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

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August 2013 Executive Board Meeting
August 13 – 15, 2013
Synopsis

Tuesday August 13, 2013

Audrey Stone called the Meeting to order at 0830.

TWU Local 556 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, Donna Keith, Stacey Vavakas, Valerie Boy and Karen Amos were present.

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

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

Garry Drummond administered the TWU Oath of Office to Local 556 1st Vice President Todd Gage.

Cuyler Thompson led The Executive Board in reciting the **Pledge of Allegiance**.

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

> *Audrey Stone reports that she has been working with the Negotiating Team (NT) to prepare for negotiations. The NT went to the negotiating table with Southwest Airlines (SWA) on July 25 and 26, and August 7 and 8. Audrey reports that the NT has six dates coming up with SWA, and will be reviewing data procured from SWA through an extensive information request submitted. Audrey is happy to state that SWA has been forthcoming with providing information. Audrey went to a Labor Management Forum held by SWA Senior Vice President of Labor Relations Randy Babbitt on July 18, and was accompanied by Treasurer John Parrott. They also went to the Union Leadership Briefing regarding the quarterly earnings report on July 25. Audrey reports that she was invited to participate in a Labor Summit that was to be hosted by the Southwest Airlines Pilot Association but gave notice that 556 would not be in attendance due to the Teamsters' raid against TWU Employees. Local 555 also pulled out, and the Summit was subsequently cancelled. On July 22, Audrey coordinated with SWA Leaders, our Health and Safety Committee, and CISM regarding the incident with flight #345. TWU International President Jim Little did not consult with any Local 556 Leaders before issuing his statement about flight #345, and Audrey immediately addressed concerns with President Little. After phone calls and emails between President Little and herself, he removed his statement and issued a subsequent retraction. Audrey has spent time training 1st Vice President Todd Gage, and is thrilled to have him on board working for 556. Audrey and Todd met with Randy Babbitt and Vice President of Cabin Services Mike Hafner on July 29. Audrey also attended a meeting with Management along with*

Safety Chair Michael Massoni and Health Chair Michele Moore on July 29 regarding hot aircraft. Audrey participated in the Shop Steward Conference Call on July 30, and will be participating in her first Live Broadcast as President on August 13, with 1st Vice President Todd Gage hosting. Audrey had a meeting with the Scheduling Committee Chairs on July 31, along with John Parrott and Todd Gage. Audrey also attended a meeting at Headquarters with the Executive Grievance Chairpersons on August 2 to discuss Scheduling concerns. Audrey will be conducting interviews with all eleven applicants that applied for the Grievance Team positions during August, and coordinating with Executive Chairperson Lyn Montgomery and Treasurer/Office Manager John Parrott through this process. Audrey met with TWU International Organizing Director Frank McCann and Karla Kozak on August 5 for an update on the organizing efforts with jetBlue and Virgin America. Audrey has responded to emails, phone calls, and has assisted the Grievance Team.

There was discussion regarding the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines.

John Parrott submitted the **Local 556 Office Manager's Report**:

John reported the following statistics for the month of July:

Sick Days	*0*
Vacation Days	*36.5*
SWA Training	*0*
Jury Duty	*1*
Flex Days	*8*
Union Business – Other	*24*
Total Days to cover	*68*
Temp Staff Days	*26*

John is pleased to report that the Grievance Team is working hard to serve the Membership. The Grievance Team continues to staff the Weekend On-Call program at no additional cost to the Membership. John reported that Kathy Anderson, David Feather, and Dana Perkins would be returning to the line effective August 1, 2013. John would like to thank each of them for their service to the Membership. An open call was placed on the Union Website seeking candidates for any open positions. For those that applied, interviews will be conducted in August. These positions will be evaluated and recommendations will be made by President Audrey Stone for the Executive Boards consideration.

There was discussion regarding communication from a former Grievance Team Member. The Executive Board **agreed** that the Member's return to the line and subsequent move back to their Domicile had been handled in accordance with the Local's policy. The Executive Board **agreed** that Audrey Stone would communicate the Executive Board's decision to the Member.

Brett Nevarez presented his **Officer's Report as 2nd Vice President**. There was no written report submitted.

There was discussion regarding the publication of the "Recent Timeline of Events" and the ten Flight Attendants who had requested further information regarding the publication.

There was more discussion regarding ongoing Contract Negotiations.

Todd Gage submitted his **Officer's Report as 1st Vice President**:

Todd would like to start by thanking the Executive Board for appointing him as 1st Vice President for TWU Local 556. Todd has been working with President Audrey Stone to get caught up to speed regarding the Local's business. They both met with Southwest Airlines Management along with Safety Chair Michael Massoni and Health Chair Michele Moore to discuss the ongoing issue of hot aircraft. Audrey and Todd also met with Southwest Airlines Vice President of Cabin Services Mike Hafner as well as the Vice President of Labor Relations Randy Babbitt. On July 31, Todd participated in the Shop Steward Conference Call. Todd also sat in on meetings with the Scheduling, Safety, CISM and Health Committees. Todd went through the Local's current Policy and Procedures Guidelines to make sure it was up to date according to the Bylaws and Member motions. Todd also worked with Audrey Stone and Michael Massoni during the Southwest Airlines Flight #345 incident. Todd continues to work with Treasurer John Parrott finding areas where costs may be reduced to benefit the Local. Todd would like to thank the Office Staff for assisting him as he becomes reacquainted with the office. Todd has been answering phones when he is Dallas and not in meetings.

The Executive Board discussed the Southwest Airlines Emergency Notification System (ENS) messages that Domicile Executive Board Members had once again begun to receive.

The Executive Board discussed the Southwest Airlines Flight #345 incident. There was discussion regarding the fact that Southwest Airlines Management communicated their approval of TWU Local 556's response.

Tina Coffee submitted her **Officer's Report as Board Member at Large**:

Tina Coffee attended the Executive Board meeting in Dallas on July 8, 9, 10, 11, 12 and 13. Tina received a few phone calls from Members regarding the timeline email. All of them were supportive. Tina read the TWU emails and tuned in to the July 30 Shop Steward Conference Call. Tina was also on the Conference Call regarding Office Staff changes.

Rob Riddell presented his **Officer's Report as Board Member at Large**. There was no written report submitted.

There was discussion regarding the fact that former President Stacy Martin had not surrendered the laptop computer, purchased for him for his use while he was in Office, despite official requests from Local 556 Legal Counsel.

There was discussion regarding the fact that former 1st Vice President Chris Click continued to refuse to reimburse the Local for expenses incurred during an unauthorized trip to London, England while suspended from Office despite official requests from Local 556 Legal Counsel.

