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

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TWU Local 556 Executive Board Session
July 10 – 12, 2012
Synopsis

Tuesday
July 10, 2012

Stacy Martin called the meeting to order at 0838.

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

Tina Coffee was tardy.

Rob Riddell was a post-excused absence.

Karen Amos was a pre-excused absence.

Tina Coffee led the Executive Board in the Pledge of Allegiance.

Matt Hettich read the TWU International Membership Pledge.

Tina Coffee entered the meeting at 0841.

Chris Click was excused for Union Business at 0845 to attend a Safety Meeting at Headquarters.

Stacy Martin notified the Executive Board he had discussed Union Business regarding International full-time pulls with TWU International President Jim Little. There was discussion.

Stacy Martin left the meeting at 0911.

Dawn Wann chaired the meeting.

There was discussion regarding a safety report that the previous First Vice President received from the Company that contained information regarding occupational injuries.

Stacy Martin returned to the meeting at 0955.

Grievance Chair Lyn Montgomery entered the meeting at 0955.

Inflight Management Representatives Mike Hafner, Mike Mankin, Sonya Lacore, Brendan Conlon and Adam Carlisle entered the meeting at 1000.

> *The Executive Board discussed Attendance Meetings with Inflight Management Representatives. Mike Hafner reported that Management is continuing to reach out to Flight Attendants regarding their attendance patterns.*

Chris Click entered the meeting at 1020.

> *Mike further stated that Management needs to continue to inspire Employees to improve their attendance. Jimmy West asked for clarification regarding portable electronic device usage during flight and how discipline is determined. Mike Hafner stated that common sense and good judgment is expected. Mike stated that as long as the Customers' needs are being met it is not a problem. Jimmy West asked if discipline would be issued if a Flight Attendant logs onto SWALife. Chris Click asked if Management would clarify the policy in writing. Mike Mankin stated that the policy in the handbook is written primarily for texting during boarding. Brendan stated that a WiFi login only captures the IP address and not the duration. Sonya reiterated that the policy is based on common sense and good judgment. There was discussion about the reported times listed incorrectly on trip sheets. Brendan stated to click directly on the trip and the correct time would display. Brendan further reported that there is an option to print the original trip. John DiPippa asked that the trips be defaulted to the way they were originally printed to correct the display problem. Brendan reported that recoding the trips to print in black is not possible. Addie Crisp asked that communication be provided to the Flight Attendants about the change in report time on trip sheets. Mike Hafner stated that he is committed to providing education to the Flight Attendants about the change with the report time on the trip sheets. Stacy Martin asked about clarification of Management involvement with Facebook. Lyn Montgomery suggested that Southwest Airlines clarify the Social Media Policy and social media harassment issues. Mike Hafner agreed that the issue needed to be addressed further. Stacy Martin asked if the Executive Board could participate in the 737-800 training program and be provided the opportunity to work the new aircraft. Mike Hafner agreed that he is willing to look into that possibility. Valerie Boy asked if there is inconsistency with 737-800 training procedures. Mike Hafner reported that there are trainers that are trying different procedures and that Management is working to rectify the problems.*

Inflight Management Representatives left the meeting at 1100.

Discussion continued on information acquired from Inflight Management Representatives.

Dawn Wann left the meeting at 1106.

Discussion continued on information acquired from Inflight Management Representatives.

Dawn Wann entered the meeting at 1125.

Matt Hettich made a **motion #1** to excuse Jerry Lindemann to attend the Special Merger Training Class 258 Presentation. Valerie Boy **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1130.

The meeting resumed at 1330. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Dawn Wann was post-excused.

Jerry Lindemann was excused at 1330 to attend the Special Merger Training Class 258 presentation.

Go-Team Member Michael Massoni, Health Committee Chair Michele Moore, and Southwest Airlines Assistant Managers of Safety Mark Massa and Elise May entered the meeting as guests at 1330.

Grievance Team Members Alice Hinckley, Barbara Fitzhugh, Beth Ross, Dana Perkins, David Feather, Jill van der Werff, Kimberly Colmenares, Kristen Loucks and Renda Marsh entered the meeting as guests at 1330.

Negotiator Val Lorien entered the meeting as a guest at 1330.

Michael Massoni presented the Aviation Safety Action Program (ASAP) training to the Executive Board and members of the Grievance Team. Michael Massoni concluded the ASAP training at 1515.

Michael Massoni, Michele Moore, Mark Massa and Elise May left the meeting at 1515.

Alice Hinckley, Barbara Fitzhugh, Beth Ross, Dana Perkins, David Feather, Jill van der Werff, Kimberly Colmenares, Kristen Loucks and Renda Marsh left the meeting at 1515.

Negotiator Val Lorien left the meeting at 1515.

The Executive Board took a break at 1515.

The meeting resumed at 1530. TWU Local 556 Executive Board Members in attendance were Stacy Martin, Chris Click, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Dawn Wann was post-excused.

Karen Amos was excused for Union Business.

Southwest Airlines Marketing Director of Rapid Rewards Jonathan Clarkson, Senior Manager Anissa Reil and Susie Boersma were guests at the meeting at 1530 to discuss an Inflight credit card proposal.

Negotiator Val Lorien was a guest at the meeting at 1530.

> Jonathan Clarkson presented the Chase Rapid Rewards Visa Credit Card Inflight Proposal. The Executive Board asked questions about the development and training of the program. Jonathan responded that the program could be developed in a variety of different ways. There was discussion whether other work groups would participate in the program. Stacy informed Jonathan, Anissa and Susie that the Executive Board would further discuss and evaluate the information presented and Stacy would contact Jonathan with the Executive Board's decision.

Jonathan Clarkson, Anissa Reil and Susie Boersma left the meeting at 1615.

Discussion continued regarding the Chase Rapid Rewards Visa Credit Card Inflight Proposal.

Val Lorien left the meeting at 1630.

Discussion continued regarding the Chase Rapid Rewards Visa Credit Card Inflight Proposal.

Karen Amos entered the meeting at 1635.

Negotiators Val Lorien, Portia White and Paul Sweetin were guests at the meeting at 1635.

The Negotiating Team updated the Executive Board on the status of Side Letter 10 Negotiations. There was discussion about Strategic Planning and placing an article in the *UNITY* Magazine regarding Union Busting.

Stacy Martin deferred the **President's Report**.

Jannah Dalak presented the **Office Manager Report**.

