



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

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## **TWU Local 556 Executive Board April 16, 17, 18, 2013 Executive Board Session SYNOPSIS**

### **Tuesday –April 16, 2013**

Stacy Martin called the Meeting to order at 1536.

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

International Vice President Garry Drummond was a guest at the Meeting.

Dawn Wann was pre-excused for personal reasons.

Tina Coffee was pre-excused for personal reasons.

Chris Sullivan was excused due to a snow storm.

Stacy Martin led the Board in the Pledge of Allegiance.

Jannah Dalak presented the February 2013 Executive Board Working Minutes for review.

Stacy Martin left the Meeting at 1540.

Chris Click chaired the Meeting at 1540.

The Executive Board reviewed the February 2013 Executive Board Working Minutes.

Stacy Martin returned to the Meeting at 1551.

Stacy Martin chaired the Meeting.

The Executive Board continued to review the February 2013 Executive Board Working Minutes.

Jannah Dalak requested the TWU International Membership Pledge to be read.

Stacy Martin led the Board in the TWU International Membership Pledge.

The Executive Board continued to review the February 2013 Executive Board Working Minutes.

Jannah Dalak presented the February 2013 Executive Board Synopsis for review.

The Executive Board reviewed the February 2013 Executive Board Synopsis.

Jannah Dalak presented the February 2013 Attendance Report for review.

The Executive Board reviewed the February 2013 Attendance Report.

Valerie Boy made a motion (#1) to approve the February 2013 Attendance Report. Stacey Vavakas seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

Jannah Dalak presented the February 2013 Roll Call Voting Report for review.

The Executive Board reviewed the February 2013 Roll Call Voting Report.

There was discussion about the February 2013 Roll Call Voting Report.

Valerie Boy made a motion (#2) to approve the February 2013 Roll Call Voting Report as amended. Stacey Vavakas seconded the motion. There was discussion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |

|                |             |
|----------------|-------------|
| Valerie Boy    | Yea         |
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

Jannah Dalak presented the March 2013 Working Minutes for review.

Valerie Boy made a motion (#3) to approve the March 2013 Working Minutes. Stacey Vavakas seconded the motion. There was discussion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board took a break at 1700.

The Meeting resumed at 1735.

TWU Executive Board Members in attendance were: Stacy Martin, Chris Click, Jerry Lindemann, Jannah Dalak, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, and Jimmy West.

International Vice President Garry Drummond was a guest at the Meeting.

Dawn Wann was pre-excused for personal reasons.

Tina Coffee was pre-excused for personal reasons.

Chris Sullivan was excused for a snow storm.

Jannah Dalak presented the Executive Board Conference Call Working Minutes for review.

Valerie Boy made a motion (#4) to approve the March 2013 Attendance Report. Stacey Vavakas seconded the motion. There was discussion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

Valerie Boy made a motion (#5) to approve the March 2013 Roll Call Voting Report. Stacey Vavakas seconded the motion. There was discussion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

Chris Click made a motion (#6) to approve the March 2013 Synopsis. Stacey Vavakas seconded the motion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |

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

The Executive Board reviewed the quarterly Bylaw Flying Requirement. The following pairings were flown by Executive Board Members to comply with the quarterly Bylaw Flying Requirement.

|                 |                  |
|-----------------|------------------|
| Stacy Martin    | HS25 January 7   |
| Chris Click     | BAZZ March 1     |
| Dawn Wann       | DS36 February 25 |
| Jerry Lindemann | DSIT January 5   |
| Jannah Dalak    | DSIT January 5   |
| Rob Riddell     | PB2E February 23 |
| Tina Coffee     | PABY March 9     |
| Karen Amos      | DS2W January 20  |
| Valerie Boy     | HS21 March 8     |
| Addie Crisp     | LS3H March 10    |
| Matt Hettich    | OAAC February 13 |
| Donna Keith     | MS2W March 12    |
| John DiPippa    | PAIQ March 14    |
| Chris Sullivan  | CS2J March 10    |
| Stacey Vavakas  | BS27 March 2     |
| Jimmy West      | FA7Z March 25    |

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

Stacey Vavakas was excused from the Meeting at 1755.

Jannah Dalak presented charges submitted by Allyson Parker-Lauck on Baltimore Domicile Executive Board Member Stacey Vavakas.

- 1) I charge that Stacey Vavakas violated the TWU International Constitution as outlined in Article XIX Section (a): "Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union."
- 2) I charge that Stacey Vavakas violated the TWU Local 556 Bylaw Article VII (g): "All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter."

The Executive Board reviewed the charges.

The Executive Board voted on charge 1 (a).

- 1) I charge that Stacey Vavakas violated the TWU International Constitution as outlined in Article XIX Section (a): “Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union.”

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Yea         |

|                |             |
|----------------|-------------|
| Stacey Vavakas | Pre-excused |
| Valerie Boy    | Yea         |
| John DiPippa   | Yea         |
| Matt Hettich   | Yea         |
| Addie Crisp    | Yea         |
| Karen Amos     | Yea         |
| Jimmy West     | Yea         |
| Donna Keith    | Yea         |
| Chris Sullivan | Pre-excused |

The Executive Board reviewed the charges.

- 2) I charge that Stacey Vavakas violated the TWU Local 556 Bylaw Article VII (g): “All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.”

The Executive Board voted on charge 2 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |

|                |             |
|----------------|-------------|
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 2 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

The charges were found improper.

Stacey Vavakas entered the Meeting at 1814.

Jimmy West made a motion (#7) to recess. Donna Keith seconded the motion. The motion tied. The Chair refused to vote. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

Karen Amos made a motion (#8) to recess. Jimmy West seconded the motion. The motion tied. The Chair voted to break the tie. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Pre-excused |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

Stacy Martin recessed the Meeting at 1819.

### **Wednesday –April 17, 2013**

Stacy Martin called the Meeting to order at 0830.

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

International Vice President Garry Drummond was a guest at the Meeting.

Dawn Wann was pre-excused for personal reasons.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 0835 to present Grievances.

Lyn Montgomery presented the Grievance Committee Report.

### **Grievance Update**

*154 Active Grievances (current Active Report)*

*11 Cases Settled Union (since last Executive Board Report)*

*9 Withdrawn without prejudice (since last Executive Board Report)*

### *Recent Settlements*

*We have had some worthy settlements since last report. We settled a Class I Section 17 that was slated for a May 11, 2013 arbitration date. This was a difficult settlement to achieve since the Company has taken a hard stance on these terminations. They agreed to reinstate the Flight Attendant but insisted on a Reinstatement Agreement that calls for potential termination if Class I Section 17 is violated again.*

*Class I section 17's have all been automatic terminations by the Company therefore agreeing to this Reinstatement Agreement does not subject the Flight Attendant to a stricter standard than what is already expected. Another Flight Attendant terminated for points was also reinstated through settlement this month. This case concerned some issues with FMLA and the Company finally agreed to settle. We received other settlements including but not limited to denied hotel rooms, several no show violations, a Failure to Report (FTR), trip trading issues and a letter of expectation.*

*The team has also procured pre-grievance solutions to points issues, discipline cases, social media investigations, potential terminations, harassment allegations and other contractual issues. One particular case involved a Flight Attendant who was terminated, but the Grievance Team Member called the Base Manager back immediately after the telephone rendering of the termination and asked him to consider some other points related to the alleged violation. The Base Manager agreed not to send the certified letter and to undo the termination until he could review the information. An extension was given for another week and when the ultimate decision was made, no discipline was issued.*

#### *Arbitrations and Hearings Update*

- 1. January 24, 2013 – Group Grievance regarding 143 seats override. This Arbitration took place and resulted in a 2 day hearing. We are currently waiting on a decision from the Arbitrator.*
- 2. February 6, 2013 – Termination Grievance regarding a Flight Attendant being terminated unjustly for a Class 1, Section 17 (Failure to be within 2 hours driving distance of Domicile during reserve contact hours). This Arbitration took place and we are currently waiting on a decision from the Arbitrator.*
- 3. February 25, 2013 – Continuation of Group Grievance regarding 143 seats override. This Arbitration took place and we are currently waiting on a decision from the Arbitrator.*
- 4. February 28, 2013 – Individual Contract Grievance due to the violation of contractual language. This Arbitration was settled. This hearing did not take place.*
- 5. March 13, 2013 – Termination Grievance for Alleged theft. This grievance settled. This hearing did not take place due to settlement.*
- 6. April 4, 2013 – Termination Grievance regarding a Flight Attendant being terminated unjustly for a Class 1, Section 17 (Failure to be within 2 hours driving distance of Domicile during reserve contact hours). This Arbitration took place and we are currently waiting on a decision from the Arbitrator.*
- 7. April 11, 2013 – Termination Grievance regarding a Flight Attendant being terminated unjustly for a Class 1, Section 17 (Failure to be within 2 hours driving distance of Domicile during reserve contact hours). This Arbitration settled. The Arbitration did not take place due to settlement.*
- 8. April 23, 2013 – Terminated Grievance for alleged violation of the Harassment Policy. This Arbitration is scheduled to take place on this date.*
- 9. April 25, 2013 – Termination Grievance regarding attendance points discrepancy. This arbitration has settled and the hearing has been cancelled.*
- 10. May 2, 2013 - Group Grievance filed due to the Company's violation of Contract Language. This grievance was filed on behalf of the entire work group because the Company would not release a Flight Attendant's CWA screen to allow them to pick up trips after returning from leave as outlined in the CBA. This Arbitration is still scheduled to take place.*

11. May 9, 2013 – Termination Grievance regarding a Flight Attendant being terminated unjustly for a Class 1, Section 17 (Failure to be within two hours driving distance of Domicile during reserve contact hours) This Arbitration is still scheduled to take place.
12. June 6, 2013 – Termination Grievance regarding a Flight Attendant being terminated unjustly for a Class 1, Section 17 (Failure to be within two hours driving distance of Domicile during reserve contact hours) This Arbitration is still scheduled to take place.
13. June 7, 2013 – Terminated Grievance for a Flight Attendant terminated for allegedly threatening, coercing and intimidating a passenger. This Arbitration is still scheduled to take place.
14. June 20, 2013 – Terminated Grievance for a Flight Attendant terminated for allegedly threatening, coercing and intimidating another Employee. This Hearing is still scheduled to take place.
15. June 25, 2013 – Termination Grievance regarding a Flight Attendant terminated for alleged theft. This Hearing is still scheduled to take place.
16. July 11, 2013 – Termination Grievance regarding a Flight Attendant terminated for allegedly violating the Harassment Policy. This hearing is still scheduled to take place.

