Jerry Lindemann was excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 0935 to review Grievances. Lyn Montgomery presented an overall of the Grievance Review Committee. There was discussion that the Grievance Review Committee would only review Grievances that were not terminations. There was discussion about different methods of implementing the Grievance Review Committee.

The Executive Board took a break at 1015.

The Meeting resumed at 1035. 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, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Chris Sullivan was pre-excused for Union Business.

Jerry Lindemann was excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1035 to review Grievances.

The Executive Board reviewed a Grievance.

Jimmy West made a ***motion #9*** to proceed on a Grievance. Valerie Boy ***seconded*** the motion. The motion ***carried.***

The Executive Board reviewed a Grievance.

Valerie Boy made a ***motion #10*** to proceed on a Grievance. Jimmy West ***seconded*** the motion. The motion ***carried.***

The Executive Board reviewed a Grievance.

John DiPippa made a ***motion #11*** not to proceed on a Grievance.  Karen Amos ***seconded*** the motion.  The motion ***carried.***

The Executive Board reviewed a Grievance.

Rob Riddell made a ***motion #12*** not to proceed on a Grievance.  Stacey Vavakas ***seconded*** the motion.  The motion ***carried.***

The Executive Board took a break at 1140.

The Meeting resumed at 1150.  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, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Chris Sullivan was pre-excused for Union Business.

Jerry Lindemann was excused for Union Business.

Donna Keith was excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting at 1150 as guests to review Grievances.

Grievance Team Member Beth Ross entered the Meeting at 1150 as a guest to review a Grievance.

Donna Keith entered the Meeting at 1156.

The Executive Board reviewed a Grievance.

Grievance Team Member Beth Ross left the Meeting at 1218.

Grievance Team Member Beth Ross and a Grievant entered the Meeting at 1219 to review a Grievance.

Grievance Team Member Beth Ross and a Grievant left the Meeting at 1300.

Karen Amos made a ***motion #13*** to proceed on a Grievance.  Stacey Vavakas ***seconded*** the motion.  The motion ***carried.***

The Executive Board went to lunch at 1305.

The Meeting resumed at 1410.  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, Donna Keith, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Chris Sullivan was pre-excused for Union Business.

Jerry Lindemann was excused for Union Business.

Karen Amos was excused for Union Business.

Stacey Vavakas was excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1410 to review Grievances.

Grievance Team Member Barbara Fitzhugh entered the Meeting as a guest at 1410 to review a Grievance.

Karen Amos entered the Meeting at 1425.

Stacey Vavakas entered the Meeting at 1435.

Grievance Team Member Barbara Fitzhugh left the Meeting at 1437.

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

Grievance Team Member Barbara Fitzhugh and a Grievant left the Meeting at 1506.

Jimmy West made a ***motion #14*** to proceed on a Grievance.  Stacey Vavakas ***seconded*** the motion.  The motion ***carried.***

The Executive Board reviewed a Grievance.

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

The Executive Board took a break at 1545.

The Meeting resumed at 1600.  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, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Chris Sullivan was pre-excused for Union Business.

Jerry Lindemann was pre-excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1600 to review Grievances.

Grievance Team Member Barbara Fitzhugh entered the Meeting as a guest at 1600 to review a Grievance.

Karen Amos was excused to take a call from a Member at 1605.

Grievance Team Member Barbara Fitzhugh left the Meeting at 1615.

Grievance Team Member Barbara Fitzhugh and a Grievant entered the Meeting as guests at 1616 to review a Grievance.

Karen Amos entered the Meeting at 1619.

Stacey Vavakas made a ***motion #16*** to proceed on a Grievance.  Jimmy West ***seconded*** the motion.  The motion ***carried.***

Grievance Team Member Renda Marsh entered the Meeting as a guest at 1705 to review a Grievance.

Grievance Team Member Renda Marsh left the Meeting at 1709.

Grievance Team Member Renda Marsh and a Grievant entered the Meeting as guests at 1711 to review a Grievance.

Grievance Team Member Renda Marsh and a Grievant left the Meeting at 1735.

Karen Amos made a **motion #17** to proceed on a Grievance.  Jimmy West ***seconded*** the motion.  The motion carried.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker left the Meeting at 1742.

Chris Click made a ***motion #18*** to recess.  Donna Keith ***seconded*** the motion.  The motion ***did not carry***.

There was discussion about the process of Negotiating Team interviews.

Stacy Martin left the Meeting at 1756.

Chris Click chaired the Meeting.

Stacy Martin returned to the Meeting at 1758.

Stacy Martin chaired the Meeting.

Discussion continued about Negotiating Team interviews.

Chris Click made a ***motion #19*** to recess.  Jimmy West ***seconded*** the motion.  The motion ***carried.***

Stacy Martin recessed the Meeting at 1835.

***<u>Thursday – November 15, 2012</u>***

Stacy Martin called the Meeting to order at 0815.

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

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Karen Amos was pre-excused for personal reasons.

The Executive Board prepared for telephone interviews for Negotiating Team.

Jerry Lindemann was excused at 0845 for Union Business.

The Executive Board called Brandon Hillhouse #77053 at 0900 to interview for the Negotiating Team. The Executive Board concluded the interview at 0920.

The Executive Board called Denny Sebesta #11508 at 0921 to interview for the Negotiating Team. The Executive Board concluded the interview at 0939.

The Executive Board called Paul Sweetin #11020 at 0939 to interview for the Negotiating Team. The Executive Board concluded the interview at 0953.

Jannah Dalak left the Meeting at 0953.

Valerie Boy recorded the Minutes.

The Executive Board called Val Lorien #68429 at 0953 to interview for the Negotiating Team.

Jannah Dalak returned to the Meeting at 0957 and recorded the Minutes.

The Executive Board concluded the interview with Val Lorien #68429 at 1014.

The Executive Board called Jill van der Werff #18133 at 1016 to interview for the Negotiating Team. There was no answer. The Executive Board left a message.

The Executive Board called Joe Skotnik #82020 at 1017 to interview for the Negotiating Team. The Executive Board concluded the interview at 1033.

The Executive Board took a break at 1034.

The Meeting resumed at 1055. 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, Donna Keith, Stacey Vavakas, Chris Sullivan, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was excused for Maternity Leave.

Karen Amos was pre-excused for personal reasons.

Jerry Lindemann was pre-excused for Union Business.

The Executive Board called Portia Reddick White #14031 at 1100 to interview for the Negotiating Team. The Executive Board concluded the interview at 1114.

The Executive Board called Andrew Pittman #77006 at 1115 to interview for the Negotiating Team. There was no answer. The Executive Board left a message.

The Executive Board called Chad Kleibscheidel #76353 at 1117 to interview for the Negotiating Team. There was no answer. The Executive Board left a message.

The Executive Board called Jill van der Werff #18133 at 1118. There was no answer. The Executive Board left a message.

Chad Kleibscheidel #76353 returned the Executive Board phone call at 1119 to interview for the Negotiating Team. The Executive Board concluded the interview at 1136.

Karen Amos entered the Meeting at 1136.

Jill van der Werff #18133 returned the Executive Board phone call at 1138 to interview for the Negotiating Team. The Executive Board concluded the interview at 1148.