> *Total Vacation Days Utilized – 16*
> *Sick Days Utilized – 3*
> *Appointments – 1*
> *Bereavement – 0*
> *Interviews Held – 6*
> *Jury Duty Days Utilized -3*
> *Flex Time Earned – 68.5 hours*
> *Flex-Time Utilized – 57 hours*
> *Recurrent Training Days- 3*
> *Staffing Needs – 4 Full Time Positions*
> *Total Monthly Days to Cover – 30*

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

> *Tina Coffee reported that she touched base with the AFL-CIO in Phoenix. Tina reported that she will be attending the monthly Phoenix AFL-CIO meetings whenever possible. Tina further reported that she missed the June AFL-CIO's meeting because of the Executive Board Special Session.*

Rob Riddell submitted the **Board Member at Large Officer Report.**

> *Rob Riddell reported that he created a PowerPoint presentation about the Union to be used for the New Hire presentation. Rob reported that he met with the Phoenix Domicile Executive Board Member John DiPippa and Phoenix Inflight Base Management on June 21, 2012. This was to promote the continued working relationship that Southwest Airlines Management has with the Union. Rob informed the Executive Board that he created all posters, and promotional and electronic media materials for the Near International Overwater Survey. This included iPad, iPhone, and multimedia messages sent out via text message and email blast. These*

materials were sent out to all active Shop Stewards. All materials were sent out to all Domiciles for placement in each Union Glass Case. Rob reported that he created a robo-call that was mixed with Hawaiian themed music to grab the attention of the Membership and remind them to take the survey before it closed on July 2, 2012. In closing, Rob stated that as part of his duties as a Negotiator, he participated in several conference calls and scheduled meetings with the Negotiating Team.

John DiPippa submitted the **Phoenix Domicile Report.**

John reported that he participated in three Attendance Meetings in June and responded to numerous emails and phone calls. John held Lounge Mobilizations in June; one mobilization was to remind Flight Attendants to take the Overwater/Near International Survey and discovered that many Flight Attendants reported they had already taken the survey. John and Board Member at Large Rob Riddell met with Phoenix Inflight Leadership consisting of Deb Edwards, Ted Thornton, and Ed Schneider to further develop the great working relationship that the Union has with the Phoenix base. One topic that was discussed with Management was that there will be domicile parties in each base in August. Deb graciously agreed to provide the drinks, ice, and napkins. John does not know the date of the domicile party yet, but will inform the base about this soon. John wrote the June E-Connection and the Hotline Script. As far as the Hotline Script is concerned, the Executive Board has decided to use it to update Flight Attendants on important messages, such as survey reminders and information concerning Negotiations. The Executive Board chose this route with the hope that it will assist in communication with the Membership and eliminate some of the common questions the Office Staff receives. John participated in a conference call with the Executive Board on June 4, 2012 and also reviewed the Local's Policies and Procedures Manual to suggest changes and recommend necessary updates. Finally, John was in Dallas at the end of June for a Special Executive Board Meeting discussing the Union's strategy for the Near International and Overwater Flying, as well as, upcoming Section 6 Negotiations in June 2013. John has been in touch with all of his Shop Stewards reminding them about the July 2012 Membership Meeting, and updating them about a new procedure for hot airplanes. John also conveyed to them that even though the Company is starting to realize that this record breaking summer heat is starting to take a toll on Flight Attendants and Customers, the Union will keep the Hot Aircraft Grievance on file until a more reasonable solution can be reached. As far as July is concerned, to date, John has done a few Attendance Meetings and a Lounge Mobilization on July 4, 2012. John has also reviewed upcoming Grievances for July Boards and also reviewed the June 2012 Executive Board Meeting Minutes for any inconsistencies. Finally, John wants to thank the Phoenix Base again for the support he has received in regards to his stance on past UNITY articles and wants to let them know that they will see an article from him in the July 2012 UNITY Magazine.

Stacey Vavakas submitted the **Baltimore Domicile Report.**

Stacey reported that in June she represented Flight Attendants in the following meetings with Management: a point case, one possible sick leave abuse case, and a Uniform size case. Baltimore Shop Stewards participated in several Attendance Meetings and one Failure To Report (FTR) case that was overturned. Stacey informed the Executive Board that Rachel Dorressett completed her last month as Baltimore Base Manager. Anna Boardman-Ward and Carolene Goulbourne will operate as Co-Assistant Base Managers. Kelly Abbott and David Dillard from class 255 joined the Baltimore Inflight Supervisors. Stacey reported she had

Flight Attendants from the Special Merger Training (SMT) classes 256 and 257 join the Baltimore base. Stacey reported that she spent several days in the Baltimore lounge to help the SMT classes' transition to their first days as Southwest Airlines Flight Attendants.

Valerie Boy submitted the **Houston Domicile Report.**

Valerie reported that she spoke with Houston Inflight Management about parking updates from the City of Houston and Attendance Meeting issues. Valerie reported the UNITY Update was distributed; the Union Glass Case was updated with Survey information, and calendars. Valerie stated that she submitted articles and E-Connection information for publication. Valerie informed the Executive Board that the Houston Base Page was updated. Additionally, she has networked with TWU Local 555. During the month Valerie spent time in the Houston Lounge visiting with Flight Attendants, representing Members in Attendance Meetings, and Fact Finding Meetings. Two Lounge Mobilizations were held and much time has been spent talking with Flight Attendants and the Grievance Team regarding Absenteeism Meetings. Attendance Meetings are increasing and twelve were held in Houston during the month of June.

Karen Amos deferred the **Dallas Domicile Report.**

Jimmy West submitted the **Orlando Domicile Report.**

Jimmy reported that Fact Finding Meetings remain high in Orlando. Jimmy reported that the majority of the meetings are associated with Attendance Meetings however, the other meetings range from delay of flight to Unaccompanied Minor issues. Jimmy stated that an Orlando Supervisor has left the Company and the position has not been posted yet. Jimmy reported that he was in the Orlando lounge in June and promoted the survey. Jimmy reported there were several inquiries regarding the union busting questions on the survey. Jimmy reported he has received phone calls from AirTran flight attendants on various topics. Additionally, Jimmy reported he has received numerous complaints regarding hot aircrafts in which he advised those Flight Attendants to submit ASAP reports. Jimmy reported that he received several complaints regarding the July and August lines in Orlando. Jimmy reported that all publications have been distributed and the glass case has had no change.

