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

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May 2013 Executive Board Meeting
May 14 – 17, 2013
Synopsis

Tuesday May 14, 2013

Stacy Martin called the Meeting to order at 0912.

TWU Local 556 Executive Board Members Stacy Martin, Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Stacey Vavakas and Valerie Boy were present.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

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

Garry Drummond administered the TWU Oath of Office to new 2nd Vice President Brett Nevarez and Recording Secretary Cuyler Thompson who, in accordance with the Local 556 Bylaws, had accepted the positions recently vacated by Dawn Wann and Jannah Dalak respectively.

Addie Crisp led the Board in reciting the **Pledge of Allegiance**.

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

Stacy Martin reported to the Executive Board that per his instructions, the trial regarding the charges against 1st Vice President Chris Click was proceeding that day at the Renaissance Hotel, despite the fact that the Executive Board had voted to reschedule the trial for the following week.

Addie Crisp made a **motion** (1) to postpone the Trial originally set for May 14, 2013 until a later date to be decided by the Executive Board. Tina Coffee **seconded** the motion.

Stacy Martin	Chair
Chris Click	Suspended
Jerry Lindemann	Pre-excused

Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Pre-excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Board **agreed** that Matt Hettich and Donna Keith would contact the Trial Committee Members in order to ascertain their availability for the date of the new Trial and report back to the Executive Board after the lunch break.

Jimmy West made a **motion** (2) to move the postponed Trial from May 14, 2013 to May 23, 2013. John DiPippa **seconded** the motion.

Matt Hettich made a **motion** (3) to table the motion on the floor pending notification of the Trial Committee Members. Chris Sullivan **seconded** the motion.

Stacy Martin	Chair
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Pre-excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board **agreed** that Stacy Martin would notify the Trial participants at the Renaissance Hotel that the Trial would not be taking place that day and had been rescheduled. Stacy Martin left the Meeting at 1019 to contact the Trial participants and **agreed** to return to the Meeting after the next scheduled break.

Brett Nevarez chaired the Meeting.

Garry Drummond left the Meeting at 1020.

John DiPippa made a **motion** (4) to postpone the Trial originally set for May 15, 2013 until a later day decided by the Executive Board. Jimmy West **seconded** the motion.

Stacy Martin	Excused
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Abstain
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Pre-excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Addie Crisp submitted the **Las Vegas Base Report**:

> *Attendance meetings continue in base. Addie Crisp updated the glass case. Addie Crisp talked to the airport about future Knives on Planes airport action. Shop Stewards volunteered in the lounge after Fact-Finding Meetings.*

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

> *On April 17-18 Chris Sullivan participated in the TWU Local 556 Executive Board meeting in Dallas. The Union Glass Case was updated on April 19 and May 10, 2013. Chris distributed the Unity magazine into all Denver Flight Attendants' mailboxes on May 10. April 21-25 Chris attended the Global Cabin Air Quality Executive (GCAQE) on behalf of TWU Local 556. Also in attendance was International Vice President Thom McDaniel. Throughout the month, Chris met with Denver Base Manager Katrina Bannon to discuss various topics. Chris also attended meetings for several Members and coordinated with the Union Office to ensure that all Members needing assistance were represented.*

The Board took a break at 1030 and reconvened at 1053.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Stacey Vavakas and Valerie Boy were present.

Stacy Martin was excused.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Cuyler Thompson made a **motion** (5) suspend the Meeting Agenda in order to discuss an important matter. John DiPippa **seconded** the motion.

Stacy Martin	Excused
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Pre-excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Cuyler Thompson made a **motion** (6), that "For failing or refusing to adhere to, or carry out, the instructions, directions, or decisions of the Local Executive Board and acting in violation of the TWU Constitution, I move to suspend President Stacy Martin under Article XXI of the Constitution immediately, pending a hearing before the Local 556 Executive Board." John DiPippa **seconded** the motion.

Stacy Martin	Excused
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Abstain
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Pre-excused
John DiPippa	Yea
Addie Crisp	Yea

Chris Sullivan Nay

The motion **carried**.

The Executive Board **agreed** that upon Stacy Martin's return to the Union office, and after being notified of his suspension, Brett Nevarez and Chris Sullivan would accompany Stacy Martin while he retrieved his personal effects from the Union Office and then escort Stacy Martin from the building.

Stacy Martin and Garry Drummond returned to the Meeting at 1056.

Brett Nevarez informed Stacy Martin that in accordance with Article XXI of the TWU Constitution, the Executive Board had voted to suspend him pending a hearing.

Stacy Martin, Brett Nevarez and Chris Sullivan were excused at 1056.

Cuyler Thompson chaired the Meeting.

The Executive Board discussed Stacy Martin's suspension and Article XXI of the TWU Constitution with Garry Drummond.

Brett Nevarez returned to the Meeting at 1104.

Discussion continued.

The Board **agreed** that the Executive Board Hearing regarding the suspension President Stacy Martin would be held at 0900 on May 29, 2013.

Chris Sullivan returned to the Meeting at 1139 and reported that Stacy Martin had left the building.

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker entered the Meeting at 1152 to discuss the President's suspension and the subsequent communication to the Union Office Team.

The Board **agreed** that Jimmy West, Brett Nevarez and Garry Drummond would notify the Office Team at a meeting to be called by the Grievance Committee Chairpersons at 1215.

Becky Parker and Lyn Montgomery were excused at 1204.

Brett Nevarez **agreed** to verify with Jerry Lindemann the names of the Officers who were designated by the Executive Board as signatories on the Union's financial accounts.

The Board discussed the Local 556 Office Manager Position, recently vacated by Jannah Dalak.

The Board **agreed** that Rob Riddell would contact Jannah Dalak regarding her availability and/or willingness to serve as a temporary Office Manager.

Brett Nevarez, Jimmy West and Garry Drummond were excused to meet with the Grievance Team at 1217.

Cuyler Thompson chaired the Meeting.

The Board continued to discuss the Office Manager position. The Board **agreed** that in the event that Jannah Dalak did not accept the temporary position as Office Manager, former Office Manager John Parrott would be asked to fill the temporary position.

Rob Riddell was excused to call Jannah Dalak at 1217.

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

> *John wrote the April E-Connection and has also reviewed upcoming Grievances for May Boards. John posted the Membership Meeting dates in the glass case and wrote a base report for May. John wants to thank Board Member at Large Tina Coffee for stuffing the most recent issue of Unity. John informed the Board that the base got a new "full size" refrigerator. John wants to welcome Cuyler Thompson as the new Recording Secretary and Brett Nevarez as the new 2nd Vice President. John wants to wish the previous Recording Secretary Jannah Dalak and Dawn Wann, the prior 2nd Vice President the best of luck on line and thanks them for their service to the Membership. John reached out to all of his Shop Stewards via email and will make sure that any Shop Stewards that aren't fully trained will be fully trained.*

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

> *Stacey reports that she met with Management to discuss on going issues within the base. Stacey also spent several days in the lounge, updated the red rack, distributed all Union articles, and updated the glass case.*

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

> *Donna reports that the Chicago Base has been continuing with Fact-Finding Meetings, Step 2 Meetings, and Phase 2 Attendance Review Meetings. Donna reports there will soon be a new Supervisor in Chicago to replace Leanne Mieszala who has transferred to Las Vegas Base as a Supervisor. Donna has updated the glass case, straightened the red rack, and distributed all publications. Donna has spent time in the Chicago Lounge, met with Base Management to discuss the welfare of the Chicago Base, has been Emergency Officer on Call, attended the April Executive Board Meeting and has been available to Flight Attendants for questions and concerns via phone, email, and text messaging. Donna posted the Membership Meeting dates in the glass case. Donna has been in touch with all Shop Stewards.*