The Executive Board took a break at 1148.

The Meeting resumed at 1156. 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, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Jerry Lindemann was pre-excused for Union Business.

The Executive Board called Andrew Pittman #77006 at 1158 to interview for the Negotiating Team. There was no answer. The Executive Board left a second message.

The Executive Board called Joal Mullican #58845 at 1159 to interview for the Negotiating Team. The Executive Board concluded the interview at 1219.

The Executive Board went to lunch at 1219.

Chris Click, Rob Riddell, Stacey Vavakas, Karen Amos, and Tina Coffee answered the Union Office phones for the Grievance Team so they could attend a Grievance Team Luncheon.

The Meeting resumed at 1408. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jannah Dalak, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Chris Sullivan, Stacey Vavakas, and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Jerry Lindemann was pre-excused for Union Business.

The Executive Board called Michael Massoni #25013 at 1411 to interview for the Negotiating Team. The Executive Board concluded the interview at 1427.

The Executive Board called Andrew Pittman #77006 at 1429 to interview for the Negotiating Team. There was no answer. The Executive Board left a third message.

The Executive Board called Don Shipman #58345 at 1430 to interview for the Negotiating Team. The Executive Board concluded the interview at 1447.

The Executive Board called Greg Hofer #25921 at 1450 to interview for the Negotiating Team. The Executive Board concluded the interview at 1501.

The Executive Board called Andrew Kane #60270 at 1503 to interview for the Negotiating Team. There was no answer. The Executive Board left a message.

The Executive Board called Steven Stacy #81064 at 1504 to interview for the Negotiating Team. There was no answer. The Executive Board left a message.

The Executive Board called Jeff Baker #96774 at 1506 to interview for the Negotiating Team. The Executive Board concluded the interview at 1524.

The Executive Board took a break at 1524.

The Meeting resumed at 1544. 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, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Addie Crisp was pre-excused for Maternity Leave.

Jerry Lindemann was pre-excused for Union Business.

The Executive Board called Andrew Pittman #77006 at 1544 to interview for the Negotiating Team. The Executive Board concluded the interview at 1553.

The Executive Board called Lynn Knapp #70397 at 1554 to interview for the Negotiating Team. The Executive Board concluded the interview at 1606.

The Executive Board called Andrew Kane #60270 at 1611 to interview for the Negotiating Team. There was no answer. The Executive Board left a second message.

The Executive Board called Steven Stacy #81064 at 1618 to interview for the Negotiating Team. There was no answer. The Executive Board left a second message.

The Executive Board received and reviewed correspondence from Negotiating Team applicant Richard Tobin #14539 who was not available for an interview.

Jerry Lindemann entered the Meeting at 1620.

The Executive Board reviewed the October 2012 Executive Board Roll Call Voting Results.

Chris Click made a ***motion #20*** to approve the October 2012 Executive Board Roll Call Voting Results. Jimmy West ***seconded*** the motion. The motion ***carried.***

The Executive Board reviewed the October 2012 Attendance Report.

Chris Click made a ***motion #21*** to approve the October 2012 Attendance Report. Jimmy West ***seconded*** the motion. The motion ***carried.***

There was discussion about Executive Board Members reporting sick calls during an Executive Board Session.

The Executive Board called Andrew Kane #60270 at 1700 to interview for the Negotiating Team. There was no answer. The Executive Board left a third message.

The Executive Board called Steven Stacy #81064 at 1700 to interview for the Negotiating Team. There was no answer. The Executive Board left a third message.

Jerry Lindemann made a ***motion #22*** to recess. Stacey Vavakas ***seconded*** the motion. The motion ***carried.***

Stacy Martin recessed the Meeting at 1715.

***Friday, November 16, 2012***

Chris Click called the Meeting to order at 0830.

TWU Executive Board Members in attendance were Chris Click, Dawn Wann, Jannah Dalak, Tina Coffee, 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 pre-excused for a Side Letter 10 Meeting with the Company.

Rob Riddell was pre-excused for a Side Letter 10 Meeting with the Company.

Jerry Lindemann was pre-excused for Union Business.

Addie Crisp was pre-excused for Maternity Leave.

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

The Executive Board requested a copy each month of the monthly full-time pulls per Article 11 (f) of the Bylaws. There was discussion that the Executive Board is provided a copy of the full-time pulls in the financial report.

Jerry Lindemann entered the Meeting at 1004.

The Executive Board continued to review the October 2012 Executive Board Working Minutes.

John DiPippa made a ***motion #23*** to approve the October 2012 Executive Board Working Minutes. Jimmy West ***seconded*** the motion. The motion ***carried.***

Jerry Lindemann left the Meeting at 1006.

The Executive Board reviewed the October 2012 Executive Board Synopsis.

John DiPippa made a ***motion #24*** to approve the October 2012 Executive Board Synopsis. Jimmy West ***seconded*** the motion. The motion ***carried***.

The Executive Board reviewed the 3$^{rd}$ Membership Meeting Minutes.

John DiPippa made a ***motion #25*** to approve the 3$^{rd}$ Membership Meeting Minutes. Jimmy West ***seconded*** the motion. The motion ***carried.***

The Executive Board went to lunch at 1100.

The Meeting resumed at 1200. 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 pre-excused for Union Business.

Addie Crisp was pre-excused for Maternity Leave.

Jerry Lindemann was pre-excused for Union Business.

Stacy Martin entered the Meeting at 1201.

Stacy Martin chaired the Meeting.

The Executive Board called Kevin Onstead at 1201 to interview for the Negotiating Team.

The Executive Board concluded the interview with Kevin Onstead at 1222.

The Executive Board discussed the LODO (Language of Destination Origin) Program for Side Letter 10.

Side Letter 10 Negotiators Val Lorien and Paul Sweetin entered the Meeting as guests at 1252 to discuss the creation of the LODO Subcommittee Program. Negotiator Val Lorien briefed the Executive Board on the responsibilities of the LODO Subcommittee. There was discussion.

Side Letter 10 Negotiators Val Lorien and Paul Sweetin left the Meeting at 1318.

Discussion continued regarding the LODO Subcommittee.

Valerie Boy made a ***motion #26*** to appoint Rob Riddell to the LODO Subcommittee. Dawn Wann ***seconded*** the motion. There was discussion. The motion ***did not carry.***

The Executive Board took a break at 1355.

The Meeting resumed at 1418. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Dawn Wann, Jerry Lindemann, 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.

Addie Crisp was pre-excused for Maternity Leave.

Valerie Boy made a ***motion #27*** to appoint Paul Sweetin to the Negotiating Team. Stacey Vavakas ***seconded*** the motion. There was procedural discussion. The vote ***carried.***

Jimmy West made a ***motion #28*** to appoint Val Lorien to the Negotiating Team. Rob Riddell ***seconded*** the motion. There was discussion. The motion ***carried.***

The Executive Board took a break at 1452.

The Meeting resumed at 1510. 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, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was excused for Union Business to speak with Legal Counsel.

Jannah Dalak was excused for Union Business.

Jerry Lindemann was excused for Union Business.

Addie Crisp was excused for Maternity Leave.

