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

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TWU Local 556 Executive Board Meeting
November 12-14, 2013
Synopsis

Tuesday

November 12, 2013
Audrey Stone called the Meeting to order at 1447.

TWU Local 556 Executive Board Members Audrey Stone, John Parrott, Cuyler Thompson, Brett Nevarez, Tina Coffee, Rob Riddell, Addie Crisp, Matt Hettich, John DiPippa, Chris Sullivan, Jimmy West, Donna Keith and Karen Amos were present.

Stacey Vavakas was excused for personal reasons.

Valerie Boy was tardy.

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

Jimmy West led the Executive Board in reciting the **Pledge of Allegiance**.

John Parrott submitted the **Office Manager's Report**:

John reported the following statistics for October:

Sick Days	*0*
Vacation Days	*27.50*
Southwest Airlines Training	*2*
Jury Duty	*1*
Total Days to cover	*30*
Temp Staff Days	*16*

Todd Gage submitted his **Officer's Report**:

Todd reports that he chaired the Membership Meetings in Houston, Denver, Phoenix, Las Vegas, Oakland and Chicago. On November 7, Todd met with Vice President of Cabin Services Mike Hafner and Audrey Stone. Todd also met with the Inflight Training Department. They discussed the number of Special Merger Training (SMT) and Initial Training classes scheduled for 2014. There was further discussion regarding the changes to Recurrent Training (RT) for 2014. Some of those changes are *ending late riser RT as well as doing away with Saturday RT classes. Todd voiced his concerns with these changes to the Flight Attendant group. The Training Department did not schedule the TWU 556 hosted dinner at the Union Office for Initial Training in 2014. TWU 556 previously had an agreement with Southwest Management to host these dinners in which Management had graciously donated the beverages and transportation. Todd continues to work with Mike Hafner and push Training to get these back on the calendar for all training classes.*

Valerie Boy entered the Meeting at 1458.

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

There was discussion regarding the fact that Southwest Airlines Management had notified the Union that the Atlanta Inflight Base would open in May of 2014.

Stacey Vavakas entered the Meeting at 1504.

Tina Coffee submitted her **Officer's Report**:

Tina reports that she wrote an article for Unity magazine. Tina attended the Arizona State AFL-CIO 45th Biennial Conference with Reese Alexander. Tina walked for Comprehensive Immigration Reform with 3,000 people in Arizona, and handed out water with Phoenix AFl-CIO Members. Tina attended the Phoenix Membership Meeting. She was Emergency On-Call Officer for a week. She took a few calls from Members during the month. Tina had a great time meeting the new Flight Attendants at the Special Merger Training (SMT) Dinner.

Rob Riddell submitted his **Officer's Report**:

Rob reports that he participated in a conference call with the Language of Destination/Origin (LODO) Subcommittee on October 10, 2013. Rob attended Executive Boards in Dallas on October 13-17, 2013. Rob represented a Member in two meetings with Management in Phoenix.

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

Stacey reports that she attended the Baltimore Base Membership Meeting on October 30. Stacey also continues to meet with Management concerning issues within the base. The glass case has been updated and the Union Red Rack has been tidied. Stacey has also spent several days in the lounge talking with Flight Attendants. Stacey has also conducted several Shop Steward training sessions and all Shop Stewards have been trained at this time and will continue to have Shop Stewards shadow. Stacey has also continued to help the LODO Subcommittee on efforts to test a language program for our Members.

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

Valerie reports an increase in Fact-Finding Meetings regarding Customer complaints and discipline is being issued. Meetings regarding attendance and delays of flights continue with regular frequency. Additionally, the base has indicated they'll be contacting the "top compers" in response to a reported two million dollars in missing beer/liquor/wine inventory. Valerie attended Executive Boards in the month of October, testified in an Arbitration for a Houston Member and attended the Harris County Central Labor Council Meeting. Valerie reports the Negotiating Team was in the lounge on October 21 to answer Member questions. Valerie participated in the Shop Steward Conference Call, distributed all

Union publications, updated the Union Glass Case, and straightened the Union Red Rack. Boxes were wrapped and set out in the lounge for Toys for Tots and Veterans Committee holiday collection drives. Valerie was able to meet many Flight Attendants that are new to the base through dedicated time in the lounge and by participating in a meet and greet at the Union Office with Flight Attendants going through Special Merger Training. Valerie remains available to Members via phone, email and text.

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

Jimmy reported that Phase One Attendance Meetings are beginning to happen again as well as the continuance of Phase Two Attendance Meetings. Jimmy reported that Orlando will finally see an increase of 33 Flight Attendants for the month of December. Jimmy reported he continues to receive complaints regarding the employee shuttle bus and the nonexistence of luggage racks and the Orlando Airport Authority has no plans to install the luggage racks. Jimmy reported he will continue to have discussions with the Orlando Airport Authority. Jimmy reported the Known Crew Member (KCM) Lane in Orlando has been moved to the terminal tram exit located by the Delta Airlines security check point. Jimmy reported that he attended the Orlando TWU Membership Meeting on October 26. Jimmy reported the Orlando Union Glass Case is up to date and all publications have been distributed.