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

> *Valerie attended AFL-CIO Meeting for Harris County. Valerie attended a meeting of TWU Texas State Conference with Kelley Martin (representing Travis County) to discuss current legislative issues that affect our workgroup. Valerie and LaTonia Paul Benoit joined with members of the Coalition of Flight Attendants to meet with Representatives of Congressman Mike McCaul (R - District 10, Chairman of Homeland Security Committee for US) regarding Knives on Planes. Our meeting was well-received and opened up opportunities to meet with the Congressman in D.C. later in the month. The Coalition of Flight Attendants are planning a press release at George Bush Intercontinental Airport (IAH) on May 20 in which Representatives in Districts in and around Harris Counties are invited to join as they make their ways to D.C. for current Legislative session. Shop Stewards David Jackson, Rose Johnston and Latonia Paul Benoit helped Local 555 with leafleting on May 9-10 at Hobby Airport. Houston Shop Stewards have really stepped up to the plate covering meetings and participating in action events that*

not only benefit Houston Flight Attendants, but our entire work group. As you see LaTonia Paul Benoit, Kelley Martin, David Jackson, Jill van der Werff, Rose Johnston and Ryan Dunn around campus, please thank them for their efforts. All Union-sanctioned publications were displayed in glass cases and/or placed in Flight Attendant mailboxes. Since April, the Union Red Rack has moved locations around the lounge. It should have a permanent spot once painting concludes the third week of May.

Rob Riddell returned to the Meeting at 1219.

Addie Crisp presented the **Civil and Human Rights Committee (CHRC) Report**. There was no written report submitted.

Stacey Vavakas presented the **Shop Steward Committee Report**. There was no written report submitted.

Tina Coffee presented her **Officer's Report as Board Member at Large**. There was no written report submitted.

The Board went to lunch at 1230 and reconvened at 1400.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith and Valerie Boy were present.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Stacey Vavakas was excused for personal reasons.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

Each Executive Board Member briefed the Board on what had transpired during the lunch break.

There was discussion regarding the verification that Stacy Martin had not, as agreed, notified the participants the of the trial that the Executive Board had again voted to change the date of the trial.

The Executive Board **agreed** to instruct Executive Membership Coordinator Kimberly Colmenares to notify the Trial Committee Members, who had at one time been scheduled to participate in a trial the following day at the Renaissance Hotel, again, that the trial had been cancelled.

Executive Membership Coordinator Kimberly Colmenares entered the Meeting at 1423.

The Board discussed with Kimberly the names of the Flight Attendants to whom she had sent positive space passes and for whom she had made hotel reservations. Kimberly confirmed that she had not arranged for Flight Attendants to participate in any trial other than the one scheduled for that day.

Garry Drummond entered the Meeting at 1426.

Kimberly Colmenares was excused at 1428.

Jimmy West presented language for a proposed official communication to the Local 556 Membership regarding President Stacy Martin's suspension. There was discussion.

The Board **agreed** to the language of the official notification.

Cuyler Thompson **agreed** to send the proposed language to Local 556 Legal Counsel for review. Brett Nevarez **agreed** to send the approved language to be posted on the Local 556 Website and Facebook page.

Stacey Vavakas returned to the Meeting at 1501.

Cuyler Thompson presented Portia Reddick-White's request to present the COPE Report in person to the Executive Board. The Board **agreed** that the Agenda was very full and unable to accommodate her request. Cuyler Thompson **agreed** to invite Portia to speak with the Domicile Executive Board Members, during their working lunch, the following day at 1320.

Communications Committee Chair Dean Walker entered the Meeting at 1511 to discuss issues regarding the suspension of Stacy Martin.

The Executive Board instructed Dean to deactivate Stacy Martin's Union email account, office keycard, Union phone number, Laborsoft access and Southwest Airlines CSS access. The Executive Board authorized Dean to ask for the assistance of the Union's IT vendor.

Dean Walker was excused at 1520.

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

> *Jimmy reported that Fact-Finding Meetings remain high in Orlando. Jimmy reported that although Phase 2 of the Attendance Meetings have not yet began, Jimmy has been advised they will be starting. Jimmy reported the KCM lane is open in Orlando. Jimmy reported the KCM lane is located to the far right of the Hyatt Hotel elevators. Jimmy reported he attended the Orlando Station Safety Fair on April 25, 2013. Jimmy reported there was a strong turnout with several vendors present. Jimmy reported it appeared the employee shuttle bus system is reverting back to the shuttle buses that contain luggage racks. Jimmy reported the glass case reflects the upcoming Membership Meetings and TWU Local 555 information. Jimmy reported the Unity Magazine has been distributed in Orlando.*

Rob Riddell was excused to answer a call from Jannah Dalak at 1526.

Rob Riddell returned to the Meeting at 1552. Rob reported that Jannah Dalak had agreed to assist as temporary Office Manager if she could, but was only available on a limited basis.

The Board discussed offering the temporary position to John Parrott. The Board **agreed** to discuss the matter again later in the Meeting.

Cuyler Thompson was excused from the Meeting at 1534 while the Executive Board discussed the Trial Committee(s) for the upcoming trials of Jerry Lindemann and Chris Click.

Valerie Boy recorded the Minutes of the Meeting.

The Board discussed the composition of the Trial Committees.

Cuyler Thompson returned to the Meeting at 1743.

Cuyler Thompson submitted copies of Article XIX charges submitted by Member Lisa Trafton against Member Chris Click.

The Board **agreed** not to consider the charges until the July Executive Board Meeting. Cuyler Thompson and Jimmy West **agreed** to contact Lisa Trafton.

Brett Nevarez reported that he had informed Southwest Airlines Vice President of Inflight Mike Hafner and Local 556's Website administrators regarding the suspension of President Martin.

John DiPippa made a **motion** (7) recess. Jimmy West **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Pre-excused
John DiPippa	Yea
Addie Crisp	Nay
Chris Sullivan	Yea

The motion **carried**.

Brett Nevarez recessed the Meeting at 1817.

Wednesday May 15, 2013

Brett Nevarez called the Meeting to order at 0832.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Stacey Vavakas and Valerie Boy were present.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

There was discussion regarding reports received by Members of the Executive Board that the trial related to the charges against 1st Vice President Chris Click and Treasurer Jerry Lindemann was proceeding that day at the Renaissance Hotel, despite the fact that the Executive Board had voted to reschedule the trial for the following week.

The Board **agreed** to excuse Jimmy West and Addie Crisp to go to the Renaissance Hotel and inform all parties, including the hotel, that the Trial had been cancelled.

Cuyler Thompson reported that he had received verification that Stacy Martin had instructed Executive Membership Coordinator Kimberly Colmenares not to send the notifications of the date change of the trial(s) after she had left the Union Office to mail them via registered mail.

The business of the Board was halted due to lack of a quorum at 0845 and resumed at 0850.

Executive Board Members Cuyler Thompson, Tina Coffee, Rob Riddell, Matt Hettich, John DiPippa, Chris Sullivan, Donna Keith, Stacey Vavakas and Valerie Boy were present.

Brett Nevarez was excused to take a phone call.

Jimmy West and Addie Crisp were excused to notify the trial participants that the trial had been rescheduled by the Executive Board.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

Cuyler Thompson chaired the Meeting.

