



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
January 10-12, 2017
Synopsis**

**Tuesday
January 10, 2017**

Audrey Stone called the Meeting to order at 0901.

TWU Local 556 Executive Board Members Audrey Stone, Todd Gage, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Stacey Vavakas, Matt Hettich, Pamela Oak, Jimmy West, John DiPippa, Donna Keith, David Jackson and Brian "BR" Ricks were present at the Meeting.

Todd Gage and Jessica Parker were excused for personal reasons.

TWU Air Division Director Mike Mayes was a guest at the Meeting.

TWU International Representative Thom McDaniel was a guest at the Meeting.

Sam Wilkins read aloud the **TWU Membership Pledge**.

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

The Executive Board discussed the Contract signing ceremony, scheduled to take place at Southwest Airlines Headquarters later that day, and the reception scheduled for later that evening.

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

Cuyler Thompson submitted the **December 29, 2016 Special Executive Board Conference Call Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Matt Hettich made a **motion (1)** to approve the December 29, 2016 Special Executive Board Conference Call Synopsis as amended. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Abstain
David Jackson	Abstain
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Away
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Jimmy West made a **motion (2)** to excuse Todd Gage from the week’s Executive Board Meeting due to personal reasons. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Away
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (3)** to excuse Jessica Parker from the day’s AM Session of the Executive Board Meeting for personal reasons. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Away
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (4)** to excuse Stacey Vavakas from the December Special Executive Board Conference Call due to flying a pairing. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Away
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Away
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (5)** to excuse David Jackson from the December Special Executive Board Conference Call due to flying a pairing. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Abstain
John DiPippa	Away
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Away
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (6)** to excuse Jimmy West from the December Special Executive Board Conference Call due to flying a pairing. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Away
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Southwest Airlines Inflight Management Representatives Jamie Willard, Henry Townsend and Adam Carlisle entered the Meeting at 0958.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1000.

Audrey Stone introduced Mike Mayes to the Inflight Management Representatives.

Adam Carlisle reported that Southwest Airlines Management was currently working to reinstate wi-fi to the Atlanta Flight Attendant Lounge. Adam reported that Management was working to “roll-out” new devices that would work with Flight Attendants’ Inflight Electronic Flight Bags (IEFB) to accept credit card payments for beverages onboard Southwest Airlines aircraft. Adam said that new Flight Attendant Strategic Team (FAST) and Inflight Interview Teams would be in place by February or March. Adam noted that Southwest Airlines would offer sparkling wine onboard aircraft in February. There was more discussion regarding Management’s proposed plan to provide new “devices” to accept credit cards onboard the aircraft. Cuyler Thompson noted that this would be a significant departure from the current procedures and requirements for Flight Attendants. Adam Carlisle said that the Union would be included in the discussions, and that Management’s current discussions were “very preliminary.” Jamie Willard reported that Management would not have a conversation with the Federal Aviation Administration (FAA) regarding the ongoing Flight Attendant Manual/IEFB Dual Carry Period until sometime in February. Jamie said that the Transportation Security Administration’s (TSA) security searches of originating Southwest Airlines aircraft, currently assigned to Flight Attendants, were expected to be reassigned to Aircraft Appearance Technicians beginning on February 1. She noted that Flight Attendants would still be required to check kits containing alcohol as part of their pre-flight security checks. Jamie reported that the required public address (PA) regarding Samsung Galaxy Note 7 electronic devices had been discontinued as of that day. Jamie explained that Management was working to agree on an aircraft location for the new Portable Electronic Device (PED) Fire Containment Bags. Jamie said that Management would be publishing a reminder to Crews regarding adherence to published Department of Transportation (DOT) Tarmac Delay procedures. Henry Townsend discussed the “turnover” in the Crew Scheduling Department; Henry said that 57% of Schedulers had been in their position for less than two years. Henry said that there is a new training program for Schedulers. Henry said that he was working on a new database which would allow Scheduling to combine the number of hotels available to Crews; Henry said that there were currently two databases in operation: one for Pilots and one for Flight Attendants. Sam Wilkins discussed reports that Inflight Schedulers had been making an excessive number of attempts to reach Flight Attendants during Crew Rest in attempts to alter their schedules, bordering on harassment. Sam Wilkins discussed Crew Schedulers not following the Contract. Henry said that “retention and consistency” was the focus of the new training program for Schedulers. Stacey Vavakas discussed the way that Inflight Schedulers had treated Flight Attendants following the tragic Ft. Lauderdale airport shootings, citing Schedulers lack of compassion and empathy during the situation. Stacey said that it had been very difficult to get Schedulers to pull Flight Attendants from their trips. Henry noted that Schedulers transfer calls from Flight Attendants needing to be pulled to the Network Operations Control (NOC) Base Manager who makes the final decision regarding whether a Flight Attendant should be pulled or not. Audrey Stone reported that transportation vouchers were still not available in all stations. Henry noted that he was currently “taking inventory regarding what is available in all stations, including where the cots are stored and if they are in a secure area, when no transportation vouchers are available.” There was discussion regarding Base Leaders leaving work during a crisis, while Flight Attendants are stranded at the airport. Henry said that travel vouchers should be in place at all airports.

