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

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July 2013 Executive Board Meeting
July 9 – 11, 2013
Synopsis

Tuesday July 9, 2013

John Parrott called the Meeting to order at 0900.

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

Audrey Stone, Brett Nevarez and Valerie Boy were excused to host the Flight Attendant Coalition Meeting in Washington, D.C. for TWU Local 556.

Karen Amos was excused for personal reasons.

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

John DiPippa led the Board in reciting the **Pledge of Allegiance**.

John Parrott read aloud the **TWU Membership Pledge**.

Grievance Committee Chairpersons Lyn Montgomery and Becky Parker entered the Meeting at 0905 to discuss the Grievance Committee Report.

Matt Hettich made a **motion (1)** to accept the settlement offer to a Grievance. Addie Crisp **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Matt Hettich made a **motion (2)** to accept the recommendations of the Grievance Review Committee (GRC) to proceed on nine Grievances. Addie Crisp **seconded** the motion.

Chris Sullivan made a **motion (2a)** to amend the motion on the floor and to consider a Grievance individually. Matt Hettich **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion (2a) **carried**.

The main motion on the floor **carried**.

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

Matt Hettich made a **motion (4)** not to proceed on a Grievance. Addie Crisp **seconded** the motion. The motion **carried**.

Addie Crisp made a **motion (5)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Chris Sullivan made a **motion (6)** to reconsider a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (7)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **did not carry**.

The Union will proceed on the Grievance.

The Board took a break at 1045 and reconvened at 1105.

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

Audrey Stone, Brett Nevarez and Valerie Boy were excused to host the Flight Attendant Coalition Meeting in Washington, D.C.

Karen Amos was excused for personal reasons.

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

Cuyler Thompson made a **motion (8)** to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1145.

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the second quarter of 2011:

Audrey Stone	flew BAQS	dated May 26
Brett Nevarez	flew DAHV	dated May 28
John Parrott	flew DS42	dated May 21
Cuyler Thompson	flew OAN4	dated April 26
Rob Riddell	flew PS32	dated May 22
Tina Coffee	flew PAVM	dated May 26
Stacey Vavakas	flew BACQ	dated June 8
Jimmy West	flew FA44	dated June 11
Donna Keith	flew MSIA	dated June 28
Karen Amos	flew DSIM	dated June 30
Valerie Boy	flew HA8Q	dated June 7
Chris Sullivan	flew CSIF	dated June 16
John DiPippa	flew PAW1	dated June 27
Addie Crisp	flew LS42	dated May 7
Matt Hettich	flew OAB2	dated June 19

The Board went to lunch at 1151 and reconvened at 1330.

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

Audrey Stone, Brett Nevarez and Valerie Boy were excused to host the Flight Attendant Coalition Meeting in Washington, D.C.

Karen Amos was excused for personal reasons.

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 Kathy Anderson were guests at the Meeting to discuss the merits of the Grievance.

Garry Drummond left the Meeting at 1352.

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

Kathy Anderson and the Grievant were excused at 1500.

Cuyler Thompson made a **motion (9)** to proceed on a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1506.

Cuyler Thompson recused himself from the Meeting at 1514.

Stacey Vavakas made a **motion (10)** revisit a previous motion. Addie Crisp **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion on the floor **carried**.

The Executive Board reconsidered charges submitted by Cuyler Thompson against Members Stacy Martin, Chris Click and Jannah Dalak, originally considered during the April 2013 Executive Board Meeting.

The 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 (11, 12** and **13)** 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	Excused
John Parrott	Chair
Cuyler Thompson	Away
Brett Nevarez	Excused
Rob Riddell	Nay
Tina Coffee	Nay
Matt Hettich	Nay
Stacey Vavakas	Nay
Valerie Boy	Excused
Donna Keith	Nay
Jimmy West	Nay
Karen Amos	Excused
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	Excused
John Parrott	Chair
Cuyler Thompson	Away
Brett Nevarez	Excused
Rob Riddell	Nay
Tina Coffee	Nay
Matt Hettich	Nay
Stacey Vavakas	Nay
Valerie Boy	Excused
Donna Keith	Nay
Jimmy West	Nay
Karen Amos	Excused
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	Excused
John Parrott	Chair
Cuyler Thompson	Away
Brett Nevarez	Excused
Rob Riddell	Yea
Tina Coffee	Yea
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Excused

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

The Board deemed the Charges submitted by Cuyler Thompson against Stacy Martin, Chris Click and Jannah Dalak to be improper.

Cuyler Thompson returned to the Meeting at 1530.

Matt Hettich submitted copies of the corrected **March 2013 Executive Board Meeting Minutes, Attendance Report and Voting Record**, originally prepared by former Recording Secretary Jannah Dalak, for review.

The Board made corrections and changes to the Minutes, Attendance Report and Voting Record.

Addie Crisp made a **motion (14)** to recess. Chris Sullivan **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

John Parrott recessed the Meeting at 1719.

Wednesday July 10, 2013

Audrey Stone called the Meeting to order at 0830.

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

Karen Amos was excused for personal reasons.

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

Garry Drummond administered the TWU Oath of Office to Local 556 President Audrey Stone and Treasurer John Parrott.

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

John reported the following statistics for the month of June:

Sick Days	*2*
Vacation Days	*33*
SWA Training	*10*
Flex Days	*6*
Total Days to cover	*51*
Temp Staff Days	*21*

John wishes to express his gratitude to the Grievance Team for their professionalism, especially during the past few months and keeping the focus on serving the Membership. The Team has continued to make the Weekend On-Call program a success by providing answers to Contract and Payroll questions at no additional cost to the Membership. John reported that Leave Specialist Janet Bottles informed him that she would be returning to the line effective June 21. John would like to thank Janet Bottles for her service to the Membership. This position will be evaluated and recommendations will be made to President Audrey Stone for the Executive Boards consideration.

The Board **agreed** that John Parrott and Audrey Stone would share duties and responsibilities of the Local's Office Manager in an effort to save money for the Union.

The Executive Board discussed posting available positions in the Union Office to the Local 556 Website.

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

There was discussion about the proposed communication to the Membership regarding the events that eventually led to new Officers on the Executive Board. The Executive Board **agreed** to table the discussion until Brett Nevarez submitted printed copies of a proposed communication for Executive Board Members to review.

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

Rob reported that he attended Executive Board Meeting in Dallas, TX from May 13-17, 2013. Rob was Emergency Officer On-Call May 22-26, 2013, participated in a special hearing in Dallas May 28-30, 2013 and another June 5-6, 2013. Rob was tasked with setting up Flight Attendants on June 24, 2013 to take an initial test in conjunction with the Language of Destination/Origin (LODO) Subcommittee for the upcoming LODO program.

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

Tina attended hearings of the former Board Members. Tina reports that she brought the refreshments to the Phoenix Membership Meeting on June 14. Tina also organized a Health and Safety/Flight Attendant Appreciation Day with Inflight Management in Phoenix on June 20. It was a huge success. The Flight Attendants especially enjoyed the food that the "Galley Gourmet" gals, who flew in from Houston, prepared for them. Tina got to chat with many Flight Attendants about the new Members on our Executive Board and how we are moving forward in a positive direction. Tina also mentioned to them that she had complete trust in the current Negotiation Team. Tina joined in on a Shop Steward Conference Call on June 24. There was a lot of great feedback from our Shop Stewards. She would like to thank Erich Schwenk and Lucy White-Lehman for orchestrating the call.

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

John wrote the June E-Connection and has also reviewed upcoming Grievances for July Boards. John updated the glass case with the list of Delegates that would like to be elected to represent the Local at the International Convention in September in Las Vegas. John attended the June Membership Meeting in his base and wrote a Base Report for July. John wants to thank Board Member at Large Tina Coffee for representing the Local at the Safety Fair that was held last month in Phoenix. John informed the Board that the base has a new Crew Base Coordinator and her name is Shelia Towns. In closing, John wants to welcome Audrey Stone and John Parrott as President and Treasurer respectively. John has served with both of these individuals on the previous Board and knows that they are the "right fit" to help restore the Local back to the prestigious status it once had.

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

Stacey reports that she has attended several Fact-Finding Meetings as well Attendance Meetings that continue. Stacey also reports that she attended a trial and several hearings for former Executive Board Members. Stacey also continues to meet with base leadership to discuss concerns within the base. Stacey also spent several days in the lounge to assist CISM with the loss of Donald Creer and his wife. Stacey also attended the 3rd Membership Meeting in Baltimore. All Union materials have been distributed, the glass case has been updated, and the Union Red Rack was tidied.