There was discussion regarding the fact that former Communications Chairperson Dean Walker had surrendered the second laptop computer in his possession to the Union after official requests from Local 556 Legal Counsel.

Stacey Vavakas presented the **Baltimore Base Report**. There was no written report submitted.

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

Jimmy reported that Orlando has been relatively quiet with the exception of Phase One and Phase Two Attendance Meetings. Jimmy reported two E-Connections have been sent out, one being the *applications for the Grievance Team openings in the Union Office in Dallas. Jimmy reported that he participated in the Shop Steward Conference Call on July 30, 2013. Jimmy reported the glass case currently displays the candidates for the TWU International Convention as there have been no other updates to display.*

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

Karen attended the 737-800 Sub Committee meeting on July 3. In attendance at the meeting were Karen Amos, Audrey Stone, Lyn Montgomery and Denny Sebesta. Karen spent time in the Dallas Lounge and changed the Union Bulletin Board two times. Karen worked on a payroll issue that entailed an overpayment to an Employee. The legal limit by which the Company is allowed to recoup monies that are overpaid to an Employee has changed from twenty five percent of the total overpayment to now being increments of three hundred dollars per check. This information came from payroll. Karen worked on an issue with an Employee utilizing the Personal Illness Note (PIN) on the last day of a quarter. The issue was corrected in favor of the Employee. Karen was present on the July 27 Conference Call. Karen represented a Member for a Second Round Attendance Meeting in July and reports the Flight Attendants were being given American Disabilities Act paperwork at the closing of the meeting. Karen straightened the red rack. All Union publications have been distributed.

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

Matt reported that Fact-Finding Meetings have mostly involved delay of flight; Attendance Meetings have remained consistent with the previous month; and, Second Phase Attendance Meetings are continuing in Oakland. Matt wrote the Oakland E-Connection, updated the Oakland Base Page on the Union Website, wrote the Oakland Base article for Unity Magazine, and communicated with Oakland Shop Stewards via email. Matt participated in the July 27, Executive Board Conference Call and joined the Shop Steward Conference Call on July 30.

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

"Phase One" and "Phase Two" Attendance Meetings continue in the base. Addie Crisp updated the glass case. Addie Crisp was Officer On-Call for a week in July and received two phone calls. Rickie Spand held a Lounge Mobilization in early July. Addie Crisp sent out a Shop Steward email and Las Vegas E-Connection.

There was discussion regarding the recent duct tape phenomenon in which Flight Attendants were bringing their own duct tape to work and creatively strengthening the "condiment cups" aboard the aircraft. Brett Nevarez **agreed** to investigate a Union vendor who may provide "TWU Local 556" duct tape for this purpose.

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

Donna reports that the Chicago Base has been continuing with Fact-Finding Meetings, "Phase One, and Phase Two" Attendance Review Meetings. Donna reports that she attended the Illinois/Indiana State Conference Meeting on August 6, 2013 with Gwen York and representatives from Locals across the Chicagoland and Indiana area. Donna has sent out an E-Connection, a Chicago Base Page update, and Weekly Report. Donna has updated the glass case, straightened the red rack, and distributed all publications. Donna spent time in the Chicago Lounge and met with Chicago Base Management to discuss the welfare of the Chicago Base. Donna attended the Executive Board Meeting in July. 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 International Delegate Election and directing them to contact the Board of Election with any questions. Donna has been in touch with Shop Stewards. Donna has received several more calls concerning the perceived used of the "D" position Flight Attendants for Reserve purposes as well as calls about Flight Attendants who are being rescheduled after paying to give away Sequence Interruption Points (SIPs)in their trips. Donna has also received calls concerning the quality of the bid lines and the status of the Scheduling Committee. Donna has spent quite a lot of time assisting Flight Attendants with On-the-Job Injury (OJI) issues and has also been in contact with attorneys in the Chicago area discussing Illinois law and statutes concerning Workers' Compensation Laws in Illinois.*

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

Chris reports that he attended the TWU 556 Executive Board meeting in Dallas on July 8-13, 2013. The Denver Inflight Culture Committee held its first event on July 20. Chris hosted a mixer at his home and then everyone attended the Colorado Rockies game at Coors Field. Approximately 40 Members were in attendance. Chris participated in the Denver Station Health and Wellness Fair on July 23. On July 30 Chris participated in the Shop Steward Conference Call. On August 6 Chris was informed that Denver Inflight Base Manager Katrina Bannon would be leaving the Company on August 26. Currently there is no information as to who her replacement may be. Chris attended the TWU Air Transport Division (ATD) Veterans Committee meeting on August 7-8 in Hurst, TX. The glass case was updated three times since the last report. During the month, Chris met with Management and represented Members in meetings. Chris also did lounge visits on July 23 and 29.

Audrey Stone presented the **Local 556 Committee on Political Education (COPE) Report**:

Audrey Stone reports that she has been working closely with TWU International COPE-Political Field Staff Gwen York on legislative issues affecting Flight Attendants, including the No Knives Campaign, Shanksville Memorial, and the Martin Luther King (MLK) March.

The Executive Board discussed the fundraising efforts for the Flight 93 National Memorial in Shanksville, Pennsylvania.

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

July was an extremely busy month for our Team. We handled approximately seventy-one calls that came into our hotline. Each call that comes in requires between one and two return phone calls. We logged numerous calls while working with the Flight Attendant Crew of Flight 345. The CISM Team was present approximately one hour after the accident at New York City's LaGuardia Airport happened, and had a CISM Team Member stay with the accident Crew at the hospital and the hotel for the following two days. We are still assisting the affected Crew. Our Team was present at the Denver Safety Fair and represented CISM. During the month of July we experienced a higher than normal call volume from Flight Attendants experiencing personal issues and requesting assistance from CISM. Below you will see the total number of calls that came into our hotline.