Matt Hettich submitted the **Oakland Domicile Report.**

Matt reported that Flight Attendant meetings with Inflight Management have primarily focused on absenteeism, but have involved delay of flight and Inflight audits. Matt reported that Union publications have been distributed; Oakland Shop Stewards contacted by email; organized the Union Red Rack; submitted the quarterly Oakland base article for Unity Magazine; updated the base page on the Union Website; held two lounge mobilizations; attended the June 4 conference call; and, submitted the Oakland E-Connection for distribution. Matt reported that on July 6 Unite Here Local 2850 held a rally at the Oakland International Airport to highlight the organizing efforts of the airport restaurant and concession workers. The event was well attended by over one hundred union members, including members of the Service Employees International Union (SEIU), United Service Workers West (USWW), American Federation of Governmental Employees (AFGE), and TWU. The next rally is scheduled for August 2, 2012 and all Local 556 Members are encouraged to attend.

Donna Keith submitted the **Chicago Domicile Report.**

> *Donna reports that the Chicago Base is still conducting mandatory Attendance Meetings on a regular basis as well as Fact Finding Meetings for various reasons. The 737-800 training is still taking place in the lounge and is being conducted by Chicago Inflight Supervisors. Donna sat weekend on call on June 17 and June 24. Donna has been in touch with Shop Stewards and Chicago Base Management. Donna has updated the Union Glass Case, the Chicago Base Page, tidied the Union Red Rack, and spent time in the Chicago Lounge.*

Addie Crisp submitted the **Las Vegas Domicile Report.**

> *For the month of June, Shop Steward James Gould attended the Attendance Meetings held in Las Vegas. Addie reported Attendance Meetings continue in the Las Vegas Base. James Gould updated the Union Glass Case with information about the survey. Addie reported UNITY Update was placed in Flight Attendant boxes and also on the Union Red Rack. Addie reported Bryan Orozco attended a TWU State Conference meeting in Chicago.*

The Executive Board discussed Special Committee Reports and requested the Recording Secretary email the Executive Board Special Committee Reports for review. The Executive Board agreed to receive the Special Committee Reports via e-mail for the July 2012 Executive Board Session.

Jimmy West made a **motion #2** to excuse Stacy Martin for personal reasons from the remainder of the Tuesday Executive Board Session. Stacy Vavakas **seconded** the motion. The motion **carried**.

Stacy Martin left the meeting at 1715.

Chris Click chaired the meeting.

Discussion continued regarding Special Committee Reports.

Jerry Lindemann made a **motion #3** to recess. Jimmy West **seconded** the motion. The motion **carried**.

Chris Click recessed the meeting at 1745.

Wednesday
July 11, 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, Rob Riddell, Karen Amos, Valerie Boy, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Addie Crisp was a post-excused absence.

Grievance Chair Lyn Montgomery entered the meeting as a guest at 0849.

There was discussion regarding the current Staff and the training that had been completed for the new Grievance Team Members.

The Executive Board took a break at 0926.

The meeting resumed at 0936. 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.

Addie Crisp was a post-excused absence.

Grievance Chair Lyn Montgomery entered the meeting as a guest at 0936 to review grievances.

The Executive Board discussed a grievance case.

Rob Riddell made a **motion #4** to proceed on a grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Stacy Martin and Jimmy West were excused for Union Business at 1015.

Chris Click chaired the meeting.

The Executive Board discussed a grievance case. Correspondence dated June 7, 2012 from Mike Mankin was presented to the Executive Board. A proposal was presented from Management in an attempt to resolve a grievance.

Stacy Martin and Jimmy West returned to the meeting at 1057.

Stacy Martin chaired the meeting.

Matt Hettich made a **motion #5** to accept a settlement on a grievance. Chris Click **seconded** the motion. The motion **did not carry**.

The Executive Board took a break at 1110.

The meeting resumed at 1130. 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, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Karen Amos was excused for Union Business.

Stacy Martin and Jannah Dalak were excused for a conference call with TWU International President Jim Little at 1130.

Rob Riddell recorded the minutes.

Chris Click chaired the meeting.

Grievance Chair Lyn Montgomery entered the meeting as a guest at 1130 to discuss grievances.

Grievance Team Member Kathy Anderson entered the meeting as a guest at 1130 to discuss a grievance.

Kathy explained the concept behind the grievance and the Union's position. There was discussion.

Karen Amos entered the meeting at 1137.

Discussion continued regarding a grievance. The Executive Board reviewed prior contract language.

Kathy Anderson left the meeting at 1155.

John Dipippa made a **motion #6** to **proceed** on a grievance. Karen Amos **seconded** the motion. The motion **carried**.

Lyn Montgomery presented a grievance.

John Dipippa made a **motion #7** to **revisit** a grievance. Stacey Vavakas **seconded** the motion. The motion **did not carry**.

Lyn Montgomery left the meeting at 1218.

Portia White was a guest at the meeting at 1220.

Portia White presented the **COPE (Committee on Political Education) Report.**

> *As Portia reported in June, a review of all Local 556 Committees on Political Education has been in process. Last month's report served as an initial overview. This month's report proceeds in succession.*
>
> *<u>AFL-CIO Affiliation</u>*
>
> *Portia has been contacting each AFL-CIO Central Labor Council or State Federation (Arizona State AFL-CIO, Alameda County Central Labor Council, California Labor Federation, Chicago Federation of Labor, Dallas AFL-CIO, Florida & Central Florida AFL-CIO, Harris County AFL-CIO, Illinois State AFL-CIO, Maryland State AFL-CIO, Metropolitan Baltimore AFL-CIO, and Texas AFL-CIO). Valerie Boy, Houston Domicile Executive Board Member, has indicated that she would like to participate in the Harris County AFL-CIO. Portia reported that there are Local 556 Members who are involved in their labor councils. If other Domicile Executive Board Members would like to participate in their councils, Portia asked that they contact her. The obligation would include attending various conventions and meetings whereby the body reviews policies, legislation, and candidates.*
>
> *<u>TWU State Conference Participation</u>*
>
> *Portia reported that she received the following report from Bryan Orozco:*
> *"Bryan Orozco reports that on June 27 he attended a TWU State Conference meeting in Chicago. All State Conferences except California were represented. The event was hosted by*

Local 512. There was discussion on some of the struggles that our TWU American Airline members are facing. Terry Daniels and Gwen Dunivent were in the process of being brought back to the State Conference team. Assistant Directors were asked to send a list to Alex Garcia of Candidates that the Union should support. The Assistant Directors were also asked to send a list of TWU Members that have participated in our State Conferences for possible release time and were informed that TWU will run its own program of endorsing labor candidates instead of the AFL-CIO." Portia reported that she and Paul Sweetin attended the Texas State Conference at TWU Local 567 on July 10, 2012 in Fort Worth, TX. The meeting agenda centered on meeting and greeting candidates [Marc Veasey (TX-33), Nicole Collier (TX-H-93), and Shane Hardin (TX-H-93)], reports from local activists, revising the guidelines of the Texas State Conference, and discussing member education on the Patient Protection and Affordable Health Care Act. The next meeting is scheduled for August 6, 2012 specifically to discuss the plan for the 2012 election. Portia reported that the Florida State Conference met in June and she is inquiring regarding future state conference meeting dates for all of the state conferences.