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

Valerie reports a high number of incidents surrounding Crews being rescheduled and stranded affecting our line holders. These incidents resulted in meetings with Management over issues with Schedulers (how they interact with Flight Attendants) and how/where Southwest accommodates stranded Crews. Valerie began discussions with Houston Base Management about parking issues related to summer travel and where Crews will park when construction begins on the international terminal in the fall. When construction begins all Employees that park on property will be forced out into off-site lots causing issues in lots that are already full. Discussion continues on that issue. Fact-Finding Meetings took place on delays of flights, issues between Flight Attendants and other work groups. Valerie has reached out to Union Representatives from other workgroups to find solutions. Valerie attended a press conference at Intercontinental Airport with Members of the Association of Flight Attendants (AFA) and our International Union protesting Knives on Planes issue. Representatives Sheila Jackson Lee and Al Green spoke in support of workgroups to keep our skies safe. Valerie thanks Shop Stewards LaTonia Paul Benoit, David Jackson and Rose Johnston for their help with Local 555 leafleting events and their support in Knives on Planes issue. Valerie attended the Executive Board Meeting in May and two hearings of now-former Board Members. The Houston Membership Meeting took place on June 18. The Union Glass Case was replaced by a larger case by Management and has been updated. The Union Red

Rack has now found its permanent placement (for now) on the wall across from the room that houses try-on Uniforms. All Union publications were distributed.

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

Jimmy reported that Attendance Meetings remain consistent in Orlando. Jimmy reported that "Phase Two" Attendance Meetings have now begun and Jimmy anticipates several more in the near future. Jimmy reported that past two months have resulted in numerous phone calls from our Membership regarding the state of our Union. Jimmy reported that he has explained to those Members that our Union is 'back on track' and ready for negotiations and continues to encourage those Members to contact him if they have any further concerns. Jimmy reported the rumors that Orlando was force basing 250 Flight Attendants from Orlando in August has been laid to rest. Jimmy reported that although Orlando is reducing flights to 59 for the month of August, no displacements happened and in September additional flights will be added, and Orlando will be back over 100 flights a day by mid-October. Jimmy reported he has also received several calls regarding reschedules and has had a conversation with Grievance Chairperson Lyn Montgomery who is addressing this with Management. Jimmy reported that he was unable to attend the Orlando Membership Meeting in June because he was flying. Jimmy reported that Orlando Supervisor Kyle Zaemisch has returned to the line and the Supervisor position has not been filled. Jimmy reported with the exception of the TWU International Convention Delegate list, there has been no change to the glass case. Jimmy reported the Unity Update has been distributed.

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

Matt reported that Fact-Finding Meetings have mostly involved delays of flight; Attendance Meetings have increased relative to previous months; and, now, "Phase Two" Attendance Meetings have begun in Oakland. Matt met with Oakland Base Management and discussed issues related to the Oakland Flight Attendants. Matt wrote the Oakland E-Connection, updated the Oakland Base Page on the Union Website, and updated the Union Glass Case with information about the opening of Contract Negotiations, and thanked Oakland Shop Steward Josh Rosenberg for distributing the latest issue of Unity Update. Matt attended the Oakland Membership Meeting on June 11, 2013, and held a lounge mobilization on June 19, 2013 to answer general Union questions. Matt thanked the Oakland Flight Attendants for their continued support of their Union by attending Membership Meetings, voting in Union elections, and staying involved in issues that have a direct impact on their work environment.

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

Donna reports that the Chicago Base has been continuing with Fact-Finding Meetings, Step Two Meetings, and "Phase Two" Attendance Review Meetings. Donna reports that Cameron Lewis has joined the Inflight Supervisor group in Chicago. Cameron, formerly a Southwest Airlines Customer Service Agent in Chicago, a Flight Attendant for Eastern Airlines in the 1980's and was an ATA Airlines Flight Attendant from 1987 until 2008 when ATA closed. Cameron then acted as a Union Peer Counselor and helped former ATA Flight Attendants find jobs and negotiate the unemployment system. Donna has sent out an E-Connection, updated the Chicago Base Page and Weekly Report. Donna has updated the glass case, straightened the red rack, and distributed all publications. Donna has spent time in the Chicago Lounge, met with Base Management to discuss the welfare of the Chicago Base, has been Emergency Officer On-Call, and attended a COPE event to address Congresswoman Tammy Duckworth concerning Labor issues. Donna attended the Chicago Membership Meeting on June 26 and would like to thank Pat Shader for bringing sandwiches for the attending Members and Kevin Washburn for *making the desserts. Donna attended the Executive Board Meeting in May. Donna has been available to Flight Attendants for questions and concerns via phone, email, and text messaging. Donna posted the International Delegate Candidate List, per the Board of Election, in the glass case. Donna has been in touch with all Shop Stewards. Donna has received several calls concerning the perceived used of the "D" position Flight Attendants for Reserve purposes as well as calls about unscheduled overnights when Flight Attendants are forced to spend the night in the airport with no hotel accommodations.*

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

"Phase Two" Attendance Meetings have started in the base. Addie Crisp updated the glass case. Addie Crisp talked to the airport about future Knives on Planes airport action and would like to thank Shop Steward Mark Anthony Reyes for taking a lead position on the campaign in Las Vegas. Shop Stewards volunteered in the lounge after Fact-Finding Meetings. Addie Crisp would like to thank Patti Phillips and Rachel Brownfield for volunteering for an organizing action with Allegiant Airlines. The Las Vegas Union Meeting had a great turn out and some of our great Flight Attendants in the system brought food and refreshments to the Meeting.

Chris Sullivan presented the **Denver Base Report**. There was no written report submitted.

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

June was an incredibly busy month for CISM. The notification process is going very smooth and we have been able to reach out to many Flight Attendants involved in Incidents. The CISM Team has been able to have a representative at most of the Safety/Health and wellness events held at the bases this summer. I am still looking for ways to show our support to the Flight Attendants and get our information out there to all working Crew Members. We currently have 64 Team Members; we recently lost two members, who both retired from the Company. I have been working closely with our newest Team Members getting them trained on phone calls and comfortable with how incidents are handled both at Southwest Airlines and AirTran. We have a wonderful program that pairs a seasoned Team Member with a newer member to "shadow" and learn. Please let me know if you have any questions. Most importantly, I want to thank you for your support, it is what helps make the Team Successful!

Below you will see the summary for the month of June:

Medical Emergency	*22*
Personal Issue-F/A	*16*
A/C Mechanical	*4*
Confidential Issue	*4*
Decompression	*3*
F/A Illness on RON	*3*
Death of F/A family member	*3*
Turbulence w/ Injury	*3*
F/A Injury	*3*
F/A Hospitalization	*2*
Natural Disaster	*2*
Declared Emergency	*2*
Assault Off Duty	*2*

Smoke in Cabin	*2*
Jumpseat Intervention	*2*
Incident on RON	*2*
Passenger Misconduct	*2*
Personal Issue-F/A - AirTran	*2*
Defusing	*1*
Calls Related to Death of F/A - AirTran	*1*
Smoke in Cockpit	*1*
Crew Member Conflict	*1*
A/C Incident	*1*
OKC Tornado Calls	*1*
Lounge Mobilization	*1*
Bomb Threat	*1*
Employee Death-Off Duty	*1*
Volunteer Project	*1*
Assault on Employee - Air Tran	*1*
Prep Cabin for Emergency	*1*
Aborted Takeoff	*1*
Sexual Assault	*1*
Suicide Intervention	*1*
Calls Related to F/A Family Member Death	*1*

Total-95

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

We posted a summary of June and July's Schedule information on the Committee page of the TWU Website prior to the close of Primary Line Bidding in May and June and shortly after for the August. 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 Attendant questions are answered promptly and with information to help educate. I would be happy to copy the Base Representatives on the responses to the questions received from their bases, if desired. Primary Lines for July were written on May 29 and 30 and August Lines were written on June 26 and 27. VR lines for June were written on May 10 and July's on June 10. Statistics were very difficult to attain all summer due to the dense flight schedule and increased reserve ratio. When these two factors exist, more trips are placed on fewer lines. In August, several bases attained over the Company's desired fourteen days of work and 122 fewer Flight Attendants received a line as compared to July. However, we were able to spend time in every base hand-sorting commutable pairings, overnights, and report times. In some bases we were able to place -737-800 flying on the same lines to help improve line quality as well. Turn and two-day pairings have decreased this summer. The August schedule only has 6.0% turns system-wide (the minimum per CBA). More three-day pairings were prevalent all summer. Three-day pairings on two-day lines to fill gaps, and color swaps to maintain 'purity' were unavoidable. The high reserve ratio continues to prevent additional turn lines; so turns are placed adjacent to three-day pairings maintaining 'purity' wherever possible. Some bases have only had the early reporting –PM turns to use for the –PM turn line. In August Houston only had –AM turn lines due to the lack of –PM turns. 737-800 series aircraft weren't added to the fleet this summer and are tentatively set for October delivery. There were "A, B, C" and separate "D" pairings in all bases except Dallas. Enough "D" *pairings were generated to create "pure" lines in some bases, although many of the "D" pairings contributed to the inconsistent lines and lines with 48-hour breaks statistics. The June base schedule continues through August 9 and the August base schedule will continue through September 27. Demand shaping continues on the weekends, therefore there is little if any consistency in the weekend pairings. Following the August base schedule, we will likely see a reduction in flying as demand tapers off in the fall. That should help improve line quality. Ultimately staffing improvements and better pairing generation would assist with those improvements. The Committee will write primary lines for September on July 24 and 25 and August VR lines will be written on July 10. We were hoping to put out a detailed survey in the early part of this year. If the Board would like us to still publish a survey, we can do so. Draft questions are available for review. If a survey is no longer desired, we'd like to change that verbiage on the Scheduling Committee page.*