Lyn Montgomery and Becky Parker entered the Meeting at 0852 and presented the **Grievance Committee Report**:

GRIEVANCES

Active	*157*
Withdrawn	*15*
Settled Union	*9*
Settled Co	*2*

Recent Arbitrations

Since last Executive Boards, we had an arbitration over a termination grievance on April 25. Due to the sensitive nature of this case, Whitfield, McGann and Ketterman presented the case. A Board of Adjustment (BOA) was scheduled for a grievance on April 25, 2013. The Company agreed to settle the case prior to BOA. On May 2, 2013, the arbitration for group grievance was held. This grievance was filed in 2011 because the Company has violated clear contractual language concerning building a line of time for Flight Attendants who are returning from leaves. Ten days prior to the hearing the Company claimed that there was a time frame issue. The Union had to prepare both a time frames case and one on the merits. The Company attempted to state that the grievance was not filed within time frames due to the fact that there was a conversation with a Union leader and management on the topic a year before the grievance was filed. The Arbitrator sided with the Union stating that a grievance can be filed based on when the actual harm or infraction occurs. The Union was not able to complete presenting the case and two more days have been slated to continue the hearing on July 24 and 25.

A BOA was scheduled for a case filed in July of 2010. We scheduled it for a BOA in April but the Company needed to reschedule it on May 25. This case is an individual contract case filed because the grievant did not receive a two-hour notification while on reserve. He self-acknowledged his assignment the moment he was notified by computer that he had a trip on his board. It did not give him two hours to report. The Company claimed that he "initiated" this assignment by his acknowledgement and did not believe they violated the CBA. They claimed Scheduling could have given him a gate check and that he was not mandated to be there at the scheduled time listed on his board because Scheduling did not call him. The Union argued that there was ample time to give him the assignment but for whatever reason he was not contacted. He did the right thing by immediately acknowledging the assignment when he was made aware of it and reported on time. The Company proposed paying him the full double time but wanted to get a Letter of Understanding. They wanted us to agree that if a Flight Attendant self-notified an assignment under two hours; no compensation would be given. The Union felt like this was not the intention of the language and considered this a concession. The Union could not agree to this Letter Of Understanding. Both the Union and the Company agreed that a proper resolution would not be likely to be derived from a BOA. We agreed to settle this case on a non- precedent, non-referral basis. He will be paid time and one half for the initial assignment. The grievant agreed to the settlement and this case is now updated to Settled Union.

The Union is currently waiting on an arbitration decision on 143 seats. It is in the hands of the arbitrator and is expected any day.

A termination case for a Class I Section 17 heard on April 4, 2013, is still open until post hearing briefs are submitted on May 22.

Moving forward on these cases is another step in fulfilling the commitment made to the Membership to get resolution to the oldest cases on record. Unfortunately, the current number of terminations hearings that must be scheduled prevents the ability to schedule more of these older cases. The Union is being as aggressive as possible to solve all cases and strives to shorten the time period it takes to get resolution.

Group Grievances

Group grievances will now be filed by different team members rather than one person. The Grievance Chairs will assign a case manager to a new Group based on workloads and any special needs of the case. All team members will be able to add new grievants to groups, but the case will be managed by the assigned case manager. This will allow the team to be more knowledgeable about current group *grievances on file and should assist in ensuring applicable grievants are added. Group Grievance training for all grievance filers will be held on May 23, 2013.*

Brett Nevarez returned to the Meeting at 0909.

Addie Crisp and Jimmy West returned to the Meeting at 0915.

The Board continued to discuss the Grievance Committee Report.

The Board discussed potential topics of conversation for the Inflight Management Representatives who were scheduled as guests later in the Meeting.

The Board took a break at 0954 and reconvened at 1004.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Stacey Vavakas and Valerie Boy were present.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

Grievance Committee Chairs Becky Parker and Lyn Montgomery were guests at the Meeting.

Inflight Management Representatives Sonya Lacore and Brendan Conlon were guests at the Meeting.

Sonya Lacore reported that Southwest Airlines Flight Attendants would soon need to obtain current Passports for upcoming flights to international destinations. She went on to say that, Inflight Management currently had a team of people making sure that all of the details were covered in a "Q&A" available for our Flight Attendants. She said that "Roadshows" had been scheduled for all Inflight Bases. She said that Management would begin communicating to our Flight Attendants that they must have a valid passport by the end of the year. She requested that the Union designate someone to help the Company with Flight Attendant issues during this period. She went on to say that, all Flight Attendants would be required to carry their passports with them on all Southwest Airlines flights by April 2014. It was noted that the first and last names of our Flight Attendants must be the same as those on their Crew Badges. Sonya reported that staffing in the Inflight Bases was being "streamlined" further. She said that the current ratio was roughly 140-150 Flight Attendants for each Inflight Supervisor. She went on to say that the ratio would be decreased by about 20% across the Board. Donna Keith asked if the Supervisor II positions had been eliminated; this was confirmed. Brendan Conlon reported that he was concerned about the level of VJA across the system and was worried how it might affect our operations this summer. Sonya reported that Management would be encouraging Flight Attendants to have fun on the aircraft. She asked that Executive Board Members suggest individual Flight Attendants to her who might agree to be filmed talking about having "fun" and Southwest

Airlines Culture. Tina Coffee discussed problems with the amount of carry-on luggage on the Evolve aircraft. Sonya noted that Southwest Airlines Management was aware that this had become an issue. Valerie Boy noted that the ratio of Customers to lavatories had also increased and was a problem as well. Brendan said that this was on the Company's "radar" as well. Valerie Boy noted that the overhead bins do not close properly when they are too full. Sonya agreed. John DiPippa inquired as to how many of the 737-700's remained to be converted to the Evolve interiors. Brendan stated that all 737-700 series had been converted and that Southwest Airlines had now begun converting the 737-300 series. Tina Coffee opined that the new scent of the hand soap in the aircraft lavatories had made them smell better. Donna Keith produced a document that was being given to Flight Attendants during "Phase II" Attendance Meetings with Inflight Management. The document explained that under the Americans with Disabilities Act (ADA), Flight Attendants could contact the Southwest Airlines Career Transition Team (CTT) if they felt that they had a disability which no longer allowed them to perform the job as a Flight Attendant and wished to be reassigned to another position at Southwest Airlines. Donna asked if the rule regarding the number of "occurrences" that employees could have on their record when submitting an Internal Placement Application (IPA) would be waived in this instance. Sonya reported that the CTT looked at many different things when making their decision. She assured Donna that these conversations between the Flight Attendant and the CTT would be private. Donna asked for further clarification; she stated, "I understand that, but we need to know what the stipulations are so that as Union leaders we can assist the Flight Attendants in their decision-making." Sonya explained that the Flight Attendant would need to have a private conversation with the CTT. Donna explained that she did not want the Flight Attendant's personal information but wanted someone from the CTT to explain the entire process and options available to the Executive Board. Donna asked Sonya to provide a copy of the verbiage being noted in the Flight Attendants' personnel files at Phase II Attendance Meetings regarding the ADA document. Sonya agreed to send a copy of the verbiage to the Executive Board.

The Inflight Management Representatives were excused at 1030.

The Board discussed the verbiage being placed in the Flight Attendants' personnel files after being offered a American's with Disabilities Act (ADA) document during Phase II Attendance Meetings.

The Board discussed Grievances with Becky Parker and Lyn Montgomery.

Addie Crisp made a **motion** (8) to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Brett Nevarez left the Meeting at 1048 to take a call.

Cuyler Thompson chaired the Meeting.

Matt Hettich made a **motion** (9) not to proceed on a Grievance. Rob Riddell **seconded** the motion. The motion **carried**.

Addie Crisp made a **motion** (10) not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Rob Riddell made a **motion** (11) to proceed on a Grievance. Tina Coffee **seconded** the motion. The motion **carried**.

Rob Riddell made a **motion** not to proceed (12) on a Grievance. Chris Sullivan **seconded** the motion. The motion **carried**.