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

Matt briefed the Executive Board on the progress of implementing security measures at the Neil Armstrong Employee Parking Lot in Oakland. The Port of Oakland, after persistent prodding from TWU Local 556, Southwest Airlines, Southwest Airlines Pilots Association (SWAPA), and TWU Local 555, have agreed to the following security enhancements: 1), Alameda Sheriff's Office increasing patrols in the parking lot and surrounding areas; 2), implement the use of security cameras, located in the adjacent parking lot, to monitor the Neil Armstrong lot 24 hours a day; 3), repair existing emergency call boxes in the Neil Armstrong lot to make them fully functional; 4), installation of Sheriff Safety Aide vehicle checkpoint at the intersection of Neil Armstrong Way and Edward White Way. Matt reported that over the previous month Fact-Finding Meetings have involved delay of flight; Attendance and Phase Two Attendance Meetings have remained consistent over previous months. Matt updated the Oakland Base Page on the Union Website, updated the Union Glass Case, communicated with Oakland Shop Stewards via email, met with the Oakland Base Manager, and sat a week of Emergency Officer On-Call in October and November. Matt attended the Alameda Labor Council Delegates meeting on November 4 and attended the TWU California State Conference with Oakland Shop Steward Sam Wilkins, TWU International Vice President Thom McDaniel, and TWU International Committee on Political Education (COPE) Political Field Staff Member Gwen York on November 6. Matt reported that he attended the First Annual Fight on the Field for a Common Goal, Labor vs. Legislators Soccer Match on November 9. The event was a great success and served as an opportunity for labor leaders and California legislators to socialize and build relationships. All proceeds benefitted the Cypress Mandela Training Center in Oakland and the cost was carried by the TWU California State Conference.

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

Donna reports that the Chicago Base has been continuing with Fact-Finding Meetings for various reasons. Phase One and Phase Two Attendance Review Meetings have been continuing. Donna reports that Flight Attendants have been receiving phone calls from Base Management concerning drinks on board the aircraft that have been compensated or paid for with a coupon. Donna reports she attended the Executive Board Meeting in October. Donna attended the third Membership Meeting in Chicago. Donna delivered a large box of sundries to the USO located in the Chicago Airport. Donna has sent out *an E-Connection and a Chicago Base Page update. Donna has updated the glass case, straightened the red rack, communicated with Shop Stewards, and distributed all publications. Donna has spent time in the Chicago Lounge and met with Chicago Base Management to discuss issues concerning the Chicago Flight Attendants. Donna has been available to Flight Attendants for questions and concerns via phone, email, and text messaging. Donna has been reminding Flight Attendants about the Paws a Palooza benefit that will be happening in the Chicago Lounge in December to benefit animal shelters in the Chicago area. Donna has placed the Toys for Tots receptacle in the Chicago Lounge to collect toys for area children.*

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

Phase One and Phase Two Attendance Meetings continue in base. Addie Crisp updated the glass case. Patti Phillips and Kellee Farmer held a Lounge Mobilization in October in recognition of breast cancer awareness. Addie Crisp organized the red rack. Addie Crisp and eight other Shop Stewards attended the Las Vegas Membership Meeting. Fifteen people attended the Las Vegas Membership Meeting in total. Addie Crisp attended a SMT Dinner at the Union Office. Addie Crisp attended the October SMT Graduation.

The Executive Board crafted verbiage to be posted on the Local 556 Negotiations Website regarding Val Lorien's resignation.

Audrey Stone and John Parrott were excused to at 1538.

Todd Gage chaired the Meeting.

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

Personal Issue-F/A	*8*
F/A Hospitalization	*6*
Death on Board	*5*
Medical Emergency	*5*
Air Turnback	*4*
Confidential Issue	*3*
A/C Mechanical	*3*
F/A Injury	*2*
Calls Related to F/A Fam Member Death - Air Tran	*2*
Suicide	*2*
Suicide of family member - Air Tran	*2*
Personal Issue-F/A - Air Tran	*2*
Passenger Misconduct	*2*
Assault on Employee	*2*
Substance Referral-FAAP Team	*1*
A/C Mechanical w/ Divert	*1*
Personal Issue-Pilot - Air Tran	*1*
Supervisor Meeting	*1*
Lounge Mobilization	*1*
F/A Illness on A/C	*1*

Smoke in Cockpit	*1*
Personal Issue-Pilot	*1*
Bomb Threat	*1*
Aborted Takeoff	*1*
Calls Related to F/A Family Member Death	*1*
Decompression	*1*
Crew Member Conflict	*1*
A/C Incident	*1*
F/A Involved in Accident	*1*
Emp Death-Off Duty	*1*
	64

CISM had 64 incidents called in to our hotline during the month of October. Each incident required approximately three follow up calls each. The CISM Team had two peers attend the Flight Attendant Drug and Alcohol Program (FADAP) training in Baltimore and will continue to partner with the FADAP Committee to assist Flight Attendants as needed. I along with Audrey Stone and Todd Gage met with Inflight Leadership to talk about some challenges we are facing with the notification process. The CISM presentation was given to the SMT class in session. We assisted with a lounge mobilization in Atlanta in conjunction with our Pilot Team and AFA.

Brett Nevarez submitted the **Scheduling Committee Report** for Chairperson Lisa Trafton:

Lisa Trafton reported line writing for December lines were more difficult than November line writing. December continued to have several schedule changes even more so with the two holiday schedules at the end of the month. The Committee on average wrote 71.1% pure lines (lines starting on the same day each week containing Pairings of the same length); maintained 35.8% of the lines with all weekends off, and the lines containing three-on/off or 48-hour breaks did not exceed 17.7%. In total, the Committee wrote 6,937 individual lines (an increase of 109 individual lines from this month last year but, a decrease of 245 lines from last month) averaging 98.24 TFP (an increase of 1.33 TFP from this month last year). We finished the 2013 year with an average of 7% turns, 13% 2 days and 80% 3 days. Lisa will start to set up monthly meetings with Inflight Crew Planning at the beginning of the New Year. We continue to have Flight Attendants asking to come in an observe line writing. So far, Leann Sheffield from Dallas as come in to watch. Please let Flight Attendants know they are always more than welcome to watch Primary or Secondary line writing. The Line Writers for the December Primary Lines were: Doreen Argyropoulos-Ricker, Kim Foster, Richard Locher, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Cobia Gould and Lisa Trafton. The Line Writers for the December Secondary Lines were: Doreen Argyropoulos-Ricker, Richard Locher, Rebekah Knox, Shelley Taylor, Janet Lamy, Sheri Tyler, Kay McCurley, Cobia Gould and Lisa Trafton.