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 =* ***81***

ID - Event Date - Status			***Summary***
1387	*5/3/2013*	*Sent to ERC for review*	*Carts were in galley blocking galley entry*
1394	*5/22/2013*	*Sent to ERC for review*	*Unsecure Cabin, No communication between pilots and flight attendants leads to pushback from the gate while cabin is not secure.*
1395	*5/22/2013*	*Sent to ERC for review*	*Alcohol Related-Pax, Appeared to be Under the Influence/Alcohol/ Interfering with Crew Member Duties/*
1396	*5/23/2013*	*Sent to ERC for review*	*Unsecure Cabin, Upon landing, Coke Zero, Tonic, Diet Sprite, Soda water ejected from the galley.*
1397	*5/22/2013*	*Sent to ERC for review*	*OWWE_Briefing, I cannot remember if I briefed the OWWE. Didn't realize until the next flight*
1398	*5/24/2013*	*Sent to ERC for review*	*Arm/Disarm Door, Forgot to disarm "C" door upon arrival, which did not result in deployment of slide.*
1399	*5/24/2013*	*Sent to ERC for review*	*Arm/Disarm Door, Had jumpseater on my flight. Got distracted by a pax asking a question and did not disarm the aft entry door.*
1400	*5/24/2013*	*Sent to ERC for review*	*Arm/Disarm Door, not disarming the aft entry door*
1401	*5/24/2013*	*Sent to ERC for review*	*Alcohol Related-Pax, A passenger boarded who later displayed signs of intoxication, I didn't observe the passenger in question board.*
1402	*5/25/2013*	*Sent to ERC for*	*OWWE-Briefing, I forgot to brief the overwing*

		review	
1403	*5/27/2013*	*Sent to ERC for review*	*OWWE-Pax, Fourteen year old boy in the emergency exit row.*
1404	*5/29/2013*	*Sent to ERC for review*	*Arm/Disarm Door, failure to properly disarm forward service door*
1406	*5/30/2013*	*Sent to ERC for review*	*Equipment, preflight duties*
1407	*5/31/2013*	*Sent to ERC for review*	*Jumpseat, Forgotten clear for departure chime*
1408	*6/1/2013*	*Sent to ERC for review*	*TSA originator check said we have to pull all kits and all sleeves and everything out of cabinet to do adequate security*
1410	*6/2/2013*	*Sent to ERC for review*	*Arm/Disarm Door, arm/disarm door*
1411	*6/3/2013*	*Sent to ERC for review*	*OWWE_Pax, Briefed and overwing PAX during Emergency demo*
1412	*6/4/2013*	*Sent to ERC for review*	*OWWE_Briefing, Failure to brief exit rows*
1413	*6/4/2013*	*Sent to ERC for review*	*Medical-Crew, crew member illness*
1414	*6/4/2013*	*Sent to ERC for review*	*OWWE_Pax, had to move pax from overwing who didn't speak Englsih*
1415	*6/4/2013*	*Sent to ERC for review*	*OWWE_Pax, Animal in overwing exit*
1417	*6/6/2013*	*Sent to ERC for review*	*Passenger got off a/c on galley side exit to Provo truck.*
1419	*6/5/2013*	*Sent to ERC for review*	*Medical-Pax, Pre board passenger boarded with a feeding tube in question*
1420	*6/5/2013*	*Sent to ERC for review*	*Flight Deck Door Procedures, "A" flt att exited cockpit after being in there for approx 30 mins without dinging for clear zone coverage*
1421	*6/5/2013*	*Sent to ERC for review*	*Flight Deck Door Procedures, Pilots dinged for "A" flt att to exit cockpit,but she exited before we could get there*
1422	*6/8/2013*	*Sent to*	*OWWE_Pax, Pax sat in OWWE and without*

		ERC for review	*my knowledge, had a dog under the seat in front of her.*
1423	*6/8/2013*	*Sent to ERC for review*	*Demo, lack of emergency demo at mid cabin*
1424	*6/9/2013*	*Sent to ERC for review*	*Arm/Disarm Door, Failure to disarm door as "C" f/a*
1425	*6/7/2013*	*Sent to ERC for review*	*Jumpseat, Did not hear final descent chime.*
1426	*6/12/2013*	*Sent to ERC for review*	*Equipment, in the rush of things this morn, I over looked checking to see if life vest were on the forward jumpseat*
1427	*6/11/2013*	*Sent to ERC for review*	*Arm/Disarm Door, As A FA I placed the red strap across the view window on the front entry door but did not drop the girth bar in place.*
1428	*6/12/2013*	*Sent to ERC for review*	*Excessive duty day of 17:59. Scheduling did not provide hotel commendations in Mdw .*
1429	*6/9/2013*	*Sent to ERC for review*	*OWWE_Pax, COS in OWWE*
1430	*6/13/2013*	*Sent to ERC for review*	*I thought I forgot my manual at home but realized I packed it in my other flight bag.*
1431	*6/14/2013*	*Sent to ERC for review*	*OWWE_Briefing, Forgot to brief OWWE*
1432	*6/15/2013*	*Sent to ERC for review*	*late to gate*
1433	*6/15/2013*	*Sent to ERC for review*	*Arm/Disarm Door, Unable to immediately disarm door.*
1434	*6/15/2013*	*Sent to ERC for review*	*Unsecure Cabin,Closing forward entry door prior to securing the cabin.*
1435	*6/15/2013*	*Sent to ERC for review*	*Unsecure Cabin, A large grey bag of trash was place in one of the aft lavs for landing.*
1436	*6/16/2013*	*Sent to ERC for review*	*OWWE_Briefing, Failure to ask if exits briefed*
1437	*6/16/2013*	*Sent to ERC for review*	*Hot Aircraft, NO AIR and HOT CABIN*

1438	*6/14/2013*	*Sent to ERC for review*	*Hot Aircraft, NO AIR and HOT CABIN*
1439	*6/16/2013*	*Sent to ERC for review*	*Hot Aircraft, NO AIR and HOT CABIN*
1440	*6/17/2013*	*Sent to ERC for review*	*Child Restraint Device, Child restraint system placed in row in front of exit row*
1441	*6/17/2013*	*Sent to ERC for review*	*OWWE_Briefing, I do not remember doing my over wing breifing.*
1442	*6/17/2013*	*Sent to ERC for review*	*UM, Neglected to deplane UM to transfer to family member.*
1443	*6/10/2013*	*Sent to ERC for review*	*Unsecure Cabin, Jumpseat, Due to unsafe conditions caused by turbulence, we did not land in our assigned jumpseats.*
1444	*6/17/2013*	*Sent to ERC for review*	*Security Issue, Lavatory, Pax's line forming in fwd part of cabin due to inoperable aft lavatory*
1445	*6/5/2013*	*Sent to ERC for review*	*Arm/Disarm Door, Failure to disarm slide*
1446	*6/17/2013*	*Sent to ERC for review*	*Jumpseat, aft jumpseat seatbelts tied in knots*
1447	*6/19/2013*	*Sent to ERC for review*	*Frwd & Aft Galley strong smell of "bug spray", back stock of water, ale, etc. contaminated*
1448	*6/21/2013*	*Sent to ERC for review*	*Arm/Disarm Door, Galley door slide came out of bustle. Did not inflate.*
1449	*6/21/2013*	*Sent to ERC for review*	*Boarding, Interfering with Crewmember duties and security checks during preflight.*
1450	*6/21/2013*	*Sent to ERC for review*	*UM, what happens to UMs at stations where ground ops is contracted out and parents are late*
1451	*6/22/2013*	*Sent to ERC for review*	*exceed duty day*
1452	*6/22/2013*	*Sent to ERC for review*	*Maintenance, Exit Row seats incorrectly installed*
1453	*6/23/2013*	*Sent to ERC for review*	*Took off in back with the "B"*
1454	*6/24/2013*	*Sent to*	*OWWE_Briefing, Failure to give briefing to*