Brett Nevarez returned to the Meeting at 1055.

Becky Parker and Lyn Montgomery were excused at 1056.

Brett Nevarez reported to the Executive Board that the trial regarding the charges against 1st Vice President Chris Click and Jerry Lindemann, despite the fact that the Executive Board had rescheduled the trial for the following week, and despite the fact that all trial participants had been notified, in person, that morning by Addie Crisp and Jimmy West, was underway at the Renaissance Hotel.

Brett Nevarez read aloud the written notification from the Union sent to the law firm Whitfield, McGann & Ketterman informing them of Stacy Martin's suspension and the fact that President Martin could not act for or on behalf of the Union, including engaging legal services for Local 556.

The Board **agreed** that Matt Hettich would create a timeline of events that had happened regarding the two Trials.

The Board took a break at 1110 and reconvened at 1114.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Stacey Vavakas and Valerie Boy were present.

Karen Amos was pre-excused.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

Grievance Committee Chairs Becky Parker and Lyn Montgomery were guests at the Meeting.

The Board continued to discuss Grievances.

John DiPippa made a **motion** to proceed (13) on a Grievance. Chris Sullivan **seconded** the motion. The motion **carried**.

John DiPippa made a **motion** to proceed (14) on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Rob Riddell made a **motion** (15) to revisit on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John DiPippa made a **motion** (16) not to proceed on a Grievance. Rob Riddell **seconded** the motion. The motion **carried**.

Grievance Team Member Renda Marsh entered the Meeting at 1134 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1142 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1205.

Addie Crisp made a **motion** (17) not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

The Board took a break for lunch at 1200 and reconvened at 1345.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Karen Amos and Stacey Vavakas were present.

Valerie Boy was excused for a Union phone call.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

Grievance Committee Chairs Becky Parker and Lyn Montgomery were guests at the Meeting.

The Board continued to discuss Grievances.

Grievance Team Member Kristen Loucks entered the Meeting at 1350 to discuss the merits of a Grievance.

Kristen Loucks was excused at 1358.

A Grievant and Grievance Team Member Beth Ross entered the Meeting at 1358 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused 1434.

Valerie Boy returned to the Meeting at 1435.

Matt Hettich made a **motion** (18) not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **did not carry**.

Addie Crisp made a **motion** (19) to proceed on a Grievance. Chris Sullivan **seconded** the motion. The motion **did not carry**.

There was discussion regarding the merits of the Grievance.

Karen Amos made a **motion** (20) not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Grievance Team Member Renda Marsh entered the Meeting at 1457 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 1509 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1552.

Valerie Boy made a **motion** (21) to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

The Board took a break at 1600 and reconvened at 1610.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Valerie Boy, Karen Amos and Stacey Vavakas were present.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

Grievance Committee Chairs Becky Parker and Lyn Montgomery were guests at the Meeting.

Grievance Team Member Renda Marsh entered the Meeting at 1614 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 1618 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1649.

John DiPippa made a **motion** (22) not to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Grievance Team Member David Feather entered the Meeting at 1711 to discuss the merits of the Grievance.

Garry Drummond left the Meeting at 1717.

A Grievant entered the Meeting at 1726 to discuss the merits of the Grievance.

David Feather and the Grievant were excused at 1742.

Rob Riddell made a **motion** (23) not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Becky Parker and Lyn Montgomery were excused at 1749.

The Board took a break at 1750 and reconvened at 1806.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Valerie Boy, Karen Amos and Stacey Vavakas were present.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

The Board **agreed** to extend the day's Meeting for one more hour in order to finish more business.

Brett Nevarez reported that some of the instructions given to the Communication Committee Chair by the Executive Board earlier in the Meeting, after the suspension of Stacy Martin, had not been completed.

The Executive Board **agreed** that safety issues should be forwarded to Safety Committee Co-Chairperson Jill Van der Werff.

The Board reaffirmed that the trial(s) regarding the charges filed against Chris Click and Jerry Lindemann would be held at the Union Office on May 23 and 24, 2013. The Executive Board **agreed** to select eight Members of TWU Local 556 to serve as Trial Committee Members or Trial Committee Alternates. The Executive Board made corrections and changes to the letter of notification to the trial participants.

The Executive Board discussed the fact that currently Stacy Martin and Jerry Lindemann were the only Executive Board Members allowed to transmit trip pulls to Southwest Airlines. Brett Nevarez reported that he had spoken with Mike Hafner regarding this matter.

The Executive Board discussed a communication received via facsimile at the Union Office from Local 556 Members who had participated in the unauthorized trial, arranged by Stacy Martin against the instructions of the Executive Board, regarding their decision on the charges against 1st Vice President Chris Click. The Executive Board discussed the opinion of Local 556 Legal Counsel regarding this communication and the decision of this unauthorized Trial Committee.

The Executive Board **agreed** that the trial had not been authorized by the TWU Local 556 Executive Board, thus the decision of the supposed Trial Committee was therefore null and void.

Cuyler Thompson **agreed** to draft a response from the Executive Board, with the assistance of Legal Counsel, to the Members of Local 556 who had participated in the unauthorized trial and to present it to the Executive Board during the Meeting the following day for review.

Cuyler Thompson was excused from the Meeting at 1907.

Valerie Boy recorded the Minutes of the Meeting.

The Board discussed the proposed Members of the Trial Committee(s) for the trials to be held on May 23 and 24, 2013 regarding charges filed against Chris Click and Jerry Lindemann.

Addie Crisp made a **motion** to recess. John DiPippa **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Away
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Nay
Chris Sullivan	Yea

The motion **carried**.

Brett Nevarez recessed the Meeting at 1925.

Thursday May 16, 2013

Brett Nevarez called the Meeting to order at 0833.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Karen Amos, Stacey Vavakas and Valerie Boy were present.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

Brett Nevarez presented a letter from TWU International regarding the upcoming TWU International Convention. The letter confirmed that Local 556 would be allowed a total of thirty-five delegates to the

Convention. The Board **agreed** that according to the Local 556 Bylaws, the sixteen Members of the Executive Board would serve as delegates and that nineteen delegates would be elected by the Membership.

The Board **agreed** to investigate all cost-saving measures when making the arrangements for the Local 556 attendees at the TWU International Convention. Addie Crisp **agreed** to research the most cost-effective and Union-friendly options for lodging the Local 556 Delegates at the Convention.

Cuyler Thompson submitted a draft of the proposed response from the Executive Board that he had written with the assistance of Local 556 Legal Counsel to the Members of Local 556 who had participated in the unauthorized trial of Chris Click. The Board **agreed** with the proposed verbiage and agreed that Cuyler Thompson would send the same letter to all trial participants.