#### *Arbitrator Panel*

*The Company has refused to accept any of the five Arbitrators that the Union has nominated to be on the panel. It takes significant amount of time to research Arbitrators. The Union must ensure that the Arbitrator is properly qualified to preside over our cases and is fair and impartial. We also need to nominate arbitrators that are labor friendly. The time and effort spent on finding an arbitrator is lengthy and the Union has been discouraged by the Company's refusal to accept any of the Union's nominations. The Union will continue to work with the Company to reestablish the broken arbitrator panel.*

#### *New Grievance Team Temporary Employee*

*Busy workloads have plagued the team and the need for another team member to replace positions lost due to recent attrition has become greatly needed. The Union already had many resumes on file and many applicants that met the needed qualifications; therefore the need to post for applications is not necessary at this time. The Grievance Team has a direct need for persons who can and are willing to file grievances, perform research and work on the Arbitration and Board of Adjustment (BOA) Team. The Grievance Chairs made the recommendation that Michelle Nickleberry work in the office as a temporary fill-in until a new permanent position can be filled. Hopefully Michelle would be considered for this position. Michelle became a Flight Attendant eighteen years ago. She has a unique background valuable to grievance work. She was a Dallas Police Officer where she learned how to investigate situations and work with difficult persons. She has a degree in counseling. She also left the Flight Attendant line to work at Southwest Airlines Corporate Security Office. Her viewpoint and knowledge are of immense value to the type of work done by the Grievance Team. We are honored to have her assisting us at this time.*

Stacy Martin left the Meeting at 0850.

Chris Click chaired the Meeting.

The Executive Board discussed topics to approach with Management. Topics to discuss were: Attendance

Meetings, F.A.S.T Team, Placing a Board Member on the 737-800 Team, 13-01 Bulletin, Loaner Wings Issues.

Stacy Martin entered the Meeting at 0916.

Stacy Martin chaired the Meeting.

Discussion continued regarding the topics for Management.

The Executive Board took a break at 0930.

The Meeting resumed at 1000.

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

International Vice President Garry Drummond was a guest at the Meeting.

Dawn Wann was pre-excused.

Inflight Senior Management Leaders Mike Mankin and Brendan Conlon entered the Meeting at 1000.

*Brendan presented the Sick Leave and Productivity Review Report dated April 17, 2013. There was discussion regarding the Emergency Sick Leave Procedures that were recently implemented by Management. Discussion continued regarding lifting the Emergency Sick Leave Procedures on April 16, 2013. There was discussion regarding the reasons why sick leave is higher in March and April. Management's position is that Spring Break leads to higher sick calls. Becky Parker asked for explanation regarding Management's reasoning why Sick Leave trends lower without implementing Emergency Sick Leave Procedures. Chris Sullivan asked that Management provide updated numbers and information regarding the required doctor to contact in each domicile. Flight Attendants who called in to a Base Leader during Emergency Sick Leave Procedures were given incorrect information and needed correct numbers and procedures. Specific contact information is needed especially on the weekends. John DiPippa asked if the formula changes to determine implementing Emergency Procedures. Brendan Conlon reported the operation is at risk when the Company is forced to J.A. or utilize Supervisors as working Crew Members and that no formula is utilized. Management stated their belief for the increase in Emergency Sick Call Procedure Implementation is due to the economical differences throughout the years. Lyn Montgomery asked what solutions Management is looking for. Mike Mankin stated that his belief is that some Flight Attendants play a game so that they can record improve on their points and he believes our Attendance Policy is too lenient. Brendan Conlon asked that we remind the Flight Attendants the importance of our Attendance Policy. Tina Coffee asked if SWAG is having any improvements or effects on attendance. There was discussion that Management's calculations did reveal a change. Stacy Martin asked if Management is re-evaluating the use of carts on the 737-800. Brendan Conlon stated at this time there is no plans to revert to carts but that it may be reevaluated at some time if we fly to further international destinations. Chris Click asked if a Board Member could be a part of the 737-800 Committee. Management agreed they would evaluate that possibility. Rob Riddell asked about Bulletin 13-01 and the necessity of it. Management responded they will look into the situation. Matt Hettich asked about an Absenteeism Analysis Sheet from an Attendance Meeting where the Flight Attendant had one three day sick call since 2010 and a negative seven point status. Mike Mankin reported that we*

*don't have a point problem but an attendance issue. Addie Crisp asked if people that don't work are targeted. Management reported that they are not targeting Flight Attendants that don't work. Management explained the patterns are more in line with sick calls before or after a vacation, or on a repetitive holiday. Mike Mankin stated that the Base Managers do not have the ability to determine who is called in for an Attendance Meeting and that the decision is made at the Senior Management level. Brendan further stated that the Base Manager has the ability to submit special circumstance information to Senior Management in regards to Flight Attendants that are being called in for an Attendance Meeting. Management stated that phase two of Attendance Meetings will address Flight Attendants that do not show any improvement in attendance. Matt Hettich readdressed his specific Flight Attendant Attendance Meeting question of an individual who does not fly often and called in sick for one trip and received a 50% percentage of total sick days. Lyn Montgomery clarified that we do not agree that this person or any Flight Attendant who does clearly exhibit an attendance problem should not be called in and it could be perceived as a violation of the CBA. There was a discussion about Management involvement in a recall effort. Management stated that this was a Union activity that they will not get involved with but that is allowed per the Bylaws and that no literature would be allowed to be placed in the boxes, no banners hung and that Supervisors would not be any part of the process.*

Inflight Senior Management Leaders Mike Mankin and Brendan Conlon left the Meeting at 1100.

The Executive Board took a break at 1100.

The Meeting resumed at 1130.

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

Chris Click chaired the Meeting.

Stacy Martin was excused for a Meeting with the Negotiating Team.

Dawn Wann was pre-excused for personal reasons.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests to present Grievances.

Grievance Team Member Renda Marsh entered the Meeting at 1130 to discuss a Grievance.

Grievance Team Member Renda Marsh left the Meeting at 1142.

Grievance Team Member Renda Marsh and a Grievant entered the Meeting at 1143.

International Vice President Garry Drummond entered the Meeting at 1155.

Grievance Team Member Renda Marsh and a Grievant left the Meeting at 1143.

Rob Riddell made a motion (#9) to proceed on a Grievance. Donna Keith seconded the motion. The motion carried.

The Executive Board reviewed Grievance Review Committee Recommendations.

John DiPippa made a motion (#10) to proceed on a Grievance. There was discussion. There was no second.

Addie Crisp made a motion (#11) not to proceed on a Grievance. There was discussion. Matt Hettich seconded the motion. Discussion continued. The motion carried.

John DiPippa made a motion (#12) to proceed on a Grievance. Valerie Boy seconded the motion. There was discussion. The motion carried.

John DiPippa made a motion (#13) not to proceed on a Grievance. Stacey Vavakas seconded the motion. There was discussion. The motion carried.

Addie Crisp made a motion (#14) to proceed on a Grievance. Valerie Boy seconded the motion. There was discussion. The motion carried.

Addie Crisp made a motion (#15) to proceed on a Grievance. John DiPippa seconded the motion. There was discussion. The motion carried.

Donna Keith made a motion (#16) to proceed on a Grievance. Valerie Boy seconded the motion. There was discussion. The motion carried.

The Executive Board went to lunch at 1245.

The Meeting resumed at 1314.

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

International Vice President Garry Drummond was a guest at the Meeting.

Stacy Martin was excused for a Meeting with the Negotiating Team.

Chris Click chaired the meeting.

Dawn Wann was pre-excused for personal reasons.

Valerie Boy was tardy.

Tina Coffee was tardy.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1314 to present Grievances.

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1314 to discuss a Grievance.

Valerie Boy entered the Meeting at 1320.

Tina Coffee entered the Meeting at 1323.

Grievance Team Member Barbara Fitzhugh left the Meeting at 1350.

Grievance Team Member Barbara Fitzhugh and a Grievant entered the Meeting at 1351.

Grievance Team Member Barbara Fitzhugh and a Grievant left the Meeting at 1407.

Karen Amos made a motion (#17) to proceed on a Grievance. Matt Hettich seconded the motion. The motion carried.

Grievance Team Member Beth Ross entered the Meeting at 1415 to discuss a Grievance.

Grievance Team Member Beth Ross left the Meeting at 1426.

Grievance Team Member Beth Ross and a Grievant entered the Meeting at 1428.

Grievance Team Member Beth Ross and a Grievant left the Meeting at 1443.

John DiPippa made a motion (#18) not to proceed on a Grievance. There was discussion. There was no second.

Discussion continued.

Matt Hettich made a motion (#19) not to proceed on a Grievance. Rob Riddell seconded the motion. There was discussion. Discussion continued about the origination of the timelines for the Company point of knowledge. The motion was withdrawn.

The Executive Board took a break at 1515.

The Meeting resumed at 1535.

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

Chris Click chaired the meeting.

International Vice President Garry Drummond was a guest at the Meeting.

Stacy Martin was excused for a Meeting with the Negotiating Team.

Dawn Wann was pre-excused for personal reasons.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1535 to present Grievances.

Grievance Team Member Kristin Loucks entered the Meeting as a guest at 1535 to present a Grievance.

Grievance Team Member Kristin Loucks left the Meeting at 1552.

Grievance Team Member Kristin Loucks and a Grievant entered the Meeting at 1553.

Grievance Team Member Kristin Loucks and a Grievant left the Meeting at 1645.

Jerry Lindemann made a motion (#20) not to proceed on a Grievance Valerie Boy seconded the motion. The motion carried.

Jannah Dalak left the Meeting at 1707.

Grievance Team Member Barbara Fitzhugh entered the meeting at 1707 to present a Grievance.

Valerie Boy recorded the Minutes.

Jannah Dalak returned to the Meeting at 1711 and recorded the Minutes.

