



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

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## **Executive Board Meeting April 17 – 19, 2012 Synopsis**

### **Tuesday**

**April 17, 2012**

Thom McDaniel called the Meeting to order at 0830.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Audrey Stone, Bryan Orozco, Crystal Reven and John DiPippa.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Don Shipman was absent.

Karen Amos was tardy.

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

The Board recited the **Pledge of Allegiance**.

Mark Torrez read aloud the **TWU International Membership Pledge**.

Thom McDaniel updated the Board on the Meeting Agenda.

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

*For March 1 – March 31 we had the following:*

<i>Vacation Days</i>	25.5
<i>Vacation Converted</i>	2.0
<i>Sick Days</i>	5.0
<i>Appointments</i>	0
<i>Other</i>	3.0 (1 Quarterly Fly, 2 Bereavement)

Total Days to cover 35.0  
Total Temporary Staff Days Utilized Total 4.0

Audrey Stone made a **motion** (1) to accept the Office Manager's Report. Cuyler Thompson **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	away
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	tardy
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Don Shipman entered the Meeting at 0834.

The Board **agreed** to approve the April 2012 Executive Board Meeting Minutes on the last day of the April 2012 Executive Board Meeting.

Audrey Stone submitted the **Baltimore Base Report**:

*Audrey reports that meetings have been busy again; with many Attendance Meetings and Fact-Findings that have mostly been regarding passenger letters and employee write-ups. Audrey met with Base Manager Rachel Derrossett and Assistant Base Manager Anna-Boardman Ward on March 20 and will again once more next week. Our two newest Inflight Supervisors will be attending Initial Training this month. Glenn Hodge is going to Chicago to work as a Recurrent Trainer, and Kim Cupples no longer works for Southwest Airlines. The base will be looking to fill her position. Audrey has communicated with the incoming Baltimore Domicile Executive Board Member (DEBM) Stacey Vavakas, and has sent her materials to aid in the transition, including the Shop Steward list, current DEBM responsibilities, current DEBM budget, and information regarding Maryland Flexible Family Leave Act. She also recommended that Stacey set up a meeting with Base Leadership, and offered to help facilitate if needed. Audrey reports that an E-Connection was sent out on March 28, the Shop Stewards were all emailed on April 11, and the base page was updated on April 10. Audrey participated in a lounge mobilization and met with Colonial Representatives on March 27. Unity Update was distributed, and the glass case was updated following the board meeting last month. Shop Steward Stephanie Roberts will be participating in a lounge mob in conjunction with the Baltimore Safety Fair on April 18. Audrey hosted the Live Broadcast last month, and worked in the Union Office on March 29 and 30. Audrey also reports that*

*she ensured phone coverage was scheduled through the month of April for the Weekend/Holiday On-Call program, and worked the phones on April 6 and . Audrey would like to thank the Shop Stewards who have assisted her over the last three years. She appreciates their service.*

Cuyler Thompson made a **motion** (2) to accept the Baltimore Base Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	tardy
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Crystal Reven submitted the **Houston Base Report**:

*Crystal began her report by informing the Executive Board that there are no administrative changes in the Houston Inflight Office. Houston Inflight is conducting attendance meetings regularly in the Houston Base. The Houston glass case is up to date with all current material. The red rack was organized and cleaned on March 21, 2012. The Unity magazine was distributed in the Houston Base in early March. A Houston E-Connection was sent out on March 31, 2012. Two lounge mobilizations were conducted on March 21 and March 29. Crystal will be Meeting with newly elected Houston Domicile Executive Board Member, Valerie Boy on Monday April 23 to aid Valerie in the Executive Board transition. Crystal assisted in the Weekend On-Call program in March and April and answered calls on March 24-25 as well as April 6, and 14-15. Similarly, Crystal participated in the Shop Steward Conference call on April 13, 2012. Crystal would like to thank the Houston Shop Stewards for aiding her over the last four years and the Houston Flight Attendants for allowing her the opportunity to serve the Houston Base.*

John Parrott made a **motion** (3) to accept the Houston Base Report. Michael Massoni **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea

Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	tardy
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Oakland Base Report** for Domicile Executive Board Member Matt Hettich:

*Matt reported that Oakland Fact-Finding Meetings have involved absenteeism and Class 1, #17 violations: not being within two hours driving distance of domicile during reserve contact hours. Matt met with the Oakland Base Management and coordinated the Colonial Supplemental Insurance lounge mobilization schedule with the insurance benefits councilors. Matt distributed the Unity Update, updated the red rack and glass case, contacted Oakland Shop Stewards via email, and wrote the Oakland Domicile Executive Board Member article for the upcoming Unity Magazine. Matt attended the California Labor Federation's Joint Legislative Conference on March 19 and 20 and would like to thank Mark Torrez and Donald Silva for their attendance and participation in this worthwhile event. During the conference, Donald and Matt facilitated a meeting of the TWU California State Conference (CSC). The TWU Locals in attendance agreed on maintaining the CSC moving forward and will reconvene the CSC in May. In addition, Mark, Donald, and Matt met with members of the California State Assembly and Senate to educate the elected members on legislative issues that are important to TWU Local 556 members and to working families throughout the State of California.*

Don Shipman made a **motion** (4) to accept the Oakland Base Report. Cuyler Thompson **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	tardy
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Karen Amos entered the Meeting at 0843.

Bryan Orozco submitted the **Las Vegas Base Report**:

*Bryan Orozco reported that he did two Fact-Finding and conducted two lounge mobilizations. He met Base Manager Randall Miller and updated the glass case. Bryan met with Addie Crisp about her term as the new Las Vegas Domicile Executive Board Member. Bryan would also like to thank all the Las Vegas Shop Stewards for their work over the last two and a half years.*

Don Shipman made a **motion** (5) to accept the Las Vegas Base Report. Cuyler Thompson **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

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

*Below you will find our CISM stats for the month of March. CISM Recurrent training will be April 17-19. I am expecting about one hundred people to attend. I am hoping to add new Members towards the end of the year (October). Thank you for the support you have given the CISM Team throughout the years.*

**INCIDENT SUMMARY FOR MARCH 2012**

<i>Test/Practice</i>	<i>14</i>
<i>Medical Emergency</i>	<i>10</i>
<i>A/C Mechanical</i>	<i>5</i>
<i>Drill (PRACTICE ONLY)</i>	<i>3</i>
<i>Death of F/A family member</i>	<i>3</i>

<i>Birdstrike</i>	2
<i>Smoke in Cabin</i>	2
<i>Confidential Issue</i>	2
<i>Flight Attendant Injury</i>	2
<i>Turbulence</i>	2
<i>Aircraft Incident</i>	1
<i>Personal Issue-Flight Attendant</i>	1
<i>Jumpseat Intervent</i>	1
<i>Other</i>	2
<i>Flight Attendant Illness on RON</i>	1
<i>Flight Attendant Hospitalization</i>	1
<i>Death on Board</i>	1
<i>Total</i>	39

John Parrott made a **motion** (6) to accept the CISM Committee Report. Don Shipman **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Audrey Stone submitted the **Education Committee Report**:

*Audrey will be ensuring that all education materials, including Contract Live and settlement letters, are transferred over to the new Web site. She will be leaving the extra Contract Resource Guidesheets with Oakland Domicile Executive Board Member Matt Hettich, and reports that a folder has already been created for both the future Denver and Atlanta bases. Audrey would like to thank Kyle Whiteley, Erich Schwenk, Cuyler Thompson, Denny Sebesta, and Kevin Schnittker for their help with all Contract education projects over the years, and most importantly, all those who have had the difficult task of running the teleprompter during Contract Live videos.*

John Parrott made a **motion** (7) to accept the Education Committee Report. Cuyler Thompson **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

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

<i>Total Inquiries:</i>	<i>14</i>
<i>Carry over from Feb:</i>	<i>0</i>
<i>Cases Worked:</i>	<i>9</i>
<i>FAR's</i>	<i>0</i>
<i>Company Policy</i>	<i>1</i>
<i>CRM</i>	<i>6</i>
<i>Pilots</i>	<i>2</i>
<i>Positive Outcome:</i>	<i>5</i>
<i>Negative Outcome:</i>	<i>1</i>
<i>Cases Still Active:</i>	<i>3</i>
<i>Cases Not Taken:</i>	<i>5</i>
<i>I.R. Filed:</i>	<i>2</i>
<i>CISM Referral:</i>	<i>1</i>
<i>CSA Issue:</i>	<i>1</i>
<i>FADAP Referral:</i>	<i>1</i>

Stacy Martin left the Meeting at 0850.