Cuyler Thompson submitted the Scheduling Committee Report for Chairpersons Marcy Vinyard and Michelle Zenici:

> *We posted a summary of June's Schedule information on the Committee page of the TWU Website prior to the close of Primary Line Bidding and we plan to update the open time remaining following VR line writing on May 10. Data continues to be updated and stored each time we write lines.*
> *Primary Lines for June were written on April 24 and 25, and VR lines will be written on Friday, May 10. Statistics were comparable to the previous year's averages, although there were fewer lines with 48 hours breaks. The June schedule was very dense and the reserve ratio is continuing to be very high. This combination is expected to continue through the summer. When these two factors exist, Planning allows less lines/positions for Primary and VR lines. Therefore, more trips are placed on fewer lines, creating less consistency. These factors make the required line quality statistics difficult to attain; therefore less time could be spent matching RON's (when available), high paying pairings, and report times. However, we spent the time we had accomplishing that in as many bases as we could.*
> *Turn and two-day pairings decreased system-wide in June; with more three-day pairings being prevalent. three-day pairings on two-day lines, and color swaps to maintain 'purity' were unavoidable. The reserve ratio continues to prevent additional turn lines; therefor turns are placed adjacent to three-day pairings maintaining 'purity' wherever possible. No additional 737-800 series aircraft were added to the fleet in June, and the next anticipated delivery is tentatively set for October. There were 'A,B,C' and separate 'D' pairings in all bases; although the limited number of 'D' parings in some bases did not allow 'D' lines to be built for the Primary lines. Some bases had an improvement in the 'D' pairings that were generated, allowing for more consistency in some of those 'D' lines in those bases. We can expect to see the -800 aircraft continue to shift with routes geared toward the summer's seasonal demand. So, those pairings will continue to change. The June base schedule continues through August 9 and demand shaping continues on the weekends. Weekend flyers can expect little consistency in the pairings, as the Company shifts flying to meet the public's demand. The Committee will write Primary lines for July on May 29 and 30 and July's VR lines will be written on Monday, June 10. Again with the difficult schedule this month, the solutions were not available for the Chairs to begin line writing a day early. Planning has indicated that they expect the difficulties with the schedule to continue through summer.*

There was discussion regarding the many emails received by the Executive Board regarding the Scheduling Committee. Brett Nevarez **agreed** to forward those emails to the Scheduling Committee Chairpersons.

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

April was a busy month for Inflight CISM. We held our annual joint training with our Pilots April 9-11 and had over 115 people attend. We had Inflight Supervisors and Inflight Schedulers join the Team for our training. We currently have 66 active Team Members this includes the 5 Air Tran peers. We are scheduled to participate in the 2013 Safety Fairs at the bases this year and hope to continue to provide education on what CISM does for the Flight Attendants. Below you will see the total calls that came into our hotline. Thank you again for your continued support!

Inflight Incident Summary - April 2013

Medical Emergency	*12*
Other	*9*
A/C Mechanical	*8*
Personal Issue-F/A	*6*
Decompression	*6*
Turbulence	*4*
Death of F/A family member	*3*
Death on Board	*2*
F/A Illness on RON	*2*
A/C Mechanical – AirTran	*2*
Medical Emergency – AirTran	*1*
Bomb Threat	*1*
Declared Emergency	*1*
F/A Illness on RON – AirTran	*1*
Suicide	*1*
Suicide Intervention	*1*
Lounge Mobilization	*1*
Prep Cabin for Emergency – AirTran	*1*
A/C Accident	*1*
Employee Death-Off Duty	*1*
Smoke in Cabin	*1*
Smoke in Cabin – AirTran	*1*
Jump seat Intervention – AirTran	*1*
Calls Related to F/A Family Member Death	*1*
Passenger Misconduct	*1*
F/A Injury	*1*
Jump seat Intervention	*1*
Declared Emergency – AirTran	*1*
Smoke in Cockpit	*1*
Calls Related to Death of F/A	*1*

Employee Fatality	*1*
A/C Incident	*1*
F/A Hospitalization	*1*

Total- 77

Cuyler Thompson submitted the **Health Committee Report** for Chairperson Michelle Moore:

<u>ASAP:</u>
I am attaching a synopsis of the latest ASAP data. To date we have received 1,378 reports. We recently made a recommendation to the company to change verbiage in the manual in regard to the arming/disarming procedure. Part of the recommendation was accepted - part of it wasn't. The verbiage prepare/secure will be changed to arm/disarm to help alleviate any confusion. We also asked Inflight Management to clarify what the cross-check procedure was, this part of the recommendation was not accepted. The number of reports submitted has dropped since the new Letter of Understanding (LOU) went into place. The Event Review Committee (ERC) plans on visiting the bases during the upcoming Health and Safety Days to promote the program. We will continue to monitor the situation to see if the decrease is a result of the new LOU or if it's just a slow submission period.

<u>Health:</u>
We continue to have issues with the evolve aircraft, and I will discuss it with the company again during my HASC meeting this month. I also will address the Hot Aircraft issue and the latest injury data. Recently there was a FAA certification of the overwater ditching (similar to the 737-800 certification); I am going to discuss with the company why we weren't notified regarding the event so we could have a representative in attendance.

<u>ENS Follow-ups:</u>
In April we received 143 ENS messages, approximately 25 needed follow-up. I monitor the ENS messages daily and forward the ones pertaining to Inflight to Stacy, Chris and Eileen.

<u>Articles:</u>
I recently wrote an ASAP follow-up for the website as well as an article on Earthquake Safety in light of the recent California earthquake. Additionally, I submitted an article regarding Flight Attendants FAA Certification cards and how to have them replaced if they are lost or misplaced.

<u>Meetings Scheduled to Attend in May:</u>
<u>HASC</u> – Health and Safety Committee Meeting – monthly meeting
<u>ERC</u> – Weekly Meeting in addition to weekly prep and follow-up/phone calls
<u>ERC Procedural Meeting</u>
<u>Health and Safety Day</u> – MDW and LAS

Brett Nevarez reported that Michele Moore would begin sending the ENS Reports to Domicile Executive Board Members as requested by the Executive Board.

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

Karen reported the move to new lounge is complete. The lounge is very nice and the Flight Attendant feedback is positive. There are a few tweaks that remain on the to do list, one of which is the hanging of the TWU Union Glass Case. The new building construction has no wood beams only metal. Due to an on the job injury (OJI) caused by a shelf falling off the wall when it was hung by an Inflight Base *employee, only the city maintenance crew may now hang items. The glass case will remain on the floor in the right hand back corner of the lounge until the maintenance crew comes to hang all the remaining items in the lounge. Karen reported that she has coordinated with Base Manager Shannon Hiatt as to the location of the glass case. The Flight Attendants are a bit confused as to when to enter the codes when traveling beyond the main hallway door while going to the lounge. Once inside the hallway, one code summons the elevator and all Crew Members may ride together on the elevator but everyone must enter the code inside the elevator. Karen continues to take many calls in regards to Flight Attendant issues as well as concerns regarding the state of the Union. Attendance Meetings continue. Karen wrote an article for Unity. Karen has worked on Flight Attendant Assistance Program (FAAP) incidents. The glass case is updated. All Union publications have been distributed. Karen reported that she has visited with Management and will be meeting with Shannon in the next few weeks.*

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

Matt reported that Fact-Finding Meeting have decreased in Oakland while Attendance Meetings have increased over the past month. Matt met with Base Management and discussed issues related to the Oakland Flight Attendants. Matt wrote the Oakland E-Connection, wrote Oakland Base report for Unity Magazine, and updated the Oakland Base Page on the Union Website. Matt met with TWU Local 555 representatives in Oakland and thanked Sam Wilkins, Josh Rosenberg, and Bill Rivera for attending the TWU Local 555 leafleting event held on May 10, 2013. Matt also thanked Sam Wilkins and Josh Rosenberg for distributing the Unity Magazine in the Flight Attendant boxes.

Tina Coffee **agreed** to update AFL-CIO information for the Union glass cases in the Flight Attendant Lounges.

Chris Sullivan presented the **Veteran's Committee Report**. There was no written report submitted.

Matt Hettich presented the **Scholarship Committee Report**. There was no written report submitted.

Addie Crisp presented the **Working Women in the Air Transport Division (WWATD) Report**. There was no written report submitted.

Addie Crisp made a **motion** (25) to send Cat Chacon and LaTonia Paul Benoit to the WWATD meeting on June 24-25 in Hurst, Texas. Valerie Boy **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea

Chris Sullivan Yea

The motion **carried**.