Medical Emergency	*21*
Personal Issue	*13*
A/C Mechanical	*9*
Calls related to A/C Accident	*5*

Turbulence	*3*
Passenger Misconduct	*2*
Birdstrike	*2*
Personal Issue - Air Tran	*2*
Decompression	*1*
Safety Fair	*1*
Smoke in Cabin	*1*
Turbulence w/ Injury	*1*
Supervisor Meeting	*1*
Debriefing	*1*
Medical Emergency In Terminal	*1*
Aborted Takeoff - Air Tran	*1*
Non Work Related	*1*
A/C Incident	*1*
Aborted Takeoff	*1*
Death of F/A Family Member	*1*
Substance Referral-FADAP Team	*1*
A/C Accident	*1*
Total	*71*

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

We posted a summary of August and September's schedule information on the committee page of the TWU Website prior to the close of Primary Line Bidding. We have updated the Open Time remaining following Vacation Relief (VR) Line Writing each month and will continue to do so. Data continues to be updated and stored each time we write lines. Flight Attendants questions are answered promptly and with information to help educate. Pertinent base-specific information is always passed on to the appropriate writer to ensure the Membership's concerns are addressed within our guidelines. Primary Lines for August were written on June 26 and 27, 2013. The September Lines were written on July 29 and 30, 2013. VR Lines for August were written on July 10, 2013 and September VR Lines will be written on August 9, 2013. Overall turn and two-day pairings increased in September. However Orlando had a decrease in two-day pairings. We were able to keep most turns off of the three-day lines, and on the extra turn lines in Baltimore, Denver, and Phoenix. These bases saw staffing changes to allow for room in the numbers to do that. Several bases saw improved 'Pure' and weekend off statistics in September as well. 737-800 series aircraft are still tentatively set for October delivery. There were "A, B, C" and separate "D" pairings in all bases except Dallas. We were able to build some "pure" "D" only lines in some Bases, but most of the "D" pairings contributed to the inconsistent and lines with 48-hour breaks statistics. The August base schedule continues through September 27, 2013. Demand-shaping continues on the weekends, so there is no longer any consistency in the Friday, Saturday, or Sunday pairings each week. Once the October base schedule begins, we will likely see a reduction in flying. Also, a Flight Attendant class of up to fifty-five is expected to be added to the October seniority list. Although improved staffing will improve line quality, we are aware that pairing issues have become more prevalent in some bases. While there are commuters in every base, the ratio of commutable pairings to PM pairings was disproportionate in Phoenix. In addition, lower paying weekday pairings are a concern in Chicago, but are expected with the reduced fall flying. We have discussed both these issues with Crew Planning. We will continue to monitor these and be conscious of *keeping as many true PM pairings together on a line as possible. We will also continue to keep as many higher paying pairings together as possible. Pairings concerns will continue to be communicated to Crew Planning, in hopes of finding a resolution. On July 31, 2013 we had a productive meeting with Audrey, John, and Todd regarding the Committee and upcoming budget in September. The Scheduling Committee will write primary lines for October on August 28 and 29, 2013. October VR lines will be written on September 10, 2013.*

There was discussion regarding the monthly pulls and costs of the current Scheduling Committee and Line Writers. There was discussion regarding the six former Scheduling Committee Members who had agreed to return to their positions as Line Writers at the request of the Executive Board. The Executive Board **agreed** that Scheduling Committee Liaison Brett Nevarez would contact former Scheduling Committee Chairperson Lisa Trafton and report to the Executive Board.

The Executive Board took a break at 1047 and reconvened at 1102.

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, Donna Keith, Stacey Vavakas, Valerie Boy and Karen Amos were present.

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

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

Inflight Management Representatives Claire Taitte and Mike Sims entered the Meeting at 1130.

Grievance Chairpersons Lyn Montgomery and Becky Parker entered the Meeting at 1136.

Audrey Stone asked the Inflight Management Representatives for any follow-up items from the previous month's Executive Board Meeting. Audrey Stone asked if the Inflight Management Representatives had any additional information regarding the Unaccompanied Minor (UM) procedures and the chain of custody when transferring the UM to a Sweeper in a city staffed by non-Southwest Airlines Employees, as discussed the previous month. Mike Sims responded that he did not, but that he would get more information for the Executive Board. Audrey Stone asked if there was any information regarding the 4th jumpseat and cockpit jumpseat priorities as requested the previous month. Mike Sims said that he would have to ask Mike Hafner. Audrey Stone asked if the Inflight Management Representatives could provide any additional information regarding the previous month's discussion about Passenger's portable electronic devices being left on until 10,000 feet when Flight Attendants were asked to take their seats early during descent when turbulence was anticipated. Mike Sims stated that he would look into it. Audrey Stone asked if the Inflight Management Representatives were aware of any other Provisioning cities that would be closed. Mike Sims stated that no more closures were planned currently. Tina Coffee asked if Management had received many reports of Flight Attendant having allergic reactions to the "Evolve" interiors. He said that there was a strong odor associated with the "Evolve" interiors. He agreed, "To look into it." Audrey Stone discussed the recent changes to the pass agreements that Southwest Airlines Employees enjoy with other airlines. Audrey said that while she understood why this change was necessary, she would have liked for there to have been more communication with Employees about the reasons for the change. Valerie Boy asked why the Southwest Airlines non-revenue listing portal was not showing accurate bookings for flights. Claire Taitte speculated that it was because of Irregular Operations. Addie Crisp discussed the continuing problem with the lack of bin *space on the aircraft fitted with "Evolve" interiors. She asked if the Operations Agents could make a Public Address (PA) during the boarding process that the Agent would be happy to check bags for those Passengers willing to do so. Audrey Stone asked if the problem with Flight Attendant's overrides displaying incorrectly in Crew Web Access (CWA) had been fixed. Clair Taitte assured Audrey that the problem had been fixed. Chris Sullivan asked Mike Sims if a decision had been made as to whom the Denver Inflight Base Manager would be. Mike Sims stated that Management was still working to fill the position. Mike Sims noted that this summer had been very difficult operationally for all airlines. Cuyler Thompson requested that the Union be given access to the Southwest Airlines Duty Period Optimization System (DPOS), which builds the pairings that are then placed on bid lines for the Flight Attendants. Claire Taitte said that she would be willing to educate and train some Union Representatives on the DPOS and agreed to talk to Audrey Stone more about it. Rob Riddell asked why the number of San Juan overnights had decreased. Claire Taitte noted that it was due to the operation and "flow" of the aircraft. There was discussion on the education being provided to the former AirTran Flight Attendants during Special Merger Training. There was discussion regarding the $200,000 fine levied by the Department of Transportation against Southwest Airlines for false advertising.*

The Inflight Management Representatives left the Meeting at 1215.

The Executive Board continued to discuss the Scheduling Committee.

Addie Crisp made a **motion (1)** to appoint Lisa Trafton as the Chairperson of the Scheduling Committee. 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	Abstain
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Away
Valerie Boy	Abstain
Donna Keith	Yea
Jimmy West	No
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	No

The motion **carried**.

There was discussion regarding the Members of the Scheduling Committee.

The Executive Board **agreed** that the news of changes to the Scheduling Committee would not be released until former Scheduling Committee Chairpersons Michelle Zenici and Marcy Vinyard had been notified. Audrey Stone **agreed** to notify Michelle Zenici and Marcy Vinyard of the Executive Board's decision.

The Executive Board took a break at 1240 and reconvened at 1415.

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, Donna Keith, Stacey Vavakas, Valerie Boy and Karen Amos were present.