Michael Massoni made a **motion** (8) to accept the Professional Standards Committee Report. Karen Amos **seconded** the motion.

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

Thom McDaniel	Chair
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Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Stacy Martin returned to the Meeting at 0852.

Crystal Reven submitted the **Uniform Committee Report**:

*Crystal began her report by informing the Executive Board that the uniform vendor transition from Cintas to Lands' End Business Outfitter occurred on Thursday March 22. While the transition did not come off without glitches, Lands' End and the Uniform Steering Committee (USC) are working together to remedy all issues that were brought to light during the last few weeks since opening day of the transition. The USC is looking at samples of several shirt and pants options, which were not stock items at the time of transition and decisions on these possible additions and other possible change in standards will be decided at the next USC Meeting on May 9, 2012 in Dallas. Crystal would like to thank the Executive Board and the Flight Attendants of Southwest Airlines for allowing her to serve as the Uniform Chair over the last two years.*

Audrey Stone made a **motion** (9) to accept the Uniform Committee Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused





Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	away

The motion **carried**.

John DiPippa returned to the Meeting at 0901.

Mark Torrez submitted the **Scholarship Committee Report**:

*Mark reported that Scholarship applications had to be postponed due to the transition of the website and the Communications Coordinator. The new applications will be available for download on Friday and the new deadline will be 1800 CST on Friday June 1, 2012. Mark would like to thank Erich Schwenk for updating the application and adding it to the website. He would also like to thank Lori Whitaker for making more Scholarships available this year, expanding the pool of Flight Attendants eligible to apply. An email will be sent to all members regarding scholarship availability.*

Michael Massoni made a **motion** (12) to accept the Scholarship Committee Report. Karen Amos **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	abstain

The motion **carried**.

The Board **agreed** that information for the 2012 Scholarship Program would be emailed to our Members. Mark Torrez **agreed** to contact Erich Schwenk to coordinate the email.

Cuyler Thompson submitted the **March 2012 Executive Board Meeting Minutes** and **Executive Board Vote Tally** for review.

The Executive Board reviewed and made corrections to the Minutes and Vote Tally.

Cuyler Thompson submitted **February and March 2012 Executive Board Meeting Attendance Tally** for review.

The Executive Board reviewed and made corrections to the Attendance Tallies.

The Executive Board reviewed and updated the **TWU Local 556 Strategic Plan**.

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

Thom McDaniel	excused	
Michael Massoni	excused	
John Parrott	flew DACD	dated March 23
Cuyler Thompson	flew OAAQ	dated February 26
Stacy Martin	flew HS13	dated March 29
Mark Torrez	flew OADO	dated January 27
Don Shipman	flew MS1J	dated March 30
John DiPippa	flew PAGX	dated March 20
Audrey Stone	flew BB4D	dated December 31
Crystal Reven	flew HSIJ	dated March 26
Karen Amos	flew DS22	dated February 25
Jimmy West	flew FAAQ	dated March 27
Donna Keith	flew MS2G	dated March 6
Matt Hettich	flew OA4N	dated March 5
Bryan Orozco	flew LA67	dated February 5

Thom McDaniel left the Meeting at 0953.

Michael Massoni chaired Meeting.

Stacy Martin left the Meeting for a phone call at 0954.

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

*John continues to write the Hotline Script and the E-Connection and respond to emails and phone calls from the Membership. John reviewed upcoming Grievances and wrote his base report prior to attending the April Executive Board Meeting. John met with the Colonial Representative before Open Enrollment started and was also in the lounge the first day it kicked off. John informed the Board that there is a Cabin Services meeting on April 26 and John put a blurb about it in the March E-Connection inquiring if anyone has anything that they would like John to bring up at this meeting. John has been in contact with his Shop Stewards inquiring their availability for upcoming Lounge Mobilizations. John plans to be in the lounge the Friday after Boards. John made sure his red rack and glass case are up to date.*

John Parrott made a **motion** (13) to accept the Phoenix Base Report. Karen Amos **seconded** the motion.

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

Thom McDaniel	away
Michael Massoni	Chair
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Thom McDaniel returned to the Meeting at 0956.

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

Stacy Martin returned to the Meeting at 1008.

The Board took a break at 1020 and reconvened at 1050.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

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

Cuyler Thompson presented Erich Schwenk's letter of resignation as a Member of the Grievance Team. Erich had recently been approved by the Executive Board as Co-Chair of the Communications Committee.

Don Shipman made a **motion** (14) to provide Erich Schwenk a paid move per Bylaw Article XI (c) as stated in Article 29.2.E of the Contract. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Local 556 Negotiating Team Members Denny Sebesta and Val Lorien entered the Meeting at 1106 to present a Tentative Agreement on Side Letter 10, Near International and Overwater Flying.

John DiPippa left the Meeting at 1147.

The Board continued to discuss the Tentative Agreement on Sideletter 10.

John DiPippa returned to the Meeting at 1156.

Michael Massoni was excused for Union Business at 1158.

Thom McDaniel left the Meeting at 1231.

Stacy Martin chaired the Meeting.

The Board continued to discuss the Tentative Agreement on Sideletter 10.

Thom McDaniel returned to the Meeting at 1233.

Michael Massoni returned to the Meeting at 1235.

The Board **agreed** to table the discussion regarding Sideletter 10 until later in the Meeting.

The Board went to lunch at 1237 and reconvened at 1400.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Thom McDaniel was excused for Union business.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

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

Interim Grievance Chair Denny Sebesta and Grievance Team Member Sara King entered the Meeting at 1404 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1413 to discuss the merits of the Grievance.

Sara King and the Grievant were excused at 1423.

Don Shipman made a **motion** (15) not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Grievance Team Member Catherine Rea entered the Meeting at 1424 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 1444 to discuss the merits of the Grievance.

Catherine Rea and the Grievant were excused at 1506.

Thom McDaniel entered the Meeting at 1509.

Karen Amos made a **motion** (16) not to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

Denny Sebesta was excused at 1515.

Michael Massoni made a **motion** (17) to accept the Sideletter 10 Tentative Agreement (TA) as presented and put it to a Membership vote. Audrey Stone **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused

Jimmy West	excused
John DiPippa	yea

The motion **carried**.