Legislative and Agency Issues

Portia reported that the Flight Attendant Coalition initiated a task force on the Known Crew Member program (KCM) which will hopefully speed up TSA's process of granting expedited access to sterile areas of airports opening up the procedures to Flight Attendants. Presently the KCM program includes ten airports. However, the plan is to have a total of 35 stations by the end of the year.

The Known Crewmember program was introduced in 2011 as a trial in seven airports including Boston Logan, Chicago O'Hare, Miami, Minneapolis-St. Paul, Phoenix Sky Harbor, Seattle-Tacoma and Washington Dulles for airline pilots only. The screening system enabled the TSA security officers to positively verify the identity and employment status of flight crew members by expediting access to sterile areas of airports thereby reducing passenger screening line congestion making airport checkpoint screening more efficient for all users. Flight Attendant Unions from the programs onset have been lobbying for the ability of Flight Attendants to also use the expedited screening process. In recent months, the TSA has been discussing the process of opening up procedure to Flight Attendants.

Patient Protection and Affordable Health Care Act: Portia is presently working on a piece that can be communicated to Union Members regarding the Patient Protection and Affordable Health Care Act and how it may/will affect us.

Election 2012

Portia reported that with "Election 2012" quickly approaching the TWU State Conferences will encourage Members to become involved civically in their communities by registering to vote. A Local 556 voter registration drive is in the planning stage. Being involved civically helps our ability to motivate legislators toward our view on issues of importance to us. This involvement begins at the local school board level, proceeds to the state level and further proceeds federally.

COPE. Fund

As reported before, Local 556 has a high number of participants that contribute to the TWU COPE fund at various contribution amounts. Each New Class is presented with the option to contribute and Members are always able to add or detract from their voluntary contributions. Presently, the voluntarily derived funds are collected and disbursed by TWU International. Funds are distributed, not based on party affiliation but are intended to support candidates or initiatives that are supportive to transportation and working family issues.

As a result of requesting funds from the International that were denied, Portia, John Oceguera (NV-3), and Marc Veasey (TX-33) researched the present system. Portia reported that under the TWU Constitution the COPE funds that Local 556's Members contribute can be gathered at the local level differently so the funds can be disbursed to local candidates in Southwest Airlines Bases. This will give our Members a higher profile in the process and allow the Local a better footing to be more involved on a local level without being forced to work through the International or the State Conference when we choose to distribute funds from our Member banked funds.

Jannah Dalak and Stacy Martin entered the meeting at 1235.

Stacy Martin chaired the meeting.

Jannah Dalak recorded the minutes.

Portia Reddick White continued to present the **COPE Report**.

Conclusion

Membership involvement is the ultimate goal. By educating Members on the legislative process, we hope to eliminate negative connotations that have preceded and handicapped involvement. It's not about labels or politics. It's about communities, our families and the ability to enjoy life. During the Membership Meetings we will be looking for Members who would like to participate in COPE/Legislative processes. In closing, Portia presented the Executive Board an overview of the COPE Committee, and discussed her COPE Committee report. AFL - CIO affiliation is being researched and Portia would like to know if the Domicile Executive Board Members and the Board Members at Large want to join local labor councils in their states and, if they have the time and are available to jump into those positions. Portia reported that the TWU State Conference was discussed and explained. Discussions continued on budgets for COPE, and COPE participation on a local level.

Portia Reddick White left the meeting at 1245.

The Executive Board went to lunch at 1245.

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

Stacy Martin and Karen Amos were excused for Union Business.

Addie Crisp was a post-excused absence.

Chris Click chaired the meeting.

Grievance Chair Lyn Montgomery and Grievance Team Member Becky Parker were guests at the meeting at 1420 to present grievances.

A Grievant entered the meeting as a guest at 1435 to discuss the merits of a grievance.

Grievance Team Member Becky Parker and the Grievant left the meeting at 1506.

Stacy Martin entered the meeting at 1506.

Grievance Team Member Becky Parker entered the meeting at 1508.

Jimmy West made a **motion #8** to proceed on a grievance. John DiPippa **seconded** the motion. There was discussion. The motion **carried**.

Karen Amos entered the meeting 1521.

Stacy Martin chaired the meeting.

The Executive Board revisited a grievance from the June 2012 Executive Board Session. Additional information was requested and reviewed. There was discussion.

Chris Click made a **motion #9** not to proceed on a grievance. John DiPippa **seconded** the motion. The motion **carried**.

Grievance Chair Lyn Montgomery and Grievance Team Member Becky Parker left the meeting at 1600.

Jerry Lindemann submitted the May 2012 Financial Report.

Chris Click made a **motion #10** to approve the May 2012 Financial Report. John DiPippa **seconded** the motion. The motion **carried**.

Valerie Boy proposed that she would like the Executive Board to consider utilizing a Parliamentarian for the Second Membership Meetings. There was discussion.

Chris Click made a **motion #11** to utilize Greg Hofer as a Parliamentarian for the Second Membership Meeting of July 2012. Valerie Boy **seconded** the motion. The motion **did not carry**.

Grievance Chair Lyn Montgomery and Grievance Team Member Chris St. Julian entered the meeting as guests at 1625 to present a grievance.

A Grievant entered the meeting as a guest at 1635 to discuss the merits of a grievance.

Grievance Team Member Chris St. Julian and the Grievant left the meeting at 1700.

Jimmy West made a **motion #12** not to proceed on a grievance. John DiPippa **seconded** the motion. The motion **carried**.

Grievance Chair Lyn Montgomery left the meeting at 1705.

Jerry Lindemann made a **motion #13** to recess. Jimmy West **seconded** the motion. The motion **carried**.

Stacy Martin recessed the meeting at 1715.

Thursday
August 12, 2012

Chris Click called the meeting to order at 0830.

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

Stacy Martin was pre-excused for Union Business.

Valerie Boy was pre-excused for Union Business.