Chris Click left the Meeting at 1712.

Jerry Lindemann chaired the Meeting.

Chris Click returned to the Meeting at 1714.

Chris Click chaired the Meeting.

Grievance Team Member Barbara Fitzhugh left the Meeting at 1715.

Executive Grievance Chair Lyn Montgomery left the Meeting at 1715.

Executive Grievance Chair Lyn Montgomery and a Grievant entered the Meeting at 1717.

Executive Grievance Chair Lyn Montgomery, Grievance Chair Becky Parker and a Grievant left the Meeting at 1737.

John DiPippa made a motion (#21) to proceed on a Grievance. Matt Hettich seconded the motion. The motion carried.

Matt Hettich made a motion (#22) to recess. Jerry Lindemann seconded the motion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Chair       |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Nay         |

|                |     |
|----------------|-----|
| Karen Amos     | Yea |
| Jimmy West     | Yea |
| Donna Keith    | Nay |
| Chris Sullivan | Nay |

The Executive Board took a break at 1740.

The Meeting resumed at 1755.

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

Chris Click chaired the Meeting.

International Vice President Garry Drummond was a guest at the Meeting.

Stacy Martin was excused for a Meeting with the Negotiating Team.

Dawn Wann was pre-excused for personal reasons.

Valerie Boy made a motion (#23) to amend the February 2013 Executive Board Attendance Report to reflect Tina Coffee pre-excused on Wednesday, February 13, 2013. Addie Crisp seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Chair       |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Matt Hettich made a motion (#24) to approve the February 2013 Synopsis. Valerie Boy seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Chair       |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |

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

Karen Amos made a motion (#25) to recess. Jimmy West seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Chair       |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Nay         |
| John DiPippa    | Yea         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Chris Click recessed the Meeting at 1816.

### **Thursday –April 18, 2013**

Stacy Martin called the Meeting to order at 0830.

TWU Executive Board Members in attendance were: Stacy Martin, Chris Click, Jerry Lindemann, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Garry Drummond was a guest at the Meeting.

Dawn Wann was pre-excused for personal reasons.

Jannah Dalak was pre-excused for personal reasons.

Chris Click recorded the minutes.

Jerry Lindemann presented the January 2013 Financial Report.

There was discussion about the Scheduling Committee.

There was discussion about including the Committee breakdown in every Financial Report.

There was discussion about the Safety Committee and Aviation Safety Action Program (ASAP).

There was discussion about the Communications Chair and his pay.

There was discussion about working at home and the pay associated with it.

There was discussion about Publications and Communications pay.

There was discussion about the amount of traffic visiting the TWU Local 556 Website and the overall competition with Facebook and other Social Media Sites.

Stacy Martin briefed the Executive Board about the status of the TWU Local 556 Website and the progress on its redesign.

There was discussion about forming a special group to help evaluate the progress of the redesign on the Website.

There was discussion about the overall reduction in the cost of printing.

There was discussion about the overall concern of the Membership regarding the costs of publications and communications.

There was discussion about the Shop Steward Conference Call and the budget in which it comes out of it.

There was a question that if the Communication Chair bills from his Communications Budget or the Shop Steward Committee budget. There was discussion.

There was concern about the lost time cost. Jerry Lindemann explained the lost time costs and the reductions made.

Addie Crisp made a motion (#26) to Approve the January 2013 Financial Report. Valerie Boy seconded the motion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |

|                |     |
|----------------|-----|
| Valerie Boy    | Yea |
| John DiPippa   | Nay |
| Matt Hettich   | Nay |
| Addie Crisp    | Nay |
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Yea |

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1005 to present grievances.

Grievance Team Member Renda Marsh entered the Meeting as a guest at 1006 to present a Grievance.

The board discussed a Grievance.

A Grievant entered the Meeting at 1023 as a guest to discuss a grievance.

Jimmy West briefed the Grievant on the process.

The Grievant and Grievance Team Member Renda Marsh left the Meeting at 1048.

Matt Hettich made a motion (#28) not to proceed on a Grievance. Addie Crisp seconded the motion. The motion carried.

The Executive Board took a break at 1100.

The Meeting resumed at 1123.

TWU Executive Board Members present were: Chris Click, Jerry Lindemann, Tina Coffee, Rob Riddell, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

Chris Click recorded the Minutes.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Karen Amos was excused for Union Business

Dawn Wann was excused for personal reasons.

Jannah Dalak was excused for personal reasons.

Stacy Martin was excused for Union Business.

Executive Grievance Chair Lyn Montgomery and Grievance Chair Becky Parker entered the Meeting as guests at 1125 to present grievances.

The Executive Board discussed a Group Grievance.

The Executive Board discussed the intent of Average Daily Guarantee and the intent of the original Contract language. The Executive Board asked about contacting a previous member of the Negotiation Team to ask for clarification about the agreement signed regarding Average Daily Guarantee and Side Letter 10.

John DiPippa made a motion (#29) not to proceed on a Grievance. There was no second. Discussion Continued.

Valerie Boy made a motion NOT (#29) to proceed on a Grievance. Chris Sullivan seconded the motion. The motion carried.

The Executive Board discussed a Grievance.

Lyn Montgomery briefed the Executive Board on a settlement offer by the Company.

Addie Crisp made a motion (#30) to Proceed on Group Grievance. Chris Sullivan seconded the motion. The motion carried.

Grievance Team Member Kristen Loucks entered the Meeting as a guest to discuss a Grievance.

There was discussion about a new iPhone 5 and contact issues requiring its replacement.

A Grievant entered the Meeting at 1307 to discuss a Grievance.

Jimmy West briefed the Grievant on the process.

Grievance Team Member Kristen Loucks and a Grievant left the Meeting at 1325.

Addie Crisp made a motion (#31) not to proceed on a Grievance. Karen Amos seconded the motion. The motion carried.

The Executive Board went to lunch at 1330.

The Meeting resumed at 1455.

TWU Executive Board Members present were: Stacy Martin, Chris Click, Jerry Lindemann, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Stacy Martin chaired the Meeting.

Chris Click recorded the minutes.

Dawn Wann was pre-excused for personal reasons.

Jannah Dalak was pre-excused for personal reasons.

TWU International Vice President Garry Drummond was a guest at the Meeting.

Negotiation Team Members Brett Nevarez, Paul Sweetin, Bill Holcomb and Val Lorien were guests at the meeting.

Brett Nevarez briefed the Executive Board on certain cost saving measures.

Val Lorien briefed the Executive Board about the first ever “smart survey” which will allow members to answer a different set of questions based upon their answers.

There was discussion about the phone banking and how that would work in regards to the survey.

There was discussion about onboard sales and the addition of Vitamin Water sales on the aircraft.

There was discussion about the Negotiation Team housing expenses.

The Negotiation Team left the meeting at 1522.

Chris Click chaired the Meeting.

Stacy Martin entered the meeting at 1530.

Stacy Martin chaired the Meeting.

Garry Drummond clarified an issue regarding the approval of Financial Reports and validation of checks and payouts from the Local Union.

It was discussed that the vote on a Financial Report should be based solely upon the accuracy of the information being presented and not if the Board Member does or does not agree with the expense. There was continued discussion about the approval of Financial Reports and the process to objecting to certain expenses.

There was discussion regarding seeking approvals for expenditures if over budget.

There was continued discussion regarding the budget for the Working Women’s Committee Budget.

Addie Crisp made a motion (#32) to pay Karen Amos for attending the Working Women’s Conference on March 5 and March 6 from the Working Women’s Budget. Tina Coffee seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |

|                |     |
|----------------|-----|
| Jimmy West     | Yea |
| Donna Keith    | Yea |
| Chris Sullivan | Yea |

Garry Drummond once again briefed the Executive Board about the approval of Financial Reports. There was discussion.

Matt Hettich made a Motion (#33) to reconsider the January 2013 Financial Report as presented. Addie Crisp seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Away        |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

Addie Crisp made a motion (#34) to Approve the January 2013 Financial Report as presented. Chris Sullivan seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

Tina Coffee was excused to take a phone call from a Member.

Jerry Lindemann presented the February 2013 Financial Report.

There was discussion about how expenses are reconciled with reimbursements and where they are recorded in the Financial Report. Jerry Lindemann discussed with each Board Member how their budget is calculated and how the expenses are noted. He addressed each Board Member separately.

Stacy Martin left the Meeting at 1545.

Chris Click chaired the Meeting.

The Executive Board took a break at 1555.

The Meeting resumed at 1605.

TWU Executive Board Members in attendance were: Chris Click, Jerry Lindemann, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

Chris Click chaired the Meeting.

International Vice President Garry Drummond was a guest at the Meeting.

Dawn Wann was excused for personal reasons.

Jannah Dalak was excused for personal reasons.

Grievance Chair Becky Parker and Grievance Team Member David Feather entered the Meeting as guests at 1605 to discuss a Grievance.

David Feather briefed the Executive Board about a Grievance.

Stacy Martin entered the Meeting at 1610.

Stacy Martin chaired the Meeting.

There was discussion about a grievance.

A Grievant entered the Meeting at 1615.

There was discussion.

Grievance Team Member David Feather and a Grievant left the Meeting at 1657.

Chris Click made a motion (#35) NOT to proceed on a Grievance. Motion seconded by John DiPippa. The motion did not carry.

Rob Riddell made a motion (#36) to proceed on a Grievance. Motion seconded by Jimmy West. The motion carried.

Grievance Chair Becky Parker left the Meeting at 1826.

The Executive Board took a ten minute break at 1832.

The Meeting resumed at 1842.

TWU Executive Board Members present were: Stacy Martin, Chris Click, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, Stacey Vavakas, Chris Sullivan and Jimmy West.

John DiPippa and Dawn Wann were pre-excused.

The Executive Board discussed charges brought forward by Casey Rittner against Recording Secretary Jannah Dalak.