The Board took a break at 1523 and reconvened at 1557.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Thom McDaniel was excused for Union business.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

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

Stacy Martin informed the Executive Board that he would not be submitting the written Membership Meeting rules regarding portable electronic devices, the written definitions for material(s) considered confidential or a Social Media Policy and/or guidelines to address Membership rights and responsibilities to the Executive Board as previously **agreed**. The Executive Board discussed the Trial Committee recommendations that had been adopted by the Executive Board during the January 2012 Executive Board Meeting.

The Board **agreed** to table the discussion. Karen Amos **agreed** to work on writing these policies and present them to the Board later in the Meeting.

John Parrott made a **motion** (18) to recess. Audrey Stone **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	Chair
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Michael Massoni recessed the Meeting at 1633.

## **Wednesday**

**April 18, 2012**

Thom McDaniel called the Meeting to order at 0837.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Karen Amos presented the **Dallas Base Report**. There was no written report submitted.

Cuyler Thompson made a **motion** (19) to accept the Dallas Base Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Board of Election Report (BOE)** for Chairperson Susan Kern:

*In this report we will outline a statistical analysis of the recent Officer Election, address pertinent issues that occurred during the course of the election, and discuss the upcoming Department of Labor election*



*for the TWU International offices of International Vice President and International Executive Board Members.*

*Out of 9,856 eligible voters, 3,885 (39%) participated in the 2012 Officer Election. There were 3,293 votes cast online and 592 votes cast via telephone. On average, phone voting took between 9-12 minutes with some taking as long as 15 minutes. Among the bases, phone voting varied from 12.11% of all votes cast in base to 20.51% of all votes cast in base; Las Vegas had the lowest percentage at 12.11% and Dallas was the highest at 20.57%. All other bases varied between 13.33% to 15.9% of all votes cast in base via telephone.*

*Over 50% of all votes were cast on six of the sixteen days the vote was open. Voting was heaviest on March 1, 2, 5 and 14, 15, 16. Of all votes cast, 54.47% of the votes via telephone occurred on those days and 52.8% of the votes via Internet occurred on those days. There were 38 returned ballots out of 10,088 sent. Out of the 159 people nominated for office, 126 picked up their certified accept/decline letter.*

*Votenet handled 554 telephone support calls over the course of the sixteen days the vote was open. The BOE handled 127 telephone support calls over the same period.*

*There are three main issues the BOE handled during the election: a pre-election protest, the unsubscribe button on candidate email literature, and the Oakland online ballot.*

- 1. A pre-election protest was filed by Chris Click regarding the distribution of the trial results letter to the Membership. The BOE investigated the circumstances surrounding the trial and the actions of the Executive Board. It was found that the Executive Board was consistent in their actions with other similar situations. Therefore, the BOE ruled there was no action to be taken. There were no post-election protests.*
- 2. Arrangements were made with Appletree Mediaworks to coordinate the distribution of emailed campaign literature. The first candidate email was sent on Saturday, February 18. On Monday February 20 the BOE received a complaint (which was copied to the Department of Labor (DOL)) about the presence of the unsubscribe button on the literature sent on Saturday. The BOE sent a response outlining the requirements of the Can Spam Act of 2003 and how the button ensured compliance. On Tuesday, February 21, the BOE received a phone call from Michelle Hussar, Department of Labor. After several conversations, the BOE was told the district DOL would ask the Washington DC office to weigh in on the issue of the button. While awaiting their decision, Appletree Mediaworks investigated potential solutions. On Friday, February 24 the BOE was advised that Washington would not be issuing any ruling unless there was a protest, and we were given the direct instruction by the DOL to remove the unsubscribe button. Katie Dexter at Appletree had a solution in mind that she felt would provide a workaround, and estimated it would be ready for use by Monday. The problem we faced was that none of the vertical email companies would process such a large list (approximately 8,200 email addresses) without an unsubscribe button. To do so is a violation of the Can Spam Act of 2003, and those rules are being enforced. Many court cases have been decided against the emailers and they will no longer take the risk. Although we were able to accomplish this in the 2009 Officer Election, even the company we used at that time (Customer Beach) will no longer do anything without the button present on the literature. The workaround was ready for use by Tuesday afternoon, February 28. The address list was split into ten lists of approximately 800 email addresses and Katie monitored as each group was sent. The results were unacceptable. To begin with, the process took roughly ten hours to complete. Secondly, major emailers like Embarq, Google, Yahoo, etc. were bouncing the campaign emails back with such messages as "Contains spam-like material," "Message blocked due to spam content in the message" and*

*“Appears to be spam.” When Katie tried sending for the next candidate, the system was totally locked out. At that point we had no choice but to reinstate the use of the unsubscribe button and we informed the DOL and all candidates of our intention. We have since found out this is not a unique situation; no other unions have been able to send mass emails without the unsubscribe button. To make sure all candidates had access to all addresses, we resumed giving each candidate their own copy of the original email list. Whenever someone sent in an unsubscribe request, it only affected that particular candidate. In order to unsubscribe from all candidates, a Member would have to submit an unsubscribe request to each candidate. Although it is cumbersome for the Members, it does ensure each candidate has equal access to the email database. Katie will be sending this information to Secretary of Labor Hilda Solis (Katie has a working relationship with Secretary Solis), advising her to remove the requirement of eliminating the unsubscribe button. The entire issue of the unsubscribe button was very frustrating and tedious. Katie Dexter of Appletree Mediaworks did an outstanding job in trying to accommodate our needs and meet the demands of the Department of Labor. She truly went above and beyond the call of duty for our Local.*

- 3. The last issue concerns the Oakland online ballot. Before the vote opened, all three BOE Members reviewed both the online and phone ballots. Corrections were made and the information was again reviewed. The Board Member at Large instruction to select up to two candidates was present. On Wednesday, March 14 a screenshot of the Oakland ballot, dated March 12 was sent to Votenet and copied to the BOE. This was the first time the BOE was aware the Oakland online ballot did not contain the instruction to select up to two candidates for Board Member at Large. While the vote was open, we could not make any alterations to the ballot. Votenet called all Oakland Members to inform them of the missing instruction and to offer a duplicate ballot. These calls were completed by 9:15pm Pacific on March 15. Meanwhile the BOE sent an email to all Oakland Members with an email address on file and did a robocall to alert the Oakland Flight Attendants of the missing instruction.*

*An analysis of the voting data from Oakland shows the following:*

- A. There were a total of 371 people who voted in Oakland; 312 online and 59 by phone.*
- B. If everyone had voted for two Board Member at Larges, there would have been 742 votes cast for that position. There were only 692 votes cast for Board Member at Large. There is no way of knowing whether those 50 did not vote for two because of the missing instruction on the online ballot, or if they never intended to vote for one or two Board Member at Large candidates as it was not required that they even vote for one.*
- C. Even if those 50 missing votes had been cast for the same person, it would not have had an impact on the 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> place positions. The only position that could have been potentially changed is 4<sup>th</sup>, as the vote differential between 4<sup>th</sup> and 5<sup>th</sup> place was 38.*

*Votenet performed an analysis of the construction of the ballots after the vote closed. As all technical systems checked out properly, it has been determined that human error on their part caused the instruction to be lost. Votenet has put into place procedures that should prevent this from happening in the future, and has outlined those procedures in the attached letter.*

*This was a terrible mistake that could have resulted in a rerun election, but Votenet stepped up to the plate to do whatever they could to help rectify the situation. After the vote closed, they looked at their procedures, owned up to their human error, and developed procedures to help prevent this from happening in the future. The measure of a person – or in this case, a company – is in how they handle adversity. Votenet returned phone calls and emails, stayed in*