Karen Amos presented the **Flight Attendant Assistance Program (FAAP) Report**. There was no written report submitted.

There was discussion regarding an article which had recently appeared in Unity Magazine regarding Narconon and the incorrect and inaccurate article, “Letter for Your Union Officers.” Brett Nevarez **agreed** to talk to Communications Committee Chairpersons Dean Walker and Robin Brewer about these issues.

The Board requested that the Communications Chairpersons discuss these matters with the Executive Board after the break. The Board **agreed** to return to the practice of reviewing the entire Unity Magazine draft before publication to the Local 556 Membership.

The Board **agreed** that Jimmy West would draft a proposed communication from the Executive Board that he and John DiPippa would use when responding to individual Member’s emails to the Executive Board regarding recent events.

The Executive Board **agreed** that Brett Nevarez would be the temporary Communication Committee Liaison to the Executive Board. Donna Keith and Matt Hettich **agreed** to serve on the Editorial Staff of Unity Magazine.

Matt Hettich presented the **Education Committee Report**. There was no written report submitted.

The Board **agreed** to present New Hire Flight Attendants with Union/Contract education information electronically. Matt Hettich **agreed** to forward this proposed electronic communication to Lyn Montgomery, Ed Cloutman and Garry Drummond for review.

Treasurer Jerry Lindemann’s absence from the Executive Board Meeting was discussed. The Board **agreed** that the February 2013 Financial Report, submitted by Jerry Lindemann, could not be discussed due to his absence. The Board discussed the fact that Jerry had not submitted a March or April 2013 Financial Report to the Executive Board.

Cuyler Thompson submitted the **April 2013 Executive Board Meeting Minutes**, prepared by former Recording Secretary Jannah Dalak, for the Executive Board to review.

The Board made corrections to the Minutes.

The Board took a break at 1030 and reconvened at 1052.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Karen Amos, Stacey Vavakas and Valerie Boy were present.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

The Board **agreed** that Cuyler Thompson would re-post the original February 2013 Executive Board Meeting Synopsis, which had been removed from the Local 556 Website at the request of Stacy Martin.

The Executive Board continued to review the April 2013 Executive Board Meeting Minutes, prepared by former Recording Secretary Jannah Dalak.

Stacey Vavakas **agreed** to contact Jannah Dalak regarding the April 2013 Executive Board Meeting Minutes.

The Board went to lunch at 1233 and reconvened at 1310.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Karen Amos, Stacey Vavakas and Valerie Boy were present.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

The Board continued to review the April 2013 Executive Board Meeting Minutes.

Communications Committee Co-Chair Robin Brewer entered the Meeting at 1354 to discuss Local 556 Communications and Publications.

There was discussion.

Robin Brewer was excused at 1449.

Matt Hettich submitted copies of proposed letters of notification to all Trial Committee participants. The Executive Board approved the language of the letters and agreed that Kimberly Colmenares would mail the notifications.

The Executive Board **agreed** that Cuyler Thompson would assist in the Union Office the following week. Cuyler Thompson **agreed** to be housed and to share a car with the Negotiating Team in an effort to save money for the Local.

Brett Nevarez and Cuyler Thompson **agreed** to resolve the issue regarding the lack of required Executive Board Member signatories available to sign checks against the Union's accounts the following week.

Cuyler Thompson reported that CISM Committee Chairperson Eileen Rodriguez had requested that Domicile Executive Board Members mention the CISM Committee in their communications to the Members in their Bases.

The Executive Board **agreed** that Negotiating Team Member Val Lorien would serve as the Executive Board's liaison to Southwest Airlines Inflight Management regarding the soon to be promulgated Q&A's regarding international travel and passport requirements.

Local 556 Contract Negotiator Val Lorien entered the Meeting at 1507.

Local 556 Negotiating Team Members Brett Nevarez and Val Lorien updated the Board. Val reported that the first meeting of the Local 556 Contract Negotiating Team and Southwest Airlines Contract Negotiators was scheduled to take place on June 10, 2013.

Val Lorien was excused at 1545.

The Board spoke with supplemental insurance representative Lori Whittaker via conference call at 1603.

The conference call with ended at 1613.

Stacey Vavakas **agreed** to contact suspended 1st Vice President Chris Click regarding the technology necessary to operate the "voting machine." Stacey **agreed** to ask Chris to teach her how to use it. The Executive Board **agreed** that votes taken during the 2nd Membership Meeting of 2013 would be conducted by a show of hand and/or by use of paper ballots, but not the "voting machine."

Matt Hettich submitted a draft of the proposed letter to be sent to suspended President Stacy Martin regarding the reasons that he had been suspended by the Executive Board according to Article XXI of the TWU Constitution. The Board **agreed** with the language of the letter, and **agreed** to send it to Stacy Martin.

Donna Keith made a **motion** (26) to suspend the Local 556 Procedures and Guidelines document and reinstate the Local 556 Policies and Procedures Guidelines Manual. Cuyler Thompson **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Nay
Tina Coffee	Nay
Matt Hettich	Yea
Stacey Vavakas	Nay
Valerie Boy	Nay
Donna Keith	Yea
Jimmy West	Nay
Karen Amos	Nay
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **did not carry**.

Cuyler Thompson made a **motion** (27) to reinsert the original Monetary Policy (7.5 (c)) of the old Policies and Procedures Manual back into the Procedures and Guidelines document. Jimmy West **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Nay
Valerie Boy	Nay
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

The Board took a break at 1720 and reconvened at 1737.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith, Karen Amos, Stacey Vavakas and Valerie Boy were present.

Jerry Lindemann was pre-excused.

Chris Click remained suspended from the Executive Board under Article XIX of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

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

The Executive Board discussed Chris Click's suspension under Article XIX of the TWU Constitution and his recent trip to London during that suspension. The Executive Board **agreed** to ask that Treasurer Jerry Lindemann research and report verification that all associated expenses with 1st Vice President Click's trip to London had been recouped.

Chris Sullivan updated the Executive Board on the expenses associated with his trip to London representing TWU Local 556 at the Global Cabin Air Quality Executive (GCAQE).

There was discussion about the American Express credit card to which suspended President Stacy Martin and 1st Vice President Chris Click had access.

There was discussion regarding Recording Secretary Cuyler Thompson's unanswered request that Stacy Martin provide him with the legal opinions that were referenced when Stacy ruled many of the motions made by Members during the 1st Membership Meeting of 2013 out of order or improper.

Matt Hettich was excused from the Meeting at 1826 for personal reasons.

Karen Amos made a **motion** invoking Article XXI to suspend Chris Click for failure to adhere to, or carry out, the instructions, directions, or decisions of the Local Executive Board and acting in violation of the TWU Constitution, I move to suspend 1st Vice President Chris Click under Article XXI of the Constitution. John DiPippa **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Nay
Tina Coffee	Yea
Matt Hettich	Excused
Stacey Vavakas	Nay
Valerie Boy	Nay
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

There was discussion regarding the suspension of 1st Vice President Chris Click under Article XXI of the TWU Constitution.

Rob Riddell made a **motion** (29) to recess. Cuyler Thompson **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Excused
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Nay
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Nay
Chris Sullivan	Nay

The motion **carried**.

Brett Nevarez recessed the Meeting at 1842.

Friday May 17, 2013

Brett Nevarez called the Meeting to order at 0833.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Jimmy West, Donna Keith, Karen Amos and Valerie Boy were present.

Stacey Vavakas, Chris Sullivan and Jerry Lindemann were pre-excused.

Chris Click remained suspended from the Executive Board under Articles XIX and XXI of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

There was discussion regarding the Executive Board voluntarily placing the Local into receivership or being placed into receivership by TWU International. The Executive Board **agreed** to make every conceivable effort to retain the local autonomy of TWU Local 556 and the important relationship with TWU International.