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

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

Cases from September

I.R. Filed	*1*
Company Policy	*1*
Pilot	*3*

Withdrawn	*5*
Company Policy	*1*
Unprofessional Behavior	*2*
Social Media	*1*
I.R. Filed	*3*
C.S.A.	*1*
In Progress	*2*
Total Cases	*18*
Positive Outcome	*8*

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

The MailChimp account has been most recently used to send several E-Connections and Unity Update. E-Connections were sent for Baltimore, Chicago, and the Oakland and Phoenix E-Connection were added to the October 20 Unity Update. The email version of Unity Update continues to be sent on each payday. The TWU 556 Website continues to be updated with current events. The calendar function is up and was announced in the October 5 Unity Update. The Negotiating Team (NT) site has been updated to only post information about the NT and not to pull all events from the main TWU Website. Domicile Executive Board Member base pages have received a refresh and all Domicile Executive Board Members are encouraged to frequently update their pages. The Website main graphic is now sporting a moustache and will turn into a turkey for Thanksgiving.

Publications

- ***Shop Steward Corner** (SSC) Worked with Lucy White-Lehman to prepare and finalize the October **SSC**; included editing, graphics and layout.*
- ***Fall Unity Magazine***
    - *Finished layout/production*
    - *Sent to printer for distribution. This was delayed to the second week in November due to waiting on the FMLA letter from Management.*
- ***Glass Cases***
    - *Created/designed and distributed glass case posters for November and December info to Domiciles*

Chris Perkins, the developer of the TWU556 application, reached out to Robin Brewer for input on the re-design of the application. Robin has been working with Chris on design and functionality, link info, etc. Robin has offered this help on a volunteer bases and no hours are charged to the Union.

Stacey Vavakas submitted **Shop Steward Committee Report**:

The Shop Steward Committee sent out the Shop Steward Corner on October 19. The Shop Steward Conference Call was held on October 21. The Shop Steward Committee reports Phase Two Attendance Meetings are in full swing and thanks Shop Stewards for representing Members in this additional type of meeting.

Todd Gage presented the **New Hire Committee Report**. There was no written report submitted.

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

Cuyler Thompson submitted the **Flight Attendant Drug and Alcohol Program Committee (FADAP) Report** for Chairpersons Natalie Salser and Amy Peters:

> *The FADAP team began the month of October by sending ten peers to Baltimore for the 3rd Annual FADAP Conference. This conference allowed our peers to interact with other airline Employee Assistance Program (EAP) Representatives, learn about different treatment facilities and receive valuable information from the Federal Aviation Administration (FAA) funded speakers. Our Baltimore FADAP Base Coordinator wrote an article that was submitted to the Unity Magazine that explained our experience at the FADAP conference. Three FADAP peers were able to attend on site visits at two different treatment facilities. This allowed us to see the property, learn about the inpatient and outpatient programs and the type of aftercare programs the facility offers. It helps us ensure that our Flight Attendants are receiving the best care while in treatment and after treatment. The Co-Chairs were able to visit with three Flight Attendants currently in treatment and ask them about their experience. We currently are working with ten Flight Attendants in treatment facilities and three Flight Attendants who have returned home attending aftercare treatment. Our team has grown to twenty-three FADAP peers. We have spent countless hours preparing for our mandatory FADAP training, which will take place on November 19, 2013.*

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

The Board made corrections and changes to the Minutes.

Cuyler Thompson made a **motion (1)** to excuse John Parrott and Audrey Stone from the remainder of the day's Board Meeting so that they could give the Union's presentation to the latest Special Merger Training (SMT) Class at Southwest Airlines Headquarters. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	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	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Jimmy West made a **motion (2)** to recess. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Todd Gage	Chair
John Parrott	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	Away
John DiPippa	Away
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Todd Gage recessed the Meeting at 1700.

Wednesday

November 13, 2013
Todd Gage called the Meeting to order at 0835.

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

Audrey Stone was excused to attend a meeting of the Grievance Review Committee (GRC).

Jimmy West was excused for Union Business.

Valerie Boy was excused.

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

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

> *John wrote the October E-Connection and attended part of the October Membership Meeting, but had to leave to do two Fact-Finding Meetings. John did three Lounge Mobilizations in November as well as four Fact-Finding Meetings in October and November. John has been in contact with his Shop Stewards about various issues affecting the industry and has updated the glass case with the Movember poster.*

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g**) for the third quarter of 2013:

Audrey Stone	LALX	September 9
Todd Gage	OA3T	September 3
John Parrott	DAGA	August 24
Cuyler Thompson	OABG	August 27
Brett Nevarez	LAKS	September 19
Rob Riddell	PA73	August 4
Tina Coffee	PA5I	September 11
Matt Hettich	OAH7	July 26
Stacey Vavakas	BAFL	August 19
Valerie Boy	HA88	September 7
Donna Keith	MS11	July 16
Jimmy West	FS21	September 4
Karen Amos	DS1J	September 28
John DiPippa	PS34	July 1
Addie Crisp	LS34	July 17
Chris Sullivan	CA35	September 10

Todd Gage thanked the Executive Board for staying after the Executive Board Meeting had recessed the previous day to attend the Union dinner for the newest SMT class.