1. "I charge that Jannah Dalak violated the TWU International Constitution as outlined in Article XIX, Section 5 (a): "Violation of any of the provisions of this Constitution, any Collective Bargaining Agreement, or working rule of the Local Union."
2. "I charge that Jannah Dalak violated TWU Local 556 Bylaw Article IV (g): "All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local."
3. "I charge that Jannah Dalak violated TWU International Bylaw Article XVI, Section 3: "The Recording Secretary shall keep correct minutes of all meetings of the Local Executive Board and of the Joint Executive Committee."
4. "I charge that Jannah Dalak violated TWU Local 556 Bylaw Article VI (n): "The Recording Secretary shall keep and maintain correct minutes of the Local Executive Board and Local 556 Membership Meetings and Special Meetings."
5. "I charge that Jannah Dalak violated TWU International Bylaw Article XIX, Section 5 (n): "By act, omission or conduct prejudicing or damaging the interests and welfare of the International Union or his/her Local Union."
6. "I charge that Jannah Dalak violated TWU International Bylaw Article XIX, Section (d): "Maliciously publishing or circulating among the membership false reports or misrepresentations."

The Board discussed the merits of the charges.

Charge 1(a) Nay

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |

|                |     |
|----------------|-----|
| Matt Hettich   | Nay |
| Addie Crisp    | Nay |
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Yea |

Charge 1 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 1 (c) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charge 2 (a) NAY

|                 |       |
|-----------------|-------|
| Stacy Martin    | Chair |
| Chris Click     | Nay   |
| Jerry Lindemann | Nay   |

|                |             |
|----------------|-------------|
| Jannah Dalak   | Pre-excused |
| Dawn Wann      | Pre-excused |
| Tina Coffee    | Nay         |
| Rob Riddell    | Nay         |
| Stacey Vavakas | Nay         |
| Valerie Boy    | Nay         |
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Nay         |

#### Charge 2 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

#### Charge 2 (c) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |

|                |     |
|----------------|-----|
| Chris Sullivan | Yea |
|----------------|-----|

Charge 3 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 3 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 3 (c) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |

|                  |     |
|------------------|-----|
| Valerie Boy      | Yea |
| John DiPippa     | Yea |
| Matt Hettich     | Yea |
| Addie Crisp      | Yea |
| Karen Amos       | Yea |
| Jimmy West       | Yea |
| Donna Keith      | Yea |
| Chris Sullivan   | Yea |
| Charge 4 (a) NAY |     |

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 4 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 4 (c) YEA

|              |       |
|--------------|-------|
| Stacy Martin | Chair |
| Chris Click  | Yea   |

|                 |             |
|-----------------|-------------|
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charge 5 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 5 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |

|                |     |
|----------------|-----|
| Donna Keith    | Nay |
| Chris Sullivan | Nay |

Charge 5 (c) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charge 6 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 6 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Nay         |
| Jerry Lindemann | Nay         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |

|                |     |
|----------------|-----|
| Stacey Vavakas | Nay |
| Valerie Boy    | Nay |
| John DiPippa   | Nay |
| Matt Hettich   | Nay |
| Addie Crisp    | Nay |
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Nay |

#### Charge 6 (c) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Yea         |
| Jerry Lindemann | Yea         |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

The charges were found not proper.

The Board discussed charges brought by Cuyler Thompson against Stacy Martin.

1. I charge that Stacy Martin, Chris Click and Jannah Dalak violated the TWU International Constitution as outlined in Article XIX, Section 5 (a): "Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union."
2. I charge that Stacy Martin, Chris Click and Jannah Dalak violated the TWU Local 556 Bylaw Article IV (g): "All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local."
3. I charge that Stacy Martin, Chris Click and Jannah Dalak have violated a "working rule" of the Union, a long-standing past practice within Local 556 that the attendees at each "Session" of each Membership Meeting, held in each Flight Attendant Domicile, are provided with the same information as the attendees at the other "Sessions" of the Membership Meeting.

Stacy Martin left the Meeting.

#### Charge 1 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

#### Charge 1 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

#### Charge 1 (c) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |

|                |     |
|----------------|-----|
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Yea |

Charge 1 (d) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charge 2 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 2 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |

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

Charge 2 (c) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Abstain     |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

Charge 2 (d) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charge 3 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 3 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 3 (c) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Abstain     |
| John DiPippa    | Nay         |

|                |     |
|----------------|-----|
| Matt Hettich   | Nay |
| Addie Crisp    | Nay |
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Yea |

#### Charge 3 (d) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charges were found proper and the Executive Board agreed to take the charges to the next Membership Meeting.

There was discussion about the results of the charges.

Stacy Martin returned to the Meeting.

The Board discussed charges brought by Cuyler Thompson against Jannah Dalak.

1. I charge that Stacy Martin, Chris Click and Jannah Dalak violated the TWU International Constitution as outlined in Article XIX, Section 5 (a): "Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union."
2. I charge that Stacy Martin, Chris Click and Jannah Dalak violated the TWU Local 556 Bylaw Article IV (g): "All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local."
3. I charge that Stacy Martin, Chris Click and Jannah Dalak have violated a "working rule" of the Union, a long-standing past practice within Local 556 that the attendees at each "Session" of each Membership Meeting, held in each Flight Attendant Domicile, are provided with the same information as the attendees at the other "Sessions" of the Membership Meeting.

#### Charge 1 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

#### Charge 1 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

#### Charge 1 (c) Yea

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Nay         |

|                |     |
|----------------|-----|
| Karen Amos     | Nay |
| Jimmy West     | Yea |
| Donna Keith    | Nay |
| Chris Sullivan | Yea |

Charge 2 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 2 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 2 (c) Yea

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |

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

Charge 3 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 3 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Nay         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

### Charge 3 (c) Yea

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Nay         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

The charges were found not proper.

Chris Click left the Meeting.

The Board discussed charges brought by Cuyler Thompson against Chris Click.

1. I charge that Stacy Martin, Chris Click and Jannah Dalak violated the TWU International Constitution as outlined in Article XIX, Section 5 (a): “Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union.”
2. I charge that Stacy Martin, Chris Click and Jannah Dalak violated the TWU Local 556 Bylaw Article IV (g): “All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local.”
3. I charge that Stacy Martin, Chris Click and Jannah Dalak have violated a “working rule” of the Union, a long-standing past practice within Local 556 that the attendees at each “Session” of each Membership Meeting, held in each Flight Attendant Domicile, are provided with the same information as the attendees at the other “Sessions” of the Membership Meeting.

### Charge 1 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |

|                |     |
|----------------|-----|
| Matt Hettich   | Nay |
| Addie Crisp    | Nay |
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Nay |

Charge 1 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 1 (c) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Away        |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

Charge 1 (d) YEA

|                 |       |
|-----------------|-------|
| Stacy Martin    | Yea   |
| Chris Click     | Away  |
| Jerry Lindemann | Chair |

|                |             |
|----------------|-------------|
| Jannah Dalak   | Pre-excused |
| Dawn Wann      | Pre-excused |
| Tina Coffee    | Yea         |
| Rob Riddell    | Yea         |
| Stacey Vavakas | Yea         |
| Valerie Boy    | Yea         |
| John DiPippa   | Yea         |
| Matt Hettich   | Yea         |
| Addie Crisp    | Yea         |
| Karen Amos     | Yea         |
| Jimmy West     | Yea         |
| Donna Keith    | Yea         |
| Chris Sullivan | Yea         |

Charge 2 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 2 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |

|                |     |
|----------------|-----|
| Chris Sullivan | Nay |
|----------------|-----|

Charge 2 (c) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

Charge 2 (d) YEA

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Yea         |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charge 3 (a) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |

|                |     |
|----------------|-----|
| Valerie Boy    | Nay |
| John DiPippa   | Nay |
| Matt Hettich   | Nay |
| Addie Crisp    | Nay |
| Karen Amos     | Nay |
| Jimmy West     | Nay |
| Donna Keith    | Nay |
| Chris Sullivan | Nay |

Charge 3 (b) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Nay         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Nay         |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Nay         |

Charge 3 (c) NAY

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Yea         |
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Abstain     |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Yea         |

Charge 3 (d) YEA

|              |     |
|--------------|-----|
| Stacy Martin | Yea |
|--------------|-----|

|                 |             |
|-----------------|-------------|
| Chris Click     | Away        |
| Jerry Lindemann | Chair       |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Yea         |

Charges were found proper and the Executive Board agreed to take the charges to the next Membership Meeting.

There was discussion about the results of the charges. The Executive Board asked Garry Drummond how to proceed taking the charges to a Membership Meeting. Garry Drummond stated he would discuss the issue with TWU International.

Chris Click returned to the Meeting.

Jimmy West made a motion (#36) to reinstate pay for Karen Amos since January 2013, all pay for Union Business performed in accordance with her submitted timesheet. John DiPippa seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Chair       |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Abstain     |
| Valerie Boy     | Abstain     |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

Addie Crisp made a motion to recess at 2207 p.m. Stacey Vavakas seconded the motion. The motion carried.

|              |       |
|--------------|-------|
| Stacy Martin | Chair |
| Chris Click  | Yea   |

|                 |             |
|-----------------|-------------|
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Yea         |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

Stacy Martin recessed the Meeting.

### **Friday –April 19, 2013**

Jannah Dalak called the Meeting to order at 0935 and requested Rob Riddell chair the Meeting.

TWU Executive Board Members in attendance were: Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, and Jimmy West.

International Vice President Garry Drummond was present at the Meeting.

Stacy Martin was tardy.

Jerry Lindemann, Chris Sullivan, Stacey Vavakas and Dawn Wann were pre-excused for personal reasons.

John DiPippa made a motion to (#37) to suspend the Agenda. Jimmy West seconded the motion. The motion carried.

Valerie Boy took the votes manually.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Nay         |
| Karen Amos      | Yea         |

|                |             |
|----------------|-------------|
| Jimmy West     | Yea         |
| Donna Keith    | Yea         |
| Chris Sullivan | Pre-excused |

Chris Click was excused from the Meeting.

Jannah Dalak exited the meeting.

Rob Riddell chaired the Meeting.

Valerie Boy recorded the Minutes.

The Executive Board reviewed charges brought against Chris Click by Member Corliss King Hale.