*communication, and responded with a plan of action very quickly once they became aware of the problem. I would feel comfortable using them for future voting needs.*

*The final issue is the upcoming TWU International rerun election. After the 2009 International Convention, some of the voting delegates who were present were determined to be ineligible. Through a signed agreement between TWU International and the DOL, a mail-in ballot rerun election for the positions of one International Vice President and two International Executive Board Members under the supervision of the DOL is being held this July. A combined nomination/election notice has already been sent to all Delegates. The list of delegates TWU Local 556 is using for this new vote differs from those who actually attended the 2009 Convention. At the instruction of the DOL, we have to use our newly elected Officers in place of those Officers who attended the Convention. The original alternate list from the 2009 Delegate Election is being used to replace any Delegates who are no longer available because they have left the Membership or due to their recent election to office. Ballots will be mailed to all Delegates sometime towards the end of June, and will need to be received by 10:00 am Eastern on July 2 to be included in the count.*

Michael Massoni made a **motion** (20) to accept the Board of Election Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Interim Grievance Chair Denny Sebesta entered the Meeting at 0856 to present the **Grievance Committee Report**:

***Grievances** - As of Friday April 12, we have **106** active Grievances*

***Scheduled Arbitrations**- Two currently scheduled for May 3 and May 22.*

***New Grievance Chair Training** - Monday April 2, I was notified by incoming President Stacy Martin that he made the decision for new Grievance Chair, which will be Lyn Montgomery. He requested her*

*training be completed by the end of this month. That is in progress and will be completed before the end of April and my departure from the Grievance Team.*

***FMLA Meetings*** – *On April 4, Thom, Denny and Catherine met FMLA Compliance and Employee Resources to discuss the DOL’s notice of proposed rulemaking decision on how airline crews average work week is determined. There have been conference calls with other Labor Groups and the Transportation Trade Division to discuss how to respond with comments.*

*SWA would like to stay with our current process, which is outlined in an LOU between the Company and Union. The proposed rule could impact the individual Flight Attendant by using block hours versus duty hours, as well as create a very complicated process to manage. We have asked the Company to provide us a summary of their comments, so that we can echo their comments in our submission to the point person at the T.T.D., before a final decision is rendered. An extension was filed and all comments are now due April 30, 2012.*

***Quarterly FMLA Meeting*** – *On April 12, Denny and Catherine met with FMLA Compliance and Employee Resources. Discussed the number of active cases – 1288 (including approximately twenty Inflight at HDQ or Management at Base level). Mike said that 90% of FMLA cases within Inflight are intermittent leaves. They are seeing a trend of 50% of intermittent cases (new and renewals) requesting the majority of their schedule – two or more trips in a month. Company is asking for additional documentation from the doctors to confirm the need of duration. Company is looking closer at renewals and may spend the extra money to have a second Medical opinion, which is a specialist specific to the serious health condition or may do peer to peer review (doctor to doctor). The Company uses ten hours a day for each day of FMLA.*

***-800 Subcommittee*** – *Two -800 aircraft deployments have been moved up. Originally scheduled for May 13 and 20 and will now be May 6 and 13. The flights affected on current pairings will be flagged and a message will be added to the pairing so the AB&C will know the flight is now working an 800. The “D” positions had to be created and added to Open Time. A total of 22 “D” Position only pairings were added to Phoenix and Baltimore for May 6 and 8 “D” Position only pairings; six Baltimore and two Houston for May 13.*

***Crew Web Access*** – *An RBF is going out this Thursday on Estimated Flight Times for pairings in CWA. The enhancement will go into effect April 25, 2012. In late 2010 we tried to display estimated times in CWA as part of the last Contract Release. This was stopped after only a few hours because of technical difficulties. The way this data is sent to CWA has recently been upgraded and estimated times are going to be displayed again.*

*This will give you a much better picture of what your duty day should really be and to be able to better prepare for the coming day. The ability to display planned, estimated, and actual times in CWA has always been there, it just was not utilized to its full potential.*

***Scheduling Issues*** – *For May 5, there are 13 cancelled flights due to flights that were cancelled by Network Planning after the May bids were published. Claire Taitte said if the whole pairing cancelled, the Company will replace the pairing with a CX nonfly and guarantee the pay. If it reschedules a pairing, it will be flagged for audit and guaranteed the pay like a normal reschedule if the original Flight Attendant flies the pairing. If she/he gives it away or trades with open time, the person who flies the pairing will get paid what the rescheduled pairing pays (not the original). The Planners will call the affected Flight Attendants.*

608 PDX-SLC  
631 SLC-PHX  
631 PDX-ABQ  
631 ABQ-LAX  
631 LAX-OAK

735 PHX-RNO  
927 RNO-LAS  
927 LAS-SAN  
2272 SAN-PHX  
2272 PHX-SLC

1022 SLC-PHX  
1364 BWI-LAX  
1958 LAX-BWI

Stacy Martin left the Meeting at 0913.

Audrey Stone made a **motion** (21) to accept the Grievance Committee Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Stacy Martin returned to the Meeting at 0914.

John Parrott left the Meeting at 0914.

Cuyler Thompson made a **motion** (22) to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion** (23) to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** (24) not to proceed on a Grievance. Audrey Stone **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** (25) not to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

Denny Sebesta was excused at 0946.

Mark Torrez submitted his **Officer Report** as Board Member at Large:

*Mark reported that since the last Executive Board, he attended the California Labor's Joint Legislative Conference on March 19 & 20 along with Oakland Domicile Executive Board Member Matt Hettich, and Oakland Shop Steward Donald Silva. Mark wrote an article for the upcoming Unity magazine detailing the transition plan approved by the Executive Board after the last Strategic Planning Retreat. He also served on the Editorial Team. Mark was the Officer On-Call from April 9-15 and logged all calls received into Laborsoft. During his On-Call week he worked with Janah Dalak on implementing the transition plan for the new Executive Board. They will be implementing most of the plan approved by the current Executive Board in January. On March 15, Mark had a meeting with a representative from Regus, a company that's focused providing meeting solutions that could lead us in the direction of electronic Membership Meetings. Mark also noted that he is compiling the latest version of the Policy and Procedure's manual for incoming the incoming Secretary. He also has coordinated ordering new cell phones for the incoming Executive Board so they will have wireless connectivity from the first day of their term. He is also training someone else to administer the plan in his absence. Mark would like to express his sincerest thanks to the Membership for allowing him to serve Local 556.*

Karen Amos made a **motion** (26) to accept the Officer Report. Michael Massoni **seconded** the motion.

Michael Massoni left the Meeting at 0949.

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

Thom McDaniel	Chair
Michael Massoni	away
John Parrott	away
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

The Board took a break at 0950 and reconvened at 1010.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Interim Grievance Chair Denny Sebesta was a guest at the Meeting.

Southwest Airlines Inflight Management Representatives Mike Hafner, Naomi Hudson, Sonya Lacore, Mike Mankin and Brendan Conlon were guests at the Meeting.