Cuyler Thompson submitted the **Working Women's Committee Report** (ATDWWC) for Chairperson Cat Chacon:

> *On October 21 and 22, the ATDWWC met for the third and final time this year in Hurst, Texas. We hosted 20 representatives from seven Locals as well as the International. LaTonia Benoit and I represented Local 556. We heard from a few great speakers this time, including our own Audrey Stone. Audrey was a fantastic speaker and the time she spent talking with the committee was certainly a highlight. Audrey is one of only a few women who are now filling the role of President for a TWU Local. She also touched on the fact that in her experience, women are under-represented at just about every level of the TWU. Building a new crop of women leaders is one of her goals. She elaborated on the path into her current role and the unique trials and opportunities she faces as a woman in charge of a very large TWU Local. The ATDWWC has expressed interest in periodic return visits from Ms. Stone. I will follow up with those invitations to visit again at later dates. Shirley Kollings of Local 575 Veterans Committee came by and spoke with us regarding a project they are working on called Operation Free PX. The TWU Veterans Committee, in conjunction with Operation Military Embrace is collecting proceeds and donations that will help purchase much needed items for our soldiers and their families. Actual items are also appreciated. TWU volunteers will be at the Brooke Army Medical Center on December 8 and 9 to distribute gifts. Any questions and/or donations can be addressed to Mr. Jose Galarza at the ATD Office in Hurst, Texas. Angela Kasse from the TWU Research Committee and Greg Gamboni from Local 555 spoke to us about the newly formed TWU Youth Committee. The committee is still working on bringing itself together. They hope to hold their next meeting sometime this month. TWU started a mentorship program in June in conjunction with the Youth Committee in the hopes that they will support each other. The Youth Committee did organize a very successful Workers Rights Rally in May in New York City. Houston Shop Steward LaTonia Paul Benoit did a presentation to bring the WWC up to speed on the TWU 2013 Convention that was held in September in Las Vegas. The discussion focused on the newly elected heads of the TWU and the struggle to unionize Allegiant*

Airlines. The newly elected TWU President Harry Lombardo and his team stepped in briefly to introduce themselves and outline their basic vision for the future of TWU. With the generous help of Local 556 the ATDWWC was able to raise more than enough donation money to fund our Women's Build with the Ft. Worth chapter of Habitat for Humanity. On Wednesday, October 23, the ATDWWC with the help of several 556 Local Members spent the day working to build a home in Ft. Worth Texas. The volunteer project was a huge success and our Local 556 WWC was very fortunate to have played a role. Mary Matthews of the TWU Media Deptartment put together a nice video clip of our build that can be found at: http://www.youtube.com/watch?v=cRX79n8UP9Q. Perhaps there is room on our Website to post this video for a while somewhere. On a personal note, I will be on maternity leave for the first and possibly second meeting of the coming year. The ATDWWC will temporarily fill my role as Recording Secretary, and I hope that Local 556 will continue to send LaTonia Paul Benoit and one other Local 556 representative in my place. Please do not hesitate to contact me with questions, concerns or anything I can help out with from the west coast! Thank you for your time.

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

Jimmy West entered the Meeting at 0854.

The Executive Board continued to discuss potential topics for the Inflight Management Representatives.

Audrey Stone entered the Meeting at 0911.

The Executive Board continued to discuss potential topics for the Inflight Management Representatives.

The Executive Board discussed "Screen Scrapers," an alleged automated computer program that bypasses the settings of Crew Web Access (CWA), allegedly giving user(s) an unfair advantage to premium pairings over those Members who do not use Screen Scrapers.

The Executive Board continued to review the October Executive Board Meeting Minutes.

The Executive Board took a break at 0945 and reconvened at 1000.

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

John Parrott was excused for Union business.

Valerie Boy was excused.

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

Inflight Management Representatives Brendan Conlon and Mike Mankin were guests at the Meeting.

Mike Mankin began by updating the Executive Board on items from the previous Executive Board Meeting that had needed follow-up. Regarding the issue of Flight Attendants wanting written proof that they had in fact signed an Unaccompanied Minor (UM) over to ground personnel, Mike said that Paula

Gaudet's team was working on this. He stated that the resolution could possibly be another piece of printed card stock added to the UM paperwork that could be retained by the Flight Attendant.

Grievance Chairpersons Becky Parker and Lyn Montgomery entered the Meeting at 1003.