1. I charge that Chris Click violated the TWU International Constitution as outlined in Article XIX, section 5 (a): “Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union.”
2. I charge that Chris Click violated the TWU International Constitution as outlined in Article XIX Section 5 (f): Willfully wronging a member of the International Union.
3. I charge that Chris Click violated the TWU International Constitution as outlined in Article XIX Section 5 (n): By act, omission or conduct prejudicing or damaging the interests and welfare of the International Union or of his/her Local Union.
4. I charge that Chris Click violated the TWU Local 556 Bylaw Article IV (g): “All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local.”
5. I charge that Chris Click violated the TWU International Constitution as outlined in Article II (a): “To unite in this industrial Union, regardless of race, creed, color, gender, sexual orientation, nationality or marital status, all workers eligible for membership.
6. I charge that Chris Click violated the TWU Local 556 Bylaw, Article II (a): “To unite in this industrial Union, regardless of race, creed, color, gender, sexual orientation, nationality or marital status, all workers eligible for membership.

The Executive Board voted on charge 1 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |

|                |             |
|----------------|-------------|
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Pre-excused |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Pre-excused |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |

|                |             |
|----------------|-------------|
| Jannah Dalak   | Pre-excused |
| Dawn Wann      | Pre-excused |
| Tina Coffee    | Nay         |
| Rob Riddell    | Chair       |
| Stacey Vavakas | Pre-excused |
| Valerie Boy    | Nay         |
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The charge was found proper.

Jannah Dalak re-entered the meeting.

The Executive Board voted on charge 2 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Away        |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Tardy       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |

|                |             |
|----------------|-------------|
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 2 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Tardy       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Tardy       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Chair       |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The charge was found proper.

Stacy Martin entered the Meeting at 0958.

Stacy Martin chaired the Meeting.

The Executive Board voted on charge 3 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 3 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 3 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |

|                |             |
|----------------|-------------|
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 3 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 4 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 4 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |

|                |             |
|----------------|-------------|
| Jannah Dalak   | Nay         |
| Dawn Wann      | Pre-excused |
| Tina Coffee    | Nay         |
| Rob Riddell    | Nay         |
| Stacey Vavakas | Pre-excused |
| Valerie Boy    | Nay         |
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 4 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 4 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |

|                |             |
|----------------|-------------|
| Chris Sullivan | Pre-excused |
|----------------|-------------|

The Executive Board voted on charge 5 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 5 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 5 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |

|                |             |
|----------------|-------------|
| Valerie Boy    | Yea         |
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 5 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 6 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 6 (b).

|              |       |
|--------------|-------|
| Stacy Martin | Chair |
|--------------|-------|

|                 |             |
|-----------------|-------------|
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 6 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 6 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |

|                |             |
|----------------|-------------|
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The charge was found proper.

Stacy Martin left the Meeting to take a phone call.

Rob Riddell chaired the Meeting.

Stacy Martin returned to the Meeting.

Stacy Martin chaired the Meeting.

John DiPippa made a motion #38 to suspend Chris Click pursuant to Article 19 Section IV of the TWU Constitution. Karen Amos seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

Stacy Martin left the Meeting at 1040 to inform Chris Click of his suspension.

Garry Drummond left the Meeting at 1040.

Valerie Boy recorded the minutes.

Jannah Dalak chaired the Meeting.

The Executive Board discussed the process for selecting members of the trial committee.

The Executive Board submitted names for possible members for trial committee.

The Executive Board agreed that Rob Riddell and Matt Hettich would contact the nominated Members selected to serve on the trial committee to ask them a series of questions to determine any possible bias. The Board agreed that Matt and Rob would set the date and time of the trial and would contact the Executive Board by Friday April 26 with the names of the Flight Attendants who would serve on the Trial Committee.

The Executive Board took a break at 1116.

The Meeting resumed at 1126.

TWU Executive Board Members in attendance were: Stacy Martin, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith and Jimmy West.

Jannah Dalak presented charges from Cuyler Thompson on Chris Click.

1. I charge that Chris Click violated the TWU Local 556 Bylaw Article IV (g): “All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local.”
2. I charge that Chris Click violated the TWU International Constitution as outlined in Article XIX Section 5 (d): “(d) Maliciously publishing or circulating among the membership false reports or misrepresentations.

The Executive Board voted on charge 1 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |

|                |             |
|----------------|-------------|
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Yea         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |

|                |             |
|----------------|-------------|
| Dawn Wann      | Pre-excused |
| Tina Coffee    | Nay         |
| Rob Riddell    | Nay         |
| Stacey Vavakas | Pre-excused |
| Valerie Boy    | Nay         |
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Nay         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 2 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The charges were found proper.

Jannah Dalak presented charges from Cuyler Thompson on Jerry Lindemann.

1. I charge that Jerry Lindemann violated the TWU Local 556 Bylaw Article IV (g): “All Members shall adhere to the provisions of these Bylaws, the International Constitution and all Collective Bargaining Agreements or working rules of the Local.”
2. I charge that Jerry Lindemann violated the TWU International Constitution as outlined in Article XIX Section 5 (d): “(d) Maliciously publishing or circulating among the membership false reports or misrepresentations.”

The Executive Board voted on charge 1 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Abstain     |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |

|                |             |
|----------------|-------------|
| John DiPippa   | Nay         |
| Matt Hettich   | Nay         |
| Addie Crisp    | Yea         |
| Karen Amos     | Nay         |
| Jimmy West     | Nay         |
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 2 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (c).

|              |             |
|--------------|-------------|
| Stacy Martin | Chair       |
| Chris Click  | Pre-excused |

|                 |             |
|-----------------|-------------|
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 2 (d).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Pre-excused |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Abstain     |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The charges were found proper.

The Executive Board agreed that Rob Riddell and Matt Hettich would contact the nominated Members selected to serve on the trial committee to ask them a series of questions to determine any possible bias. The Board agreed that Matt and Rob would set the date and time of the trial and would contact the Executive Board by Friday April 26 with the names of the Flight Attendants who would serve on the Trial Committee.

Karen Amos made a motion #39 to invoke Article XXI on President Stacy Martin and 1<sup>st</sup> Vice President Chris Click for the following, including but not limited to: 1) Failure or refusal to adhere to or carry out the instructions of the Local Union and Executive Board and acting in violation of the Constitution; 2) Violation of any of the provisions of this Constitution, any collective bargaining agreement, or working rule of the Local Union; 3) Maliciously publishing or circulation among the Membership false reports or misrepresentation; 4) Using abusive language or disturbing the peace or harmony of any meeting in or around any office or meeting place of the International Union or Local Union; 5) By act or omission or conduct prejudicing or damaging the interests and welfare of the International Union or his/her Local Union. John DiPippa seconded the motion.

Stacy Martin called the motion out of order.

Karen Amos appealed the decision of the chair. Jimmy West seconded the appeal.

Stacy Martin ruled the appeal out of order.

There was no roll call vote.

Stacy Martin discussed that he is in possession of Article XXI charges. Jimmy West asked Jannah Dalak if she was in possession of any Article XXI charges. Jannah Dalak informed the Board she was not in possession of any additional charges. Stacy Martin did not present any Article XXI charges.

International Vice President Garry Drummond explained appeal procedures to the Executive Board.

The Executive Board took a break at 1250.

The Meeting resumed at 1306.

TWU Executive Board Members in attendance were: Stacy Martin, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith, and Jimmy West.

Discussion continued about selecting three trial committees.

Jannah Dalak requested that all Board Members submit reports for insertion into the Minutes.

The Executive Board agreed to submit their reports via email to the Recording Secretary to be submitted into the Minutes.

Discussion continued that Rob Riddell and Matt Hettich would submit questions to the Executive Board to be pre-approved before prospective trial committee candidates were contacted.

Matt Hettich made a motion (#40) to adjourn. Addie Crisp seconded the motion. The motion did not carry.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Nay         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board took a break at 1351.

The Meeting resumed at 1405.

TWU Executive Board Members in attendance were: Stacy Martin, Jannah Dalak, Tina Coffee, Rob Riddell, Karen Amos, Valerie Boy, Addie Crisp, John DiPippa, Matt Hettich, Donna Keith and Jimmy West.

Jannah Dalak informed the Board she had received additional charges.

Matt Hettich was excused from the Meeting at 1407.

Jannah Dalak presented Article XIX Charges from Member Mary Ellen Matter against Matt Hettich.

Mary Ellen Matter charged that Matt Hettich, “violated International Constitution Article XIX Section 5 (a).”

The Executive Board voted on charge 1 a)

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Away        |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Away        |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |

|                |             |
|----------------|-------------|
| Donna Keith    | Nay         |
| Chris Sullivan | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Away        |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

The charge was found improper.

Matt Hettich returned to the Meeting at 1431.

Donna Keith was excused from the Meeting at 1431.

Jannah Dalak presented Article XIX Charges from Mary Ellen Matter against Donna Keith.

Mary Ellen Matter charged that Donna Keith, “violated International Constitution Article XIX Section 5 (a).”

The Executive Board voted on charge 1 (a).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Away        |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Away        |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Away        |
| Chris Sullivan  | Pre-excused |

The charge was found improper.

Donna Keith entered the Meeting at 1436.

Jannah Dalak presented Article XIX Charges from Mary Ellen Matter against Val Lorient.

Mary Ellen Matter charged that Val Lorient, “violated International Constitution Article XIX Section 5 (a).”  
The Executive Board voted on charge 1 (a).

|              |           |
|--------------|-----------|
| Stacy Martin | Chair     |
| Chris Click  | Suspended |

|                 |             |
|-----------------|-------------|
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (b).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Nay         |
| Rob Riddell     | Nay         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Nay         |
| Matt Hettich    | Nay         |
| Addie Crisp     | Nay         |
| Karen Amos      | Nay         |
| Jimmy West      | Nay         |
| Donna Keith     | Nay         |
| Chris Sullivan  | Pre-excused |

The Executive Board voted on charge 1 (c).

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Nay         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Nay         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |

Donna Keith                      Yea  
Chris Sullivan                  Pre-excused

The charge was found improper.