The Domicile Executive Board Members held a brief meeting.

The Executive Board agreed that the Fall Unity Update would have a "Family" theme.

Communication Committee Team Members Robin Brewer and Erich Schwenk entered the Meeting at 1434 and joined Cuyler Thompson in presenting the **Communications Committee Report**:

Publications

- *Shop Steward Corner (SSC) Worked with Lucy White-Lehman to prepare and finalize the July SSC; included editing, graphics and layout.*
- *Summer Unity Magazine*
  Theme established
  Articles – discussed topics and timeline with authors
  Edits to articles as they were submitted
  Graphics were researched and gathered
  Layout – revamped to gain more "white space", and to establish consistency
  Finished layout/production
  Sent to Editorial Team for edits
- *Glass Cases – designed two posters for glass cases*
  tribute to Asiana Airways
  "VOTE" poster
- *New Communications Committee Structure*
  Met with Cuyler Thompson and Audrey Stone to discuss dynamics of new structure
  Met with Cuyler Thompson and Erich Schwenk to discuss and establish timelines/procedures for Unity Magazine, and how we could best implement into the Summer Unity since it was already in production
  Under Cuyler's direction a new Editorial Team has been established
  Will continue to re-visit procedures and "tweak" to streamline process.
- *Took pictures of office personnel that needed to be updated.*

Mass Emails

We are currently having issues with our email program receiving information from our database at AppleTree. Some information is updating but not all. This is causing issues when separating bases to send E-Connections. Members shied away from emails during the election but many have returned.

Website

Over the past month, there have not been any large changes with our Website.

- *Menus have been updated and that project is complete.*
- *The Delegate Election brought around a new banner, vote icon, and updates to the BOE page.*
- *There is a new button on the right sidebar to download Portable Document Formats (PDF) to put in galleys in support of 555.*
- *On August 13, a plugin was updated. The plugin was corrupt and the whole 556 site was down for several hours while AppleTree fixed this issue. This did not disrupt the dues or NT page.*

This plugin will no longer work for our site. As a result, our groups function is disabled and we have unpublished the Shop Stewards only page because there is no way to provide that information to only Shop Stewards.

- *"In Memory of" page has been updated.*
- *Shop Stewards now have their pictures online. This will be ongoing since we are missing quite a few pictures.*
- *We had quite a response to our posts on Flight 345 on Social Media but very few page views for the Website postings.*

Shop Steward Committee
There were two email blasts over the past month for the Shop Steward Committee. Lucy was trained on the Website that is used for running the Shop Steward Conference Calls. She ran the call in July while I monitored. She did a great job and will continue to moderate. After the calls, I can log in to download the recording and publish it as needed. The Shop Steward Corner was published and announced via email with the Shop Steward Conference Call announcement.

Negotiating Team (NT)
Eight Conference Calls were held with the Membership, Communications Team, and the NT. The calls were a great opportunity for Members to ask questions and provide guidance to the NT. The calls were recorded and are available on the twu556.org site.

Emergency Response
The Communications Team has worked on a plan to put in place in the event of a disaster. This will allow the President to remain in control and the Communications Team and will be able to react quickly to an incident. The plan is scalable to include full-blown accidents or minor incidents. Several Flight Attendants will have access to implement the plan just in case others are flying.

Facebook
We currently have 1570 "likes" on our page a gain of 25 people in the past month. We have seen an increase of over 125 users since mid-May.

The Executive Board discussed the content for future Union Glass Case and Bulletin Boards in each Inflight Lounge with the Communication Team.

Erich Schwenk explained the proposed pop-up to be placed on the Local 556 Website offering Members an avenue to receive a Union Pin, if they needed one. Erich Schwenk agreed to email the Domicile Executive Board Members weekly with the names and Employee numbers of those Members who had requested a Union Pin. The Domicile Executive Board Members **agreed** to place the Union Pins in the Flight Attendants' mailboxes in order to save to postage associated with shipping the Pins to the Flight Attendant's homes.

Erich Schwenk discussed the Domicile Executive Board Members' Base Pages, hosted on the Local 556 Website. Erich **agreed** to create a tutorial for the Domicile Executive Board Members so that they may update the content of their Base Pages themselves as necessary.

The Executive Board discussed whether or not to print a Merry Christmas salutation in Union publications. The Executive Board **agreed** to table the discussion until later in the Meeting.

The Executive Board **agreed** to discontinue the list and publication of the Jumpseat Privileges page on the TWU Local 556 Website due to the fact that Southwest Airlines was now publishing the list themselves.

The Executive Board **agreed** to discontinue the practice of updating the Union Hotline regularly. The Executive Board **agreed** to retain the line but to utilize it for emergencies and special notifications only.

Cuyler Thompson submitted a proposal to discontinue printing the monthly Unity Update, replacing it with a weekly, electronic Unity Update to be emailed directly to our Members. The Executive Board **agreed** to no longer print Unity Update to be placed in the Flight Attendant Mailboxes. The Executive Board **agreed** that Communications Committee would email Unity Update to Members two times each month. The Executive Board **agreed** to re-evaluate this new procedure in six months.

Robin Brewer and Erich Schwenk were excused at 1537.

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker, and Grievance Team Members Michelle Nickleberry and Renda Marsh entered the Meeting at 1538 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1547 to discuss the merits of the Grievance.

The Grievant, Michelle Nickleberry and Renda Marsh were excused at 1615.

Stacey Vavakas made a **motion (2)** to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1639 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1650.

Barbara Fitzhugh and the Grievant were excused at 1712.

John Parrott made a **motion (3)** to table a Grievance awaiting further information. Chris Sullivan **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1719.

The Executive Board **agreed** that Todd Gage would be the Executive Board Liaison for the Safety, Health and CISM Committees.

The Executive Board **agreed** that Brett Nevarez would be the Executive Board Liaison for Scheduling Committee.

The Executive Board **agreed** that Audrey Stone and John Parrott would investigate the best options for hosting future New Hire Flight Attendant Dinners during which the Union welcomed its newest Members.

Brett Nevarez made a **motion (4)** to recess. Donna Keith **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	No
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	No
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	No
Chris Sullivan	No

The motion **carried**.

Audrey Stone recessed the Meeting at 1737.

Wednesday August 14, 2013

Audrey Stone called the Meeting to order at 0830.

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

Rob Riddell was excused due to illness.