The Board **agreed** that Brett Nevarez would talk to Jerry Lindemann on the following Monday regarding the date of his expected return to his Treasurer duties at the Union Office.

The Board **agreed** to ask TWU ATD Director Garry Drummond for the assistance of TWU International regarding the accounting and Treasury of Local 556.

Brett Nevarez **agreed** to ask Jerry Lindemann for a copy of the recent independent audit of the Local 556 Treasury, a copy of the March and April 2013 Financial Reports, a copy of the current Local 556 Budget and the amount of the money that Jerry Lindemann had requested be authorized and transferred from the Local's long-term investment account into the Local's checking accounts.

The Executive Board **agreed** to communicate the status of the Local 556 Treasury to the Membership as soon as that information was available.

There was discussion regarding ways to improve the professional relationships among Executive Board Members.

The Board **agreed** to publish the same verbiage regarding the suspension of 1st Vice President Chris Click as was published regarding the suspension of President Stacy Martin. The Executive Board **agreed** to include a short statement requesting that Members contact the Executive Board for more information in order to take pressure off the Local 556 Grievance Team.

The Board **agreed** to the language proposed by Jimmy West that he and John DiPippa would use when communicating from the Executive Board in response to individual Member's emails to the Executive Board regarding recent events.

Brett Nevarez distributed copies of a letter for the Local 556 Board of Election (BOE) and a proposed contract with VoteNet Solutions.

Addie Crisp made a **motion** (30) to approve the use of VoteNet Solutions for the upcoming Delegate Election and for the 2nd Vice President to sign for the approval on behalf of the Executive Board. Tina Coffee **seconded** the motion.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Pre-excused
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Pre-excused

The motion **carried**.

There was discussion regarding the suspension of 1st Vice President Chris Click under Article XXI of the TWU Constitution.

Rob Riddell was excused to attend a meeting of the Language of Destination/Origin (LODO) Committee at 1026.

Discussion regarding the suspension of 1st Vice President Chris Click continued.

The Board **agreed** to notify Chris Click of his suspension before communicating the decision to the Membership of TWU Local 556.

The Board **agreed** that the Executive Board Hearing regarding the suspension of 1st Vice President Chris Click would be held at 0900 on May 30, 2013.

The Board reviewed the proposed notification to Chris Click and the Local 556 Membership of his suspension and scheduled hearing.

The Board took a break at 1115 and reconvened at 1134.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Addie Crisp, Matt Hettich, John DiPippa, Jimmy West, Donna Keith, Karen Amos and Valerie Boy were present.

Stacey Vavakas, Chris Sullivan and Jerry Lindemann were pre-excused.

Rob Riddell was excused to attend a LODO Meeting.

Chris Click remained suspended from the Executive Board under Articles XIX and XXI of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

There was more discussion regarding the proposed suspension notification to Chris Click and the Local 556 Membership of his suspension and scheduled hearing.

Rob Riddell returned to the Meeting at 1146.

Cuyler Thompson **agreed** to send copies of Chris Click's proposed suspension notification to legal counsel for review.

Cuyler Thompson submitted the final language of the suspension notification to be sent to Stacy Martin, which had already been reviewed by legal counsel.

The Board **agreed** to the language of the Chris Click's suspension notification.

The Executive Board **agreed** that Grievance Committee Chairpersons Lyn Montgomery and Becky Parker would notify the Grievance Team of Chris Click's suspension.

The Executive Board notified 1st Vice President Chris Click of his suspension via voicemail at 1224.

Jimmy West was excused to speak with a Member at 1225.

Grievance Committee Chairperson Lyn Montgomery entered the Meeting at 1226.

The Executive Board **agreed** that Lyn Montgomery would tell the Grievance Team of Chris Click's suspension and the planned communication from the Executive Board to the Local 556 Membership.

Lyn Montgomery was excused at 1235.

Jimmy West returned to the Meeting at 1235.

Cuyler Thompson presented communication from Jerry Lindemann in which he explained information that would eventually be submitted in the March 2013 Financial Report and a request to sell an additional $100,000 of the Union's invested assets. The Executive Board **agreed** that the information contained and the decisions requested in the email would need further clarification by the Treasurer. The Executive Board **agreed** to postpone the decision until the Treasurer could be present.

The Executive Board **agreed** to the verbiage submitted by Karen Amos regarding the reasons for the suspension of 1st Vice President Chris Click in accordance with the TWU Constitution.

Cuyler Thompson submitted the **Communications Committee Report** for Chairpersons Dean Walker and Robin Brewer:

Publications
April Shop Steward Corner completed; included editing, graphics, layout. Emailed to all Shop Stewards
First full color Unity magazine produced - Spring 2013 Unity Magazine.
Creating new "look and feel" to make sure the magazine was cohesive.
Researched, interviewed and wrote three articles
Heavily edited two articles
Reviewed and edited each article individually
Collected graphics and pictures
Coordinated efforts with all the contributors

Website and other electronic media
Continued work of creating and maintaining FB posts and content
Continued editing, formatting, uploading and posting of Website content including:
Flight Attendant deaths
Union business
News events
Political actions
Unity events and updates
Knives on Planes
Co-Chairs ongoing work in redesign of website "look and feel", including:
Home page graphics
Site map structure
Overhauled menus
Identified areas of technical shortcomings in website (ie- User profiles and logins)
Worked with Appletree Mediaworks in restoring CISM website functionality that had been broken as a result of TWU Server upgrade

DEBM Communication
Edited, formatted and delivered E-Connections via MailChimp

Shop Steward Committee
Created, edited and delivered Committee emails.
Uploaded to website and emailed Shop Steward Corner
Maintenance and enhancement of Shop Steward page and rosters on the website
Invited, Reminded and Moderated Shop Steward Conference Call

There was discussion regarding the ongoing "No Knives on Planes" campaign.

The Executive Board **agreed** that Health Committee Chairperson Michele Moore would also temporarily assume the duties of the current Safety Committee Chairperson, Chris Click, during his suspension. The Board **agreed** that if Michele Moore needed it, she would solicit help from former Safety Committee Chairperson, Michael Massoni.

The Board **agreed** that there would be no changes made to the personnel assigned to the Union's Committees or the Grievance Team in the immediate future and to discuss the matter during the July Executive Board Meeting.

There was discussion regarding a letter written to the Executive Board by a Member.

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

Rob reports that he attended the Article XXI hearing that was held April 8-9, 2013 which was held in Dallas. Rob participated in a conference call with members of the LODO subcommittee and counterparts from Southwest Management. April 14-19, 2013 Rob attended the April 2013 Executive Board Meeting in Dallas, TX. Rob submitted the following Base-by-Base Analysis of seniority, which the board may consider compiling once a quarter or twice a year. With new hires coming on board or transfers this is a great resource.