Regarding the issue of deadheading Flight Attendants being shamed into occupying the 4th jumpseat when a flight was full, Mike Mankin recognized the challenges in some stations. He said that Doug Prairie and Sonya Lacore were talking about how to communicate the issue to Ground Operations. Mike said that the practice of placing a Company Convenience (CC) bar on Flight Attendants' Crew Web Access (CWA) screens before they had been notified of a mandatory meeting with Inflight Management would stop. He said, however, that the practice would continue in the event a Flight Attendant did not contact the Inflight Office when requested. Mike Mankin said the Oakland Base Manager John White continued to work on the security problems at the Oakland Airport Employee Parking Lot. Chris Sullivan asked that the new UM paperwork delineate whether the ground personnel accepting custody of a UM was a Southwest Airlines Employee or not. Matt Hettich asked that Mike Mankin express his gratitude to Sonya Lacore for her help in getting the Oakland parking issue resolved. Jimmy West recounted a story in which a Customer Service Agent (CSA) at an outstation had provided a Passenger with a Flight Attendant's personal information. Mike Mankin and Brendan Conlon agreed that this should not have happened. Mike said that he would reach out to the CSA's Regional Director. Tina Coffee inquired as to any progress on the reports and documentation that the new Evolve interiors on Southwest Airlines aircraft were making Flight Attendants sick. Mike Mankin stated that Paula Gaudet's team was working on it and that the issue had been "escalated up to the safety group." He said that Boeing and the manufacturers of the materials used in the Evolve interiors had also been contacted. Tina Coffee asked if Inflight Management could check to see if the issue was a flame retardant. Brendan Conlon agreed to pass along the information, but noted that nothing had been identified as a potential cause. Cuyler Thompson asked if procedures had changed regarding Flight Attendants' requests for a response to an Irregularity Report (IR) that they had submitted. Cuyler noted that in the past, if a Flight Attendant wrote, "response requested" at the bottom of their IR, they would receive a response. Mike Mankin said that he was not aware of any change in procedure. Brendan Conlon said that he would find out if Flight Attendants were still able to get a response to IRs that they had submitted. Todd Gage asked for clarification regarding Phase Two Attendance Meetings. He noted that some Flight Attendants who were being called in for these meetings had actually improved their attendance records, but were still being called in for a meeting. Todd recounted a situation in which a Flight Attendant had improved their attendance by eleven percent, but had been called in for a meeting. Todd Gage asked what it was Management was hoping to accomplish in situations such as this. Mike Mankin said that the percentages were not what was important. He said that Management was focusing on "patterns." Todd reiterated that Flight Attendants were getting called in for percentages. Matt Hettich said that Flight Attendants being called in for absentee "percentages" did not accurately reflect what a Flight Attendant does. Addie Crisp said that the biggest problem was consistency between the way that Phase One and Phase Two Meetings were conducted at each domicile. Mike Mankin said that Management has been clear with their communications on the issue: "If a Flight Attendant is sick, they should call in. If they are well, they should come to work." Brendan Conlon said that Management needs to avoid Sick Leave Emergencies. John DiPippa discussed the Americans with Disabilities Act (ADA) forms that were being handed to Flight Attendants during Phase Two Attendance Meetings. Audrey Stone explained that Inflight Management needed to be consistent at these meetings. Audrey Stone discussed the issue of "comping percentages" regarding Flight Attendants' liquor sales. Brendan Conlon stated that the Company was on track to finish the year with two million dollars of missing inventory. Brendan Conlon said the Company was looking into using a different type of device for charging Passenger's credit cards. The Company was also looking into an onboard electronic Flight

Attendant Manual, he said. Audrey Stone inquired as to the situation in Houston in which an Inflight Supervisor was using retired Employees' passes. She noted the Flight Attendants had received discipline for less. Mike Mankin stated that he was aware of the situation and that it would be handled. Cuyler Thompson asked who at Southwest Airlines was in charge of the Portable Electronic Device (PED) issues. He explained that Passengers could not understand why Customers at other airlines could use their electronics below 10,000 feet but Southwest Airlines Customers could not. Brendan Conlon said that Paula Gaudet had been in charge of that. Chris Sullivan asked if the Operations Agents could be provided a script to read in the Boarding Area. Brendan Conlon said the Management hopes to have the policy changed soon.

The Inflight Management Representatives left the Meeting at 1143.

Becky Parker and Lyn Montgomery were excused at 1143.

John Parrott returned to the Meeting at 1143.

The Executive Board continued to review the October Executive Board Meeting Minutes.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

The Executive Board went to lunch at 1225 and reconvened at 1419.

During the lunch break, Donna Keith, Addie Crisp, Jimmy West and Matt Hettich answered the phones at the Union Office so that the Office Team could lunch together, away from the Union Office.

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

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

The Board continued to review the 3rd Membership Meeting Minutes.

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker and Grievance Team Member Brandon Hillhouse entered the Meeting at 1436 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1459 to discuss the merits of the Grievance.

Brandon Hillhouse and the Grievant were excused at 1530.

Cuyler Thompson made a **motion (3)** to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1532,

John Parrott was excused to work on the Local 556 Financial Report.

The Board continued to review the 3rd Membership Meeting Minutes.

The Executive Board took a break at 1606 and reconvened at 1633.

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

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

The Board continued to review the 3rd Membership Meeting Minutes.

The Executive Board discussed the schedule for upcoming SMT Classes and Dinners. Todd Gage **agreed** to obtain the schedule from the Southwest Airlines Training Department and to forward the schedule to the Domicile Executive Board Members.

Chris Sullivan updated the Executive Board on the progress of the TWU Local 556 Movember Team.

John Parrott discussed the way that Members doing Union work were compensated for their time. The Executive Board **agreed** that non-Officers would not be compensated by the Local more than the current highest bid line in the Flight Attendant bid packets, no matter how many hours of work were completed during the month. The Executive Board **agreed** that Officers would not be compensated by the Local more than the current highest bid line in the Flight Attendant bid packets, plus fifteen percent, no matter how many hours of work were completed during the month. The Executive Board **agreed** that the verbiage would be placed in the Local 556 Policies and Guidelines Manual.

Garry Drummond discussed the fact that International had done away with 22 positions at the International office and would be looking for ways to use the Members' dues most efficiently.

Addie Crisp reported that Mary Matthews from TWU International would like to record video footage of Local 556 Members participating in the ongoing toy drive in conjunction with the U.S. Marine Corps Reserves Toys for Tots program.

Chris Sullivan reported that the Local 556 Veterans' Committee would be collecting donations for Veterans in the Inflight lounges. Brett Nevarez **agreed** to help the Veterans Committee with this endeavor.

Audrey Stone updated the Executive Board on the number of Flight Attendants who had provided their passport information to Inflight Management as requested.

Chris Sullivan made a **motion (4)** that TWU Local 556, on behalf of the Veterans Committee, donate $250 in support of "Operation Free PX." John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Addie Crisp made a **motion (5)** to recess. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Away
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Nay
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1755.

Thursday

November 14, 2013

Audrey Stone called the Meeting to order at 0836.

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

John DiPippa was excused.