*Mike Hafner thanked the Executive Board for their service to the Company and the Flight Attendants of TWU Local 556 and Southwest Airlines. He expressed his admiration and respect for the strong relationship between the Union and Inflight Management, which had continued to grow under the current Union Leadership, for the good of the Flight Attendants and Company. He reported that he had the utmost respect for Union Leaders and what, at times, must be a very difficult job. There was discussion regarding the Union's request that a "pop-up" message be added to Crew Web Access that would force the Flight Attendants to acknowledge the Work and Conduct Rule that required Flight Attendants to be within two hours driving distance of the Base when beginning a block of Reserve. Sonya Lacore reported that there would be no Lands' End representatives in the Flight Attendant lounges aiding Flight Attendants. Mike Hafner said that he would look into John DiPippa's question regarding whether or not the Company's Wi-Fi enabled aircraft had been configured to run SWALife more slowly than for paying Southwest Airlines Customers. Brendan reported that the Company's was still planning on opening the Denver Flight Attendant Base on October 1, 2012. He speculated that the vacancy bids for the new base would be available to Flight Attendants sometime in June. There was more discussion regarding Union's request that Inflight Management seek to have the Southwest Airlines Pilots manage the Fasten Seatbelt Sign on our flights more realistically. Michael Massoni reported that he had had some discussions with the Pilot group as well. Mike Hafner said that he would check on the progress. Mike Hafner "owned" the fact that the liquor bags which had been introduced on our aircraft had not been a success. He recognized that Flight Attendants did not have a place to put the liquor bags during Inflight Service. He said that Management was looking into a resolution. Sonya solicited Executive Board Member's opinions regarding the number of products offered on our aircraft. There was discussion regarding Customer complaints about the slow speeds of the Wi-Fi onboard our aircraft. Thom McDaniel asked why Wi-Fi was not being installed on our aircraft when they were being converted to the Evolve interiors. Bryan Orozco discussed the fact that there are no Supervisors in the Las Vegas Inflight Office during the earliest check-ins on weekends. He reported that this practice did not allow Flight Attendants to have access to Flight Attendant Manual Revisions/Bulletins. Mike Hafner and Sonya Lacore said that they would correct the problem. Michael Massoni reported that a Flight Attendant had recently been cited for having an incomplete Flight Attendant Manual (FAM) and that the FAM had been a "loaner" Manual, provided by an Inflight Base. Thom McDaniel asked if the ongoing Mandatory Attendance Meetings would be discontinued as had originally been reported. Naomi Hudson noted that these meetings were being held with employees of the Ground Operations Department as well. Sonya reported that she did not see the Mandatory Meetings being discontinued. There was discussion regarding the idea of having an online "pop-up" acknowledgement for all Read Before Fly's (RBF's) as a way to insure that our Flight Attendants were familiar with them. Thom McDaniel discussed the effectiveness of the renewed focus on Flight Attendant Checkrides and Inflight Audits. There was some discussion regarding some seemingly overly aggressive Supervisors and situations that could have been better handled. John DiPippa requested that Inflight Seniority Numbers be added to the Flight Attendant Information sheets that were provided by Ops Agents.*

Inflight Management Representatives were left the Meeting at 1114.

Denny Sebesta and Grievance Team Member Catherine Rea entered the Meeting at 1122 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1130 to discuss the merits of the Grievance.

Catherine Rea and the Grievant were excused at 1207.

John Parrott made a **motion** (27) to proceed on a Grievance. Crystal Reven **seconded** the motion. The motion **carried**.

The Board went to lunch at 1235 and reconvened at 1405.

Cuyler Thompson, Mark Torrez and Karen Amos answered the Union Office telephones during the lunch break so that the Local's Grievance Team and Office Staff Members could participate in the Quarterly Office Team Outing and leave the Office for lunch together.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Don Shipman, Audrey Stone, Bryan Orozco and Crystal Reven.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Karen Amos and Mark Torrez were excused for Union business.

John DiPippa was absent.

Denny Sebesta and Grievance Team Member Erich Schwenk were guests at the Meeting.

Thom McDaniel was excused for a Conference Call at 1410.

Michael Massoni chaired the Meeting.

Karen Amos entered the Meeting at 1411.

A Grievant entered the Meeting at 1414 to discuss the merits of the Grievance.

Erich Schwenk and the Grievant were excused at 1427.

Mark Torrez entered the Meeting at 1427.

Stacy Martin made a **motion** (28) to proceed on a Grievance. John Parrott **seconded** the motion.

Thom McDaniel returned to the Meeting at 1450.

Erich Schwenk entered the Meeting at 1454 to further discuss the merits of the Grievance.



Erich Schwenk was excused at 1457.

The motion on the floor **did not carry**.

John Parrott made a **motion** (29) to table a Grievance. Don Shipman **seconded** the motion.

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	absent

Denny Sebesta was excused at 1500.

John Parrott submitted the **January 2012 Local 556 Financial Report**.

Don Shipman made a **motion** (30) to approve the January 2012 Local 556 Financial Report. Cuyler Thompson **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	absent

The motion **carried**.

John Parrott submitted the February 2012 **Local 556 Financial Report**.

Stacy Martin left the Meeting at 1512.

Don Shipman made a **motion** (31) to approve the February 2012 Local 556 Financial Report. Cuyler Thompson **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	absent

The motion **carried**.

The Board took a break at 1515 and reconvened at 1536.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven and Karen Amos.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Stacy Martin and John DiPippa were absent.

Don Shipman submitted the **Scheduling Committee Report** for him and Co-Chair Lisa Trafton:

*Don Shipman and Lisa Trafton report Line writing for May was difficult partially due to the ten schedule changes. All Committee Members came in one day early to begin line writing. The Line Writers for the May lines: Crystal Burks, Valarie Daniel, Kim Hamrick, Glenn Jio, Kelly Kockler, Richard Locher, Don Shipman, Shelley Taylor, and Lisa Trafton.*

*STATISTICS*

*TOTAL*

*REQUIREMENTS*

<i>Turns</i>	<i>6.76%</i>	<i>6% Minimum</i>
<i>2-Days</i>	<i>13.17%</i>	<i>12% Minimum</i>
<i>3-Days</i>	<i>80.07%</i>	<i>55% Minimum</i>
<i>4-Days</i>	<i>0%</i>	<i>17% Maximum</i>
<i>Pure Lines</i>	<i>72.56%</i>	<i>70% Minimum</i>
<i>All Weekends Off</i>	<i>37.24%</i>	<i>35% Minimum</i>
<i>3-On/Off &amp; 48-Hour Off</i>	<i>17.63%</i>	<i>18% Maximum</i>
<i>Average Pay Per Day</i>	<i>7.01 TFP</i>	<i>6.5 TFP Minimum</i>
<i>Average Pay Per Line</i>	<i>97.08 TFP</i>	<i>80 TFP Minimum</i>
<i>Average Days Off</i>	<i>17.16</i>	<i>13 Minimum</i>
<i>Number of Primary Lines</i>	<i>6,818</i>	

*The Committee on average wrote 72.56% pure lines (lines starting on the same day each week containing pairings of the same length); maintained 37.24% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 17.63%. In total, the committee wrote 6,818 lines (an increase of 137 lines from this month last year) averaging 97.08 TFP (a decrease of 1.01 TFP from this month last year) and 13.84 workdays. Don and Lisa report Claire Taitte, Director of Inflight Crew Operations, has increased the oversight of pairing percentages produced from her department and the number of 2-days increased above the minimum of 12% as stated in Article 28.1.D.2 to 13.17%. The Scheduling Committee continues to have productive monthly meetings with Inflight Crew Planning.*

Audrey Stone made a **motion** (32) to accept the Scheduling Committee Report. Michael Massoni **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	absent

The motion **carried**.

Cuyler Thompson read aloud a letter from VoteNet Solutions regarding the recent Board Member at Large Elections and the Oakland Base.

Stacy Martin returned to the Meeting at 1545.

Cuyler Thompson submitted the **Communications Committee Report** for Chairperson Kyle Whiteley.