Jannah Dalak presented the **Uniform Committee Report** submitted by Dawn Wann:

> *Dawn reports that after a few months with the Lands' End Uniform Contract, she has received many concerns regarding issues with our new uniform provider. While a transition to a new uniform provider always comes with hiccups, Lands' End has been willing to cooperate and Dawn has actively taken every concern to both the Southwest Airlines Uniform Committee and Lands' End.*
>
> *Some of the hot button issues the Uniform Committee is seeking resolutions for include:*
>
> - *Button up white shirts wrinkle too quickly as well as the issues around the sleeve button on the short-sleeve version.*
> - *Addition of additional sizes and lengths in pants for both men and women.*
> - *While the return still costs $6.95, if there is a defect in the product the return fee is waived.*

Southwest and Lands' End are introducing men's pleated front washable wool pants, women's plain front washable wool, modern-curvy pants and women's modern-curvy boot cut plain front performance chinos. Women's tall plain wool pants will be available in sizes 0-6 by September 12, 2012. There are many more options that will be added as well as available sizes in September. Also the dress has been approved and will be available to order in September 2012. Dawn has received at least 100 e-mails about the new uniforms from the TWU Website's "From the Source" page. There is a short form at the bottom of the page where comments are directed to the Uniform Chair. To date all e-mails and other uniform concerns have been answered and addressed.

Jannah Dalak presented the **Health Committee Report** submitted by Michele Moore.

ASAP

Michele reported that as of July 1, 2012 Michelle reports the Event Review Committee have received 813 Aviation Safety Action Program (ASAP) reports. The Event Review Committee (ERC) have accepted 792 reports and excluded 21 reports. The reason for a report being excluded is that it doesn't meet the acceptance criteria as set forth in the original Memorandum of Understanding (MOU). An example would be a non-safety event that was reported in ASAP, or failure to participate in the investigation process. There was an instance where the Flight Attendant was contacted to obtain additional information as the data they submitted was insufficient to discuss the situation. The Flight Attendant did not want to give additional information, even after it was explained that it was needed in order for the report to be worked, and that it was a non-punitive program. The Flight Attendant stated they did not want to give additional information so the report was rejected on the basis it could not be completed in the investigation process. The ERC has sent thirteen safety related recommendations to the Company. They have accepted seven and rejected six. Michele reported the ERC are still on target for the FAA re-certification for our program, and have a final meeting set up with the FAA the end of August. There is nothing in the foreseeable future that would keep the ASAP program from continuing.

Emergency Notification System (ENS) Follow-ups:

In June 99 Emergency Notification System (ENS) messages were received, with ten requiring follow-up phone calls.

List of Provisioning Accommodations (LOPA):

The 737-800 Galley Operations Team has changed their training for the 737-800 to a degree. They are no longer having Flight Attendants work in the lounges, and have decreased the size of the aircraft training team for better consistency. Michelle was asked to be on the aircraft training team, but she declined. Michelle would like to devote her time to ASAP and the health and safety of our Flight Attendants and felt the time that would be required for the 737-800 training would cause conflicts.

TWU International:

Michelle attended a training class with Ed Watt TWU International Director of Health and Safety that included a segment on heat stress. The segment on heat stress was very informative *as well as the rest of the session. Michelle learned a "mapping" system, which would be very beneficial for the Shop Stewards and Grievance Team. Michelle also attended a TWU Health and Safety Symposium that covered hearing loss, heath issues caused by air quality issues and various studies that are being conducted in order to compile information that could help make positive health and safety changes in the workplace.*

<u>Safety Days/Fairs:</u>

In June, Michelle attended the Health and Safety Day that was held in the Chicago domicile, along with Donna Keith. Michelle and Donna will also participate in the station wide Safety Fair scheduled to be held in September.

<u>Upcoming:</u>

In July, Michelle will conduct a training session for the Executive Board and the Office Staff on the ASAP program. Michelle has a weekly ASAP meeting scheduled as well as a Health and Safety Committee (HASC) meeting and another meeting with the FAA for the ASAP recertification process. Michelle continues to be on the 737-800 Galley Ops Team, even though she declined to be a trainer on the aircraft. We have a meeting scheduled for the end of July.

<u>Meetings Scheduled to Attend in July:</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>Galley Ops (formerly LOPA)</u>
<u>ASAP FAA Re-certification Meeting</u>

Jannah Dalak presented the **Professional Standards Committee report** submitted by Kurtis Beggs.

Committee Activity for June 2012

Total Inquiries:	*10*
Cases Worked:	*4*
FAR's	*0*
Company Policy	*2*
CRM	*2*
Pilots	*1*
Positive Outcome:	*4*
Negative Outcome:	*0*
Cases Still Active:	*0*
Cases Not Taken:	*3*
I.R. Filed:	*1*
CISM Referral:	*0*
CSA Issue:	*0*
FADAP Referral:	*0*
Legal Referral:	*1*
Social Media	*1*

Cases Withdrawn: *3*

Jannah Dalak presented the **Safety Committee Report** submitted by Chris Click and Jill van der Werff.

For the month of June, the Safety Team has been hard at work. Since the May 2012 Executive Board Session the Safety Team has completed the following:

- *Jill van der Werff attended a Joint CWA/TWU Safety Training Seminar held in Ft. Worth with the TWU International Safety Chair and International Task Force Chair Ed Watt.*
- *Michael Massoni and Michelle Moore continue to meet weekly with the Company on the Event Review Committee (ERC) and are actively reviewing and processing Aviation Safety Action Program (ASAP) Reports.*

  The following is the current ASAP Data:

  - *As of today 776 reports since the beginning of the program.*
  - *The ASAP team continues to meet on a weekly basis and are getting close to the completion of the review/re-certification period. The process should be completed by the end of August.*
  - *The ERC continues to receive OWWE briefing and arming/disarming reports more than any other category. Also, anytime there is a new revision/bulletin the ERC receives several manual violations. The ERC has also been getting several hot aircraft reports.*

- *Chris Click and Michael Massoni attended the American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE) Conference in San Antonio, which is one of two meetings the Special Committee on Cabin Air Quality hold per year. The winter meeting takes place in Chicago, IL. Chris Click has been made a member of the Special Committee and Michael Massoni remains a part of the committee as a voting member.*

- *Chris Click completed a Cognitive Interviewing course at the National Transportation Safety Board Academy in Ashburn, Virginia. While attending this session Chris was able to tour outside and inside the cabin of TWA 800. Chris looks forward to learning much more about accident investigation in the course in October.*

The Safety team has received an alarming high number of Traffic Collision Avoidance System (TCAS) Resolution Advisories, requiring pilot action to avert a potential collision. Chris plans to address this with the Company and SWAPA in the near future to see if this is business as usual, or a sign of something more serious.