(PLEASE NOTE THIS IS USING THE MARCH 2013 BID PACKET)

PHX BASE
TOTAL # F/A IN BASE 1535

MOST SENIOR	*5/18/1977*
MOST JUNIOR	*10/15/2011*
MOST JUNIOR IN TOP 35%	*1/29/1995*
AVG SENIORITY	*1/1/1998*
MEDIAN SENIORITY	*3/14/1998*

TOP 25% RANGE OF SENIORITY 5/18/1977 THRU 6/25/1993 A SPREAD OF 16.1 YEARS
TOP 50% RANGE OF SENIORITY 6/25/1993 THRU 3/14/1998 A SPREAD OF 4.71 YEARS
TOP 75% RANGE OF SENIORITY 3/14/1998 THRU 3/22/2004 A SPREAD OF 6.02 YEARS

BWI BASE

TOTAL # F/A IN BASE	*1314*
MOST SENIOR	*6/1/1978*
MOST JUNIOR	*2/16/2013*
MOST JUNIOR IN TOP 35%	*9/7/2001*
AVG SENIORITY	*11/11/2003*
MEDIAN SENIORITY	*8/30/2004*

TOP 25% RANGE OF SENIORITY 6/1/1978 THRU 5/19/2000 A SPREAD OF 21.96 YEARS
TOP 50% RANGE OF SENIORITY 6/16/2000 THRU 8/30/2004 A SPREAD OF 4.2 YEARS TOP 75% RANGE OF SENIORITY 8/30/2004 THRU 7/18/2007 A SPREAD OF 2.88 YEARS

DAL BASE

TOTAL # F/A IN BASE	*967*
MOST SENIOR	*6/18/1971*
MOST JUNIOR	*2/23/2007*
MOST JUNIOR IN TOP 35%	*5/25/1990*
AVG SENIORITY	*9/19/1993*
MEDIAN SENIORITY	*1/29/1995*

TOP 25% RANGE OF SENIORITY 6/18/1971 THRU 7/26/1984 A SPREAD OF 13.1 YEARS
TOP 50% RANGE OF SENIORITY 7/26/1984 THRU 1/29/1995 A SPREAD OF 10.5 YEARS
TOP 75% RANGE OF SENIORITY 1/29/1995 THRU 7/6/2001 A SPREAD OF 6.43 YEARS

DEN BASE

TOTAL # F/A IN BASE	*566*
MOST SENIOR	*1/21/1982*
MOST JUNIOR	*3/2/2013*

MOST JUNIOR IN TOP 35% 10/12/2001
AVG SENIORITY 10/17/2003
MEDIAN SENIORITY 4/8/2004

TOP 25% RANGE OF SENIORITY 1/21/1982 THRU 8/14/1999 A SPREAD OF 17.56 YEARS TOP 50% RANGE OF SENIORITY 8/14/1999 THRU 3/22/2004 A SPREAD OF 4.6 YEARS TOP 75% RANGE OF SENIORITY 4/26/2004 THRU 7/12/2008 A SPREAD OF 4.21 YEARS

LAS BASE
TOTAL # F/A IN BASE 1320
MOST SENIOR 2/26/1981
MOST JUNIOR 3/2/2013
MOST JUNIOR IN TOP 35% 6/8/2001
AVG SENIORITY 7/18/2003
MEDIAN SENIORITY 11/24/2003

TOP 25% RANGE OF SENIORITY 2/26/1981 THRU 10/15/1999 A SPREAD OF 18.63 YEARS TOP 50% RANGE OF SENIORITY 11/19/1999 THRU 11/24/2003 A SPREAD OF 4.01 YEARS TOP 75% RANGE OF SENIORITY 11/24/2003 THRU 10/10/2007 A SPREAD OF 3.87 YEARS

HOU BASE
TOTAL # F/A IN BASE 1075
MOST SENIOR 7/1/1975
MOST JUNIOR 7/13/2008
MOST JUNIOR IN TOP 35% 2/26/1995
AVG SENIORITY 3/20/1997
MEDIAN SENIORITY 7/24/1998

TOP 25% RANGE OF SENIORITY 7/1/1975 THRU 1/24/1992 A SPREAD OF 16.56 YEARS TOP 50% RANGE OF SENIORITY 1/24/1992 THRU 7/24/1998 A SPREAD OF 6.5 YEARS TOP 75% RANGE OF SENIORITY 7/24/1998 THRU 3/25/2002 A SPREAD OF 3.66 YEARS

MCO BASE
TOTAL # F/A IN BASE 958
MOST SENIOR 3/28/1980
MOST JUNIOR 11/15/2008
MOST JUNIOR IN TOP 35% 6/16/2000
AVG SENIORITY 5/18/2001
MEDIAN SENIORITY 11/16/2001

TOP 25% RANGE OF SENIORITY 3/28/1980 THRU 10/17/1998 A SPREAD OF 18.55 YEARS TOP 50% RANGE OF SENIORITY 10/17/1998 THRU 11/16/2001 A SPREAD OF 3.08 YEARS TOP 75% RANGE OF SENIORITY 11/16/2001 THRU 3/28/2005 A SPREAD OF 3.36 YEARS

MDW BASE
TOTAL # F/A IN BASE 1622
MOST SENIOR 12/15/1978
MOST JUNIOR 11/19/2011
MOST JUNIOR IN TOP 35% 8/18/2000

AVG SENIORITY 7/30/2002
MEDIAN SENIORITY 4/29/2002

TOP 25% RANGE OF SENIORITY 12/15/1978 THRU 10/17/1998 A SPREAD OF 19.83 YEARS
TOP 50% RANGE OF SENIORITY 10/17/1998 THRU 4/29/2002 A SPREAD OF 3.53 YEARS
TOP 75% RANGE OF SENIORITY 4/29/2002 THRU 11/17/2006 A SPREAD OF 4.55 YEARS

OAK BASE
TOTAL # F/A IN BASE 1140
MOST SENIOR 5/18/1977
MOST JUNIOR 3/29/2013
MOST JUNIOR IN TOP 35% 3/26/1999
AVG SENIORITY 6/27/2002
MEDIAN SENIORITY 11/16/2001

TOP 25% RANGE OF SENIORITY 5/18/1977 THRU 2/14/1998 A SPREAD OF 20.73 YEARS
TOP 50% RANGE OF SENIORITY 2/14/1998 THRU 11/16/2001 A SPREAD OF 3.75 YEARS
TOP 75% RANGE OF SENIORITY 11/16/2001 THRU 7/18/2007 A SPREAD OF 5.67 YEARS

The Executive Board went to lunch at 1320 and reconvened at 1343.

Executive Board Members Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Donna Keith, Karen Amos and Valerie Boy were present.

Stacey Vavakas, Chris Sullivan and Jerry Lindemann were pre-excused.

Chris Click remained suspended from the Executive Board under Articles XIX and XXI of the TWU Constitution.

Stacy Martin remained suspended from the Executive Board under Article XXI of the TWU Constitution.

Jimmy West excused for personal reasons.

The Board **agreed** that Donna Keith and Valerie Boy would attempt to reconcile the April 2013 Executive Board Meeting Minutes and votes and present them during the next Executive Board Meeting.

The Board **agreed** the Matt Hettich and Addie Crisp would attempt to reconcile the March 2013 Executive Board Meeting Minutes and votes and present them during the next Executive Board Meeting.

The Executive Board **agreed** to contact TWU International regarding the decision made during the April 2013 Executive Board Meeting regarding Article XIX charges filed by Cuyler Thompson against Stacy Martin, Chris Click and Jannah Dalak.

Rob Riddell reported to the Executive Board what had happened during the LODO Committee Meeting.

Valerie Boy made a **motion** (31) to approve the March 27, 2013 Executive Board Conference Call Synopsis. Addie Crisp **seconded** the motion.

Stacy Martin Suspended

Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Abstain
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Abstain
Matt Hettich	Yea
Stacey Vavakas	Pre-excused
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Away
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Pre-excused

The motion **carried**.

Valerie Boy made a **motion** (32) to adjourn. Rob Riddell seconded the **motion**.

Stacy Martin	Suspended
Chris Click	Suspended
Jerry Lindemann	Pre-excused
Cuyler Thompson	Yea
Brett Nevarez	Chair
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Pre-excused
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Away
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Pre-excused

The motion **carried**.

Brett Nevarez recessed the Meeting at 1440.

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

Cuyler Thompson
Recording Secretary