Robert Riddell recorded the Minutes.

The Executive Board reviewed the Officer Reports.

Karen Amos presented the Dallas Domicile Executive Board Member report.

*Karen reported that Love Field Airport has unveiled the new Ticketing and Curbside Check in on Nov 1, 2012. Dallas continues with Attendance Meetings unfortunately. There have only been a couple of meetings in the Base that were not Attendance Meetings. Dallas Inflight Supervisor Tina Tess is returning to the line as a Dallas Flight Attendant. Karen would like to thank Tina for her service to the Base. Karen attended the Dallas Membership Meeting and stayed after the meeting for Shop Steward Training for Flight Attendants that were unable to attend the Shop Steward Training in Houston. Karen attended Critical Incident Stress Management (CISM) Training the third week of October. CISM Committee Chair Eileen Rodriguez and Karen have observed that the Flight Attendant Assistance Program (FAAP) and CISM often overlap and therefore wanted to obtain insight on how each committee is set up and works. Karen found the training very informative and Karen would like to thank Eileen Rodriguez for the invitation. Karen observed the Scheduling Committee while line writing. Karen sat Weekend On-Call. Karen attended Executive Boards. Karen held two lounge mobilizations, distributed all Union publications. Karen briefly met with Dallas Base Manager Shannon Haitt. The red rack has been cleaned and organized. Karen has been available to the Flight Attendants via phone and email.*

Rob Riddell presented the Board Member at Large Officer report.

*Rob reported that he attended the Executive Board Meeting October 8 – 12, attended the Las Vegas Unity Day October 17-18 he acted as Emergency Officer On - Call October 15-21. Rob returned to line flying as of October 20, as his role on the Negotiating Team was concluded.*

Tina Coffee presented the Board Member at Large Officer report.

*Tina reports that she is helping with the Las Vegas Base while Addie is out on Maternity Leave. Tina has done three meetings in the base; two were attendance and one was delay of flight. Tina reports that the inconsistency of the gate checks has our Members up in arms. Shop Stewards in Las Vegas need to shadow so they can begin to do meetings. Three of the Shop Steward mentors were out on an International pull which made it very hard to find people to train and do these meetings Phoenix Shop Stewards have offered to do meetings in Las Vegas if needed. Tina would like to say thank you to the Las Vegas Supervisors, who were super and let Tina know some of the events and issues going on in the Las Vegas Base. Tina wrote a short Las Vegas Base News. There was no Las Vegas E-Connection due to Addie Crisp being out. Tina reports the Las Vegas Culture Committee has some upcoming activities and would like more Members to join. They are also collecting canned food for a local charity, having a holiday bazaar and pulling tabs for the Ronald McDonald House. Toys for Tots boxes will be in Las Vegas Lounge. Order Southwest Airlines 2012 Christmas ornaments now at Ideasnmotion.com (click on Client Central). Tina Attended an AFL-CIO event in Phoenix. She was teamed up with another Union Member and we drove around distributing election materials to registered Democrats. Tina reports that she will be attending more AFL-CIO events in Phoenix. Tina and Valerie Boy will be absent for the next Unity Day, November 14, in Baltimore, because they will be in boards. Lucy White-Lehman will be helping us with that. Tina would like to congratulate the New Board of Election Susan Kern, Lori Lochelt, and Will Browne. A special thanks to Valerie Boy for her dedication to the Membership and her hard work on the 555 & 556 Unity Days.*

Jannah Dalak entered the Meeting at 1515.

Jannah Dalak recorded the Minutes.

Jannah Dalak presented the President's Report submitted by Stacy Martin.

*Stacy reported that upon returning from leave that he traveled to Chicago in order to meet with Legal Counsel regarding some Union Business. Stacy reported that while in Chicago he attended the Membership Meeting. Stacy would like to thank all the Members who attended the Meeting. Additionally Stacy attended the Denver, Oakland and Phoenix Membership Meetings. The Oakland Meeting had a tremendous turn out of at least 43 Flight Attendants. The attendance at all Membership Meetings continue to be strong. Stacy reported all Grievance operations are continuing to be handled and administered in a professional fashion. Additionally, Stacy reported that he has received many phone calls and some emails regarding the satisfaction with the Grievance Team. Stacy reported that Grievance Chairs Lyn Montgomery and Becky Parker continue to operate at a high performance and that the staff overall are responding well to the work load that the team is working on. Stacy, Jannah Dalak, Lyn Montgomery and Becky Parker continue to address procedures for the office and to evaluate staffing needs including staffing for Membership growth and tempory staffing needs. Stacy reported that the Flight Attendant Coalition will be hosted by TWU Local 556 in 2013. Hotel and meeting room arrangements are in the process of being coordinated. Stacy reported that he has had several meetings with Management including phone calls regarding issues of appearance standards, gate checks, and other issues that the Executive Board has decided should be covered under current contract scope issues. Stacy reported that he and Jerry Lindemann have had discussions with the Company about the procedures for Union pulls. Stacy reported that several issues were raised by not only Members of the Local, but other Officers regarding COPE and the role that it plays with regards to its duties to provide education for the Membership. Additionally, Stacy reported that at the request of some Flight Attendants that the manner in which monies taken in for COPE and distributed to individual candidates, be discussed in order to possibly bring the distrubution under the control of the Local Union. Stacy also reported that he has had several discussions with Treasurer Jerry Lindemann about the issues facing the Scheduling Committee and their functions. Stacy reported that he also has stayed in communication with all the Members of the Scheduling Committee with the intentions of trying to make this committee accountable and self sufficient. Stacy has received phone calls, emails, and face to face communication at the Membership Meetings about the need to make sure the committee has a sense of direction and support from the leaders of the Union, and chairs established that will be able to not only speak for the entire team with regards to operating with the Company, but answering to the Membership and the Executive Board. Stacy reported that he had a meeting that also lasted almost three hours with the Members of the Scheduling Committee on Monday, November 12, 2012, and that Stacy and Jerry Lindemann presented concerns to the the team from not only Members but concerns from Board Members and Management. After listening to the Members on the team, they made it clear that the way lines are written are changing, and they themselves realize the enormous pressure that they are under to perform. They made it clear that they need strong leadership from the Union, and someone who is willing to speak for them to the Board, to Mangement and to Members. Stacy informed the Members on the team that he was wanting to go to an appointment of co-chairs and that if any of them wanted to speak about any concerns, and/or put interest into being a chair, to contact him. Stacy also informed the Scheduling Committee that Michelle Zenici and Marcy Vinyard were prepared to take on the positions of the chairs but only if the team was open to this. There was discussion, and once again they were informed that they needed to step up and make their concerns heard and/or send them to me. Stacy reported that during the meeting the team agreed that they needed the chairs for leadership, and that unless something was reported in the coming days, they were excited about getting a chance to move forward. Stacy reported that after evaluating the teams' needs, and after receiving concerns and overall positive feed back from the team, that it is his recommendation that the Executive Board appoint Michelle Zenici as Chair and Marcy Vinyard as Co-Chair of the Scheduling Committee with no liason to the Executive Board except to report directly to the President. The team needs to have this happen so that they can start the process of being in control of their destiny as a team. Stacy further reported that he committed to meeting with the chairs and Management so that they can begin to mend any issues that are pending.*

Jannah Dalak presented the Office Manager Report.