In June, Chris Click and Paul Sweetin attended a meeting with Inflight Leaders to discuss the issue of excessive heat on the Aircraft. Several options were discussed to assist the Company *and Flight Attendants in reporting a hot aircraft. Also addressed were some action items to help reduce the heat in the cabin while we continue to work out a solution to put an end to the "sweat jet" days.*

Chris Click wrote a UNITY Update as well as a UNITY article regarding Hot Aircraft.

Chris Click also communicated with Dean Walker and updated the Safety Team section of the Website to include all Domicile Executive Board Members (DEBMs) as well as adding Jill van der Werff's contact information.

On Monday June 25, 2012 Jill van der Werff attended a training class with Michele Moore and Ed Watt. The class was called "Incident Investigation Training" and was held at the Communications Workers of America (CWA) Union Office in Fort Worth. The class was taught by two members of the United Steel Workers Union (USW).

The class was taught in a small group setting with activities to complete together as a group. Fact sheets were assigned to read and discuss with the others in small groups. It was designed to teach Incident Investigation using "Systems of Safety" and "Logic Trees." While the class was interesting, Jill felt it was geared more to the USW and CWA industries and also felt it would be a good class for the Grievance Team since they investigate situations involving the Flight Attendant workgroup on a daily basis.

The most interesting part of the day was when they switched gears and spoke about heat stress issues. While Flight Attendants don't encounter the level of heat stress that someone working in an attic in the middle of summer would, it was good information to have; especially the part about how heat stress is cumulative. When exposed to heat day in and day out, one can't tolerate as much on the third day as on the first. Even getting to an air conditioned area, the effects are cumulative. Also, persons are at greater risk for heat related illness if they are over 65, overweight, have heart disease and/or high blood pressure or are sick or recently sick.

Also shown were some cards that can be worn around the neck on lanyards and would be helpful for the workgroup to track the temperatures on the A/C. On the drive back to the hotel, Ed Watt presented the idea that Chris and Jill approach SWA and ask Management to purchase these cards for the Flight Attendants as a tool to track the temperatures on the hot aircraft. The website provided for these cards was "Heatware.com"

4 other website addresses were provided. OSHA.gov; 16deathsperday.com; whistleblowers.gov; and usmwf.org.

Bottom line for safety is don't tough it out! It is a real medical emergency if you feel faint, dizzy or confused. You must get to a cooler area immediately.

Jannah Dalak presented the **Working Women's Committee Report** Submitted by Addie Crisp.

The committee had no activity for the month of June.

The Executive Board reviewed the June 2012 Executive Board Synopsis.

Stacy Martin entered the meeting at 1013.

Matt Hettich made a **motion #14** to approve the June 2012 Executive Board Synopsis. Jimmy West **seconded** the motion. The motion **carried**.

Stacy Martin left the meeting at 1020 for Union Business.

There was discussion regarding the Executive Board approving the Synopsis before the Minutes.

The Executive Board took a break at 1030.

The meeting resumed at 1050. TWU Local 556 Executive Board Members in attendance were Chris Click, Dawn Wann, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

Stacy Martin was pre-excused for Union Business.

Valerie Boy was a pre-excused absence.

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

John DiPippa made a **motion #15** to approve the June 2012 Executive Board Working Minutes. Dawn Wann **seconded** the motion. The motion **carried**.

The Executive Board reviewed the June 4, 2012 Executive Board Conference Call Synopsis.

Matt Hettich made a **motion #16** to approve the June 4, 2012 Executive Board Conference Call Synopsis. John DiPippa seconded the motion. The motion **carried**.

The Executive Board reviewed the June 4, 2012 Executive Board Conference Call Working Minutes.

John DiPippa made a **motion #17** to approve the June 4, 2012 Executive Board Conference Call Working Minutes. Addie Crisp seconded the motion. The motion **carried**.

The Executive Board reviewed the June 2012 Executive Board Attendance Report.

Matt Hettich made a **motion #18** to approve the June 2012 Executive Board Attendance Report. Jerry Lindemann seconded the motion. The motion **carried**.

Addie Crisp made a **motion #19** to excuse Matt Hettich for personal reasons from the remainder of the June Executive Board Session. Stacey Vavakas seconded the motion. The motion **carried**.

Matt Hettich left the meeting at 1215.

Stacy Martin entered the meeting at 1220.

Stacy Martin chaired the meeting.

There was discussion about the Roll Call Voting Report. Discussion resulted in the Roll Call Voting Report will be reviewed during Board Session at the end of every day.

Chris Click made a **motion #20** to approve the June 2012 Executive Board Roll Call Voting Report. John DiPippa **seconded** the motion. The motion **carried.**

The Executive Board went to lunch at 1300.

The meeting resumed at 1404. 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, Addie Crisp, John DiPippa, Donna Keith, Stacey Vavakas, and Jimmy West.

Tina Coffee was tardy.

Valerie Boy was pre-excused.

Matt Hettich was pre-excused.

Tina Coffee entered the meeting at 1409.

Chris Click made a **motion #21** to approve the June 2012 Executive Board Special Session Synopsis. John DiPippa **seconded** the motion. The motion **carried**.

Chris Click made a **motion #22** to approve the June 2012 Executive Board Special Session Working Minutes. John DiPippa **seconded** the motion. The motion **carried**.

Jimmy West made a **motion #23** to approve the June 26 – 28, 2012 Executive Board Special Session Attendance Report. Stacey Vavakas **seconded** the motion. The motion **carried**.

Jimmy West made a **motion #24** to approve the June 26 – 28, 2012 Executive Board Special Session Roll Call Voting Report. Rob Riddell **seconded** the motion. The motion **carried**.

The Executive Board discussed Board Members' compliance with TWU Local 556 Bylaw Article VII (g) for the second quarter of 2012.

Stacy Martin	*Excused*
Chris Click	*BS2Q June 1 – 3, 2012*
Dawn Wann	*Excused*
Jerry Lindemann	*HS2W March 30 – April 1, 2012*
Jannah Dalak	*Excused*
Tina Coffee	*PS4O June 20 – 22, 2012*
Rob Riddell	*PAWT May 28 – 30, 2012*
Karen Amos	*DAD5 March 30 – April 1, 2012*
Valerie Boy	*HANE May 31 – June 2, 2012*
Addie Crisp	*LS46 May 24 – 29, 2012*
John DiPippa	*PAJN June 18 – 20, 2012*
Matt Hettich	*OS6Y May 23 – 24, 2012*
Donna Keith	*MS2M June 20 – June 21, 2012*
Stacey Vavakas	*BA2N June 2 – 3, 2012*

Jimmy West FA81 June 20 -21, 2012

Dean Walker entered the meeting at 1507 to discuss the TWU Local 556 Website. There was discussion.