Cuyler Thompson submitted copies of Article XIX Charges submitted by Member Kyle Whiteley, which alleged that Member Chris Click had violated the TWU International Constitution and a working rule of the Union. Specifically, that he had violated TWU Local 556 Bylaw Article IV (c) and the TWU Local 556 Confidentiality Notice. The Board **agreed** to consider the Charges.

Thom McDaniel left the Meeting at 1558.

John Parrott chaired the Meeting.

Discussion regarding the Charges continued.

Thom McDaniel returned to the Meeting at 1603.

Karen Amos left the Meeting at 1608.

Discussion regarding the Charges continued.

John DiPippa returned to the Meeting at 1624.

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

A Roll Call Vote was conducted on the questions (33, 34, 35 and 36) on the floor:

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

Thom McDaniel	Chair
Michael Massoni	nay
John Parrott	nay
Cuyler Thompson	nay
Stacy Martin	nay
Mark Torrez	nay
Don Shipman	nay
Audrey Stone	nay
Bryan Orozco	nay
Matt Hettich	excused
Crystal Reven	nay
Karen Amos	away
Donna Keith	excused
Jimmy West	excused
John DiPippa	nay

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

Thom McDaniel	Chair
Michael Massoni	nay
John Parrott	nay
Cuyler Thompson	nay
Stacy Martin	nay
Mark Torrez	nay
Don Shipman	nay
Audrey Stone	nay
Bryan Orozco	nay
Matt Hettich	excused
Crystal Reven	nay
Karen Amos	away
Donna Keith	excused
Jimmy West	excused
John DiPippa	nay

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

Thom McDaniel	Chair
Michael Massoni	nay
John Parrott	nay
Cuyler Thompson	nay
Stacy Martin	yea
Mark Torrez	nay
Don Shipman	nay
Audrey Stone	nay
Bryan Orozco	nay
Matt Hettich	excused
Crystal Reven	nay
Karen Amos	away
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

*Article XIX Section 3 (d), “The Charges involve a question which should be decided by the Membership at a Membership Meeting and not by the trial procedure.”*

Thom McDaniel	Chair
Michael Massoni	nay
John Parrott	nay
Cuyler Thompson	nay
Stacy Martin	nay
Mark Torrez	nay
Don Shipman	nay
Audrey Stone	nay
Bryan Orozco	nay

Matt Hettich	excused
Crystal Reven	nay
Karen Amos	away
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The Board deemed the Charges submitted by Kyle Whiteley against Chris Click to be proper. The Board **agreed** that in accordance with Article XIX Section 3 of the TWU International Constitution, the Charges against Chris Click warranted consideration by a Trial Committee.

Karen Amos returned to the Board Meeting at 1653.

Thom McDaniel requested that all Executive Board Members remain present in the Boardroom while the Executive Board was in session.

Stacy Martin made a **motion** (37) to recess. Michael Massoni **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Thom McDaniel recessed the Meeting at 1654.

**Thursday**  
**April 19, 2012**

Thom McDaniel called the Meeting to order at 0830.

Executive Board Members present were Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Interim Grievance Chair Denny Sebesta and Grievance Team Member Erich Schwenk were guests at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0839.

Erich Schwenk and the Grievant were excused at 0847.

Michael Massoni made a **motion** (38) not to proceed on a Grievance. Don Shipman **seconded** the motion. The motion **carried**.

Denny Sebesta was excused at 0850.

John Parrott made a **motion** (39) to excuse Crystal Reven to attend a Uniform Committee Meeting at Southwest Airlines Headquarters before lunch. Karen Amos **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson made a **motion** (40) to excuse Michael Massoni to attend a 737-800 Galley Operations Team assignment at 1300. Mark Torrez **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	yea
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Thom McDaniel submitted the **President's Report**:

*Thom McDaniel reported that since the last Executive Board Meeting, he had worked with the TWU Local 556 Negotiating Team and Southwest Airlines to reach an agreement on Overwater/Near International Flying. As part of his commitment to a successful Executive Board Transition, Thom ensured that President elect Stacy Martin supported the agreement and it has been approved by the Executive Board. Thom is currently working with the Negotiating Team and Communication Team to develop a coordinated plan to educate our Members on the Agreement for a ratification vote. Thom has been working with Denny Sebesta, Southwest Airlines Management, other Flight Attendant groups, and the Transportation Trades Division (TTD) of the AFL-CIO on a Notice of Proposed Rulemaking for the Crew Members FMLA Technical Corrections Act. The original comments were due on April 16, but an extension has been granted to April 30, and TWU will be submitting comments that support our current agreements for FMLA calculation and administration for our Flight Attendants. Thom notified the Executive Board that several Grievance Team Members had submitted their resignations with proper notice and he had notified Stacy Martin of the upcoming vacancies in the Union Office. Thom thanked Allyson Parker-Lauck, Brandon Hillhouse, Joe Skotnik, Catherine Rea, Keenan Manzo, and Erich Schwenk for their service to our Members. Denny Sebesta has assumed the position of interim Grievance Chair and is currently training Lyn Montgomery who has been appointed to take the permanent position. Denny Sebesta has also permitted proper notice and will be resigning on April 30. Thom has submitted his final articles to Unity and Unity Update and participated in his final Live Broadcast on April 17. Thom thanked Kyle Whiteley for his incredible efforts as Communications Chairperson and extended best wishes to Erich Schwenk and Kevin Barber as they take over their new duties. Thom notified the Executive Board that a New Hire Training Class will begin on April 23 with internal candidates from Southwest Airlines and AirTran Airways. The Union New Hire Presentation will be on April 26 and the New Hire Dinner will be on May 11. The first Special Merger Training class for AirTran will begin in June. Thom reported that he had met with President elect Stacy Martin on his first day in the Union Office for Training and provided him with an extensive outline of the duties of the Union President and his responsibilities. Thom has made himself available for any questions that Stacy has and has made himself available for any help needed as the new Executive Board transitions. Thom will be attending the Southwest Airlines Labor Summit on April 19 at 10:00. He will also be attending*



*the Southwest Airlines Airtran Integration and Southwest Airlines Labor Report of Earnings on the same day. Thom reported that he was working with Southwest Airlines on the freehobbyairport.com efforts to allow international flying from Houston Hobby Airport. A recent report indicates that these efforts would create 10,000 jobs and bring \$1.6 billion to the Houston economy. Thom thanked Members Michael McNeil, Latonia Benoit, and other Members for their assistance with this effort that is good for our Company and good for Houston and demonstrates the importance of our Members being active in the political process. Thom has participated in weekly conference calls and will be working with the Allegiant Flight Attendants in pursuit of negotiating a first Contract April 23-26. All time and expenses related to the Allegiant negotiations are reimbursed by TWU International. Finally, Thom thanked the Executive Board, Grievance Team, Advisors, and Membership for the opportunity to lead our Union for the last twelve year and stated that he would be available to work in any capacity as needed by the Union in the future.*

Audrey Stone made a **motion** (41) to accept the President's Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Denny Sebesta and Grievance Team Member Catherine Rea entered the Meeting at 0959 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 0911 to discuss the merits of the Grievance.

Catherine Rea and the Grievant were excused at 0928.

John Parrott made a **motion** (42) to proceed on a Grievance. Karen Amos **seconded** the motion. The motion **carried**.

The Board took a break at 0942 and reconvened at 1000.

Executive Board Members present were Michael Massoni, John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, Crystal Reven, John DiPippa and Karen Amos.