		ERC for review	exit row prior to departure
1455	6/22/2013	Sent to ERC for review	Hot Aircraft, Blasted HOT Cabin
1456	6/24/2013	Sent to ERC for review	PA, I did not make PA letting F/As know that general boarding had started and didn't use PA to tell pax to turn off elec.
1457	6/12/2013	Sent to ERC for review	Maintenance, FO noticed landing gear door missing a bolt requiring contract maintenance
1458	6/23/2013	Sent to ERC for review	Boarding Position, Failure to be in boarding position for entire boarding process.
1459	6/24/2013	Sent to ERC for review	Electronic Device, My cell phone was in my pocket began ringing once we landed in (***) I was unaware it was on. I turned it off immed!
1460	6/26/2013	Sent to ERC for review	UM, um procedures
1461	6/27/2013	Sent to ERC for review	Hot Aircraft, No Air Flow or circulation in cabin
1462	6/27/2013	Sent to ERC for review	Arm/Disarm Door, Girt bar not secucred
1463	6/27/2013	Sent to ERC for review	Hot Aircraft, Warm Ground Air
1464	6/27/2013	Sent to ERC for review	Jumpseat, Captain did not advise us of landing, did not "ding" at 10,000 ft, was not secured in jumpseat during landing
1465	6/21/2013	Sent to ERC for review	(Company) computer failure- very late - all required duties preformed by all of the crew.
1466	6/27/2013	Sent to ERC for review	Hot Aircraft, Temperature in cabin unbearable
1467	6/28/2013	Sent to ERC for review	UM, Failure to escort UM during deplaning
1468	6/28/2013	Sent to ERC for review	Flight Attendant Manual Violation, I BOUGHT A MANUAL FROM (name) AT INFLIGHT OFFICE AND A/C PUSHED ON TIME. i WAS IN COMPLIANCE
1469	6/28/2013	Sent toERC for	OWWE_Briefing, Failure to brief exit rows

		review	
1470	*6/28/2013*	*Sent to ERC for review*	*OWWE_Pax, pet in exit row for take off*
1471	*6/29/2013*	*Sent to ERC for review*	*Galley, Aft galley beer kit had only one working latch*
1472	*6/29/2013*	*Sent to ERC for review*	*OWWE_Briefing, Failure to brief exit rows*
1473	*6/28/2013*	*Sent to ERC for review*	*Hot Aircraft, turned lights down to cool aircraft during demonstration because aircraft was too hot (worried about safety, see ir)*
1474	*6/30/2013*	*Sent to ERC for review*	*Assist Animal, pax with an assist animal*
1475	*6/29/2013*	*Sent to ERC for review*	*UM, Unaccamponied Minor (UM) arriving late at gate without notice*
1476	*7/1/2013*	*Sent to ERC for review*	*Minimum Crew Violation, Operations agent began pre-boarding without all flight attendants on board the aircraft.*
1477	*6/26/2013*	*Sent to ERC for review*	*long delay due to severe Thunderstorms and lightning strikes*

ASAP Reports received to date: ***1477***

- *Accepted Reports to date = **1382***

Aviation Safety & Health Database Int'l (ASHDI) *– Reports Received =* ***0***
Report 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 07/08/13 =* ***86***
- *Emergencies Declared =* ***20***
- *All OF 2013 to Date =* ***86*****
- *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 24, 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 has re-established coordination duties for the TWU 556 Safety Team*** *with the following Health and Safety related Committees falling under his Leadership:*
    - *Occupational Health and Safety (Chaired by Michele Moore)*
    - *Accident and Incident Response (Go-Team)*
    - *Regulatory Compliance*
    - *ASAP*
    - *CISM*
    - *Professional Standards*

  This structure helps assure smooth coordination between all Union Health and Safety related functions thereby assuring compliance with Article 25 of the CBA in order to provide SWA Flight Attendants the safest working conditions and equipment possible.
- *TWU Local 556 Operational Safety Chair, Michael Massoni and Occupational Health and Safety Chair, Michele Moore met in order to* ***re-establish the structure of the Union's Safety Team****. - During this meeting we reached-out to Management to reassure our coordinated efforts were in sync moving forward. We also reviewed our accident response plan and Go-Team protocols and made adjustments where appropriate. Contact was made with all Health and Safety related Committee's in an effort to harmonize protocols and establish command and control functions as it relates to the Executive Board, Safety Team and Southwest Airlines. Over the next several weeks we will shore-up all loose ends and have the entire Health and Safety Apparatus of 556 running in top form.*
- ***As changes have been made to the TWU 556 Accident Response Plan*** *- a revised copy of the plan will be re-distributed to all Members of the Executive Board, Office Staff and Go-Team via email. If a hard copy is desired please feel free to print one. Also a reminder is in order in that it is the responsibility of ALL TWU 556 personnel to familiarize themselves with this plan, as this will augment your efficient execution of it should the unthinkable happen.*

OPEN DISCUSSION ITEM(S):

- *The Southwest Airlines Flight Attendant Aviation Safety Action Program (ASAP)*
    - *Current Challenges*
    - *Continued Education & Awareness*
    - *Verbiage to use when referring people to the program*
    - *Staff and Executive Board Refresher Training*

- *Hot Aircraft Procedures*
    - *Operational Challenges*
    - *Problem Reporting Procedures*

SCHEDULED AND STANDING MEETINGS:

- ***Wednesday, July 10, 2013*** *– Health & Safety Coordination (HASC) with Inflight Safety and Regulatory Standards*
- ***July 10,18, 25, 2013*** *– ASAP Related Meeting(s)*
- ***Monday & Tuesday July 22-23, 2013*** *– International Health and Safety Taskforce Meeting in NYC*

- ***Monday & Tuesday July 8-9, 2013** – Coalition of Flight Attendants in Washington, DC (Hosted by: TWU International)*

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

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

CRM	*3*
Unprofessional Behavior	*2*
Social Media	*1*
Company Policy	*2*
Withdrawn	*1*
Harassment	*1*
Cases Still in Progress	*4*
I.R. Filed	*1*
Positive Outcome	*6*
Unresolved	*2*
Total	*15*

Cuyler Thompson submitted the **Communications Committee Report** for Co-Chairperson Erich Schwenk:

Over the past six weeks, Erich worked to get Union Communications back on track. Once Communications account information was obtained, we began to create a plan to regain the trust of the Membership that was lost with public displays of infighting. The following is a list of what has been done in the past six weeks.

Website:

- *Deleted about 50 pages and post in an effort to make most commonly used content easier to access.*
- *Changed all of the menus at the top of the Website to make pages easier to find.*
- *Worked with AppleTree Media Works to fix a bug in the main database. This bug corrected new user logins so new Members can now access the site without requesting a login and Members addresses are updated which will help when sending statements to recover past dues. New Members may access the Website using their Employee number and date of birth for the password.*
- *Updated all Executive Board content.*
- *Updated various committee pages where applicable.*
- *Created a Shop Steward Archive for past Shop Steward Corner/Connections.*
- *Updated the Shop Steward list (photos coming soon).*
- *Restored all video for TWU-TV and Contract Live educational videos.*
- *Added rotating banners to the Website as a quick way to advertise hot topics and celebrate holidays. i.e. Membership Meetings, Negotiating Team Conference Calls, Negotiating Team Application.*
- *Base pages have been moved to the top menu bar on the site so they can be easily found. All Domicile Executive Board Members and Committee Chairs are urged to keep their pages updated.*

Social Media:
The TWU Local 556 Facebook page has recently seen an increase in "likes." Our most "liked" post over the past month has been a Happy Birthday photo message to Southwest Airlines. Our Members continue to show an interest when the Union uses Social Media to show our fun side. Historically our most viewed and "liked" posts are about New Hire Flight Attendants and Inflight Graduations. Twitter has not been used much in the past year. We do have a decent following by Flight Attendants and labor organizations and going forward more information will be posted as well as more interaction with Flight Attendants.

Blast Emails:
We have sent several blast email campaigns over the past six weeks. Several bases have been involved in sending E-Connections, which is a great way to keep the Membership updated and add a personal touch. Base pages on the Local's Website have been updated when E-Connections were sent. All templates for blast emails have been updated so that the TWU Local 556 brand is consistent across all forms of communications. Banners, photos, and buttons on the right side of both the emails and Website all match. The Shop Steward Committee is now using the Union's paid MailChimp account. This addition is at no additional cost. In fact, we added a cost saving measure to lower out MailChimp fee by 10%. By sending the information to Shop Stewards from our MailChimp account we are able to maintain our consistent look and feel and provide clean communications. This move also removes the stress to our email server when sending mass emails to over 200 Members. The Shop Steward emails will have a new look in the coming month.

Board of Election (BOE):
The BOE pages have been kept up to date with information about the upcoming Delegate Election. Additionally, Susan Kern is working to compile back documents to create a BOE archive for Members' reference.

There was discussion regarding former Communications Committee Co-Chairperson Dean Walker's failure to return all Union property in his possession after he was removed from his position.

Audrey Stone **agreed** to once again participate in a monthly "Local 556 Live Broadcast" in the near future.

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

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

The Shop Steward Committee has coordinated with Grievance Administrator Alice Hinkley to update the Shop Steward Master List and checked for base changes. That information was given to Erich to create the email distribution list and update the roster on the TWU Website. All back issues of the Shop Steward Corner were archived on Website. The May/June Shop Steward Corner was emailed out and the monthly conference call took place on June 24.

The Board took a break at 1028 and reconvened at 1048.