*Staffing for the month of October consisted of:*

| | |
|---|---|
| *Sick Days* | *7.5* |
| *Vacation Days* | *31* |
| *Recurrent Training Days* | *2* |
| *Jury Duty Days* | *0* |
| *Bereavement Days* | *0* |
| *Floating Vacation Days* | *1* |

*Jannah Dalak, Chris Click and Rob Riddell finalized the TWU Local 556 Procedures and Guidelines to ensure all procedures were current and in effect with the new administration and the functions of the Local Union Office. It is anticipated that the Manual will be presented to the Executive Board for approval during the January Executive Board 2013 Session. In addition to managing the Local Union Office, Jannah managed and programmed the phone system weekly for Emergency Officer On-Call and Weekend On-Call. Due to illness Jannah missed the Dallas Membership Meeting and would like to thank Board Member at Large Rob Riddell for recording the Dallas Membership Meeting Minutes. Jannah attended a total of eight Membership Meetings and the Las Vegas Unity Day. Jannah would like to thank the Flight Attendants that have volunteered their time to attend Unity Days and Membership Meetings. Jannah assisted Dawn Wann and Chris Click part-time with Emergency Officer On-Call. Jannah attended three days of National Transportation Safety Board Accident Investigation Training with Safety Chair Chris Click and Safety Co-Chair Jill van der Werff. Additionally, Jannah participated in the Mock Arbitration Training held by Strategic Advisor and Labor Attorney Mark Richard under the guidance of the Executive Grievance Chair Lyn Montgomery. The training was invaluable for the Grievance Team and the Executive Board Members that participated. Please see your latest publication of Unity Magazine for an interesting in depth article on this training.*

John Dipippa presented the Phoenix Domicile Executive Board Member report.

*John wrote the October E-Connection and attended the Membership Meeting in Phoenix and was in the lounge on the October1 and October 3. John has also reviewed upcoming Grievances for November Boards and attended the Unity Day for TWU Local 555 in Las Vegas in October.*
*John participated in the phone interview process for selecting the two additional members of the Negotiating Team and wants to thank Phoenix Shop Steward Jeff Baker for applying for a position on the Negotiating Team. John wants to thank Phoenix Shop Steward Mark Savage for setting up the annual Toys for Tots drive and Phoenix Shop Steward Della Saucier for stuffing the most recent issue of Unity. John has been in contact with the parking office about parking questions that have been brought up because of the upcoming SkyTrain project which rolls out next year. John has been in contact with his Shop Stewards to inform them about a US Airways picketing event and parking information.*
*John's red rack and base page were up to date.*

Stacey Vavakas presented the Baltimore Domicile Executive Board Member report.

*Stacey Vavakas reports that she met with base leadership and discussed any and all concerns within the base. Stacey attended several meetings and has trained several of the new Shop Stewards. Stacey spent several days in the lounge, updated the glass case, the Union Red Rack, and distributed all Union materials. Stacey held Shop Steward Continuing Education after the Baltimore Membership Meeting. Stacey also trained several Las Vegas Shop Stewards by phone to help cover Fact-Finding Meetings in* *the Las Vegas Base due to Addie Crisp being on Medical Leave due to pregnancy. Stacey also sent out an E-Connection and updated the Base Page. The Toys for Tots boxes have also been placed in the Inflight Lounge.*

Valerie Boy presented the Houston Domicile Executive Board Member report.

*Valerie reports a slow month on Fact-Finding and Attendance Meetings. The majority of Fact-Finding meetings were regarding delays of flights. Valerie reports Base Management has been receptive when discussing initial inconsistencies in Gate Checks, but is still suggesting Members call the Union office if Gate Checks (in base or out of base) are unreasonable. Valerie also discussed dispersement of revisions and bulletins with Management and brought up Member concerns in regards to uniforms to the Uniform Chair. Valerie sent out the monthly E-Connection, distributed all publications, updated the glass case, straightened the red rack, and has been available for Member calls and emails. Toys for Tots box set up for donations. Valerie attended the monthly AFL-CIO Meeting with Shop Steward Latonia Paul-Benoit and COPE Co-Chair Portia White Reddick. Valerie attended the Houston Membership Meeting and met with Houston Shop Stewards for continuing education after the Membership Meeting.*

Donna Keith presented the Chicago Domicile Executive Board Member report.

*Donna reports that Attendance Review Meetings are still being conducted on a regular basis in Chicago. Donna has also represented Members in Fact-Finding Meetings during the month for various reasons. Donna has worked Weekend On-Call, distributed all publications, sent out an E-Connection, spent time in the Chicago Lounge, met with Chicago Base Management, updated the glass case, the base page, straightened the red rack, has been in contact with Shop Stewards, and been available for Member calls and emails. Donna attended the Illinois / Indiana State Conference with Gwen Dunivent on October 23. Donna attended the Chicago Membership Meeting on October 26. Donna attended the Executive Board Meeting for October. Donna placed a box in the lounge for Toys for Tots. Donna continues to answer questions and assist in situations related to On the Job Injuries (OJI) and Family Medical Leave Act (FMLA). Donna also spent two days in the lounge with Flight Attendants Amy Izzo, Nicole Mcferrin, and Debbie Sowski while they shared their life stories about Breast Cancer to educate members on issues surrounding this disease. Donna would like to extend sincere gratitude to all three of these women who were so open and honest in sharing their stories.*

Jimmy West presented the Orlando Domicile Executive Board Member report.

*Jimmy reported that Fact-Finding meetings still remain high in Orlando. Jimmy reported that although attendance meetings are down, social media postings are on the rise in which discipline is being issued. Jimmy reported that the 11th annual Toys for Tots drive is underway and Jimmy looks forward to a large donation turnout. Jimmy reported that he has received several phone calls regarding the recent gate checks being conducted. Jimmy reported that he attended the October Orlando Membership Meeting. Jimmy reported that he met with some of the Orlando Shop Stewards on Friday, November 9, 2012, to discuss various issues concerning the Orlando Base. Jimmy would like to thank Orlando Shop Steward Anita Vinje, Orlando Shop Steward Brad Voyik and Orlando Flight Attendant Marla Willis for distributing the UNITY Magazine. Jimmy reported that the glass case is up to date and the Orlando E-Connection was sent out on November 14, 2012.*

Matt Hettich presented the Oakland Domicile Executive Board Member report.

*Matt reported that Fact-Finding Meetings have involved delay of flight, an altercation on the aircraft between a Flight Attendant and a Passenger, and one altercation on an overnight between two Flight*

*Attendants. Attendance Meetings continue at the normal rate of approximately three to four per month. Matt reported that Oakland Inflight hired a new supervisor; Gail Saunders comes to Oakland from the Customer Service Department where she worked as a supervisor in San Diego and in Salt Lake City. Matt reported that he meet with Oakland Inflight Manager John White, communicated with the Oakland Shop Stewards via email, distributed Unity Magazine, updated the glass case, updated the red rack, sent out the Oakland E-Connection, held a lounge mobilization with Shop Steward Sam Wilkins, attended the Alameda Labor Council Delegates meeting, attended the Oakland Membership Meeting, and held a Shop Steward Continuing Education seminar. Matt thanked all the Oakland Shop Stewards and Flight Attendants who were in attendance at the Oakland Membership Meeting; the meeting was attended by almost 50 Members, many of which had not attended a meeting previously.*

Tina Coffee presented the Las Vegas Domicile Report.