Audrey Stone submitted several pieces of correspondence for Executive Board review.

Rob Riddell presented the **Language of Destination/Origin Sub-Committee Report**. There was no written report submitted.

Audrey Stone recommended that Negotiating Team Member Bill Holcomb be added to the LODO Sub-Committee.

Cuyler Thompson made a **motion (6)** that Negotiating Team Member Bill Holcomb be added to the LODO Sub-Committee. Addie Crisp **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Yea
John DiPippa	Excused
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

There was discussion regarding the small number of Flight Attendants who had opted to become Agency Fee, Non-Member Objectors.

John Parrott made a **motion (7)** that if a Member chooses to become an Agency Fee, Non-Member Objector and requests to become a Member again, they will be charged the current Initiation Fee. Cuyler Thompson **seconded** the motion.

Todd Gage made a **motion (7a)** to amend the motion on the floor by adding, "Any current Agency Fee, Non-Member Objector that requests to become a Member again will be charged the current Initiation Fee." Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor to amend motion (7):

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea

Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Nay
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Excused
Addie Crisp	Yea
Chris Sullivan	Nay

The motion on the floor to amend motion (7) **carried**.

The Executive Board voted by roll call on the main motion on the floor:

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

The main motion on the floor **carried**, with the amendment.

Cuyler Thompson reported that at the request of Members in attendance at the 3rd Membership Meeting, the TWU Agency Fee Policy and Labor Management Reporting and Disclosure Act of 1959 would be posted on the Local 556 Website.

The Executive Board **agreed** that Agency Fee, Non-Member Objectors were not eligible to be TWU Local 556 Shop Stewards.

The Executive Board again discussed the voting machine that was purchased by the previous Executive Administration. The Executive Board **agreed** that the response card was unreliable and that it would not be utilized by the Local in the future. Rob Riddell **agreed** to explore ways of recouping the expenses associated with the response card.

Tina Coffee discussed volunteerism and the AFL-CIO.

Todd Gage made a **motion (8)** to pay for the lunch for the upcoming Illinois/Indiana State Conference not to exceed $200. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Yea
John DiPippa	Excused
Addie Crisp	Yea
Chris Sullivan	Away

The motion **carried**.

The Executive Board took a break at 1009 and reconvened at 1024.

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

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker were guests at the Meeting and presented the **Grievance Committee Report**:

GRIEVANCES

Active	*116*
Settled Union	*32*
Settled Company	*0*
Withdrawn	*19*
Reinstatements	*6*

Overall Grievance Numbers Down

The number of Grievances has been reduced dramatically from 144 on October 15, 2013 to 116 as of November 13, 2013. This is a reduction of approximately 19%. Keep in mind that new cases filed affect the overall number.

Family Medical Leave Act (FMLA) Grievance Settled

Management has agreed to apply the FMLA properly per our interpretation of the regulations. This came out of group Grievance 17-0490. No more than one day will be deducted from a Flight Attendant's available FMLA leave entitlement for each day during which the Flight Attendant takes

FMLA leave on an intermittent basis. The total allotment is now seventy-two days of FMLA, twenty four more days than in 2012. Management will review and recalculate all Flight Attendants' available leave entitlement. This will occur for all Flight Attendants whether or not he/she was named in the Grievance. These changes will be effective immediately but won't be able to be programmed into pull sheets (Management's system that oversees leaves) until mid-November. The Union has just received the leave information for the individual grievants listed in the case and is in the process of contacting them. Management is also going to send the information for all Flight Attendants who have exhausted his/her leave due to the incorrect calculation. The settlement agreement is in compliance with the new regulations. There has been no change made to how Workers' Compensation leaves are applied. Medical leaves of any type, including Worker's Compensation leaves, have always been deducted from the Flight Attendant's total leave entitlement. President Audrey Stone and Executive Grievance Chairperson worked diligently with Management to procure this settlement outside of a hearing and without having to involve the Department of Labor or the United States Court system.

Wrongful Termination Victories

Six reinstatements have been procured by way of the Grievance Summit and the Grievance Team. Sick leave abuse, off duty non-revenue misconduct, dishonesty, drinking, points and threatening, intimidating and harassing were the alleged violations. The number of active termination Grievances has dramatically reduced to only seven, currently. One of which is scheduled to go to Arbitration on December 5, 2013 (Sleeping or appearing to sleep on duty).

Arbitrations

One hearing is currently scheduled for December 5, 2013. All scheduled Board of Adjustments (BOAs) hearings for 2013 have settled. The scheduling of BOAs will resume in 2014.

Grievance Summit Success

On November 4 and 5, 2013, the Union and Management met to discuss seventy Grievances. The goal of this meeting was to discuss Grievances in an open forum with Management and find faster resolution. Southwest Managers and Directors, Naomi Hudson, Mike Mankin, Brendon Conlan, Claire Taite, Brianna Grant, Kevin Allen, Nora Shafer, Reen Emlett, Sonya Lacore and Senior Labor Attorney Juan Suarez met with TWU Local 556's President Audrey Stone, Executive Grievance Chairperson Lyn Montgomery, Grievance Chairperson Becky Parker, Grievance Specialists Barbara Fitzhugh and Brandon Hillhouse along with Mark Richard, Attorney for Local 556. Seventy grievances were slated to be discussed during the two-day period. Twenty-two settlements were signed as a result of the Summit with more to come. The Union agreed to revisit several cases and Management is researching others. The Union expects more settlements to come. On December 9, 2013, the remaining cases will be discussed as well as a few new additions during a third Grievance Summit. Mike Hafner thanked the Union for a productive, respectful meeting. Having this Summit during Section Six Negotiations is strategic since Management is focusing on Grievances and contract language. It is beneficial to both parties to find resolution outside of Negotiations. It has created a cooperative environment.