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

Karen Amos was excused for personal reasons.

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

The Executive Board **agreed** that Audrey Stone would be the Chairperson of the **TWU Local 556 New Hire Committee**.

There was discussion regarding the New Hire Presentation given during Inflight Training.

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

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

The Executive Board **agreed** that the TWU Local Membership Survey, the results of which were required to be published to the Membership, had been completed for 2013.

There was discussion regarding Inflight Management's Flight Attendant Strategic Team (FAST). Audrey Stone **agreed** to contact Southwest Airlines Senior Manager of Strategic Planning and Projects, Jaime Willard, regarding the Executive Board's decision that Audrey Stone would be the Executive Board's Liaison to the F.A.S.T.

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

> *The ATDWWC met for its second of three annual meetings on June 24 and 25 in Hurst, TX. The event hosted twenty participants representing seven different TWU Locals as well as representatives from the TWU International. WWC Chair Cat Chacón and WWC member LaTonia Paul Benoit represented Local 556. Linda Dill and Sandra Burleson spoke at length regarding the ongoing and growing threat of the International Brotherhood of Teamsters (IBT), and their continuing efforts to raid TWU properties. Along with other responses, the TWU is actively stepping up its response to the Teamsters threat by door knocks, cold calls and flyers. Members of the ATDWWC agreed to have their photo taken for one such flyer. TWU's International photographer Angie Tucker asked for our help in pulling together the names and photos of deceased TWU Brothers and Sisters since the last International Conference in 2009. She is setting up a tribute to all of the TWU Members we have lost since that time. It will be shown at the upcoming Conference in September. If possible, Local 556 should get that information to Angie Tucker as soon as possible so that our Flight Attendants are included. She did send a request to our Local President a couple months ago. I just want to be sure the request does not go un-noticed during our own transition. Sharon Fink of Local 501 did a self-defense demo with the entire group. We heard from Linda Johnson, an American Airlines Shift Manager on the ramp at Dallas/Ft. Worth Airport (DFW). Margaret Sadler gave the committee an update on Contract Negotiations between Southwest Airlines and Local 555. She encouraged everyone to spread the word on the absence of good faith negotiating being fronted by Management. She provided contact information for people to call in or write to Southwest Airlines and ask them to treat its workforce with respect. No outsourcing! Our group was visited by Samantha Miller from the DFW arm of Habitat For Humanity. The ATDWWC is working with Habitat for Humanity to participate in their next "Women's Build". We will need to raise $1000 by early August to secure a day of work at the end of our next meeting. The meeting will be held in Hurst October 21-22. On October 23, we hope to participate in a full day of work with Habitat for Humanity. I would like to use $100 from our own 556 WWC budget to put toward the build goal. As such, we can invite any and all Flight Attendants who would be interested in joining the ATDWWC on*

October 23 for a day of volunteering with Habitat for Humanity. Finally, on behalf of the ATDWWC I want to extend my most heartfelt congratulations to Audrey Stone, our own Local 556 President! Thank you so much for stepping up to the plate when we need you most. The WWC stands with you and we look forward to working with you. I would like to extend an invitation to Audrey to come and speak to the ATDWWC at our next meeting in October.

The Board **agreed** that ATDWWC Chairperson Cat Chacón would use money from the Committee's budget to go toward the Habitat for Humanity Women's Build scheduled for October of that year.

The Board **agreed** that Audrey Stone would instruct Kimberly Colmenares, the Local 556 Executive Membership Coordinator, to provide the names and photographs of our deceased Members to TWU Local 513 Representative and TWU International photographer Angie Tucker as soon as possible so that those Brothers and Sisters could be added to her video tribute to be shown at the upcoming TWU Convention in September.

Audrey Stone **agreed** to address the ATDWWC at their next Meeting, scheduled for October 24-25, 2013.

The Board **agreed** that Erich Schwenk, with the help of John Parrott, would handle the Information Technology (IT) needs for TWU Local 556.

The Board **agreed** that Communication Committee Co-Chairperson Robin Brewer would be invited to attend the Domicile Executive Board Member working lunch, scheduled to take place that day.

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

There was discussion regarding the independent audit regarding the finances of TWU Local 556, as required by the TWU Local 556 Bylaws, and why the auditor had not reported the $78,000 error caused by several duplicate deposits the previous year.

Stacey Vavakas made a **motion (15)** approve the February 2013 Financial Report. John DiPippa **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair
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	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

There was discussion regarding the Austin public relations firm Message & Media. Audrey Stone reported that she would be writing her own communications to the Members of TWU Local 556 and utilizing the firm much less than the previous administration.

John Parrott submitted the **March 2013 Local 556 Financial Report** for review. There was discussion.

Jimmy West made a **motion (16)** approve the March 2013 Financial Report. John DiPippa **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

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

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

Karen Amos was excused for personal reasons.

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

Local 556 Flight Attendant Assistance Program (FAAP) Members Amy Peters and Natalie Salser entered the Meeting at 1406 to present a proposal for bringing the Flight Attendant Drug and Alcohol Program (FADAP), funded by the Federal Aviation Administration (FAA), to the Members of TWU Local 556. The Board discussed the proposal with Amy and Natalie.

Amy Peters and Natalie Salser were excused at 1456.

The Board **agreed** to begin the transition from the Flight Attendant Assistance Program (FAAP) to FAA-sponsored Flight Attendant Drug and Alcohol Program (FADAP).

John DiPippa made a **motion (17)** to make Amy Peters and Natalie Salser as Co-Chairs of the FAA-sponsored Flight Attendant Drug and Alcohol Program (FADAP). Jimmy West **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair
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	Abstain
Jimmy West	Yea
Karen Amos	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Board took a break at 1507 and reconvened at 1522.

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

Karen Amos was excused for personal reasons.

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

Audrey Stone discussed the fact that she had received notification that Inflight Management had declared that Emergency Sick Call Procedures would be in effect later that day.

John Parrott submitted the **April 2013 Local 556 Financial Report** for review. There was discussion.

Cuyler Thompson made a **motion (18)** approve the April 2013 Financial Report. Donna Keith **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

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

The motion **carried**.

John Parrott submitted the **May 2013 Local 556 Financial Report** for review. There was discussion.

Cuyler Thompson made a **motion (19)** approve the May 2013 Financial Report. Donna Keith **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair
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	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Board again discussed Emergency Sick Call Procedures. Audrey Stone **agreed** to communicate with Erich Schwenk regarding the information to be posted on the Local 556 Website.

Cuyler Thompson submitted the **May 2013 Executive Board Meeting Minutes** and the **May 2013 Executive Board Meeting Attendance Report** for review.

The Board made corrections to the May 2013 Executive Board Meeting Minutes.

Matt Hettich submitted the corrected **March 2013 Executive Board Meeting Minutes and Attendance Report**.

The Board reviewed and made corrections to the Minutes.

Addie Crisp made a **motion (20)** to approve the May 2013 Executive Board Meeting Attendance Report. Stacey Vavakas **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair

John Parrott	Away
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	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Donna Keith submitted copies of the **April 2013 Executive Board Meeting Minutes**.

The Board reviewed and made corrections to the Minutes.

Addie Crisp made a **motion (21)** to recess. Stacey Vavakas **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1930.

Wednesday July 10, 2013

Audrey Stone called the Meeting to order at 0830.

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

Karen Amos and John DiPippa were excused for personal reasons.

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

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

Grievance Chairpersons Lyn Montgomery and Becky Parker entered the Meeting at 0850 to discuss potential topics of conversation for the Southwest Airlines Inflight Management Representatives.

Inflight Management Representatives Mike Hafner, Brendan Conlon, Sonya Lacore and Mike Mankin entered the Meeting at 0904.