Jessica Parker entered the Meeting at 1028.

Stacey Vavakas discussed the vacant Baltimore Base Manager position. Donna Keith discussed the procedures for Flight Attendants to receive reimbursement for hotel expenses. Sam Wilkins noted that 36 Flight Attendants had been stranded at the Denver Base during a recent snowstorm with no hotel transportation. Adam Carlisle said that the test in the new Ft. Lauderdale Provisioning Station continued. He noted that Management was currently working on a way to communicate to Flight Attendants via their trip sheets. Adam said that in order to grow Provisioning, Southwest Airlines would have to look at new models of operation.

The Inflight Management Representatives left the Meeting at 1041.

The Executive Board took a break at 1043 and reconvened at 1100.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Stacey Vavakas, Matt Hettich, Pamela Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, David Jackson and Brian "BR" Ricks were present at the Meeting.

TWU Air Division Director Mike Mayes was a guest at the Meeting.

TWU International Representative Thom McDaniel was a guest at the Meeting.

Cuyler Thompson submitted the **December 2016 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Committee Member Brandon Hillhouse entered the Meeting at 1115 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1122 to discuss the merits of the Grievance.

Brandon Hillhouse was excused at 1133.

John Parrott made a **motion (7)** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (8)** not to proceed on four Grievances per the recommendation of the Grievance Review Committee. Cuyler Thompson **seconded** the motion. The motion **carried**.

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

Sam Wilkins made a **motion (10)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. Brett Nevarez **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (11)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. John DiPippa **seconded** the motion. The motion carried.

Brett Nevarez made a **motion (12)** to recess. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1222.

The Executive Board and Negotiating Team attended the official signing of the Collective Bargaining Agreement between TWU Local 556 and Southwest Airlines at Company Headquarters.

Wednesday **January 11, 2017**

Audrey Stone called the Meeting to order at 0900.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, David Jackson and Brian "BR" Ricks were present at the Meeting.

Todd Gage was excused for personal reasons.

Stacey Vavakas was excused.

There was discussion regarding Executive Board confidentiality.

Supplemental Insurance Representatives Lori Whitaker, Teresa Wilking, Rick Robinson and Michael Redding entered the meeting at 1020 to discuss the upcoming open enrollment period for the Supplemental Insurance offered to TWU Local 556 Members.

Stacey Vavakas entered the Meeting at 1035.

Discussion continued regarding the upcoming open enrollment period for the Supplemental Insurance offered to TWU Local 556 Members.

The Supplemental Insurance Representatives were excused at 1127.

The Executive Board took a break at 1127 and reconvened at 1144.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Stacey Vavakas, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

Brian "BR" Ricks was tardy.

Supplemental Insurance Representative Lori Whitaker was a guest at the meeting to discuss Membership interaction.

Brian "BR" Ricks returned to the Meeting at 1203.

Discussion continued with Supplemental Insurance Representative Lori Whitaker.

Brian "BR" Ricks left the Meeting at 1235.

Discussion continued with Supplemental Insurance Representative Lori Whitaker.

Lori Whitaker was excused at 1251.

The Executive Board went to lunch at 1251 and reconvened at 1416.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Stacey Vavakas, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

Grievance Committee Chairperson Becky Parker and Grievance Committee Member Beth Ross were guests at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1422 to discuss the merits of the Grievance.

Beth Ross and the Grievant were excused at 1435.

John Parrott made a **motion (13)** not to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Grievance Team Member Lauren Childs entered the Meeting at 1441 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1446 regarding the merits of the Grievance.

Lauren Childs was excused at 1501.

David Jackson made a **motion (14)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Grievance Committee Chairperson Becky Parker was a guest at the Meeting and submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

199 Total Grievances:

32 Terminations	16.1%
14 Group Grievances	7.0%
81 Non-Term Disciplinary	40.7%
72 Individual Contract	36.2%

Total Contract Grievances on file: 86 43.2%

Total Discipline Grievances on file: 113 56.8%

Grievance removals between December 12 and January 10 are broken down as follows:

16 Settled
26 Withdrawn
1 Expired
43 Total Removed

Board of Adjustments

There are no Board of Adjustments scheduled at this time.

Arbitration Update:

- The Union scheduled and held Arbitration on November 18. This Arbitration involved termination of employment and is awaiting a decision from the Arbitrator.
- The Union scheduled and held Arbitration on November 30. This Arbitration involved termination of employment and is awaiting a decision from the Arbitrator.