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

*Jannah reported the following statistics for the month of February 2013:*

|                         |          |
|-------------------------|----------|
| <i>Sick Days</i>        | <i>2</i> |
| <i>Vacation Days</i>    | <i>9</i> |
| <i>Training Days</i>    | <i>1</i> |
| <i>Jury Duty Days</i>   | <i>0</i> |
| <i>Bereavement Days</i> | <i>4</i> |

*In addition to managing the office, Jannah reported that she programmed the Union Office Phone weekly for Emergency Officer On-Call. Jannah scheduled and programmed the Union Office Phone for Weekend On-Call and attended the monthly Board Meeting as the Recording Secretary. During the month of February Jannah assisted in Step 2 Meetings, assisted the Grievance Team in various duties and attended seven Membership Meetings as the Recording Secretary in Dallas, Oakland, Las Vegas, Phoenix, Houston, Denver and Chicago.*

*Jannah reported the following statistics for the month of March 2013:*

|                                |           |
|--------------------------------|-----------|
| <i>Sick Days</i>               | <i>5</i>  |
| <i>Vacation Days</i>           | <i>28</i> |
| <i>Recurrent Training Days</i> | <i>3</i>  |
| <i>Jury Duty Days</i>          | <i>0</i>  |
| <i>Bereavement Days</i>        | <i>0</i>  |

*In addition to managing the office, Jannah reported that she scheduled and programmed the Union Office phones weekly for Emergency Officer On-Call, Weekend On-Call, attended the monthly Board Meeting, and the Baltimore and Orlando Membership Meetings as the Recording Secretary. Jannah sat Emergency Officer On-Call for two weeks. In the month of March Jannah attended a dinner with Members of the AFA-CWA MEC/LEC 57AirTran Negotiating Team and the TWU Local 556 Negotiating Team. On March 5 and March 6 Jannah was invited to the TWU International Office to attend the reception of the newly created TWU Young Workers Committee. On March 18, Jannah attended an FMLA Meeting with Lyn Montgomery, Janet Bottles and Inflight Management Leaders Mike Mankin and Nora Schaffer to discuss the new changes for Crew Members according to the interpretation of the FMLA Laws per the Department of Labor. On March 27, Jannah participated in the Shop Steward Conference Call, a Negotiating Team Conference Call and attended the Harris County CLC Meeting with Valerie Boy and Portia Reddick White.*

**No written report was submitted from Board Member at Large Rob Riddell.**

**No written report was submitted from Board Member at Large Tina Coffee.**

**No written report was submitted from Phoenix Domicile Board Member John DiPippa.**

**Baltimore Domicile Board Member Stacey Vavakas submitted the Baltimore Base Report.**

*Stacey reports that she attended several Attendance and Fact-Finding Meetings. Stacey also met with Base Leadership to discuss issues within the base. Stacey also attended the Picketing Event for Local 555 at the Baltimore Airport. Stacey also tidied the Union Red Rack, updated the glass case and distributed all Union materials.*

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

*Valerie attended the March Executive Board Session. Valerie submitted an article for Unity publication, wrote a Houston E-Connection, and updated the Union Glass Case. All publications were posted and/or placed in Flight Attendant boxes. Valerie reports many Attendance Reviews and Fact-Finding Meetings and thanks the Houston Shop Stewards that have helped cover these meetings. Valerie attended the monthly Harris County Central Labor Council meeting with Jannah Dalak (Recording Secretary) and Portia Reddick-White (COPE Co-Chair) who are also Harris County Delegates. Valerie attended the Working Women's Committee workshop at the Union Office on March 4-5 and attended the CLUW Executive Board Meeting in Houston where she asked for (and received) support to keep Knives Off of Airplanes. Valerie worked in the Union Office answering phones when an arbitration she was to testify in settled at the last minute.*

**No written report was submitted by Orlando Domicile Board Member Jimmy West.**

**No written report was submitted by Dallas Domicile Board Member Karen Amos.**

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

*Matt reported that meetings with Management have involved Flight Attendant complaints about social media and Attendance Meetings. Matt met with Base Management and discussed issues pertinent to Oakland Flight Attendants. Matt communicated with Oakland Shop Stewards via email, wrote the Oakland E-Connection, distributed all Union publications, tidied the red rack, updated the glass case, updated the Oakland Base Page on the Union Website, was available for Member phone calls and e-mails, was in the lounge to welcome New Hire classes 263 and 264 and to answer general Membership questions. Matt also attended the California Labor Federation's Joint Legislative Conference on April 15, and the Article XXI hearing for Tina Coffee on April 9.*

*Matt has found it increasingly difficult to conduct the business of the Oakland Base and to provide the Membership with the type of representation and service they have come to expect following the implementation of the temporary budget reductions. Matt has received feedback from Oakland Flight Attendants about the budget constraints and has assured them this is a temporary situation.*

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

*Donna reports the Chicago Base has had continuing Fact-Finding and Attendance Review Meetings. Donna would like to thank Eileen Rodriguez for sending CISM Members Pauly Mallatt and Mitch Roman to assist the Flight Attendants in the Chicago Lounge as they found out that Norma Bautista passed away suddenly last week. Norma was much loved in the Chicago Base as well as Chicago Reservations where she began her career at Southwest Airlines.*

*Donna attended the Article XXI hearing for Tina Coffee on April 9, 2013 in Dallas, Texas. Donna also attended the Illinois/ Indiana State Conference Meeting on March 25, 2013 with Gwen York and Members of TWU Locals from the area.*

*Donna has met with Base Management on a regular basis and discussed issues relative to the Chicago Base and Flight Attendants. Donna has been in touch with the Shop Stewards, contacted Dean Walker about access to the Chicago Base Page, distributed all publications, tidied the red rack, updated the glass case, been available for Member calls, answered e-mails and spent time in the lounge. Over the last two months Donna has found it increasingly difficult to conduct the business of the Chicago Base and provide the Members the representation and service they deserve and expect, in the two days allotted per the current temporary budget of 13.0 TFP for Domicile Executive Board Member (DEBM) budget. Donna has received feedback from Flight Attendants who expect their DEBM to be in their respective lounges and available to assist them. Donna has assured the Members this is a temporary situation.*

**No written report was submitted by Las Vegas Domicile Board Member Addie Crisp.**

**Denver Domicile Board Member Chris Sullivan submitted the Denver Domicile Report.**

*On February 12-14 Chris Sullivan participated in the TWU 556 Executive Board meeting in Dallas. Chris was in the Denver lounge on February 19 to help Members register for Known Crew Member and to answer any questions regarding the program. The first quarter Denver Membership Meeting was held on February 26. On that day Chris attended the meeting, met with Denver Shop Stewards to discuss base related issues and represented a Member in a Fact-Finding Meeting. Chris represented the Denver base while volunteering at the Ronald McDonald House dinner on March 6. On March 17 Chris was in the Denver lounge to provide some lucky green bagels and address Members questions and concerns. The Union Glass Case was updated on February 15, March 5, March 18 and April 2, 2013. On March 19-21 Chris attended the Executive Board meeting in Dallas. Chris also worked in the Union office on the 22. Members of TWU 555 conducted a leafleting campaign in the Denver airport on March 28. Chris attended to show the support of 556 in their efforts. Chris distributed an informational flier into all Denver Flight Attendant's mailboxes on April 1. The Denver base page on the Union website was also updated. There was a special meeting of the Executive Board on April 8-9 that Chris attended. The following day Chris worked in the Union office. Throughout both months Chris met with Denver base manager Katrina Bannon to discuss various topics. Chris also attended meetings for several Members and coordinated with the Union office to ensure that all Members needing assistance were represented.*

**COPE (Committee on Political Education) Co-Chair Portia Reddick White submitted the COPE Report.**

*Portia White reports that COPE has been involved with the No Knives on Planes campaign since Administrator Pistole's announcement of March 5, 2013. The Local has been active with the Flight Attendant Coalition in bringing attention to the intent of TSA to lift the ban of certain items on April 25, 2013.*

*Portia White reports that activities have included lobby visits, attending hearings, meetings with key administrative participants, participating on conference calls, assisting with leafleting, participating with news interviews, releasing news advisories, working with SWA on "out of the box" ideas to promote the campaign and various other possibilities to bring attention to the issue.*

*Leaflet and solicitation permits are being requested in all bases with the goal of the ban being lifted on April 25. Due to time restraints, other activities, and availability at the airports the dates of April 19 to April 24 are the requested dates to leaflet at our various base venues. This project continues to have new developments daily. As such, there have been no final dates agreed upon.*

*Representative Thompson (MS), Representative Richmond (LA), Representative Jackson Lee (TX), Representative Markey (MA), Representative Swawell (CA) Representative Grimm (NY), Senator Schumer (NY), and Senator Murkowski (AK) have all been instrumental in bringing attention legislatively to the issue.*

*The No Knives on Planes petition gained 47,000 signatures, short 53,000 to have the petition reviewed and a formal response given by the executive office. Administrator Pistole has gone on record saying that it would take an act of Congress to stop the lift of the ban. In response 133 House of Representative Members lead by Representative Swawell sent a letter to Pistole requesting that the ban not be lifted on the items. In addition, Representatives Markey and Grimm have cosponsored legislation to keep the ban in place. Furthermore, by Friday April 19, 2013 Senators Schumer and Murkowski are due to release their cosponsored by partisan legislation to keep the ban in place.*

*Portia White reports there are other legislative issues and as a note the TWU State Conferences are meeting around the country. However, our major focus has been and continues to be keeping dangerous weapons and sporting equipment off the planes, keeping Flight Attendants and Passengers safe. (see the leaflet attached).*



### ***JOIN TWU 556 in KEEPING KNIVES OFF PLANES***

*TSA Administrator John Pistole is wrong on his policy change to allow knives and other potential weapons back in the cabin starting April 25, 2013. Flight Attendants across the country think this is a terrible move for aviation security.*

*Air Marshals, Pilots, Transportation Security Officers and airline CEO's agree with Flight Attendants. It is clear Pistole is wrong. The people on the front lines of aviation security know this is a bad idea.*

*The new rule simply does not make sense: We handle daily disturbances by de-escalating conflicts or asking Passengers to help us contain problems.*

*Allowing knives and other weapons into the cabin make it harder and everyone in the cabin less safe.*

*TSA is speculating that with knives terrorists won't be able to gain access to the cockpit and take down a plane like they did on 9/11. The new policy gambles with the lives of Flight Attendants and Passengers because our safety is not their priority.*

*It makes no sense to choose between guarding against a hostile take-over attempt and an explosive device. We need to ensure air travel is secure against all threats to our safety and security.*