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

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:

June Cases in Progress	
Withdrawn	*1*
Pilot	*1*
F.A.R.s	*1*
July Cases	
Pilots	*1*
Not Taken	*2*
F.A.R.s	*3*
C.I.S.M.	*1*
Unprofessional Behavior	*2*
Company Policy	*3*
I.R. Filed	*1*
Company Requested	*2*

Withdrawn	*4*
Total Calls	*19*
Positive Outcome	*8*
Negative Outcome	*1*
Unresolved	*1*

The Executive Board **agreed** that Jimmy West would be the Executive Board Liaison for the Professional Standards Committee.

Jimmy West **agreed** to contact Professional Standards Committee Chairperson concerning issues in the most recent report.

Cuyler Thompson and Brett Nevarez were excused at 0850.

Valerie Boy recorded the Minutes of the Meeting.

Audrey Stone submitted copies of Charges filed by Member Stephanie Ayers against Members Cuyler Thompson and Brett Nevarez.

The Executive Board **agreed** that according to the TWU Constitution, Article XIX Section 3, "the Local Executive Board shall review the Charges and consider them improper if (a) The Charges ***do not*** state the exact nature of the alleged offense as required by Section 1 of this Article; (b) The Charges are untimely under Section 2 of this Article; (c) The act complained of ***does not*** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union; (d) The Charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure."

A roll call vote was conducted on the **questions (5a, 5b and 5c)** on the floor:

Article XIX Section 3 (a) "The Charges ***do not*** *state the exact nature of the alleged offense as required by Section 1 of this Article"*

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

Article XIX Section 3 (b) "The Charges are untimely under Section 2 of this Article;"

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

Article XIX Section 3 (c) "The act complained of does not sustain a charge of a violation of the Constitution or conduct unbecoming a member of the Union;"

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
Cuyler Thompson	Away
Brett Nevarez	Away
Rob Riddell	Excused
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	Nay

The Executive Board **agreed** that since the charges did not sustain a violation of the Constitution or conduct unbecoming a member of the Union, it was not necessary to vote on question (d) of Article XIX Section 3.

The Executive Board deemed the Charges submitted by Stephanie Ayers against Cuyler Thompson and Brett Nevarez to be improper.

Brett Nevarez returned to the Meeting at 0915.

Cuyler Thompson returned to the Meeting at 0916.

Cuyler Thompson recorded the Minutes of the Meeting.

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker entered the Meeting at 0920 to submit the **Grievance Committee Report**:

GRIEVANCES

Active	*149*
Settled Union	*9*
Settled Co	*1*
Withdrawn	*6*
Reinstatements	*4*

Arbitrations
We are pleased to announce that Arbitrator Maretta Toedt (pronounced Tate) has been added to our Arbitrator rotation panel. Arbitrator Toedt will take the place of Union Arbitrator Quinn. Arbitrator Toedt is actively involved in Texas Labor Management Conference and is familiar with Southwest Airlines. Arbitrator Toedt comes to us highly recommended by Union leaders and legal counsel.

Arbitrator Jennings upheld a termination, citing that the actions displayed by the grievant did warrant termination. The following Arbitrations are scheduled
September 10- Termination
September 20- Termination
October 21 -22 Required Training denied compensation

We have scheduled a Board of Adjustment (BOA) for a three-day Suspension case on August 27 and another on August 29, 2013 (which is expected to settle).

We have had much success in settling all BOA's that have been slated. We are slating cases earlier to get them through the process more quickly.

Family Medical Leave Act (FMLA)
The Airline Flight Crew Technical Corrections Act amended the FMLA and became effective in March 2013. Under the new regulations, the Company has held the position that intermittent FMLA days can be deducted based on a six day work week. Their interpretation of the regulations was to deduct an entire six days from the Flight Attendant's allotment of 72 days if he/ she does not have another non-FMLA event (for example a sick call, scheduled work day, No Show etc.) in the work week. This means that the Company is subtracting more days than they should from the total allotment. The Union did not believe that the Company could penalize Flight Attendants by deducting days that they were not scheduled to work. The Union had its legal counsel contact the Department of Labor (DOL) and the DOL issued a letter in response to the Union's inquiry. Although the DOL did not issue an advisory statement, they did point to the regulations and in our opinion, the Union's position is supported by the regulations. Should the Company continue to deduct more days of FMLA leave than the Flight Attendant actually takes we will take action. Currently, we are awaiting Management's response.

Todd Gage made a **motion (6)** to proceed on two Grievances per the Grievance Review Committee's Recommendations. John Parrott **seconded** the motion. The motion **carried**.

Todd Gage made a **motion (7)** not to proceed on two Grievances per the Grievance Review Committee's Recommendations. John Parrott **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (8)** to table a Grievance awaiting further information. Valerie Boy **seconded** the motion. The motion **carried**.

John Parrott made a **motion (9)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Valerie Boy made a **motion (10)** to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **did not carry**.

John Parrott made a **motion (11)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Grievance Team Member Renda Marsh entered the Meeting at 1025 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1035 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1055.

Addie Crisp made a **motion (12)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1057 and reconvened at 1110.

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

Rob Riddell was excused due to illness.

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

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker, and Grievance Team Member Michelle Nickleberry were guests at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1122 to discuss the merits of the Grievance.

Michelle Nickleberry and the Grievant were excused at 1140.

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

Todd Gage made a **motion (14)** to revisit a Grievance. Donna Keith **seconded** the motion. The motion **carried.**

Todd Gage made a **motion (15)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Audrey Stone submitted a proposed settlement agreement that the Executive Board had reviewed during the March 2013 Executive Board Meeting. The Executive Board had not accepted the proposed settlement. The Executive Board discussed the reasons why the settlement had not been approved by the Executive Board and **agreed** to table the discussion pending further information to be provided by Lyn Montgomery.

The Executive Board went to lunch at 1217 and reconvened at 1350.

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

Rob Riddell was excused due to illness.

Grievance Committee Chairperson Lyn Montgomery entered the Meeting at 1357 to discuss the merits of a Grievance.

Audrey Stone was excused for Union Business at 1353.

Todd Gage chaired the Meeting.

Grievance Committee Chairperson Becky Parker and Grievance Team Member Renda Marsh entered the Meeting at 1400 to discuss the merits of the Grievance.

Audrey Stone returned to the Meeting at 1400.

A Grievant entered the Meeting at 1410 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1430.

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

Grievance Team Member Beth Ross entered the Meeting at 1445 to discuss the merits of a Grievance.

A Grievant entered the Meeting a 1455 to discuss the merits of a Grievance.

Beth Ross and the Grievant were excused at 1515.

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

Lyn Montgomery and Becky Parker were excused at 1535.

There was discussion regarding the Chicago legal firm of Whitfield, McGann & Ketterman, frequently utilized by former President Stacy Martin.

The Executive Board took a break at 1538 and reconvened at 1553.

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

Rob Riddell was excused due to illness.