> *Mike Hafner thanked the Executive Board for inviting the Inflight Management Representatives to the Meeting and reported that he was excited about the things that Inflight Management and the leadership of TWU Local 556 could accomplish together. Audrey Stone asked about the Evolve aircraft configurations and the impact that the increased number of Passengers was having on the overhead bins and the lavatories on the aircraft. Mike replied that Inflight Management could not commit to doing anything to resolve the problem, but that they were looking into it. Mike Hafner explained the reasons that Inflight Management had implemented Emergency Sick Call procedures the previous day. Mike explained that the situation had resulted from a combination of factors: increased sick calls and weather. Brendan Conlon helped to explain the situation. Audrey Stone reported that the Union had received reports that Inflight Schedulers had told Flight Attendants that they were required to see a Company Doctor before the information regarding the Emergency Sick Call procedures had been promulgated to the Membership. Brendan said he would look into it. Audrey Stone reported that many of our Members believe that Inflight Management knows that we will be VJA'ing every summer and are not planning/staffing appropriately and are currently understaffed. Mike Hafner stated that, "Hiring 400 more Flight Attendants to get us through June and July is not a good decision." Brendan went on to say that up to a certain point, it makes more business sense to utilize VJA but admitted that there is a "tipping point." Brendan agreed to send the most recent statistics regarding sick calls and VJA to Audrey. Brendan stated that Inflight Management was seeing an alarming trend of Flight Attendants calling in sick closer to their check-in times. Brendan stated that 2.9 million dollars was spent on sick leave for Flight Attendants in June. Chris Sullivan asked why Inflight Management did not communicate with the Flight Attendants earlier when the implementation of Emergency Sick Call procedures appeared to be imminent. Mike Hafner stated that he had learned from experience that Flight Attendants did not like to hear him talk about it. Brendan noted that communicating a likelihood of Emergency Sick Call procedures being implemented could also serve to "tip off" the Flight Attendants, who may then simply call in sick sooner. Addie Crisp discussed the importance of having Base Orientation for New Hire Flight Attendants at their Domicile and gave some examples. Sonya Lacore reported that she had a met with Matt Hettich to discuss this. Sonya said that New Hires often complained that they were being required to attend Base Orientation in a Domicile that they planned to transfer away from soon. Sonya stated that the Union's Representatives were more than welcome to attend the New Hire Orientation currently being conducted at Southwest Airlines Headquarters. Sonya said that Inflight Supervisors were calling New Hire Flight Attendants before their first day at work and*

asking that they come in a little early to meet with them. Matt Hettich and Audrey thanked Sonya for the invitation and said that the Executive Board would talk more about coming to New Hire Orientation at Headquarters. There was discussion regarding the perception that Inflight Audits and Gate Checks were being performed by some Inflight Base Supervisors more frequently than others and some Flight Attendants felt "picked on." Sonya assured the Executive Board that this was not the case. She reported that 25,000 Gate Checks had been completed since November 2012 and that 99% of the Flight Attendants had arrived at the gate on time. Sonya has communicated with Southwest Airlines upper Management that poor on time performance at our Company is not due to Flight Attendants being late to the gate. Audrey Stone asked if all Inflight Audits were now considered to be "unannounced." Sonya confirmed this but noted that the Supervisors should be introducing themselves at the end of the flight. Tina Coffee asked if the removal of the windscreens on the 737-300's converted to the "Evolve" interiors was a safety hazard and if the emergency slides could inflate into the cabin. Jimmy West discussed securing the cabin early when the Pilots asked the Flight Attendants to clean up early and take their jumpseats. Could Passenger's portable electronic devices be left on until 10,000 feet? Addie Crisp asked for a clear policy. Sonya Lacore stated that she would look into it. There was discussion regarding the 4th jumpseat and cockpit jumpseat priorities. Hafner agreed to look into it and get more information. Cuyler Thompson discussed the issue of beverage cans exploding in Flight Attendant's hands on the aircraft. Mike Hafner stated that he had not received many On-the-Job injury reports regarding the issue. Cuyler asked if that was how Inflight Management gaged whether something was a problem or not. There was discussion regarding 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. Chris Sullivan complained that the printed verbiage on the peanut allergy notification given to the "B" Flight Attendant was too small. Jimmy West reported that he was having difficulty getting connection information sheets from Operations Agents. Mike Hafner stated that three Flight Attendants had received free iPads from the Dish Network. Sonya Lacore discussed the boarding "Ding," which had previously been given by the Operations Agents as notification to the Flight Attendants that boarding was beginning.

Inflight Management Representatives left the Meeting at 1010.

Lyn Montgomery and Becky Parker were excused at 1012.

The Board took a break at 1015 and reconvened at 1030.

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

Karen Amos and John DiPippa were excused for personal reasons.

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

Donna Keith submitted copies of the corrected **April 2013 Executive Board Meeting Minutes**.

The Board reviewed and made further corrections to the Minutes.

The Board went to lunch at 1215 and reconvened at 1345.

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

Karen Amos was excused for personal reasons.

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

Grievance Committee Chairs Becky Parker and Lyn Montgomery entered the Meeting at 1349 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1400 to discuss the merits of the Grievance.

The Grievant was excused at 1430.

Rob Riddell made a **motion (22)** proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Lyn Montgomery and Becky Parker were excused at 1438.

Cuyler Thompson submitted two sets of charges submitted by Local 556 Member Jeanna Jackson in which she alleged that Local 556 Members Corliss King, Carolee Weatherbee, Sam Wilkins and Patrick Reynolds had violated Article XIX Section 5 (j) of the TWU Constitution. The Executive Board **agreed** to consider only one set of the charges submitted by Jeanna Jackson because they appeared to be identical allegations. The Executive Board **agreed** to consider the charges submitted with more information and documentation.

The 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 23, 24** and **25** 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
John Parrott	Nay
Cuyler Thompson	Nay
Brett Nevarez	Nay
Rob Riddell	Nay
Tina Coffee	Nay
Matt Hettich	Nay
Stacey Vavakas	Nay
Valerie Boy	Nay
Donna Keith	Nay
Jimmy West	Nay

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

The Board deemed the Charges submitted by Jeanna Jackson against Corliss King, Carolee Weatherbee, Sam Wilkins and Patrick Reynolds to be improper.

Tina Coffee recused herself from the Meeting at 1510.

Cuyler Thompson submitted charges submitted by Local 556 Member Michelle Foley in which she alleged that Local 556 Member Tina Coffee had violated Article XIX Section 5 of the TWU Constitution and TWU Local

556 Bylaw Article IV (c) by violating Sections 1 and 2A of the Confidentiality and Social Media Restrictions Agreement of our Union.

The 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 **question 26** 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
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Excused
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Excused
John DiPippa	Nay
Addie Crisp	Yea
Chris Sullivan	Yea

A roll call vote was conducted on the **question 27** 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
John Parrott	Yea
Cuyler Thompson	Yea
Brett Nevarez	Yea
Rob Riddell	Yea
Tina Coffee	Excused
Matt Hettich	Yea
Stacey Vavakas	Yea
Valerie Boy	Yea
Donna Keith	Yea
Jimmy West	Yea
Karen Amos	Excused
John DiPippa	Nay

Addie Crisp	Yea
Chris Sullivan	Yea

The Board deemed the Charges submitted by Michelle Foley against Tina Coffee to be improper.

The Board took a break at 1520 and reconvened at 1540.

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

Karen Amos was excused for personal reasons.

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

Audrey Stone reported that she had verified that at least one Flight Attendant had been given incorrect information by Inflight Scheduling regarding the Emergency Sick Call Procedures.

The Executive Board discussed staffing vacancies in the Local 556 Union Office.

Jimmy West made a **motion (28)** to accept the recommendation of President Audrey Stone to offer temporary Grievance Team Member Michelle Nickelberry a permanent position of the Local 556 Grievance Team. Stacey Vavakas **seconded** the motion.

Audrey Stone	Chair
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	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

There was discussion regarding the fact that Supplemental Insurance Representative Lori Whitaker had **agreed** to share the annual costs for the administration of a TWU Local 556 Leave Specialist for the Members of TWU Local 556. The Board **agreed** to create and staff a temporary Leave Specialist/Dues Recovery Specialist position and to reevaluate the position during the upcoming budgetary discussions.

Cuyler Thompson reported that two sets of charges had been withdrawn by Local 556 Members in accordance with the TWU Constitution.

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

Audrey Stone reports that, since taking office last month, she has met with the Negotiating Team (NT) and negotiations opened as scheduled with Southwest Airlines Management on June 10. The NT secured negotiating dates through the end of the year, and will be going back to the table later this month on July 25. Audrey chaired all nine Membership Meetings, beginning on June 11 in Oakland and ending on June 27 in Baltimore. She reports that it was great to see a lot of participation during these meetings, and met many Flight Attendants who were attending either their first or second Union meeting ever. Audrey has also conducted three media interviews, one regarding Local 556 beginning negotiations with Southwest Airlines, and two regarding the FAA study currently in progress that is looking at the portable electronic device policies on planes during critical phases of flight. She also helped facilitate a television interview that was requested in Sacramento, CA to talk about the importance of Flight Attendant safety briefings, and would like to thank Oakland Flight Attendant Sam Wilkins for participating in this interview on short notice. Audrey participated in the monthly Shop Steward Conference Call on July 24, and worked with the Communications Committee on the July issue of Unity Update as well as communications that has been provided on our TWU Website. Audrey reports that Director of Labor Relations Mike Mankin requested a conference call with Alison Head, President of AFA Council 57 representing the AirTran Flight Attendants. During this call, the legislative changes made to the calculation of FMLA hours for Crew Members was discussed, and how it affected the agreement regarding the calculation of FMLA hours for the AirTran Flight Attendants. Mike will be drafting a new letter and sending it to both President's for review. The -800 Subcommittee invited Audrey to join them for a meeting on July 3. At this time the "D" position was discussed and the rescheduling of this position. Audrey Stone met with Senior Director of Inflight Sonya Lacore to discuss issues within Inflight, and they are planning to meet on a regular basis in the future. TWU hosted the quarterly Coalition of Flight Attendant meeting on July 8 and 9, and TWU International provided the meeting space, assisted in the meal cost, and co-hosted with Local 556. The primary topics covered during this meeting related to the outcome of the "No Knives on Planes Ever Again" Campaign, the current FAA study, and safety concerns impacting Flight Attendants. TWU International President Jim Little submitted correspondence to all Local Presidents about the Teamsters currently raiding TWU Members on property at American Airlines, with the directive that Locals should not be participating in functions or meetings where Teamsters are present. Finally, Audrey has been in regular communication with our Grievance Chairpersons, participated in a staff meeting with the Grievance Team, and responded to both Executive Board Members and Flight Attendants phone calls and emails. She is honored to be serving as TWU Local 556 President, and looks forward to working with the Executive Board, Negotiating Team, and Grievance Team, and Audrey is very appreciative of the welcome she has received from these teams.