*See the Board Member at Large Report for Tina Coffee.*

Chris Sullivan presented the Denver Domicile Executive Board Member report.

*Chris attended the Executive Board Meeting in Dallas on October 8 – 11. Chris attended the Las Vegas Membership Meeting on October 17, and afterwards shadowed the Shop Steward training led by Valerie Boy. Chris also participated in the Las Vegas TWU 556/555 Unity activities on October 18. On October 31 Chris met with Denver Base Manager Katrina Bannon to discuss issues related to the Denver Base. Chris represented a Member in a Fact-Finding Meeting on November 1. Afterwards Chris stayed in the lounge and answered questions from Members. During the month Chris spoke to several potential Shop Steward Candidates and selected three to appoint in the Denver Membership Meeting on November 7. During the Membership Meeting Chris appointed Ian Johnson, Rachael Morris, and Beth McAnthony. The Appointees were voted on and approved by the Members in attendance. On November 10, Chris distributed the UNITY magazines in Member's mailboxes in Denver.*

Chris Click Safety Chair presented the Safety Committee report.

*During the month of October, the Safety Team held their monthly Safety Meeting with members of Inflight Management. In attendance for TWU Local 556 was Jill van der Werff, Houston Flight Attendant and Safety Co-Chair. Jill discussed the Japanese Beetle spraying procedures and status. Southwest reports that all Japanese Beetle Procedures for the company had concluded as of October 1. Air Tran insecticide procedures for Jamaica were also discussed as this topic had surfaced during the Overwater/Near International Tentative Agreement vote. Southwest Management stated that company procedures require all Passengers and Crew to vacate the aircraft during spraying and that if anyone remained onboard it was safe for humans. He said the process is very similar to spraying for bugs in our own homes. This procedure is done routinely on aircraft that remain overnight.*
*Jill then addressed Hot Aircraft issues. Paula Gaudet although hesitant to speak due to the active grievance did say that our proposal is still under consideration by Greg Crum and Southwest has and is still meeting with other major carriers to share information and procedures in order to facilitate a remedy to the issue. Kevin Clark, from Southwest Airlines is meeting with maintenance continually and will be reporting back about this issue. Jill discussed the Known Crew Member program with Southwest. We are expecting more communication from Brendan Conlon about company progress in the next couple of weeks. Jill discussed the possibility of using or including an "electronic signature" to acknowledge that a Flight Attendant understands the Known Crew Member program and the seriousness of compliance. Medical Use only blankets will be coming to our aircraft in the near future. Sometime in mid-November each aircraft will be stocked with two blankets for medical use only on each Aircraft. They will not be laundered and will be disposes of as Red Bag Waste if contaminated or simply*

*thrown in the trash if not contaminated. An Irregularity must be filled out if a blanket is to be used. Provisioning will have replacement blankets. Again, although they will not be marked, they are for "Medical Use Only". Location of the blankets will be Galley 4 on the 737-800 Aircraft. Jill van der Werff, Michael Massoni, Michele Moore, Denny Sebesta and Chris Click all attended Southwest Airlines Go-Team Training. Chris is updating the Emergency Response Manual for the Union and will present it to the Executive Board, Office Staff and TWU Local 556 Go-Team once completed. Chris attended the National Safety Council Congress/Labor Division in Orlando, Florida Michele Moore and Michael Massoni also attended. The topic of greatest interest and discussion was the implementation of Occupational Safety and Health Administration (OSHA) laws. With the passage of the Federal Aviation Administration Reauthorization Bill, OSHA protection is provided for Flight Crew on U.S. based carriers. There may be several bulletins and manual revisions if OSHA is fully implemented and Chris will attempt to stay ahead of all the changes and brief the Executive Board.*
*Jill van der Werff, Chris Click and Jannah Dalak attended the National Transportation Safety Board (NTSB) Accident Investigation Orientation for Aviation Professionals in Ashburn, Virginia. Chris reports that with all Go-Team members trained there are some changes that have been made to the structure of the Go-Team. Chris will detail those changes to the Executive Board as soon as possible.*

Michele Moore Health Committee Chair submitted the Health Report.

*<u>ASAP:</u> has received 983 ASAP reports. Michele expects to start receiving more with the Gate Checks that are now being conducted. Michele recently had a meeting with Inflight Management on ways we could improve the program. Michele left the meeting with several ideas for communication strategies with the Flight Attendant work group. Michele will schedule a meeting to specifically address the issues we are having with arming/disarming events.*
*<u>Safety:</u> Michele attended the National Safety Council and Expo in Orlando for four days in October as well as attending several sessions relating to Occupational Health and Safety. Michele also received valuable information to share with our work group. There are various websites and organizations that offer free information and services that Michele is going to place on the TWU Website Health Page. Michele attended the annual Southwest Airlines Go-Team Training. It was a full day of Recurrent Training on steps taken in the event of an aircraft incident.*
*<u>ENS Follow-ups:</u> In September we received 98 ENS messages, with approximately thirteen requiring follow-up.*
*<u>Articles:</u> Michele reports that she wrote a Biography for the upcoming UNITY Magazine, and an article for the Shop Steward Corner regarding ASAP. The article contained information that was covered in the recent Shop Steward Conference Call. Michele also wrote an article for UNITY regarding the differences between ASAP, Irregularities and Professional Standards.*

*<u>Meetings Scheduled to Attend in November and December:</u>*

*<u>HASC</u> – Health and Safety Committee Meeting – monthly meeting*
*<u>ERC</u> – Weekly Meeting in addition to weekly prep and follow-up*
*<u>Committee on Occupational Safety and Health (COSH) Conference:</u> Occupational Safety and Health Conference being held in Baltimore in December*

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

John DiPippa presented the Critical Incident Stress Management Report (CISM) submitted by Chairperson Eileen Rodriguez.

*October was very busy month for the Team. CISM Recurrent training was October 15-17 in Dallas. Twenty-one new team members were added to the Team. The Team has a total of 61 members that are certified and trained. Six AirTran Flight Attendants that attended training and are now helping with any incidents that happen on the AirTran side. A total of 59 incidents called into the hotline during October. CISM contacted over 175 Flight Attendants involved in incidents. Thank you for your continued support for the Team and our mission.*

John DiPippa presented the Professional Standards Committee Report submitted by Chairperson Kurtis Beggs.

| | |
|---|---|
| *CRM* | *1* |
| *Unprofessional Behavior* | *4* |
| *Pilots* | *1* |
| *Not Taken* | *4* |
| *Social Media* | *2* |
| *F.A.R.* | *1* |
| | |
| *Case in Progress* | *2* |
| | |
| *TOTAL* | *15* |
| | |
| *Positive Outcome* | *2* |
| *Negative Outcome* | *0* |
| *I.R. Files* | *2* |
| *Referred to C.I.S.M.* | *1* |

Dawn Wann Chairperson of the Uniform Committee presented the Uniform Committee Report.