Thom McDaniel was excused to attend the Southwest Airlines Labor Summit, being hosted in the Local 556 Union offices.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Negotiating Team Members Denny Sebesta and Val Lorien with Communications Team Members Kyle Whiteley, Erich Schwenk and Kevin Barber were guests at the Meeting to discuss a proposed communication and education plan for introducing Contract Sideletter 10 to the Flight Attendants of TWU Local 556.

The Negotiating Team and Communications Committee Members were excused at 1051.

Stacy Martin left the Meeting to speak with Kyle Whiteley at 1052.

Karen Amos left the Meeting at 1052.

Don Shipman submitted his **Officer's Report as Board Member at Large**:

*Don attended Near International and Overwater Negotiations on March 22 and 23, and April 16 with fellow Negotiators Thom McDaniel, Val Lorien, Michael Massoni, and Denny Sebesta. After seven months of negotiations, an Agreement was finally reached on Side Letter 10 and it was unanimously approved by the Executive Board. Don attended the monthly 737-800 Subcommittee meeting on March 27 with fellow Subcommittee members Allyson Parker-Lauck and Denny Sebesta, and Scheduling Committee Chairperson Lisa Trafton. The Subcommittees of both parties discussed the 737-800 Agreement informational rollouts to the Flight Attendants. Don and fellow Subcommittee Members attended the launch of Warrior One, Southwest Airlines first 737-800, on March 21. The Subcommittee will again meet with Management on April 24 to review any feedback received by the Flight Attendants and discuss the additional aircraft entering the fleet. Don assisted the Scheduling Committee as Co-Chair by writing lines on March 28 and 29, and April 10.*

Audrey Stone made a **motion** (43) to accept the Officer's Report. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	yea
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea

Karen Amos	away
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Michael Massoni presented the **Safety Committee Report**. There was no written report submitted.

Don Shipman made a **motion** (44) to accept the Safety Committee Report. Crystal Reven **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	Chair
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	abstain
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson reported that Member Kyle Whiteley had communicated with the Executive Board an offer to withdraw the Charges submitted against Member Chris Click if Chris would publish a written apology to Kyle. Cuyler reported that Stacy Martin had **agreed** to communicate with Chris Click about the matter. The Board **agreed** to discuss the matter with Stacy Martin when he returned to the Meeting.

Karen Amos returned to the Meeting at 1054.

Bryan Orozco made a **motion** (45) to set Full-Time Officer pay to “Average Line” plus 15% with average per diem. Mark Torrez **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	Chair
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	nay
Mark Torrez	yea

Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	yea
Karen Amos	abstain
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

The Board took a break at 1128 and reconvened at 1148.

Executive Board Members present were John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, John DiPippa and Karen Amos.

Thom McDaniel was excused to attend the Southwest Airlines Labor Summit, being hosted in the Local 556 Union offices.

Michael Massoni was excused to attend a 737-800 Galley Operations Team assignment.

Crystal Reven was excused to attend a Uniform Meeting at Southwest Airlines Headquarters.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Bryan Orozco made a **motion** (46) to set the pay of the Grievance Chair to “Average Line” plus 15% with average per diem. Audrey Stone **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	nay
Stacy Martin	Chair
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	abstain
Donna Keith	excused
Jimmy West	excused

John DiPippa                      nay

The motion **carried**.

Bryan Orozco made a **motion** (47) to set the pay of the Office Staff to “Average Line” plus 15% with average per diem. Mark Torrez **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	nay
Stacy Martin	Chair
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	abstain
Donna Keith	excused
Jimmy West	excused
John DiPippa	nay

The motion **carried**.

Bryan Orozco made a **motion** (48) to set the pay of the Negotiating Team Members to “Average Line” plus 15% with average per diem. Don Shipman **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	Chair
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	abstain
Donna Keith	excused
Jimmy West	excused
John DiPippa	nay

The motion **carried**.

There was discussion regarding the dates of the 2<sup>nd</sup> Membership Meeting of 2012.

Stacy Martin reported that he had spoken with Member Chris Click regarding Member Kyle Whiteley's request for an apology. Stacy reported that Chris Click had declined to offer an apology to Kyle.

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

*Aviation Safety Action Program (ASAP)*

*We are currently at 640+ reports in our program. Arming/Disarming and OWWE briefings continue to be our top two problem areas. We recently submitted a recommendation that an RBF is drafted regarding the new procedure that was implemented in December where C is required to notify A that the briefing was completed. Also, if the C doesn't inform the A, they are then required to ask C if the briefing was complete. We also recommended that the new procedure be discussed in training. The recommendation was accepted and an RBF will be coming out this week. We recently did a presentation at an Info Share meeting that was attended by other airlines that also have Cabin ASAP programs. We had overwhelming positive feedback.*

*Emergency Notification System (ENS) Follow-ups:*

*I continue to monitor the ENS messages that are sent out daily. In the event of a Flight Attendant injury, any type of Inflight emergency (except passenger medical issues unless they could cause Flight Attendant trauma), or smoke/fumes in the cabin I contact the Flight Attendants.*

*List of Passenger Accommodations (LOPA):*

*The LOPA team has a new name – we are now the -800 Galley Operations Team. The team has been pulled from all of our trips in April and we are flying on the -800's with the crews. We are validating the new service procedures, mentoring the Flight Attendants, and looking for any "tweaks" that need to be made on the new service procedures.*

*Health and Safety Committee (HASC):*

*We have had several cases of Whooping Cough reported in Dallas. I have done a lot of research and am going to put something on the Web site. I also spoke with the Company regarding the situation so they can also be on top of the situation and hopefully take some pro-active steps to contain the situation. We also have discussed the upcoming Safety and Health Days being planned in the bases.*

*Mini-Evac*

*I attended the recent FAA Mini-Evac of our -800 aircraft and wrote an article for the upcoming Unity regarding what all is involved in the event.*

*April and May are going to be extremely busy months. I will be flying 4-5 days a week for the Galley Ops Team. On my "days off" I continue to do my weekly ERC meetings, my ERC homework ( I average having to call four to five Flight Attendants per week to get additional information), monitor the ENS emails, make Flight Attendant phone calls in relation to the ENS emails and I will be attending HASC meetings.*

*Meetings Scheduled to Attend in April/May*

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

*ERC – Weekly Meeting*

*Galley Ops (formerly LOPA) – The -800 Galley Ops team has been pulled in April and May to continue our validation of the new procedures  
New Officer Training  
Hot Aircraft Task Force*

John Parrott made a **motion** (49) to accept the Health Committee Report. Don Shipman **seconded** the motion. The motion

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

Thom McDaniel	excused
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	Chair
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Communications Committee Report** for Chairperson Kyle Whiteley.