Audrey Stone reported that former Chairpersons Michelle Zenici and Marcy Vinyard had been notified of the Executive Board's changes to the Scheduling Committee.

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

> *Chris reports that he attended the TWU 556 ATD Veterans Committee meeting on August 7-8 in Hurst, Texas. The Veterans Committee worked on fliers for the American Airlines Fuel Smart program. The fliers will be distributed to Employees to encourage them to save fuel and support Veterans. This program takes a portion of the money saved from using gate services and donates it to Veterans programs. On December 6-8 the Veterans Committee plans to visit Veterans in one of the major US Veterans Administration hospitals to provide comfort and aid to those convalescing there. The Committee selected Brooke Army Medical Center in San Antonio, Texas for this visit. TWU 556 plans to collect and provide much needed items to distribute to Service Members and their families during the free post exchange. The Committee has also volunteered to have a barbeque and serve approximately 1000 people. As more details become available, they will be shared with The Executive Board and the Membership. Chris spoke with Erich Schwenk about creating a database of Members who are Veterans, as well as those Members who would be willing to support Veteran's issues. Currently the plan is to place a form on the Website and put an article in the September Unity Update.*

Todd Gage was excused for personal reasons at 1558.

Cuyler Thompson submitted the **May 28, 2013 Special Executive Board Meeting Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Cuyler Thompson submitted the **June 6, 2013 Special Executive Board Meeting Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Chris Sullivan was excused at 1621.

Karen Amos made a **motion (18)** to approve the June 6, 2013 Special Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Karen Amos made a **motion (19)** to approve the May 28, 2013 Special Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson submitted the **July 2013 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Synopsis.

Brett Nevarez made a **motion (20)** to recess. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Excused
Tina Coffee	Yea
Matt Hettich	Yea

Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Nay
Karen Amos	Nay
John DiPippa	Yea
Addie Crisp	Nay
Chris Sullivan	Excused

The motion **carried**.

Audrey Stone recessed the Meeting at 1756.

Thursday August 15, 2013

Audrey Stone called the Meeting to order at 0830.

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

Rob Riddell was excused due to illness.

Todd Gage and Chris Sullivan were excused for personal reasons.

Audrey Stone submitted eight pieces of correspondence for The Executive Board to review.

Cuyler Thompson submitted the **Safety Committee Report** for interim Safety Committee Chairperson Michael Massoni:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 89

ASAP Reports received to date	*1554*
Accepted Reports to date	*1465*

Aviation Safety & Health Database Int'l (ASHDI) Report	*Reports Received = 0 Entered into LaborForce*

Southwest Airlines Event Notification System (ENS) and
*AirTran Safety Information Reported Event Notification (SIREN)**

Fielded Events for Period:

- *06/24/13 through 08/13/13 = 285*
- *Emergencies Declared = 59*
- *All OF 2013 to Date = 371***
- *ALL OF 2010 = 1413*
- *ALL OF 2009 = 1210*

- *ALL OF 2008 = 940*

**With the advent of SWA / AT SOC, TWU 556 receives both ENS and SIREN events from OCC. All ENS events will be tracked, trended and vetted for possible follow-up. All SIREN events will be tracked and trended but will not be vetted for follow-up as AT is covered under a different CBA and bargaining unit.*

***ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS/SIREN events and will include the same in all future Safety Team Reports*

TWU Local 556 Operational Safety Chair, Michael Massoni and Occupational Health and Safety Coordinator, Michele Moore met with CISM Chairperson, Eileen Rodriguez concerning the health of the CISM program and any current challenges regarding interactions with SWA Management. A decision was made to call a coordination meeting between Eileen, Local 556, and SWA Cabin Services Leadership at a future date.

As changes have been made to the TWU 556 Accident Response Plan (ARP) - and Go-Team Member line-up – a coordination meeting was held with the entire Go-Team (Michael Massoni, Michele Moore and Denny Sebesta. Within the meeting we went through the revised ARP in detail verifying roles and call-out protocols. We also identified weaknesses in the area of credentialing, as not all of our Go-Team Members are credentialed through SWA as Emergency Response Team Members. Michael Massoni agreed to bring the issue forward with Mike Hafner and the SWA Emergency Response Department.

SWA introduced a new corporate risk matrix as another step toward full implementation of our corporate Safety Management System (SMS). This new risk matrix will be used to risk all future ASAP events. Accordingly training was held with corporate safety and all Members (primary and alternates) of the Inflight ASAP ERC in advance of introduction of this new risk matrix.

The NTSB informed TWU 556 that a Survival Factors Group would be formed concerning Southwest Airlines Flight 345(the LGA nose gear collapse event of 22 July, 2013) – accordingly the TWU 556 Safety Department proffered and obtained party status within the investigation. Flight Attendant interviews are taking place this week. The Survival Factors Group is charged with creating a factual report that documents factors that affected survivability during and immediately after the event. This report will then be submitted to the entire NTSB for inclusion in the final report and subsequent formulation of causal factors and appropriate recommendation(s) to the regulators.

A meeting was held with Kevin Clark, Manager Customer Experience, concerning progress and challenges within the hot aircraft procedures task force – during the meeting the TWU 556 Safety Team brought up ongoing concerns on measures not being taken to insure interdepartmental compliance with hot operations procedures that have now been in effect for months. Kevin's response was that he needed more documentation to bring forth further change. He also said that should Flight Attendants encounter an aircraft with significant temperature differentials throughout the cabin and mechanical issues are suspected, those issues need to be reported to the Flight Deck and written-up in the logbook. If there is resistance to these reporting procedures then an IR should be filed…we additionally recommend an ASAP report in addition to the IR.

The first Southwest Airlines ASAP InfoShare was held on August 13th, 2013 - at SWA HDQ. Event Review Committee Members from Dispatch, Flight Ops, Inflight and Maintenance ASAP programs participated in the daylong event that included the following topics:

Best Practices
Purpose of Soliciting Reports
Cross-Departmental Recommendations
Ground Ops Opportunities
ASAP Perceptions amongst Employee Groups and Management
Information Availability (Closed Events, Identifying Flight Information etc.)
The session ended with a Q&A session with Members of Leadership from Corporate Safety, Ground Operations/Training, Dispatch/OCC and Flight Operations.

SCHEDULED AND STANDING MEETINGS:

- *Thursday, July 18, August 8, 2013 – Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards*
- *July18, 25, August 1, 2013 – ASAP Related Meeting(s)*
- *Monday August 12, 2013 – Meeting w/Mike Hafner concerning Union Safety Issues*
- *Wednesday& Thursday August 14, 2013 – NTSB Survival Factors Interviews and SWA Safety Debriefs concerning SWA 345*

Addie Crisp submitted the **Civil and Human Rights Committee Report (CHRC)**:

Addie Crisp and Carolee Weatherbee worked on ideas for an article about Marriage Equality.