The Executive Board took a break at 1600.

The meeting resumed at 1610. TWU Executive Board Members in attendance were Stacy Martin, Chris Click, Jerry Lindemann, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Donna Keith, Stacey Vavakas, and Jimmy West.

Dawn Wann was pre-excused.

Matt Hettich was pre-excused.

Karen Amos presented the **Dallas Domicile Report.**

Karen reported that the Dallas Base has a new Supervisor, Mary Teague, who comes from Air Tran, where she was a Flight Attendant and a Supervisor. Karen reported that the Dallas Base is still holding Attendance Meetings. The feedback from these meetings is that they affect the overall morale in the Dallas Base, which is at an all- time low. Many Flight Attendants do not feel it is an effective practice. Karen reported that she worked with the individuals that have stepped up to train for the Scheduling Committee and is very thankful to departing members for their years of service and to those who are helping train during the transition. Karen has served as Chair of the Flight Attendant Assistance Program for the past few months and the current members of the program are looking forward to getting together to build upon the current system as well as review facilities for the Membership. Karen covered weekend on call during the month. Karen updated the Union Bulletin Board, performed two Lounge Mobilizations, and attended a 737-800 Subcommittee Meeting. Karen reported she cleaned the Union Red Rack in the Dallas Lounge and all Unity publications have been distributed.

Stacy Martin submitted the **President's Report.**

<u>Staffing:</u>

Stacy reported that the office team is working very hard. Stacy and Lyn offered invitations to train to Alice Hinkley, David Feather, Dana Perkins and Kristin Loucks regarding positions on the grievance team. Stacy would like to offer thanks to Jill Van der werff whose last day working in the Union office full time was Wednesday, July 11, 2012. Jannah Dalak and Jerry Lindemann have been stellar in their responsibilities of managing the Staff. Additionally, Lyn Montgomery and Becky Parker have performed admirably as well regarding any issues that were presented. Stacy, Lyn, Jerry and Jannah continue to meet to discuss the shaping of policies and procedures in the office.

<u>Side Letter 10:</u>

Stacy reported that a special Executive Board Meeting was called on June 26, 2012 with legal advisors, Mark Richard and Garry Drummond, TWU International Vice President.

<u>Communications:</u>

Stacy reported that he has had daily communications with Dean Walker, TWU's Webmaster and Robin Brewer, TWU's Publications Chair. The July UNITY will be printed and distributed to the Membership in the latter part of July.

<u>Scheduling Committee:</u>

Stacy reported that it is unfortunate the Scheduling Committee decided to resign in mass. The Local thanks the entire team for their dedication.

<u>Group Grievances:</u>

Stacy and Lyn have held numerous meetings with the Company regarding Attendance Meetings and the 737-800 video training. Active grievances are pending on both.

<u>Membership Meetings:</u>

Over the last two weeks of July, Stacy Martin, Jannah Dalak and Chris Click will be attending Membership Meetings. They will meet in eight cities over ten days. Items on the agenda include Shop Steward Nominations and Elections, the Board of Election Nominations and Nominations for the Negotiating Team. Stacy expects the agenda to be quite full.

<u>Miscellaneous:</u>

Stacy continues to have discussions with TWU International over Article 15.2 as outlined in our contract. Needless to say, this topic has occupied a great deal of time and the issue persists.

Stacy reported that in addition to his duties with the NT and the Co- Chair of COPE, he has been working closely with Portia White in establishing proper roles and procedures regarding committees. Portia has assisted the Local by keeping the Executive Board up to date regarding TWU International activities. It is important to continue to develop our Union on every level. Her expertise in grassroots outreach, training and legal studies are helpful in attaining the correct balance necessary to be a successful Union. Stacy would like to thank the entire Executive Board for starting the process of building a very cohesive team. He reported that he expects it to continue to be a process that will involve strategic planning. Stacy discussed team unity within the office and how it relates to the board and the team. Stacy continued to discuss staffing plans for the Local.

There was discussion about a Member request to place a press release on the TWU 556 Website. At this time the Executive Board has decided not to place the press release on the Union Website.

Stacy Martin discussed the need for an additional Grievance Chair to address the growing numbers in the Membership. There was discussion.

Chris Click made a **motion #25** to create an additional Grievance Chair position. Valerie Boy **seconded** the motion. The motion **carried.**

Jimmy West made a **motion #26** to appoint Becky Parker as additional Grievance Chair. Stacey Vavakas **seconded** the motion. The motion **carried**.

There was discussion regarding the Denver Spirit Party. Local 555 is attending the Denver Spirit Party and Board Member At Large, Tina Coffee stated she would like to contact TWU Local 555 to participate in a joint mobilization effort. Tina stated she would receive estimates for the costs for hats, t-shirts, water bottles and shopping bags.

Valerie Boy discussed the Shop Steward Election process. Legal Counsel Ed Cloutman was a guest at the meeting at 1810 via conference call.   It was determined that Shop Stewards would be elected base specific per past practice.

Stacy Martin updated the Executive Board on his latest conversation with TWU International President Jim Little regarding International Union Business.

Chris Click made a **motion #27** to adjourn. Jerry Lindemann **seconded** the motion. The motion **carried**.

The meeting adjourned at 1830.

To the best of my knowledge these minutes are true and correct.

Jannah Dalak

Jannah Dalak
TWU Local 556 Recording Secretary

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EXECUTIVE BOARD VOTING RESULTS

EXECUTIVE BOARD JULY 2012

Last Name	First Name	Title	1) Made a Motion to excuse Jerry Lindemann for Union Business.	2) Motion to Excuse Stacy Martin from Tuesday's EB Session	3) Motion to Recess	5) Motion to Accept Settlement of Group Grievance
Martin	Stacy	President	CHR	AWY	AWY	CHR
Click	Christopher	1st VP	YEA	CHR	CHR	YEA
Wann	Dawn	2nd VP	YEA	SICK	SICK	NAY
Dalak	Jannah	Secretary	YEA	YEA	NAY	NAY
Lindemann	Jerry	Treasurer	YEA	YEA	YEA	YEA
Coffee	Tina	BMAL 1	AWY	YEA	YEA	NAY
Riddell	Rob	BMAL 2	AWY	YEA	NAY	NAY
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	AWY
Keith	Donna	MDW DEBM	YEA	YEA	YEA	NAY
Amos	Karen	DAL DEBM	AWY	YEA	YEA	NAY
Boy	Valerie	HOU DEBM	YEA	YEA	YEA	NAY
Crisp	Addie	LAS DEBM	YEA	YEA	NAY	SICK
Hettich	Matt	OAK DEBM	YEA	YEA	NAY	YEA
DiPippa	John	PHX DEBM	YEA	YEA	YEA	NAY
West	Jimmy	MCO DEBM	YEA	YEA	YEA	NAY