*Dawn Wann reports that uniform issues are on the rise due to the appearance checks that started in November. Dawn is still working closely with Sonya Lacore on some of the problems the appearance checks have created. Dawn reports that Lands' End has a generous return policy, Flight Attendants can return any garment for a full refund. Dawn reports the Uniform Group Grievance is still active.*

John DiPippa presented the Communications Committee report submitted by Co-Chairs, Robin Brewer & Dean Walker.

*<u>Unity</u>*
*Completed Fall Unity magazine and sent to printer. This involved concept, themes, feature articles, wrangling article submissions, graphics, photos, layout, writing and editing.*
*Strategize for future Unity's.*
*Completed switching publication application from Quark to InDesign. This included going through InDesign tutorial. Purpose for this switch: InDesign is the software that is on the Union computer. Quark was a program Robin has used for page layout, but is very expensive for the Union to have to purchase.*

*<u>Photography</u>*
*Continued work with Shop Steward Training photographs for publication in UNITY and TWU 556 Website. Attended one day of CISM training for photo ops.*

*Shop Steward Committee*
*Developed and Maintained Shop Steward Committee Electronic Communications*
*Created, edited and delivered Committee emails.*
*Maintenance of SS Address Book.*
*Layout, article selection, graphics, photos and editing of October Shop Steward Corner.*
*Uploaded to website and emailed October Shop Steward Corner.*
*Maintenance and enhancement of Shop Steward page and rosters on the Website.*
*Invited, Reminded and Moderated Shop Steward Conference Call.*

*DEBM Communication*
*Edited and formatting of base pages to TWU Website*
*Edited, formatted and delivered E-Connections via MailChimp*

*www.twu556.org*
*Website redesign planning*
*Content creation*
*Posting and Uploading*
*Functionality enhancement research*
*Style changes initiated*
*Database research and analysis*
*Process procedures discovery*

*Communications (general)*
*Continuing development of "Procedures notebook" and TWU Elements of Style guide.*
*Coordinating Toys for Tots drive/contacted VP marketing at Toys for Tots for artwork, contact names, etc.*
*Added acquired information to procedures manual.*
*Routing and responding to incoming Communications emails.*
*Facebook posting and monitoring TWU556 FB page.*

Jannah Dalak presented the Information Technology Report submitted by Dean Walker.

*Dean Walker completed the following for the month of October:*
*Email/User mailbox account maintenance, creation and distribution modifications.*
*Phone extension creation, analysis and research.*
*Set up new Konica Minolta as primary printer on most office computers (incomplete).*
*Submitted request for Union laptop including essential software to replace failed personal laptop as primary Communications equipment.*
*Security research and analysis.*
*Software research and cost analysis.*
*Website analysis and research.*

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

*We continue to meet and stay in contact with AFL-CIO affiliated bodies.*
*During the 2012 National Election, the committee offered via the 556 website links to educate Members on election deadlines, absentee ballots, early voting, and voter I.D. laws via nonpartisan links. Election Day results (Federal Legislators) per base have been tabulated.*

*During the reporting period Portia participated with Get Out The Vote (GOTV) efforts for the 2012 elections via phone banking and other activities. During the election an issue arose over flyers that were placed in Flight Attendant boxes. The flyers were removed for lack of approval.*

No report was submitted for the Civil and Human Rights Committee.

Valerie Boy Chairperson of the Shop Steward Committee presented the Shop Steward Committee report.

*The Shop Steward Committee put together a Shop Steward Workshop after the last round of scheduled Membership Meetings in all bases. We are committed to the continued education of all Shop Stewards. Shadow meetings are still being scheduled to help Shop Stewards feel more confident with the process. Shop Stewards and Executive Board Members participated in Las Vegas 555 Unity Day on October 18, 2012. TWU Local 555 wrote a thank you letter for all of the support and involvement from our Local. The letter will follow the Committee Report. The Committee has planned participation in Baltimore 555 Unity Event on November 14, 2012. Shop Steward Committee held its monthly conference call on October 30, 2012 and a synopsis was emailed out as well as audio from the call.*

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

Jerry Lindemann reported there was no activity on the New Hire Committee.

Matt Hettich presented the Scholarship Committee report.

*Matt reported that TWU Local 556 will once again offer the Paul Gaynor and Shanna M. Martin Memorial Scholarships for the upcoming spring term. The application deadline will be December 31, 2012. The Scholarship campaign consists of an advertisement in the Unity Magazine, postings in each domicile glass case, tri-fold fliers available in lounge during lounge mobilizations, and postings on the Union Website. Awards will be completed by March 1, 2013 and the Membership will be notified of the awards via UNITY Magazine and glass case postings.*

Donna Keith presented the Survey Committee Report for Chairperson Andrew Pittman. No written report was submitted.

No report was submitted for the Veteran's Committee.

John DiPippa reported there was no activity on the Cabin Services Committee.

Valerie Boy presented the Working Women's Committee Report submitted by Chairperson Cat Chacon.

*On Monday October 29 and October 30 Cat attended the last of the tri-annual meetings conducted by the Airline Transit Division's Working Women's Committee (ATD WWC). The meeting took place in Cocoa Beach, Florida. Cat was very pleased to be joined by both 2nd Vice President Dawn Wann as well as TWU Locals 556's COPE Committee Co-Chair Portia Reddick White. There were 23 members in attendance representing roughly eight Locals as well as TWU's International arm. We heard from two speakers. Mrs. Lillie Watkins of American Airlines talked about her increasingly difficult but forever rewarding efforts to assist the ground workers of American Airlines at her position as Staff Assistant to the Dallas/ Fort Worth Ramp Administration Manager. One of the projects in which she is involved in her free time is an organization called "Maria Victoria's Kids". Maria Victoria and her mother built this foundation down in the Dominican Republic. Her mission is to educate and prepare* *poor children of Cambia, Dominican Republic for a better life. Mrs. Watkins travels to the Dominican Republic several times a year to take supplies (school supplies, clothing, and non-perishables) and help out with the teaching. Everything taken down there comes from donations. This is an excellent humanitarian project for any interested Members of Local 556 who want to donate or even join Mrs. Watkins on the trip. Mr. Wayne Ivey conducted a brief seminar on "Personal Protection". Mr. Ivey is the Resident Agent in Charge in Brevard/Volusia County. He spoke regarding the importance of constant vigilance and awareness of our surroundings to avoid being a victim of a violent crime. He elaborated on three main reasons we fall victim to violent crimes: (1) Lack of Awareness (2) Body Language (3) Wrong Place Wrong Time. Gwen York presented news from the COPE Committee. Sandra Burleson from the International informed us of actions regarding the International's Women's Vote Campaign 2012. Both women stressed the importance of getting out the vote and continued support for labor endorsed candidates. Education and information is key. Members gave a brief committee report on any events, actions and updates from its own Local WWC. We decided on dates and location of our next meeting. The meeting will be March 4 and 5. Local 556 has generously offered to host the ATD WWC for the first time. Cat is very excited to work with Local 556 on organizing and preparing for the meeting. Cat would love to encourage any and all of our representatives, staff and Local 556 Members to attend or stop by the meeting to get to know the ATD WWC a little better. The ATD WWC held nominations and elections for three new officers. The positions are; Chair, Co-Chair and Recording Secretary. For the past three years Angi Tucker of Local 513, Margaret Sadler of Local 555 and Diana Thomas of Local 575 have held those rolls, respectively. The newly elected Chair is Nan Warren of Local 567. Shae Christakis of Local 513 is the new Co-Chair and Cat Chacon of Local 556 is the newly elected Recording Secretary of the ATD WWC. Cat looks forward to working with the Chair and Co-Chair to continue to lead this amazing group of TWU members. The ATD WWC does an amazing job of educating and guiding women into leadership roles in their communities, places of work and Unions.*

Stacy Martin provided an update on the Scheduling Committee in his President's report. No other Scheduling Committee report was submitted.