Cuyler Thompson submitted the **737-800 Subcommittee Report** for Subcommittee Member Denny Sebesta:

There was no meeting scheduled for August; however, as previously agreed the Company provided the Union the 737-800 pairing solution statistical data for the September 2013 bid period, as well as the updated delivery schedule.

September 2013 Pairings and Bid Lines
The 737-800 only pairing solution proved to once again be less efficient and cost prohibitive. The 737-800 only solution for September would have increased RIG costs by $506,603. The RIG cost remained well over the 0.1 percentage points as outlined in the 737-800 Subcommittee Agreement – 5.08 versus 3.34. In addition, it would have required an increase in Flight Attendants by 168 and added 2,970 Deadheads for the month.

Connection Times (Aircraft Crew Changes) –
As reported last month, the following "scheduled" connection times began with the August 11 schedule:

<u>All 737-800 Aircraft Connections</u>
Working Flights – 55 minutes (increased by 10 min)
Deadhead Flights – 45 minutes

<u>Chicago In-Base Connections</u>
Working Flights – 50 to 55 minutes (increased by 5 to 10 min)
Deadhead Flights – 50 minutes (increased by 10 min)

<u>All Other Aircraft Types and Connection Cities</u>
Working Flights – 45 minutes
Deadhead Flights – 40 minutes

The Union will be requesting the data in order to analyze the positive/negative effects on Flight Attendants.

737-800 Aircraft Fleet Deliveries and Deployment 2013 and 2014
There will be a total of nine new aircraft deployed into the schedule from September 29, 2013 through January 12, 2014, and an additional thirteen are scheduled to deploy from April 13 through July 13, 2014. By the end of July 2014, we will have a total of sixty-five 737-800 aircraft in the fleet.

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

The July Shop Steward Corner was emailed out and the monthly Conference Call took place on July 30. The Shop Steward Committee is working with Erich on ways to get more feedback from Shop Stewards through Mailchimp. Stacey Vavakas is holding a training session for Baltimore Shop Stewards who were unable to make training last September.

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

Natalie Salser and Amy Peters would like to thank the Executive Board for allowing us the opportunity to Co-Chair the new Southwest Airlines/TWU 556 Flight Attendant Drug and Alcohol Program (FADAP). In the past month we have been busy organizing the first Southwest Airlines/TWU 556 FADAP Orientation to be held August 23, 2013 in Phoenix. With the addition of three new peers, we have a total of fifteen peers. Our team brings a combined total of 190 years of experience in recovery and enthusiasm to the Southwest Airlines/TWU556 FADAP Team. We met with Eileen Rodriguez for approximately four hours discussing how CISM and Southwest Airlines/TWU 556 FADAP can work together to better serve our Membership. We had a conference call with Brett Nevarez discussing trip pulls, time sheets, positive space passes, phone system, committee reports, etc. You should be able to find FADAP posters and fliers in every Flight Attendant Lounge and Recurrent Training rooms including Atlanta. We have extended an invitation to Mike Mankin in hopes that SWA Flight Attendant Management will join us September 30 - October 3 in Baltimore for the Third Annual FADAP Conference. Lastly, we spent approximately 1.5 hours on a conference call with the FADAP Director and Program Manager discussing our upcoming Southwest Airlines/TWU556 FADAP Orientation and Training.

Cuyler Thompson submitted a proposal from the FADAP Committee that the Local share in the costs incurred by the Committee's attendance at the upcoming national FADAP Conference. The Executive Board **agreed** that FADAP Committee Liaison Brett Nevarez would contact the Committee for more information.

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

Donna Keith presented the **Survey Committee Report**. There was no written report submitted.

Donna Keith reported that she had contacted Mark Torrez and Andrew Pittman, who had **agreed** to continue their participation as Members of the Survey Committee.

Donna Keith presented the **Green Committee Report**. There was no written report submitted.

There was discussion regarding the technology needs of Local 556.

Stacey Vavakas reported that she would be meeting with former 1st Vice President Chris Click in September to be trained on how to operate the voting machine and voting response cards previously used to record votes at Membership Meetings. The Executive Board **agreed** to vote by a show of hands at Membership Meetings and to re-evaluate the use of the voting machine and voting response cards at a later date.

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

> *John wrote the July E-Connection and has also reviewed upcoming Grievances for August Boards. John was in the lounge for three days last week doing Lounge Mobilizations and wrote a Base Report for August. John was on a Conference Call with the Executive Board on July 27. The glass case and red rack are up to date. John has been in communication with his Shop Stewards in regards to the status of Negotiations with TWU Local 555. In closing, John wants to welcome Todd Gage as our new 1st Vice President and looks forward to working with him.*

Communication Chairperson Cuyler Thompson reported that although the Summer Unity Magazines were currently in route to the Inflight Bases, they should not be distributed to Flight Attendants prior to the close of the ongoing TWU Convention Delegate Elections.

Scheduling Committee Liaison Brett Nevarez reported that all Members of the former and current Scheduling Committee had been notified that Marcy Vinyard and Michelle Zenici were no longer the Chairpersons of the Committee. Audrey Stone reported that the Office Team had also been notified. The Executive Board **agreed** that Brett Nevarez would be fielding calls to the Union Office regarding the Scheduling Committee. There was discussion regarding the fact that the costs associated with the Scheduling Committee and Line Writers would be decreasing due to renewed adherence to established practices and rules.

John Parrott submitted the **June 2013 Local 556 Financial Report** for review.

Stacey Vavakas made a **motion (21)** to approve the June 2013 Local 556 Financial Report. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed ways to decrease the expenses of the Local and ways to save money.

Brett Nevarez reported that he had spoken with the Chairpersons of FADAP regarding their proposal, submitted earlier in the Meeting.

Addie Crisp made a **motion (22)** to pay for hotel rooms for eleven attendees to attend a three-day FADAP training at team-building session in Baltimore. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez **agreed** to notify the FADAP Chairpersons of the Executive Board's decision.

The Executive Board took a break at 1037 and reconvened at 1054.

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

Rob Riddell was excused due to illness.

Todd Gage and Chris Sullivan were excused for personal reasons.

There was discussion regarding the ongoing politics at TWU International and the upcoming TWU Convention.

The Executive Board discussed the Emergency Officer On-Call Calendar.

John Parrott submitted correspondence from LaborSoft, Employee Relations & Labor Relations Software, currently the administrator of the Local 556 Grievance Database. The Executive Board **agreed** that John Parrott and Lyn Montgomery would research the situation further and report their findings and information necessary for the Executive Board to make the decision whether to renew the contract with LaborSoft or not.