Audrey Stone submitted a letter from TWU President Jim Little and regarding the fact that the International Brotherhood of Teamsters (IBT) was currently conducting raids on Members of the Transport Workers Union (TWU) at American Airlines and the International Association of Machinists (IAM) at US Airways. The Executive Board **agreed** that TWU Local 556 Members would not participate in any coalitions, organizations, meetings, events, fund raisers or AFL-CIO central labor councils of which the IBT is a Member or participates. Addie Crisp **agreed** to draft a resolution that evening regarding the matter on behalf of the Members of TWU Local 556 and present it to the Executive Board the following day. The Executive Board **agreed** that the resolution, a letter from the Executive Board and the letter from Jim Little would be posted to the Local 556 Website.

Audrey Stone reported on the Coalition of Flight Attendant Meeting, held in Washington, D.C. earlier in the week that was hosted by TWU Local 556.

Audrey Stone reported that Inflight Management had requested her to filter any future interviews and/or participants by TWU Local 556 Representatives and Southwest Airlines Flight Attendants through them and the Southwest Airlines Public Relations Department. Audrey Stone explained that she had not agreed to do this.

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

Brett Nevarez made a **motion (29)** to approve the May 2013 Executive Board Meeting Synopsis. Jimmy West **seconded** the motion.

Audrey Stone	Chair
John Parrott	Abstain
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	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

Brett Nevarez made a **motion (30)** to approve the May 2013 Executive Board Meeting Minutes. Jimmy West **seconded** the motion.

Audrey Stone	Chair
John Parrott	Abstain
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	Excused
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Nay

The motion **carried**.

Cuyler Thompson made a **motion (31)** to recess. John Parrott **seconded** the motion.

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1753.

Friday July 12, 2013

Audrey Stone called the Meeting to order at 0830.

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

Jimmy West was excused for personal reasons.

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

Cuyler Thompson submitted a draft of the **2nd Membership Meeting Minutes** for review.

The Executive Board reviewed and made corrections to the Minutes.

Matt Hettich was excused for Union Business at 0948.

The Board took a break at 1039 and reconvened at 1058.

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

Jimmy West was excused for personal reasons.

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

Cuyler Thompson submitted a **Communications Committee Report** for Committee Co-Chairperson Robin Brewer:

- *Worked with Lucy White-Lehman to prepare and finalize the May-June **Shop Steward Corner**; included editing, graphics and layout.*
- *July **Unity Update** was completed and sent to printer.*
- *Beginning of the month, designed and prepared flyers for the "No Knives on Planes" picketing events, up until the time that the decision was reversed.*
- *Worked with Sam Wilkins to prepare decals for mobilization.*
- *Took pictures of new Officers.*
- *Reformatted **New Hire booklet** with new pictures, titles and contacts and resized to smaller size. Transferred from Quark software, which was previously used for page layout, to Indesign software, since that is software now used. Per Cuyler's request, obtained pricing from printers so it could be determined if the budget allows for printing.*
- *Began preliminary work on **Summer Unity Magazine.***
- *Met with interim Communications Co-Chair Erich Schwenk.*

There was discussion regarding the Communications Committee.

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

<u>*ASAP :*</u>
We continue to have weekly ERC meetings. We have had some challenging reports that have caused us to have several additional meetings with the ERC and also with Inflight Management. We have several upcoming InfoShare meetings - one with the different SWA ASAP groups and one with the other airline ASAP groups.

<u>*Health:*</u>
We have been having Hot Aircraft issues and have requested a meeting with the Company. We have also had several instances with Flight Attendant's getting ill - possibly from pesticides. We are discussing any changes that have been made with the company to try to pinpoint the change that is causing the problems. We have had several turbulence injuries lately so please help spread the word to be safe - if the Flight Attendant doesn't feel like it is safe to serve, then please take a seat.

<u>*ENS Follow-ups:*</u>
In June we received 168 ENS messages. We are in the process of setting up a meeting with CISM so we can come up with a process of the best way to share the info with the Domicile Executive Board Members and the Executive Board, at the same time allowing CISM the time to go through their process.

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

ERC Procedural Meeting
Health and Safety Day – DEN
Cognitive Interview Refresh
Hot Aircraft Meeting with SWA

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

Our last monthly meeting was held January 25, 2013. At that meeting, both parties agreed that Management would continue to provide the Union with statistical data but, going forward, we would meet as deemed necessary to discuss and/or review any 737-800 issues that may arise. Due to the recent increase in the "D" position reschedules and inquiries from Members the Union requested a meeting. We met on July 3, 2013 and invited President Audrey Stone to join us in order to update her on the Subcommittee discussions, statistical data and Agreement.

August 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 August would have increased RIG costs by **$423,092**. This cost was down from July by .32 percent; however, the RIG cost remained well over the 0.1 percentage points as outlined in the 737-800 Subcommittee Agreement – **August was 4.51% versus 3.12%**. In addition, it would have required an increase in Lineholders by **142** and added **3,510 Deadheads** for the month.*

There are no 4-day pairings in the August bid lines.

Reschedules "D" Position –
Management provided statistical data for March/April/May reschedules of all positions based on trips audited during that time period.

Row Labels	***1***	***Grand Total***	
FAA	*4664*	*37059*	*12.59%*
FAB	*4740*	*37888*	*12.51%*
FAC	*4472*	*36023*	*12.41%*
FAD	*510*	*3220*	*15.84%*
Grand Total	***14386***	***114190***	***12.6%***

Claire pointed out that the "D" position percentage wise incurs more reschedules due to the numerous scheduled deadheads into overnights, as well as downgrades/upgrades of aircraft and legalities. She said it's about timing and when/where the reschedule happens. There was discussion about using a Reserve before rescheduling a "D" Lineholder. Claire said if the reschedule was in Base, they could utilize a Reserve if one was available and legal and could look at those situations if the Union had any specifics. The Union provided a specific "D" Lineholder reschedule, which required less than entire crew that occurred on July 1. Claire walked us through the entire reschedule step by step. It involved more than one irregular operation situation and there were no Reserves available in either Base involved in this reschedule. Ultimately, the "D" was the most legal for the reschedule. Claire said Scheduling looks for a solution with help from Sky-solver (previously Crew-solver) to fix with the least cost and impact to the operation – Scheduling looks at availability and legalities.

Both parties discussed the intricacies of reschedule legalities when all things are not equal (flying the same flights, number of days, contractual/FAR legalities, etc.). We agreed that it would simplify things if 737-800 Only pairings/lines were created for all (A,B,C,D) positions; however, the pairing solution would be very costly as it has shown in every month since the inception of the 737-800 flying and Subcommittee Agreement. As discussed in the past, even with the increase of 737-800 aircraft into the fleet, that cost may not change much. The flight schedule, frequency in/out of cities and aircraft type is determined by the Network Planning department not Inflight; therefore, our Crew Planning department has to work within those limitations when developing the pairing solutions. Currently, the Company is not bound to use the 737-800 Only pairing solution and build 737-

800 Only lines (A,B,C,D) due to the percentage constraints outlined in the 737-800 Subcommittee Agreement. This may only change by mutual consent or Contract negotiations. Further discussion with the Executive Board may be necessary.There was additional discussion on reschedules that involved any Lineholder inbound to her/his Base and Reserve utilization (no assignment). The Union will research and address this matter through the appropriate avenue with Management.

Connection Times (Aircraft Crew Changes) –
Management updated us on a change to "scheduled" connection times. At the end of April 2013, the DPOS (pairing generation system) was changed to allow more sophistication on the connection times by type of equipment, day of week and time of day. This was previously developed for the 737-800 aircraft but, Management will now have that ability beginning with the August 11 schedule for all aircraft type. Management said they gathered input on connection issues from different areas, departments, including Flight Attendant Irregularity Reports (delays, lack of time to perform duties during crew changes etc.) and the Inflight Ideas and Inquiries tab submissions. Management confirmed that they will want additional input from Flight Attendants on connection times and realistic examples such as, the new Dallas terminal and Baltimore since it is widely spread out. Management said connection times will be tweaked along the way and they want to ensure Inflight is not the cause of delays. Management said there is no additional RIG cost or increase in staffing associated with the connection changes.