Denny Sebesta submitted the 737-800 Subcommittee Report for the 737-800 Subcommittee team: Lyn Montgomery, Karen Amos and Denny Sebesta.

*Attendees:*
*Company – Caroline Jernigan, Claire Taitte*
*Union –Lyn Montgomery, Denny Sebesta*

*December 2012 Pairings and Bid Lines - December was consistent with what we have seen every month since the introduction of the 737-800 into the bid lines and, once again, the 737-800 only solution was less efficient and cost prohibitive; therefore, a Mixed Pairing and D Only solution was utilized. A 737-800 only pairing solution for December would have increased costs by $326,000.00, would have required 85 additional Flight Attendants and added 2,418 Deadheads for the month, as well as increased aircraft changes. The RIG cost difference was well over the 0.1 percentage points as outlined in the 737-800 Subcommittee Agreement – 4.84 versus 3.17.*

*There will be no 4-day pairings for December.*

*Future 737-800 Pairing Solution Discussion - Management ran a test for a 737-800 only pairing solution using the June 2013 deployment schedule. It included a total of 43 confirmed aircraft in the schedule. The RIG costs were significantly higher (3.67%) than the December 2012 pairing solution. Management said that it appears there would be no "real" change in the near future with the additional*

*737-800 Aircraft deliveries. What this means is the RIG costs and Deadheads will continue to increase with each month, which will prohibit building 737-800 only pairings for the bid lines. This is largely due to the infrequency of flights and the routing of the 737-800 Aircraft. Management provided the Union with a "June 2013 Test" solution data. Management said the 737-800 Aircraft are flying very productive. Normally an aircraft is staffed with two duty periods – one AM and one PM. Since the 737-800 cannot split flying due to the length of the duty (over our contractual 10:30 hours maximum), it creates up to three duty periods on some 737-800 Aircraft flows. This is more likely to transpire in the summer schedule due to increased flights versus fall and winter season, when the schedule is reduced. Management asked if there was an interest in building 4-day pairings to help reduce RIG costs and accommodate the "D" position. They pointed out it was not a definite but merely a suggestion. The Union asked if Management had plans to build 4-day Reserve blocks and they said no. The Union responded that 4-day pairings would have to be a survey question for Flight Attendants and could not be a blanket response. Neither party has received any new questions on the Mixed versus 737-800 only bid lines. Both parties agreed that the 737-800 service procedures seem to be at the forefront of Flight Attendant discussions versus the type of pairing for 737-800 flying.*

*Reschedules/Downgrades - The Union did not receive any calls or complaints for October. Management only received feedback regarding hotel situations. Some Flight Attendants prefer going to the same hotel with the inbound crew and others prefer staying at a hotel with their new outbound crew. Management said the Hotel Committee is gathering feedback from crews to help determine "preferred" hotels. The hotel contracts are restrictive with AM/PM crews so, some may have to wait for future contract negotiations with those hotels.*

*737-800 Override Pay Inquires - Management has received numerous calls from Flight Attendants on 737-800 overrides due to not understanding the contract language. The count must exceed 162, before the override applies. The Union will help educate Flight Attendants through communication and publications.*

*Schedule Changes - As previously written in the July report, we will continue to see more schedule changes through the remainder of the year. As noted in the June 22 Subcommittee report, Management said the new "norm" is increased schedule changes, especially with what is referred to as "demand shaping", which is dictated by customer patterns and customer demand. These changes are made by Network Planning, who in turn, may make some small changes as close in as two months prior to the scheduled flight.*

*737-800 Aircraft Fleet and Deliveries – There will be three new aircraft added to the December schedule; two on December 9, and one on December 23.*

*2013 Deployment Schedule - As of October 2, 2012, the 737-800 Deployment schedule reflects a total of 43 confirmed deliveries and one to be determined.*

*As previously reported, the Company continues their ongoing strategy to replace a 700 aircraft online and upgrade the flights to an 737-800. As outlined in the current 737-800 Subcommittee Agreement, the "D" positions created will be released into Open Time.*

*Aircraft Retirements – As previously reported, the classic 737-500 and 737-300 aircraft retirements will be slowed down in order to allow the transition of the 717 aircraft to Delta. The Southwest/AirTran overall combined fleet will remain flat.*

*Currently there are 25 737-500's in the Southwest fleet, and only three are scheduled to retire in 2012. There is no definite information on the number of 737-500 aircraft retirements in 2013.*

*717 Aircraft Transition to Delta Airlines - August 2013 will begin the aircraft transition from AirTran to Delta. Once this process begins, we will see additional AirTran Flight Attendants transition over to Southwest.*

*Our next scheduled meeting is Friday, November 30, at 2:00pm.*

Tina Coffee made a ***motion #29*** to appoint Chris Sullivan as Co-Chair to the Veteran's Committee. Dawn Wann ***seconded*** the motion. The motion ***carried.***

Donna Keith provided an update on annual survey topics for Andrew Pittman Chairperson of the Survey Committee.

Valerie Boy provided a Unity Day Update for the Executive Board. There was discussion about a combined 555/556 joint Unity Day. The next Unity Day event is December 11, 2012 in Orlando.

The Executive Board took a break at 1636.

The Meeting resumed at 1700. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Chris Sullivan, Matt Hettich, Donna Keith, John DiPippa, Chris Sullivan, Valerie Boy, Stacey Vavakas, and Jimmy West.

Chris Click chaired the Meeting.

Stacy Martin was pre-excused for Union Business.

Addie Crisp was pre-excused for Maternity Leave.

The Executive Board began bidding procedures for Emergency Officer On-Call for 2013.

The Executive Board began reviewing the updated TWU Local 556 Procedures and Guidelines. Jannah Dalak agreed to make the proposed changes and present the final product to the Executive Board.

Stacy Martin entered the Meeting at 1820.

Stacy Martin reported on the status of the Scheduling Committee. There was discussion.

Chris Click made a ***motion #30*** to approve Stacy Martin's recommendation to appoint Michelle Zenici as Chair and Marcy Vinyard as Co-Chair of the Scheduling Committee. Dawn Wann ***seconded*** the motion. The motion ***carried.***

There was discussion regarding Negotiating Team Offices. It was agreed that Stacy Martin, Jannah Dalak and Jerry Lindemann would be working on a resolution for Office Space for the Negotiating Team.