Last Name	First Name	Title	10) Motion to Approve May 2012 Financial Report	11) Motion to Install Greg Hofer as Parliamentarian for July Membership Meetings	13) Motion to Recess	14) Motion to Approve June 2012 Executive Board Meeting Synopsis
Martin	Stacy	President	CHR	NAY (TIE BREAK)	CHR	AWY
Click	Christopher	1st VP	YEA	YEA	NAY	CHR
Wann	Dawn	2nd VP	YEA	YEA	YEA	YEA
Dalak	Jannah	Secretary	YEA	YEA	YEA	YEA
Lindemann	Jerry	Treasurer	YEA	NAY	YEA	YEA
Coffee	Tina	BMAL 1	YEA	YEA	YEA	YEA
Riddell	Rob	BMAL 2	YEA	NAY	NAY	AWY
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	YEA
Keith	Donna	MDW DEBM	YEA	AWY	YEA	AWY
Amos	Karen	DAL DEBM	YEA	NAY	AWY	YEA
Boy	Valerie	HOU DEBM	YEA	YEA	YEA	AWY
Crisp	Addie	LAS DEBM	SICK	SICK	SICK	YEA
Hettich	Matt	OAK DEBM	YEA	NAY	NAY	YEA
DiPippa	John	PHX DEBM	YEA	NAY	YEA	YEA
West	Jimmy	MCO DEBM	YEA	NAY	YEA	YEA

Last Name	First Name	Title	15) Motion to Approve June 2012 EB Meeting Working Minutes	16) Motion to Approve June 2012 EB Conference Call Synopsis	17) Motion to Approve June 2012 EB Conference Call Working Minutes	18) Motion to Approve June 2012 EB Attendance Report
Martin	Stacy	President	AWY	AWY	AWY	CHR
Click	Christopher	1st VP	CHR	CHR	CHR	YEA
Wann	Dawn	2nd VP	YEA	AWY	YEA	YEA
Dalak	Jannah	Secretary	YEA	YEA	YEA	YEA
Lindemann	Jerry	Treasurer	YEA	YEA	YEA	YEA
Coffee	Tina	BMAL 1	YEA	YEA	YEA	YEA
Riddell	Rob	BMAL 2	YEA	YEA	YEA	YEA
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	YEA
Keith	Donna	MDW DEBM	YEA	YEA	YEA	YEA
Amos	Karen	DAL DEBM	YEA	AWY	AWY	YEA
Boy	Valerie	HOU DEBM	AWY	AWY	AWY	AWY
Crisp	Addie	LAS DEBM	YEA	YEA	YEA	AWY
Hettich	Matt	OAK DEBM	YEA	YEA	YEA	YEA
DiPippa	John	PHX DEBM	YEA	YEA	YEA	YEA
West	Jimmy	MCO DEBM	YEA	YEA	YEA	YEA

Last Name	First Name	Title	19) Motion to Excuse Matt Hettich from the Remainder of Boards	20) Motion to Approve June 2012 EB Roll Call Vote Report	21) Motion to Approve June 2012 EB Special Session Synopsis	22) Motion to Approve June 2012 EB Special Session Working Minutes
Martin	Stacy	President	CHR	CHR	CHR	CHR
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	YEA	YEA	YEA	YEA
Coffee	Tina	BMAL 1	YEA	AWY	YEA	YEA
Riddell	Rob	BMAL 2	YEA	YEA	YEA	YEA
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	YEA
Keith	Donna	MDW DEBM	YEA	NAY	YEA	YEA
Amos	Karen	DAL DEBM	YEA	AWY	YEA	YEA
Boy	Valerie	HOU DEBM	AWY	AWY	AWY	AWY
Crisp	Addie	LAS DEBM	YEA	YEA	YEA	YEA
Hettich	Matt	OAK DEBM	AWY	AWY	AWY	AWY
DiPippa	John	PHX DEBM	YEA	YEA	YEA	YEA
West	Jimmy	MCO DEBM	YEA	YEA	YEA	YEA

Last Name	First Name	Title	23) Motion to Approve June 2012 EB Special Session Attendance Report	24) Motion to Approve June 2012 EB Special Session Roll Call Vote Report	25) Motion to create an additional Grievance Chair Position	26) Motion to Appoint Becky Parker to the additional Grievance Chair Position
Martin	Stacy	President	AWY	CHR	CHR	CHR
Click	Christopher	1st VP	CHR	YEA	YEA	YEA
Wann	Dawn	2nd VP	YEA	YEA	AWY	AWY
Dalak	Jannah	Secretary	YEA	YEA	YEA	YEA
Lindemann	Jerry	Treasurer	YEA	YEA	YEA	YEA
Coffee	Tina	BMAL 1	YEA	YEA	YEA	YEA
Riddell	Rob	BMAL 2	YEA	AWY	YEA	YEA
Vavakas	Stacey	BWI DEBM	YEA	YEA	YEA	YEA
Keith	Donna	MDW DEBM	YEA	NAY	YEA	YEA
Amos	Karen	DAL DEBM	YEA	NAY	YEA	YEA
Boy	Valerie	HOU DEBM	AWY	AWY	YEA	YEA
Crisp	Addie	LAS DEBM	YEA	YEA	YEA	NAY
Hettich	Matt	OAK DEBM	AWY	AWY	AWY	AWY
DiPippa	John	PHX DEBM	YEA	YEA	YEA	YEA
West	Jimmy	MCO DEBM	YEA	YEA	YEA	YEA

Last Name	First Name	Title	27) Motion to Adjourn
Martin	Stacy	President	CHR
Click	Christopher	1st VP	YEA
Wann	Dawn	2nd VP	AWY
Dalak	Jannah	Secretary	YEA
Lindemann	Jerry	Treasurer	YEA
Coffee	Tina	BMAL 1	YEA
Riddell	Rob	BMAL 2	NAY
Vavakas	Stacey	BWI DEBM	YEA
Keith	Donna	MDW DEBM	YEA
Amos	Karen	DAL DEBM	YEA
Boy	Valerie	HOU DEBM	YEA
Crisp	Addie	LAS DEBM	YEA
Hettich	Matt	OAK DEBM	AWY
DiPippa	John	PHX DEBM	YEA
West	Jimmy	MCO DEBM	YEA