*Over my final month as your Communications Chair, we have launched our new Web site, and sent the spring issue of Unity to the printer. We have received a several complements from our Flight Attendants about the site redesign. I would be remiss not to thank Katie Dexter's team at Appletree Media for their work on the backend of the site, as well as Erich Schwenk for his assistance adding some new features over the past few days. Unity should be sent for distribution to the Flight Attendants on Tuesday. I received an email from an Orlando Shop Steward asking if there was a problem with the March issue of Unity Update, as they found the box sitting on a shelf. This issue was sent to the bases on March 23, it was distributed on April 18. There has been more than one instance of our publications not being distributed in a timely manner over the past three years in other bases, as well. To ensure publications are distributed in a timely manner, I recommend that the Executive Board develop guidelines to be followed. Over the past month, I have also been training Erich Schwenk and Kevin Barber on the duties of the TWU Local 556 Communications Coordinator. Kevin and Erich are both very excited and capable of taking over from me, and hopefully they will not have to work ten to fourteen-hour days to complete the work required. I wish all the best to the next Executive Board, but most importantly thank you to this Board for allowing me to have the freedom to perform my job to the best of my abilities.*

Audrey Stone made a **motion** (50) to accept the Safety Committee Report. Don Shipman **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	Chair
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **Chicago Base Report** for Domicile Executive Board Member Donna Keith:

*Donna reports Attendance Review meetings continue in the Base as well as Fact-Finding Meetings for various reasons. The managerial vacancies in Chicago have been filled with Janice Goravica, Colleen Hodge, and Leanne Mieszala accepting positions as Inflight Supervisors and Glenn Hodge joins the Chicago Base from Baltimore as the new Recurrent Training Supervisor. During the months of February, March and April Donna has been participating in the -800 Galley Ops Team (formerly LOPA) meetings concerning the -800 aircraft as well as participating in the -800 Inflight Training on board the new -800 Aircraft with the working crews. Donna has spent time in the lounge, straightened the red rack, updated the glass case, spoken with Shop Stewards, updated the Chicago base page, been in contact with Base Management, and all publications have been distributed.*

Don Shipman made a **motion** (51) to accept the Chicago Base Report. Karen Amos **seconded** the motion.

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

Thom McDaniel	excused
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	Chair
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused



John DiPippa

yea

The motion **carried**.

John DiPippa was excused to call Chris Click at 1229.

There was discussion regarding the written Membership Meeting rules regarding portable electronic devices, the written definitions for material(s) considered confidential or a Social Media Policy and/or guidelines to address Membership rights and responsibilities that the Executive Board had previously agreed to publish at the recommendation of the Trial Committee. John Parrott **agreed** to help Karen Amos draft language during the lunch break.

The Board went to lunch at 1247 and reconvened at 1415.

Executive Board Members present were John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, John DiPippa and Karen Amos.

Thom McDaniel was excused to attend the AirTran Labor Integration Forum and the Labor Briefing at Southwest Airlines Headquarters.

Michael Massoni was excused to attend a 737-800 Galley Operations Team assignment.

Crystal Reven was excused to attend a Uniform Meeting at Southwest Airlines Headquarters.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

John DiPippa left the Meeting at 1432.

Stacy Martin left the Meeting at 1435.

Executive Board business was suspended due to the lack of a quorum.

Stacy Martin returned to the Meeting and Executive Board business resumed at 1437.

The Executive Board discussed the Trial Committee procedures as required by Article XX of the TWU Constitution.

The Board took a break at 1458 and reconvened at 1504.

Executive Board Members present were John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco and Karen Amos.

Thom McDaniel was excused to attend the AirTran Labor Integration Forum and the Labor Briefing at Southwest Airlines Headquarters.

Michael Massoni was excused to attend a 737-800 Galley Operations Team assignment.

Crystal Reven was excused to attend a Uniform Meeting at Southwest Airlines Headquarters.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

John DiPippa was absent.

The Executive Board continued to discuss the Trial Committee procedures as required by Article XX of the TWU Constitution.

Stacy Martin **agreed** to arrange a conference call with legal counsel.

The Board took a break at 1535 and reconvened at 1615 due to lack of a quorum.

Executive Board Members present were John Parrott, Cuyler Thompson, Stacy Martin, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco and Karen Amos.

Thom McDaniel was excused to attend the AirTran Labor Integration Forum and the Labor Briefing at Southwest Airlines Headquarters.

Michael Massoni was excused to attend a 737-800 Galley Operations Team assignment.

Crystal Reven was excused to attend a Uniform Meeting at Southwest Airlines Headquarters.

Donna Keith was excused to attend a 737-800 Galley Operations Team assignment.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

John DiPippa was absent.

The Executive Board spoke with legal counsel via conference call.

Thom McDaniel returned to the Meeting at 1619.

Karen Amos submitted copies of the proposed written Membership Meeting rules regarding portable electronic devices, the written definitions for material(s) considered confidential or a Social Media Policy and/or guidelines to address Membership rights and responsibilities drafted by her and John Parrott.

Stacy Martin left the Meeting at 1643 for personal reasons.

John DiPippa returned to the Meeting at 1645.

Audrey Stone made a **motion** (52) to adopt the proposed written Membership Meeting rules, definitions for material(s) considered confidential and the Social Media Policy and/or Guidelines, as amended, to be posted on the TWU Local 556 Web site, in Unity Magazine, and added to the Local 556 Policies and Procedures Manual per the Trial Committee. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Audrey Stone made a **motion** (53) to send Flight Attendant Jaclyn Boykin flowers. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Cuyler Thompson submitted the **March 2012 Executive Board Executive Board Meeting Minutes and Synopsis** for review.

Audrey Stone made a **motion** (54) to approve the March 2012 Executive Board Synopsis. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	away
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Audrey Stone made a **motion** (55) to approve the March 2012 Executive Board Minutes. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	away
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Audrey Stone made a **motion** (56) to approve the February 2012 Executive Board Meeting Attendance Tally, the March 2012 Executive Board Meeting Attendance Tally and the March 2012 Executive Board Meeting Voting Record and Tally. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	away
Mark Torrez	yea
Don Shipman	away
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

The Board took a break at 1701 and reconvened at 1746.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Mark Torrez, Don Shipman, Audrey Stone, Bryan Orozco, John DiPippa and Karen Amos.

Michael Massoni and Donna Keith were excused to attend a 737-800 Galley Operations Team assignment.

Crystal Reven was excused to attend a Uniform Meeting at Southwest Airlines Headquarters.

Jimmy West was excused due to illness.

Matt Hettich was excused for parental leave.

Stacy Martin was absent.

Cuyler Thompson submitted the **April 2012 Executive Board Executive Board Meeting Minutes and Synopsis** for review.

Audrey Stone made a **motion** (57) to approve the April 2012 Executive Board Executive Board Meeting Minutes. Mark Torrez **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused

John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	nay

The motion **carried**.

Audrey Stone made a **motion** (58) to approve the April 2012 Executive Board Executive Board Meeting Synopsis. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	nay

The motion **carried**.

Cuyler Thompson submitted the **April 2012 Executive Board Executive Board Meeting Attendance Tally** and the **April 2012 Executive Board Meeting Voting Record and Tally** for review.

Audrey Stone made a **motion** (59) to approve the April 2012 Executive Board Executive Board Meeting Attendance Tally. Mark Torrez **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused

John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	abstain

The motion **carried**.

Audrey Stone made a **motion** (60) to approve the April 2012 Executive Board Meeting Voting Record and Tally. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	abstain

The motion **carried**.

John Parrott made a **motion** (61) to order enough TWU Local 556 crew bag tags to accommodate future New Hire Flight Attendant Classes. Audrey Stone **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent

Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Don Shipman made a **motion** (62) to adjourn. John Parrott **seconded** the motion.

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

Thom McDaniel	Chair
Michael Massoni	excused
John Parrott	yea
Cuyler Thompson	yea
Stacy Martin	absent
Mark Torrez	yea
Don Shipman	yea
Audrey Stone	yea
Bryan Orozco	yea
Matt Hettich	excused
Crystal Reven	excused
Karen Amos	yea
Donna Keith	excused
Jimmy West	excused
John DiPippa	yea

The motion **carried**.

Thom McDaniel adjourned the Meeting at 1812.

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




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Cuyler Thompson  
Recording Secretary