2012 Commitment Made to the Membership

In 2012, the Grievance Chairs made a commitment to focus on solving older Grievances. The Grievance Summit was a concerted step towards the continuation of achieving this goal. New cases are also getting solved in a shorter time period. For example, a termination was settled in just ten days. The Union also hopes to lower and maintain a lower number of Grievances. This will be a daunting task. Over the years, our Grievances have dipped low but historically remain over 100. A sampling of the grievance numbers over the years indicate the following:

May 2009	*157*
February 2010	*180*
March 2011	*114*
July 2012	*102*
November 2013	*113*

The number is not as important as the time that it takes to solve the grievances. The Grievance Team has placed a heavy focus on shortening this time frame.

Unscheduled RON into Vacation Grievance
Grievance 19-0087 was filed on February 15, 2011 and has been discussed with Management multiple times.

Training
The Grievance Chairs will be attending the FADAP training on November 19 in order to be become knowledgeable about FADAP's policies and procedures. After this training FADAP Committee Chairs, Amy Peters and Natalie Salser will work with Grievance Committee Chairs Lyn Montgomery and Becky Parker to develop procedures for Grievance Team Members who are working with Flight Attendants suffering from addiction. The desire is that Grievance Team Members will work to protect a Flight Attendant's job and FADAP will assist the Flight Attendant to obtain treatment. In the first quarter of next year, the Grievance Chairs will conduct training on unemployment hearings, board packets, remedies to grievances and grievance synopses.

The Board **agreed** to accept the proposed settlement to a Grievance.

Todd Gage made a **motion (9)** to proceed on two Grievances per the recommendations of the Grievance Review Committee (GRC). Valerie Boy **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (10)** not to proceed on five Grievances per the recommendations of the GRC. Brett Nevarez **seconded** the motion.

Rob Riddell made a **motion (10a)** to amend the motion on the floor by striking one grievance. John Parrott **seconded** the motion. The motion to amend **carried**.

The main motion on the floor **carried**, with the amendment.

Todd Gage made a **motion (11)** not to proceed on a Grievance per the recommendations of the GRC. Addie Crisp **seconded** the motion. The motion **did not carry**.

Karen Amos made a **motion (12)** to proceed on a Grievance. Valerie Boy **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (13)** to revisit a Grievance. John Parrott **seconded** the motion. The motion **carried**.

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

Todd Gage made a **motion (15)** to revisit a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

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

Todd Gage made a **motion (17)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (18)** not to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (19)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (20)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (21)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

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

Todd Gage made a **motion (23)** to revisit a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (24)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (25)** to revisit a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (26)** not to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (27)** to revisit a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (28)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1307.

The Executive Board went to lunch at 1308 and reconvened at 1415.

Audrey Stone updated the Executive Board regarding the Southwest Airlines Training Department's plans to schedule the previous year's SMT graduates to attend FAA Compliance Training.

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

> *Karen reported that in the month of November the Dallas Base unfortunately continues Phase Two Attendance Meetings. Karen spent time in the Dallas Lounge on three occasions in November. Karen would like to thank Brett Nevarez immensely for his help in updating the Dallas Glass Case and organizing the Union Red Rack. His team efforts and thoughtfulness are extremely appreciated. Karen reported all publications have been distributed. Karen reported that she answered numerous calls from*

Members and recently received calls from Flight Attendants who would like to be more involved with the Union.

The Executive Board discussed the 2014 TWU Local 556 Strategic Plan and assigned the tasks necessary to carry out the plan.

Audrey Stone left the Meeting at 1507.

Todd Gage chaired the Meeting.

Audrey Stone returned to the Meeting at 1512.

Audrey Stone submitted the **President's Report**:

Audrey Stone reported that our Union has been very busy since the last report. She has led our Negotiating Team (NT) at the table in negotiations with Southwest Airlines on October 23 and 24, and November 7 and 8. Audrey regretfully informed the Executive Board (EB) of Val Lorien's resignation from the Negotiating Team and LODO Subcommittee on November 11, but would like to thank both the NT and EB for their complete support in recognizing that this was in the best interest of our Membership. Per our Bylaws, the EB will be appointing the vacant spot on our NT at a future date. We return to the table next week on November 21 and 22, and we will wrap up our negotiations for 2013 on December 5 and 6. We will be scheduling 2014 Negotiation dates next week. Negotiations have continued to be productive and we reached a Tentative Agreement on Article 25 – Health and Safety on November 7. Audrey chaired the Orlando and Baltimore Sessions of the Membership Meeting on October 29 and 30. She would like to thank TWU Local 556 1st Vice President Todd Gage for chairing many of the Sessions of the recent Membership Meeting due to negotiations and other meetings. Audrey spoke at the TWU Working Women's Committee Meeting on October 21, and was honored to be invited to share her experiences working in labor with other TWU women. She also attended the TWU Air Transport Division (ATD) Presidents Meeting on October 22. This meeting was scheduled through TWU International and was a platform for dialogue amongst the various Local Presidents to discuss common problems, as well as an opportunity to speak with the new International Leadership. Audrey continues to participate in the monthly Shop Steward Conference Calls, and our TWU Live Broadcasts, most recently on October 21 and November 12, respectively. She also spoke to the current Special Merger Training (SMT) class on November 12, and continues to receive positive feedback regarding the SMT dinners hosted by our Union following the presentation. Audrey has been attending SMT graduations and has worked with AFA – Council 57 President Alison Head to address transition issues that arise. On November 4 and 5, Audrey, along with Members of our Grievance Team, participated in a Grievance Summit with Southwest Airlines Leaders. She is happy to report that it was a productive summit that resulted in many grievances being resolved, and an additional date of December 9 has been scheduled to continue working our cases with Management.