There was discussion regarding restructuring the Inflight Management Meeting with the Executive Boards for future meetings.

There was discussion regarding the status of the expedited TWU International arbitration which is scheduled for January 31, 2013.

There was discussion about rescinding motions during an Executive Board Session.

Karen Amos made a ***motion #31*** to adjourn. Jimmy West ***seconded*** the motion. The motion ***did not carry***.

There was discussion about Weekend On-Call procedures. It was agreed that Karen Amos would send a request to the Executive Board the last week of the month prior and submit the names of the Officers on Weekend On-Call to the Executive Board for the following month. Jannah Dalak would continue to program the Local Union Office phones.

There was a discussion about Membership Meeting expenses.

There was discussion about Unity Publications that were not distributed in Las Vegas in 2010, 2011 and 2012.

Donna Keith made a ***motion #32*** to adjourn. Jimmy West ***seconded*** the motion. The motion ***carried.***

Stacy Martin adjourned the Meeting at 2037.

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

Jannah Dalak

Jannah Dalak
TWU Local 556 Recording Secretary

| Last Name | First Name | Title | 1) Motion to Approve the September 2012 Executive Board Working Minutes and Synopsis as Amended | 8) Motion to Recess | 18) Motion to recess | 19) Motion to recess |
|---|---|---|---|---|---|---|
| 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 | NAY | NAY | YEA |
| Lindemann | Jerry | Treasurer | YEA | YEA | AWAY | AWAY |
| Coffee | Tina | BMAL 1 | YEA | YEA | NAY | YEA |
| Riddell | Rob | BMAL 2 | YEA | NAY | NAY | YEA |
| Vavakas | Stacey | BWI DEBM | YEA | NAY | NAY | YEA |
| Keith | Donna | MDW DEBM | YEA | YEA | YEA | YEA |
| Amos | Karen | DAL DEBM | ABSENT | ABSENT | YEA | AWAY |
| Boy | Valerie | HOU DEBM | YEA | YEA | NAY | NAY |
| Sullivan | Chris | DEN DEBM | YEA | YEA | AWAY | AWAY |
| Hettich | Matt | OAK DEBM | YEA | NAY | NAY | YEA |
| DiPippa | John | PHX DEBM | YEA | YEA | NAY | YEA |
| West | Jimmy | MCO DEBM | YEA | NAY | NAY | NAY |
| Crisp | Addie | LAS DEBM | MATERNITY | MATERNITY | MATERNITY | MATERNITY |

| Last Name | First Name | 20) Motion to Approve the October 2012 Executive Board Roll Call Voting Report | 21) Motion to Approve October 2012 Executive Board Attendance Report | 22) Motion to Recess | 23) Motion to Approve the October 2012 Executive Board Working Minutes | 24) Motion to Approve the October 2012 Executive Board Synopsis |
|---|---|---|---|---|---|---|
| Martin | Stacy | CHAIR | CHAIR | CHAIR | AWAY | AWAY |
| Click | Christopher | YEA | YEA | YEA | CHAIR | CHAIR |
| Wann | Dawn | YEA | ABSTAIN | YEA | YEA | YEA |
| Dalak | Jannah | YEA | YEA | NAY | YEA | YEA |
| Lindemann | Jerry | YEA | YEA | YEA | YEA | AWAY |
| Coffee | Tina | YEA | YEA | AWAY | YEA | YEA |
| Riddell | Rob | YEA | YEA | YEA | AWAY | AWAY |
| Vavakas | Stacey | YEA | YEA | YEA | YEA | YEA |
| Keith | Donna | YEA | YEA | YEA | YEA | YEA |
| Amos | Karen | YEA | YEA | NAY | YEA | YEA |
| Boy | Valerie | YEA | YEA | NAY | AWAY | AWAY |
| Sullivan | Chris | YEA | YEA | YEA | YEA | YEA |
| Hettich | Matt | YEA | YEA | YEA | YEA | YEA |
| DiPippa | John | AWAY | YEA | YEA | YEA | YEA |
| West | Jimmy | YEA | YEA | NAY | YEA | YEA |
| Crisp | Addie | MATERNITY | MATERNITY | MATERNITY | MATERNITY | MATERNITY |

| Last Name | First Name | 25) Motion to Approve the 3rd Membership Meeting Minutes | 26) Motion to Appoint Rob Riddell to the LODO Sub-Committee | 27) Motion to Appoint Paul Sweetin to the Negotiation Team | 28) Motion to Appoint Val Lorien to the Negotiation Team | 29) Motion to Appoint Chris Sullivan Co-Chair of the Veterans Committee |
|---|---|---|---|---|---|---|
| Martin | Stacy | AWAY | CHAIR | TIE BREAKER (YEA) | CHAIR | AWAY |
| Click | Christopher | CHAIR | YEA | YEA | YEA | CHAIR |
| Wann | Dawn | YEA | YEA | YEA | YEA | YEA |
| Dalak | Jannah | YEA | NAY | YEA | YEA | YEA |
| Lindemann | Jerry | AWAY | AWAY | YEA | NAY | AWAY |
| Coffee | Tina | YEA | YEA | NAY | YEA | YEA |
| Riddell | Rob | AWAY | NAY | NAY | YEA | YEA |
| Vavakas | Stacey | YEA | NAY | YEA | YEA | YEA |
| Keith | Donna | YEA | NAY | NAY | YEA | NAY |
| Amos | Karen | YEA | NAY | NAY | YEA | YEA |
| Boy | Valerie | YEA | YEA | YEA | NAY | YEA |
| Sullivan | Chris | YEA | NAY | YEA | YEA | YEA |
| Hettich | Matt | YEA | NAY | NAY | YEA | YEA |
| DiPippa | John | YEA | NAY | NAY | YEA | YEA |
| West | Jimmy | YEA | NAY | NAY | YEA | YEA |
| Crisp | Addie | MATERNITY | MATERNITY | MATERNITY | MATERNITY | MATERNITY |

| Last Name | First Name | 30) Motion to Accept Stacy Martin's recommendation of Michele Zenici as Chair and Marcy Vinyard as Co-Chair for the Scheduling Committee | 31) Motion to Adjourn | 32) Motion to Adjourn |
|---|---|---|---|---|
| Martin | Stacy | CHAIR | CHAIR | CHAIR |
| Click | Christopher | YEA | YEA | YEA |
| Wann | Dawn | YEA | NAY | YEA |
| Dalak | Jannah | YEA | NAY | YEA |
| Lindemann | Jerry | YEA | NAY | YEA |
| Coffee | Tina | NAY | YEA | YEA |
| Riddell | Rob | YEA | NAY | YEA |
| Vavakas | Stacey | YEA | NAY | YEA |
| Keith | Donna | NAY | YEA | YEA |
| Amos | Karen | NAY | YEA | YEA |
| Boy | Valerie | YEA | YEA | YEA |
| Sullivan | Chris | YEA | NAY | YEA |
| Hettich | Matt | NAY | NAY | NAY |
| DiPippa | John | NAY | YEA | YEA |
| West | Jimmy | YEA | YEA | YEA |
| Crisp | Addie | MATERNITY | MATERNITY | MATERNITY |