The Executive Board discussed the events of the upcoming International Convention. The Executive Board **agreed** that trip pulls for the elected Delegates would be completed immediately after the results were announced, before Open Time was released. The Executive Board **agreed** to pull the Delegates from trips interfering with a scheduled arrival in Las Vegas on Sunday, September 22 through the scheduled departure on Friday September 27, 2013.

There was discussion regarding whether the alternate Delegates would be attending the Convention or not. The Executive Board discussed the mandatory attendance of the Delegates during the Convention. The Executive Board **agreed** that Brett Nevarez would monitor and report attendance at the Convention to the Executive Board. Audrey Stone and Brett Nevarez **agreed** to contact TWU International regarding the number and credentials of guests allowed at the Convention. The Executive Board tabled the discussion until we could get more information.

The Executive Board discussed an email from Member Greg Hofer.

The Executive Board went to lunch at 1208 and reconvened at 1317.

Executive Board Members Audrey Stone, John Parrott, Cuyler Thompson, Brett Nevarez, Tina Coffee, Addie Crisp, Matt Hettich, John DiPippa, Jimmy West, Stacey Vavakas and Valerie Boy were present.

Rob Riddell was excused due to illness.

Todd Gage, Karen Amos, Donna Keith and Chris Sullivan were excused for personal reasons.

John Parrott submitted information regarding the current costs of hotel rooms and rental cars in Dallas.

Executive Membership Coordinator Kimberly Colmenares entered the Meeting at 1324 to discuss current hotel and car rental rates.

Kimberly Colmenares was excused at 1329.

The Executive Board discussed the costs of hotel rooms and rental cars in Dallas.

John Parrott submitted a request from former Recording Secretary Jannah Dalak in which she requested to be reimbursed for the mileage costs associated with using her personal automobile to commute to the Union Office while serving as Office Manager for TWU Local 556. The Executive Board **agreed** that in accordance with "Motions Previously Adopted" by the Membership, Jannah Dalak would not be reimbursed.

John Parrott submitted a request from former Recording Secretary Jannah Dalak in which she requested that the Union pay her for fifteen days of unused vacation days while serving on the Executive Board in 2012.

The Executive Board **agreed** to offer Jannah Dalak fifteen days of trip pulls, with no pay, as compensation for her for unused vacation days. The Executive Board **agreed** that Jannah Dalak would not be compensated monetarily for her unused vacation days.

Jimmy West was excused at 1405.

There was discussion about vacation pay for full-time Officers and full-time Negotiators, and the options that are and are not available to them if they are unable to take their accrued vacation within the calendar year. The Executive Board **agreed** that the policy in the future would be that if a full time Negotiating Team Member or a full time Officer/Office Staff/Grievance Team Member were unable to take their vacation within the calendar year, they would forfeit those days.

Donna Keith and Karen Amos entered the Meeting at 1427.

Stacey Vavakas was excused from the Meeting at 1430.

The Executive Board discussed the Weekend On-Call Program and the fact that there were no monetary costs associated with providing a Union Representative to answer calls for eight hours on Saturdays and Sundays utilizing the "Flex Time" Program.

The Executive Board **agreed** that Todd Gage would keep the Procedures and Guidelines Manual updated for the Union Office.

As instructed by the Executive Board, Audrey Stone submitted information regarding the use of a "Union Representative" to attend a Fact-Finding Meeting with a Member in lieu of a Shop Steward when requested by a Member. The Executive Board **agreed** to use a "Union Representative" in lieu of a Shop Steward if requested by a Member. The Executive Board **agreed** that a Grievance Chairperson would validate the credentials of a "Union Representative" before they were allowed to attend a Fact-Finding Meeting with a Member.

Cuyler Thompson distributed orange boxes to Domicile Executive Board Members that were to be attached to the Union Glass Cases in the Flight Attendant Lounges to hold the orange ribbons for Flight Attendants to place behind the Union Pins on their Flight Attendant Uniforms.

Cuyler Thompson submitted the **Language of Destination/Origin (LODO) Subcommittee Report** for Val Lorien:

> *The LODO Subcommittee is set to meet with Southwest Airlines Management on August 20. Mary Smith, Rob Riddell, and Val Lorien are hopeful to resolve two outstanding issues at the next meeting: testing qualification level & training reimbursement. Management is anxious to get an agreement as much as we are and we hope to have an agreement for the Executive Board to review and approve at the next Executive Board session.*

There was discussion regarding the Local 556 Communications Committee's Emergency Response Plan and the fact that Member Kyle Whiteley had been added to the Communications Committee's Emergency Response Team.

The Executive Board **agreed** that Seasons Greetings and/or Happy Holidays would be the acceptable holiday salutations in future TWU Local 556 communications.

The Executive Board took a break at 1525 and reconvened at 1539.

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

Rob Riddell was excused due to illness.

Todd Gage, Jimmy West and Chris Sullivan were excused for personal reasons.

Stacey Vavakas was excused for personal reasons.

Cuyler Thompson submitted the **July 2013 Executive Board Meeting Minutes and Synopsis** for review.

The Executive Board made corrections and changes to the Minutes and Synopsis.

Matt Hettich made a **motion (23)** to approve the July 2013 Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Matt Hettich made a **motion (24)** to approve the July 2013 Executive Board Meeting Minutes as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Jimmy West	Excused
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Excused

The motion **carried**.

Cuyler Thompson submitted the **July 2013 Executive Board Meeting Attendance Report** for review.

Matt Hettich made a **motion (25)** to approve the July 2013 Executive Board Meeting Attendance Report as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

> *Valerie attended the July TWU Local 556 Executive Board Session. Member issues, such as wrong loads when Commuters are listing for flights in CWA, were brought to Senior Leaders, the Executive Board and Base Leaders. Valerie attended the Houston Central Labor Council (CLC) and Texas State AFL-CIO meetings that took place in July. Valerie wrote an article for Unity Magazine, published an E-Connection, updated the glass case and straightened the red rack. Valerie was Emergency Officer on-Call the week of July 22. Valerie emailed all Shop Stewards with upcoming events they are welcomed to participate in. Valerie remains available to Members by phone, text or email.*

Brett Nevarez made a **motion (26)** to adjourn. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Nay

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

The motion **did not carry**.

The Executive Board again discussed the proposal to discontinue printing the monthly Unity Update, replacing it with a weekly, electronic Unity Update to be emailed directly to our Members.

Addie Crisp made a **motion (27)** to adjourn. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the August 2013 Executive Board Meeting at 1653.

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

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Cuyler Thompson
Recording Secretary