*Join us in opposing this shortsighted, dangerous change to aviation security.*

*It's common sense – keep the ban on knives. Keep Knives off planes ....it's just Plane Sense!*

*Pistole admits that it will take an act of Congress to get him to reverse his position.*

***Join us in calling Congress:***

*Dial (202) 224-3121 and ask the Capitol switchboard operator to connect you with your Representative.*

*Here's what you can say:*

*"My name is \_\_\_\_\_ and I'm a constituent. I oppose the TSA plan to allow knives in the aircraft cabin. I would like my Representative to co-sponsor the No Knives Act of 2013 – bi-partisan legislation that will keep planes safe, just like they have been since 9/11."*

*Thank you for your help in keeping the skies safe! Call us at 1(800) 969-7932 for further information.*  
*www.twu556.org*

**CISM (Critical Incident Stress Management) Chairperson Eileen Rodriguez submitted the CISM Committee Report.**

***Inflight CISM Summary March 2013***

*We had a total of 70 Incidents called into our hotline in March. We spoke to over 225 Flight Attendants. We are becoming increasingly busier each month.*

*Medical                      21*  
*Emergency*

*A/C Mechanical      13*

*Personal Issue-      8*  
*F/A*

*A/C Mechanical      3*  
*- AirTran*

*Aborted Takeoff      3*

*Death on Board      3*

*Death of F/A          2*  
*family member*

*Jump seat              2*  
*Intervention*

*F/A Injury              2*

*Other                      2*

*A/C Incident            2*

|                                          |          |
|------------------------------------------|----------|
| <i>Attempted<br/>Suicide</i>             | <i>1</i> |
| <i>Prep Cabin for<br/>Emergency</i>      | <i>1</i> |
| <i>Assault on<br/>Employee</i>           | <i>1</i> |
| <i>Passenger<br/>Misconduct</i>          | <i>1</i> |
| <i>Turbulence</i>                        | <i>1</i> |
| <i>Confidential<br/>Issue</i>            | <i>1</i> |
| <i>Lightning Strike</i>                  | <i>1</i> |
| <i>Defusing</i>                          | <i>1</i> |
| <i>Personal Issue-<br/>F/A - AirTran</i> | <i>1</i> |

***Total Incidents-70***

**Safety Chairperson and 1<sup>st</sup> Vice President Chris Click submitted the Safety Report.**

*The Safety Committee has been quite busy over the last few months and we have a lot to report. First, I want to say thanks for working hard to remain safe online. I am first going to cover issues at the local level before we move to the much grander scale of domestic and national issues regarding safety. With summer approaching faster than we had hoped, I have asked and the Company has agreed to issue a Read Before Fly mid-April to begin summer procedures a little earlier than normal. This change affects Flight Operations, Ground Operations and of course Flight Attendants. When you arrive at your destination city, please ask Customers to lower their window shades and during cabin tidying please lower any shades that are still raised. Last year your safety team brought a laundry list of items to help reduce cabin temperatures and our outgoing Director of Flight Operations Greg Crum made a commitment to work with us to develop as many of these changes as humanly possible. I am happy to report the Company has made some changes this year and coupled with our summer procedures I believe we will be able to reduce cabin temperatures to a reasonable level. First, understand that during the summer, a hot cabin is unavoidable, our aim is to work together with the Pilots, Operations and Ground to keep cabins safe. Some of the changes that have been implemented from the Company side involve installation of standard operating practice placards on each air conditioning unit. This allows the ground to standardize their operation and reduce the chance for errors. Some of their procedure changes were made to reduce the amount of time an arriving aircraft has no cabin air from minutes to seconds. On arrival ground operations should be connecting air and then power, and conversely before pushback will disconnect power first and air last. Coupled with new procedures for*

Auxillary Power Unit (APU) startup with Flight Operations this should lower the amount of time the cabin is without cooling air. Ramp Agents should also be running air units several minutes before the aircraft arrives, to reduce the amount of hot air stored in the duct of the Air Conditioning (A/C) Unit. The air will blow 100% into the jetway and when the aircraft arrives that air flow will be redirected 100% to the aircraft. In the past the mixture was 50% for both the jetway and the aircraft and was activated when the aircraft arrived, not before. The good news for those of you based in Phoenix, with the dry heat the A/C units in the past were having condenser issues which were causing the breakers on these devices to trip and render the unit not operable. Southwest Airlines and the city of Phoenix have agreed and secured the funding to replace all of the air units with new units that address the condensation and condenser issues. This should be happening starting in May with an average of two to three installed per week. There will be several jetways that will continue to have breaker trip issues throughout the summer and because of that and other air units across the system that may be inadequate or simply not operable the company is issuing a Read Before Fly (RBF) to Flight Operations mid-April giving the pilots more flexibility to use the APU while on the ground, without the risk of having to answer their reason for running the APU to Management. Pilots will be informed to work with Flight Attendants on the hot aircraft issue and should not be giving crews a hard time about switching to the APU. Now, let's talk about Single-Engine Taxi Procedures. When we all read this memo I am sure we thought, oh great.... There goes the summer, time to break out the shorts and extra deodorant. I am happy to report in discussion with Management the Company has agreed to taxi on one engine and also leave the APU fully running and providing cabin air until the #1 engine has been started. Upon pushback the Pilots will start the #2 engine, and leave the APU running. Upon nearing the departure end of the runway, the pilots will start the #1 engine and once it is up and running, the pilots will transfer cooling air to both engines and then shutdown the APU. After landing, the Pilot will start the APU, and once it is up and running will transfer cooling to the APU and then shut down the #1 engine. This will equalize the time each engine is run for maintenance purposes, but should also provide adequate cooling to each air conditioning unit on the aircraft. I am optimistic about this change, as we have argued for the use of the APU to provide cooling air since the Hot Aircraft Grievance was started. Your Safety Team has reached out to the company regarding the 737-800 Galley issues and has indicated that the Aft galley is not only a service issue for the flight crews, but we believe it is a safety issue as well. As your Safety Chair I am prepared to take this issue further if needed, but have reached out to the company in hoping through good faith discussions we can reach a solution of the AFT galley problems we have all experienced. The good news is that Inflight Strategic Planning has formed a small group aimed at finding ways to improve the galley situation on the 737-800. In the mean time we will continue to receive 737-800's with the current galley configurations that are problems for all of us, but we are working to reach a solution. This process is in the early stages and we have a long way to go. On the National Scene, as you know the plan to allow Knives and other dangerous weapons onboard aircraft is pressing forward. Your Safety Chair, as well as our COPE Co-Chair, President, Baltimore Domicile Representative and other Shop Stewards have attended a Congressional hearing on the matter and we are continuing to provide pressure on the Congressional Hill, pressing lawmakers to reverse Administrators Pistole's position allowing these weapons. In the hearing we have learned that the TSA does not have the training or resources to measure or investigate a blade to determine if it is two inches or four inches, if it is serrated or locking. In short, the knives will pass through the X-ray scanning device and the TSA agent will not be looking at it, but instead looking for explosives. If an agent sees a blade that looks like it may be too long, he/she is allowed to open the bag and look at the knife, but not allowed to actually open the knife to inspect it. This creates a problem because if the agent cannot inspect the weapon, how does the agent know if it is a prohibited item or not. The answer will be, they don't. We are continuing our efforts and I want to personally thank everyone who took the time to visit the Website [www.noknivesonplanes.com](http://www.noknivesonplanes.com) and sign the White House petition. We did not get the number of signatures needed to call the White House to action and that was disappointing, but we are still working with members of the House and Senate to convince them that this policy change is just plain

wrong. With your help and support we will be victorious in the effort. It's important to note that Pilot Unions, the TSA Union, Air Marshall Union Leadership and Law Enforcement Unions across the country have joined our cause and support our position to keep these weapons off of our aircrafts. By the time this article goes to print we will have completed several more events and I want to thank all who attended those events through the months of March and April. In the meantime, please remain safe and professional and thanks for all you do.

#### **Scheduling Committee Chairperson Michelle Zenici submitted the Scheduling Committee Report.**

*We posted a summary of May's Schedule information on the Committee page of the TWU website prior to Primary Line Bidding and we updated the open time remaining following VR line writing on April 10. Primary Lines for May were written on March 27 and 28 and VR lines were written on Wednesday, April 10. Statistics were consistent with the last 12-month averages, although there were improved percentages for all weekends off, and there were fewer lines with 48 hours breaks. We were also able to spend time in most bases trying to match RON's (when available), high paying pairings, and report times. The April schedule continued through May, with the more productive pairings. Demand shaping continues to create new pairings on the weekends, so little consistency can be expected for weekend flyers. Beginning June 2, there is new Southwest service to ICT, Wichita, Kansas with non-stops planned for Dallas, Chicago and Las Vegas. The first originators will be seen in the June schedule. The 'D' pairings continue to negatively affect the overall percentages. As the 737-800 fleet grows, the 'D' pairings being generated should become more consistent to allow for better line quality. The 737-800 aircraft is shifted throughout the route for seasonal demand. Therefore, the pairings shift to different domiciles based on that need. There was one more 737-800 series added in the May schedule. The next is not scheduled for delivery until October of this year. Staffing in Denver continues to force turn and two-day pairings into that domicile. Denver had enough turns to create eleven turn lines. However, the staffing does not allow for the turns to be placed exclusively on a turn line. The increased reserve ratio reduces the amount of space available to cover the very heavy flying seen in recent schedules. Turns must be added to the three-day lines in this scenario, so less Flight Attendant are needed to cover the flying. Planning has indicated that they do not want to force-base Flight Attendants into the domiciles that currently need the staffing. They are hoping that they can manage the flying with vacancy bidding for the time being. As staffing improves, the reserve ratio can be reduced allowing for more lines/positions for Primary and Vacation Relief (VR) lines. The heavy flying seen since March is expected to continue through the August schedule. We met with the Planning Department on March 26 and they continue to work with us on the common goal of line quality. We added an MCO writer and transitioned a HOU writer to an alternate on the Committee, by mutual agreement. The Committee will write Primary lines for June on April 24 and 25 and VR lines will be written on Friday, May 10. In April, the solutions were not available for the Chairs to begin line writing a day early.*