The following "scheduled" connection times will begin with August 11 schedule:

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

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

All Other Aircraft Types and Connection Cities
Working Flights – 45 minutes
Deadhead Flights – 40 minutes

In order to analyze the positive/negative effect on Flight Attendants, the Union has requested to review this statistical data with Management next month.

737-800 Aircraft Fleet Deliveries and Deployment 2013 and early 2014.
*There will be **nine (9)** new aircraft deployed into the schedule from October 6, 2013 through January 12, 2014, and an additional **five (5)** are scheduled to deploy from April 13 through May 11, 2014.*
*By the end of May 2014, we will have a total of **fifty-seven (57)** 737-800 aircraft in the fleet.*

There was discussion regarding the perception that the Scheduling department was rerouting the "D" position Flight Attendants more frequently.

Matt Hettich submitted the corrected **March 2013 Executive Board Meeting Minutes**, originally prepared by former Recording Secretary Jannah Dalak, for review.

The Board made corrections to the Minutes.

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

The Board made corrections to the Minutes.

The Board went to lunch at 1300 and reconvened at 1347.

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

Jimmy West was excused for personal reasons.

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

The Executive Board discussed the Local's Uniform Committee.

Tina Coffee made a **motion (32)** to appoint Crystal Reven as the TWU Local 556 Uniform Committee Chairperson. Addie Crisp **seconded** the motion.

Cuyler Thompson left the Meeting at 1350.

John Parrott recorded the Minutes of the Meeting.

Matt Hettich made a **motion (32a)** to amend the motion on the floor by adding Mark Savage as Co-Chairperson of the Committee. John DiPippa **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The amendment (32a) to the motion on the floor **carried**.

Cuyler Thompson returned to the Meeting at 1355.

A roll call vote was conducted on the main motion (32) on the floor:

Audrey Stone	Chair
John Parrott	Yea

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

The main motion on the floor **carried**.

Stacey Vavakas **agreed** to communicate the Executive Board's decision to former Uniform Committee Chairperson Dawn Wann.

The Executive Board **agreed** that Audrey Stone would be the sole Chairperson of the **Local 556 Committee on Political Education (COPE)**.

The Executive Board discussed the Local 556 Scheduling Committee.

Audrey Stone and John Parrott **agreed** to meet with Scheduling Committee Chairpersons Michelle Zenici and Marcy Vinyard and to report back to the Executive Board. Audrey and John agreed to communicate the Scheduling Committee policies to Michelle and Marcy.

Chris Sullivan made a **motion (33)** to suspend the Meeting Agenda in order to consider the vacant office of 1st Vice President. Karen Amos **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

The Executive Board **agreed** to extend the July 2013 Executive Board Meeting another day.

The Board took a break at 1453 and reconvened at 1505.

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

Jimmy West was excused for personal reasons.

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

The Board discussed the list of candidates for the Office of 1st Vice President of TWU Local 556.

Addie Crisp made a **motion (34)** to appoint Todd Gage as the 1st Vice President of TWU Local 556. Donna Keith **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

The Board took a break at 1647 reconvened at 1705.

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

Jimmy West was excused for personal reasons.

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

Cuyler Thompson submitted the **March 2013 Executive Board Meeting Synopsis**, originally prepared by former Recording Secretary Jannah Dalak, for review.

Audrey Stone was excused at 1715 for Union business.

Brett Nevarez chaired the Meeting.

Matt Hettich made a **motion (35)** to approve the March 2013 Executive Board Meeting Synopsis as amended. Donna Keith **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson **March 2013 Executive Board Meeting Voting Report**, originally prepared by former Recording Secretary, Jannah Dalak.

Addie Crisp made a **motion (36)** to approve the March 2013 Executive Board Meeting Voting Report. Chris Sullivan **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

Addie Crisp made a **motion (37)** to approve the March 2013 Executive Board Meeting Minutes as amended. Matt Hettich **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

Audrey Stone returned to the Meeting at 1730.

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

Matt Hettich made a **motion (38)** to approve the April 2013 Executive Board Meeting Synopsis as amended. Rob Riddell **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

Matt Hettich made a **motion (39)** to approve the April 2013 Executive Board Meeting Minutes as amended. Donna Keith **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

Audrey Stone reported to the Executive Board that Todd Gage had accepted the position of 1st Vice President of Local 556. The Executive Board **agreed** that Audrey Stone would notify all of the Members considered for the position before the information was posted to the Local 556 Website and Facebook page.

The Executive Board discussed the Local 556 Safety Committee.

Cuyler Thompson made a **motion (40)** to appoint Michael Massoni as the Local 556 Safety Committee Chairperson. Karen Amos **seconded** the motion.

Audrey Stone	Chair
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	Excused
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board **agreed** that Valerie Boy would contact Jill Van der Werff regarding the Executive Board's decision to appoint Michael Massoni as the Local 556 Safety Committee Chair.

The Board discussed the Communications Committee.

John Parrott made a **motion (41)** to appoint Cuyler Thompson as the Local 556 Communications Chair. Addie Crisp **seconded** the motion. A roll call vote was conducted on the motion on the floor:

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

The motion **carried**.

The Executive Board **agreed** that Cuyler Thompson would work with Erich Schwenk and Robin Brewer over the next month and next Unity and make recommends to the Executive Board.

Matt Hettich **agreed** to contact Mark Torrez to ascertain his interest in remaining on the Local's Scholarship Committee.

Donna Keith **agreed** to contact Andrew Pittman and Mark Torrez to ascertain their interest in remaining on the Local's Survey Committee.

The Executive Board **agreed** that Donna Keith would continue to be the Executive Board's liaison to the Southwest Airlines Green Team.

The Executive Board **agreed** that Audrey Stone would be the Executive Board liaison to Inflight Management's Flight Attendant Strategic Team.

Brett Nevarez submitted copies of the "Timeline of Recent Events" for the Executive Board to review.

The Board **agreed** to publish the "Timeline of Recent Events" in Unity Magazine, on the Local 556 Website and an in an email blast to our Members.

The Executive Board discussed the Local 556 Communications Committee.

The Executive Board **agreed** that Audrey Stone would notify Erich Schwenk and Robin Brewer that Cuyler Thompson had been appointed as the Local's Communication Committee Chair.

The Executive Board discussed allowing Local 556 Members who have been trained as Shop Steward, even though their names did not currently appear on the Local 556 Shop Steward List, to represent Local 556 Members at Fact-Finding Meetings with Inflight Management. The Executive Board **agreed** that Audrey Stone draft a proposal for the Executive Board to review during the August Executive Board Meeting regarding this past practice.

The Executive Board discussed TWU Local Bylaw Article VIII regarding the appointment of Shop Stewards. Stacey Vavakas **agreed** to contact a Member who had been appointed as a Shop Steward in error.

There was more discussion regarding Chris Click's trip to London.

The Executive Board **agreed** to send a legal invoice to Chris Click requesting that he reimburse the Members of Local 556 for the unauthorized expenses incurred on the trip to London. Brett Nevarez **agreed** to request that legal counsel send the letter to Chris Click.

The Executive Board took a break at 2017 and reconvened at 2038.

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

Jimmy West was excused for personal reasons.

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

Cuyler Thompson made a **motion (42)** to enter into Executive Session. John Parrott **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair
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	Excused
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board entered into Executive Session at 2040.

The Executive Board exited Executive Session at 2112.

There was discussion regarding the fact that the news that Todd Gage had been appointed as 1st Vice President by the Executive Board had already been leaked to Social Media.

Donna Keith made a **motion (43)** to reimburse Tina Coffee for the food expense for the Lounge Mobilization on June 20, 2013. Rob Riddell **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair
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	Excused
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

The Executive Board **agreed** that Domicile Executive Board Members would formulate the National Content for E-Connections and monthly themes during their monthly working lunches.

The Executive Board **agreed** that Domicile Executive Board Members' Budgets would be increased to 26.0 TFP's per month beginning August 1, 2013.

The Board **agreed** that the Board Members' at Large Budget would be increased to a "joint" 13.0 TFPs per month beginning August 1, 2013.

John Parrott submitted a list of all TWU Local 556 Members who owed dues and a proposed "Termination of Employment Notice" to Flight Attendants. The Executive Board **agreed** that the Local 556 Treasurer would continue with the process of notifying Flight Attendants who owe dues in accordance with the Collective Bargaining Agreement between TWU Local 556 and the Southwest Airlines Company.

The Executive Board **agreed** to solicit Aviation Safety Action Program (ASAP) Reports regarding hot aircraft from Flight Attendants.

Stacey Vavakas made a **motion (44)** to adjourn. John Parrott **seconded** the motion. A roll call vote was conducted on the motion on the floor:

Audrey Stone	Chair
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	Excused
Karen Amos	Yea
John DiPippa	Yea
Addie Crisp	Yea
Chris Sullivan	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 2210.

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

____
Cuyler Thompson
Recording Secretary