Chris Sullivan submitted the **Veterans Committee Report**:

The Veterans Committee Chairman, Chris Sullivan, reports that the TWU Air Transport Division met in Hurst, Texas on November 6-7, 2013. Chris attended the meeting on behalf of TWU Local 556. Items discussed at the meeting included "Operation Free PX (Post Exchange)," military dependent flight benefits and Air Compassion for Veterans' Fuel Smart Program. Captain Jim Palmersheim was a guest speaker at the meeting. Jim is the Managing Director of Veterans and Military Initiatives at American Airlines. The Committee is working with Jim to organize an effort to lobby Southwest Airlines in *establishing a program similar to American Airlines "Fuel Smart." The Committee will be travelling to Brooke Army Medical Center in San Antonio, Texas on December 6 to participate in "Operation Free PX" that will be held December 7-8. Donations that are currently being collected in all Domiciles will be distributed to Military Members, Veterans and their families during this visit.*

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

Chris Sullivan reports that he attended the Executive Board Meeting in Dallas on October 14-17, 2013. Chris wrote an article for the upcoming Unity Magazine. On October 16, Cetta Larabee took over as the new Denver Inflight Base Manager. Chris met with her and discussed issues related to the Denver Base. Chris wrote and distributed an informational letter to Members in the Denver Base. The letter contained details on the Movember campaign and the mustache contest open to all Denver based Members. Base Manager Cetta Larabee donated a blue pass as a prize for the contest. The Union Glass Case and Red Rack were updated throughout the month. Chris also represented Members and conducted lounge visits. Chris attended the 3rd quarter Membership Meeting in Denver on October 21. On November 6-7 Chris attended the Air Transport Division Veterans Committee meeting in Hurst, Texas.

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

Audrey Stone reports that TWU Local 556 will be participating in upcoming State Conferences throughout the system, and TWU International is planning to bring back the Committee On Political Education (COPE) Conference in 2014.

Rob Riddell reported that Phoenix Shop Steward Sonia Hall had been working towards paying off money she owed to the Union and now owed the Union only 16.2 Trips for Pay (TFP).

Audrey Stone update the Executive Board on the status of the ongoing Contract Negotiations between Local 556 and Southwest Airlines Management.

The Executive Board discussed the resignation of Negotiator Val Lorien. The Executive Board **agreed** that the Negotiation Team would bring their recommendations for Val's replacement to the Executive Board the following month.

Cuyler Thompson submitted the **Minutes, Synopsis** and the **Attendance Record** and **Voting Record and Tally** of the **October 2013 Executive Board Meeting** for review.

Addie Crisp made a **motion (27)** to excuse Stacey Vavakas from the remainder of the Executive Board Session. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Stacey Vavakas was excused at 1600.

John Parrott made a **motion (28)** to excuse Cuyler Thompson from the remainder of the Executive Board Session. Chris Sullivan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson was excused at 1604.

Matt Hettich recorded the Minutes of the Meeting.

The Executive Board made corrections and changes to the October Executive Board Meeting Minutes, Synopsis, Attendance Record and Voting Record and Tally.

Addie Crisp made a **motion (29)** to approve the October 2013 Executive Board Meeting Attendance Record. Chris Sullivan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Excused
Brett Nevarez	Yea

Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Excused
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried.**

Todd Gage made a **motion (30)** to approve the October 2013 Executive Board Meeting Voting Record and Tally. Rob Riddell **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Todd Gage made a **motion (31)** to approve the October 2013 Executive Board Meeting Synopsis as amended. Rob Riddell **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Excused
Brett Nevarez	Away
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Excused
Valerie Boy	Yea

Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried.**

Todd Gage made a **motion (32)** to approve the October 2013 Executive Board Meeting Minutes. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried.**

Todd Gage made **motion (33)** to adjourn the meeting. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Nay
Cuyler Thompson	Excused
Brett Nevarez	Nay
Stacy Vavakas	Excused
Valerie Boy	Nay
John DiPippa	Nay
Karen Amos	Nay
Jimmy West	Nay
Chris Sullivan	Nay
Rob Riddell	Nay
Tina Coffee	Nay
Matt Hettich	Yea
Addie Crisp	Yea

Donna Keith	Nay

The motion **did not carry**.

The Executive Board discussed attendance at TWU State Conferences. There was discussion on attending the Florida State Conference and the cost incurred by the attendee when the conference is not held in a domicile city.

Karen Amos made **motion (34)** for Jimmy West to attend the TWU Florida State Conference and include hotel expense for one night. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Excused
Brett Nevarez	Yea
Stacy Vavakas	Excused
Valerie Boy	Yea
John DiPippa	Yea
Karen Amos	Yea
Jimmy West	Yea
Chris Sullivan	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Addie Crisp	Yea
Donna Keith	Yea

The motion **carried**.

Chris Sullivan discussed the upcoming holiday party for the Executive Board and Office Staff. The Executive Board **agreed** that holiday party logistics could be discussed later via email.

Matt Hettich discussed Executive Board Member attendance during Executive Board Meetings. The Board **agreed** to discuss this issue during the next meeting in December.

Todd Gage made **motion (35)** to adjourn. Chris Sullivan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Excused
Brett Nevarez	Yea
Stacy Vavakas	Excused
Valerie Boy	Yea
John DiPippa	Yea
Karen Amos	Yea

Jimmy West	Yea
Chris Sullivan	Yea
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Addie Crisp	Yea
Donna Keith	Yea

Audrey Stone adjourned the Meeting at 1707.

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

Cuyler Thompson
TWU Local 556 Recording Secretary