#### **Health Committee Chairperson Michele Moore submitted the Health Committee Report.**

##### ASAP :

*We have a new LOU that went into effect 4/15/13. In March, I briefed all of the shop stewards on the changes and wrote a new Q&A on the changes. This was to be published in Unity and placed on the web-page. The Event Resolution Committee (ERC) is planning on visiting the bases during the upcoming Health and Safety Days to promote the ASAP program and also to discuss the safety issues we see occurring to try to alleviate some of the events.*

##### Health:

*We are having some complaints on the carpet of the Evolve aircraft. This issue came up about a year ago when the first aircraft was converted. The company is looking into the differences of carpet, etc to see if there are any different chemical compositions.*

*We have had quite an increase in turbulence injuries so I am going to post something on the Website to increase awareness.*

*ENS Follow-ups:*

*In January, we received 131 ENS messages, approximately twenty needed a follow-up. Several of these were turbulence issues, as well as smoke in cabin events.*

*ASAP InfoShare:*

*I attended a week-long meeting in Denver attended by all airlines that have ASAP programs to share ideas/information etc.*

*Meetings Scheduled to Attend in April:*

*HASC* – Health and Safety Committee Meeting – monthly meeting

*ERC* – Weekly Meeting in addition to weekly prep and follow-up/phone calls

*Health and Safety Day* – MDW and LAS

**No written report was submitted by the Education Committee Chairperson Matt Hettich.**

**Chris Sullivan Chairperson of the Veteran's Committee submitted the Veteran's Committee Report.**

*Chris Sullivan was scheduled to attend the TWU Air Transport Division (ATD) Veteran's Committee Meeting on March 20-21, 2013. Chris was unable to attend due to the re-scheduling of the March TWU Local 556 Executive Board Meeting. The Committee is planning to celebrate the sacrifice and commitment of Veterans and Members currently serving in the military during the Memorial Day holiday weekend. Plans for a co-sponsored event with the ATD Locals are being developed. Chris will be in contact with Members of the ATD to assist in the planning and implementation of these celebrations.*

**Kurtis Beggs Chairperson of the Professional Standards Committee submitted the Professional Standards (PS) Report.**

|                             |               |
|-----------------------------|---------------|
| <i>Pilots</i>               | <i>1</i>      |
| <i>Not Taken</i>            | <i>4</i>      |
| <i>Withdrawn</i>            | <i>2</i>      |
| <i>Case in Progress</i>     | <i>3</i>      |
| <br><i>Total Cases</i>      | <br><i>10</i> |
| <br><i>Positive Outcome</i> | <br><i>1</i>  |

*Pilots*

- 1. Case involved the cockpit door procedures. The Captain was told by the Flight Attendant that they had just had recurrent training and that the cockpit door procedures had changed. The*

*Captain told the Flight Attendant that it had not changed on their side and that he had not seen a RBF or a bulletin to that effect. The committee member contacted a recurrent trainer to verify the information that the Flight Attendant had received. The recurrent trainer told the committee member that cockpit door procedures had not changed and that the Flight Attendant was mistaken. Committee member contact all the parties and the correct information was explained.*

#### *Not Taken*

- 1. Issue regarding a new liquor kit put on board at a Provo Station. The Flight Attendant opened a new kit with the green seals attached and found bottles missing and three vodka bottles tampered with. PS could not take the case since Provo does not have a PS program.*
- 2. Issue regarding the issuance of 4th jumpseat. Flight Attendant tried to sign up for 4th and found that a CSA agent still on duty had signed up for 4th. We could not take the case since Ground Operations does not have a PS program*
- 3. Issue regarding the lack of a Safety Briefing from the Captain. The Flight Attendant did not receive a briefing before the initial flight of the day and felt that it was due to the flight crew being all male. After speaking with the Flight Attendant the committee member felt that there was not a conflict since the Flight Attendant never asked the Captain for a briefing even though they flew several legs with the flight deck crew. The Flight Crew must ask for a briefing if they do not receive one.*
- 4. Issue regarding trading for passes. Flight Attendant had picked up a trip and had been waiting for the passes that were promised. They left several messages on SWALife and finally heard back from the other Flight Attendant, but it was only to accuse the other Flight Attendant of harassing them. The Flight Attendant was concerned that this was getting out of hand. Committee member told him to print out the transaction report and messages back and forth for their own record if this was brought to the company.*

#### *Withdrawn*

- 1. Committee member made several attempts to reach the caller, but did not receive a return call. Case was closed.*
- 2. Committee member made several attempts to reach the caller, but did not receive a return call. Case was closed.*

#### *Case in Progress*

*We received most of the calls in the later part of the month and have quite a few that are still being worked and will be include and explained in the April PS Report.*

**No written report was submitted by Uniform Committee Chair Dawn Wann.**

**Stacey Vavakas Co-Chair of the Shop Steward Committee submitted the Shop Steward Committee Report.**

*The Shop Steward Committee offered support to Local 555 with attendance by Shop Stewards and Board Members. Stickers were provided (at our personal expense) that were used by Domicile Executive Board Members, NT Members, etc. for events such as Message to the Field and Unity Days. The Committee is thankful to the Shop Stewards that have stepped up to represent the Membership in meetings at the Base Level and offered their off-time to support Local 555. Conference Calls were held on February 27 and March 27 and transcripts are available to the Shop Stewards on the TWU 556 Website. Shop Steward Corner was written and emailed to all Shop Stewards with correct email addresses on file.*

**No written report was submitted by Karen Amos Chairperson of the FAAP (Flight Attendant Assistance Program).**

**No written report was submitted by Matt Hettich Chairperson of the Scholarship Committee.**

**Val Lorien Member of the LODO (Language of Destination Origin) Subcommittee submitted the LODO Subcommittee Report.**

*The LODO Subcommittee is progressing at a fast pace. The scheduling and bidding rules, the most complicated part of the program is nearly complete. The testing and training rules are still being worked out by both sides and we're optimistic that we will have resolution on all issues by next month. Today and tomorrow (4/17 and 4/18) LODO Subcommittee member and Spanish Speaker Mary Smith is observing our San Juan flights out of Orlando. Currently, AirTran does not have a LODO speaker onboard its San Juan flights and the LODO subcommittee has not yet determined if flights to San Juan will be considered "LODO" on the Southwest side even though we have already initiated service. We are scheduled to meet again with the Company next month and will provide a more updated information at that time.*

**Lyn Montgomery submitted the 737-800 Subcommittee Report.**

*The 737-800 Subcommittee met on January 25, 2013. Present at the meeting were Claire Taitte, Caroline Jernigan, Denny Sebesta, Karen Amos and Lyn Montgomery. Prior to the meeting the Union members met to discuss the fact that the Subcommittee was scheduled to end. Per the previous extension agreement, this was to be the last Subcommittee meeting. It was recommended by the Subcommittee and agreed by the Executive Board that an extension of the Subcommittee would be beneficial. Since the purpose of the Subcommittee was to come up with a long term solution the Subcommittee has been extended by mutual agreement with the Company through a Letter of Agreement signed . The May 11, 2011 Letter of Agreement (LOA) remains in effect unless a longer-term solution is agreed upon. By extending the Subcommittee the Union can request that changes be made to the May 2011 LOA should the need arise. This will give both the Union and the Company the flexibility to re-negotiate the LOA should unforeseen issues arise as more 737-800's enter the fleet. The subcommittee determined to meet on an as needed basis and the Company will continue to provide to the Union, the 737-800 deployment schedule and pairing solutions for each bid period.*

*By May 2, 2013, the Company is scheduled to have deployed its forty third 737-800 aircraft. No more 737-800's will come into service until October. At that time the tentative schedule is one in October, two in November and three in December. This will end the year with 49 total 800's in service. In January of 2014 five more may potentially enter the fleet equaling a total of 54 in service.*

*Once again the pairing solution for March that is the most cost effective is the mixed pairing solution. This has been consistent since the inception of the 737-800's. Unless 737-800 schedules change significantly or the number of 737-800 aircraft increases greatly it is likely that there will continue to be mixed pairings and "D" position pairings in the coming months.*

*Currently, we have no outstanding grievances based on 737-800 flying due to reschedule, downgrades or contractual other issues.*

**Denny Sebesta submitted the 737-800 Subcommittee Report.**

**737-800 Subcommittee Report for April 2013**

*As previously agreed during our January 2013 Subcommittee meeting, the Union and Company will meet on an as needed basis. There was no meeting scheduled for April; however, the Company provided the Union with May bid period data for the 737-800 pairing solutions and delivery schedule.*

***May 2013 Pairings and Bid Lines-***

*Once again, the 737-800 Only pairing solution was less efficient and cost prohibitive. The -800 Only solution for May would have increased RIG costs by approximately **\$724,693**. The RIG cost remained well over the 0.1 percentage points as outlined in the -800 Subcommittee Agreement – **4.01 versus 1.78**. In addition, it would have required an increase in Flight Attendants by **195**, added **5,220 Deadheads for the month**, as well as escalated aircraft changes.*

***Reschedules/Downgrades –***

*Currently, we have no outstanding grievances based on 737-800 flying due to reschedule, downgrades or other contractual issues.*

***737-800 Aircraft Fleet and Deliveries in 2013***

*There are **three (3)** deliveries remaining this year. These aircraft are estimated to deploy October 11 and 26.*

Addie Crisp made a motion (#41) to adjourn. Valerie Boy seconded the motion. The motion carried.

|                 |             |
|-----------------|-------------|
| Stacy Martin    | Chair       |
| Chris Click     | Suspended   |
| Jerry Lindemann | Pre-excused |
| Jannah Dalak    | Yea         |
| Dawn Wann       | Pre-excused |
| Tina Coffee     | Yea         |
| Rob Riddell     | Yea         |
| Stacey Vavakas  | Pre-excused |
| Valerie Boy     | Yea         |
| John DiPippa    | Yea         |
| Matt Hettich    | Yea         |
| Addie Crisp     | Yea         |
| Karen Amos      | Yea         |
| Jimmy West      | Yea         |
| Donna Keith     | Yea         |
| Chris Sullivan  | Pre-excused |

Stacy Martin adjourned the Meeting at 1451.

These Minutes are true and correct to the best of my knowledge.

**Jannah Dalak**

**Local 556 Recording Secretary**

**(and amended by the Local 556 Executive Board)**