Upcoming Arbitrations:

The Union sent Management notification of its intent to arbitrate three Termination Grievances. The arbitrations are due to take place no later than March 28. The Arbitrators have been notified and the parties are working to secure dates at this time.

AirTran Points Conversion Update:

The Union met with Management in January to discuss this issue further. Management maintains their original position regarding the AirTran points conversion and 16 month roll off as negotiated. Management has no intentions of deviating from the original agreement.

2017 Online Learning Course Recurrent Training (RT)

The Union has received several reports from Flight Attendants experiencing problems with the 2017 Recurrent Training Online Learning Course. The Union is researching each issue brought forward. Currently the research does not show the problems are content related. The Union has asked Management to publish additional communication to the Flight Attendants regarding the status of their research surrounding the reported problems. The Union is awaiting their response.

The Executive Board discussed the AirTran Points Conversion issue. Audrey Stone reported that she would be drafting a communication for the Membership regarding the outcome of the meeting that would be submitted to the meeting participants for review. The Executive Board **agreed** to approve and publish the Membership communication.

The Executive Board discussed ongoing problems with the Recurrent Training home-study modules.

The Executive Board took a break at 1536 and reconvened at 1554.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Stacey Vavakas, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

Grievance Committee Chairperson Becky Parker was a guest at the Meeting to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1602 to discuss the merits of the Grievance.

The Grievant was excused at 1619.

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

Sam Wilkins made a **motion (16)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (17)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (18)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John Parrott made a **motion (19)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (20)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **did not carry**.

Jimmy West made a **motion (21)** to proceed on a Grievance. Jessica Parker **seconded** the motion.

Cuyler Thompson made a **motion (22)** to table a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (23)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Nay
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1733.

Thursday **January 12, 2017**

Audrey Stone called the Meeting to order at 0906.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Stacey Vavakas, Pamila Oak, Jimmy West, Donna Keith, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

John DiPippa and Todd Gage were excused for personal reasons.

Sam Wilkins made a **motion (24)** to excuse Stacey Vavakas from the AM Session of the January 11 Executive Board Meeting. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Abstain
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (25)** to excuse John DiPippa from the day's AM Session of the Executive Board Meeting. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board continued to make corrections and changes to the December 2017 Executive Board Meeting Minutes.

Brian "BR" Ricks left the Meeting at 0916.

The Executive Board continued to make corrections and changes to the Minutes.

Brian "BR" Ricks returned to the Meeting at 0936.

The Executive Board continued to make corrections and changes to the Minutes.

Brian "BR" Ricks left the Meeting at 0938.

The Executive Board continued to make corrections and changes to the Minutes.

Brian "BR" Ricks returned to the Meeting at 0949.

The Executive Board continued to make corrections and changes to the Minutes.

John DiPippa entered the Meeting at 1034.

The Executive Board continued to make corrections and changes to the Minutes.

Cuyler Thompson submitted the **December 29, 2016 Executive Board Conference Call Attendance Report and Voting Record and Vote Tally** for review.

Matt Hettich made a **motion (26)** to approve the December 29, 2016 Executive Board Conference Call Voting Record and Vote Tally as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Abstain
David Jackson	Abstain
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Away
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (27)** to approve the December 29, 2016 Executive Board Conference Call Attendance Report. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea

Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Abstain
David Jackson	Abstain
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Away
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1102 and reconvened at 1118.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Stacey Vavakas, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

TWU International Representative Thom McDaniel was a guest at the meeting via conference call.

TWU Local 556 Legal Counsel Ed Cloutman III was a guest at the Meeting to discuss a recall petition.

Ed Cloutman III distributed copies of correspondence and discussed attorney-client privilege.

There was discussion regarding a recall petition.

Ed Cloutman IV entered the Meeting at 1218 to discuss the recall petition.

The Executive Board continued to discuss a recall petition with legal counsel.

Brett Nevarez made a **motion (28)** that the recall petition is improper and legally inoperative and should not be allowed to process further, including any effort to verify the signatures contained in the proffered petition. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea

Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board **agreed** to communicate the Executive Board’s decision regarding the recall via the TWU Local 556 Website. The Executive Board discussed the language to be posted on the Website.

The Executive Board went to lunch at 1305 and reconvened at 1418.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

Stacey Vavakas was excused for Union business.

Audrey Stone submitted one piece of correspondence regarding Fidelity College 529 Plans set up in honor of Southwest Airlines Ramp Supervisor Mike Winchester, killed while at work in Oklahoma City.

Cuyler Thompson made a **motion (29)** that TWU Local 556 donate \$500 to each of the Winchester Family Fidelity College 529 Plans in honor of Ramp Supervisor Mike Winchester, killed while at work in Oklahoma City. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea

Donna Keith
Jessica Parker

Yea
Yea

The motion **carried**.

The Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the fourth quarter of 2016:

Audrey Stone	flew DB1N	dated December 24
Todd Gage	flew OAUY	dated November 29
John Parrott	flew DAZN	dated December 23
Brett Nevarez	flew LBCS	dated December 31
Cuyler Thompson	flew OAQA	dated December 27
Sam Wilkins	flew OA18	dated December 1
Michael Massoni	flew PATN	dated October 29
Stacey Vavakas	flew BBD7	dated December 27
David Jackson	flew HAZF	dated December 27
John DiPippa	flew PAYB	dated December 23
Matt Hettich	flew OS1M	dated December 27
Rachel Brownfield	flew LAWG	dated December 21
Pamila Oak	flew AS1A	dated December 9
Brian "BR" Ricks	flew DBAL	dated December 30
Jimmy West	flew FB2G	dated November 29
Donna Keith	flew MB49	dated December 23
Jessica Parker	flew CB3B	dated December 30

Michael Massoni left at 1439 to attend to Union business.

The Executive Board **agreed** to publish the information regarding the Winchester Family Fidelity College 529 Plans in honor of Ramp Supervisor Mike Winchester as requested.

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

Grievance Committee Chairperson Becky Parker entered the Meeting at 1445 to discuss the ongoing problems with Southwest Airlines implementation of the Oakland Sick Leave and California Kin Care Programs.

The Executive Board **agreed** that pending resolution with Southwest Airlines regarding Oakland Sick Leave and California Kin Care Programs, TWU Local 556 would file the appropriate lawsuits to seek remedy.

Brian "BR" Ricks presented the **Dallas Base Report**. There was no written report submitted.

Audrey Stone presented the **President's Report**. There was no written report submitted.

John Parrott presented the **Office Manager's Report**. There was no written report submitted.

Board Member at Large Sam Wilkins submitted her **Officer's Report**:

Sam Wilkins assisted the Grievance and Office Team from December 17-31, 2016 answering phones

and assisting Members. Sam was Emergency Officer on Call (EOOC) December 26-January 2. Sam visited the TWU Local 556 Scheduling Committee primary line building session on December 29. Sam would like to thank the Members of the Scheduling Committee for their hard work. Sam represented seven Members in nine Fact-Finding Meetings the first week of January 2017. Sam participated in the Grievance Review Committee session with Phoenix Domicile Executive Board Member John DiPippa, Grievance Chairperson Becky Parker and Grievance Team Member Barbara Fitzhugh on January 9. Sam attended the Executive Board Meeting January 10-12. Sam accompanied the Executive Board and Negotiating Team to 2016 Contract Signing at Southwest Airlines Headquarters. Sam encourages our Flight Attendants to join the "**Official TWU Local 556**" Facebook Group. Sam assisted Members via phone, email, text message and social media. Sam would like to thank Shop Steward Brad Voyik, Education Committee Chairperson Amanda Gauger, Education Committee Co-Chairperson Angie Kilbourne, Shop Steward Courtney Marie Davis, Shop Steward Heather Kelly-Gray, Shop Steward Carolee Weatherbee, Shop Steward Damion West, Shop Steward Jay Edward McCleave, Precinct Captain Alison Carver, Civil and Human Rights Committee Chairperson Lori Lochelt and Shop Steward Shelby Pierce for continuing to volunteer their time answering questions on the Official TWU Local 556 Facebook Group.

Sam Wilkins submitted the **Mobilization/Organizing Report**:

Mobilization/Organizing Co-Chairperson Sam Wilkins is currently working with Chairperson Audrey Stone on a 2017 Strategic Plan for the Mobilization/Organizing Committee now that the Contract has been ratified. Sam encourages any Member who would like to get involved with mobilization efforts to email moborg@twu556.org.

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

In December, John started to write an E-Connection and was on an Executive Board Conference Call. John made further corrections to the E-Connection and it was sent out in January. John has reached out to all the Members who are out on OJI to check on their well being. In December, John delivered the toys to the Salvation Army and took a picture of several Flight Attendants with some of the donated toys. John has also been in constant contact with the Executive Board and the Membership via emails and phone calls. To date in January, John reviewed the Grievances prior to the January Executive Board Meeting and participated in the Grievance Review Committee with Board Member at Large Sam Wilkins. John attended the Contract Signing Ceremony at Southwest Airlines Headquarters on Tuesday, January 10. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

David Jackson submitted the **Houston Base Report**:

David reports he attended the Executive Board Meeting on December 12-16. David served as Emergency Officer On-Call December 19-26, he also worked in the Union Office December 20-22. He conducted a Lounge Mobilization on file reviews and attendance points. David participated as a member of the Minutes Review Committee. He reports the base has been relatively quiet with just a few Fact-Finding Meetings.

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

Jimmy reported that delay of flight and late to the gate allegations continue to be the main purpose of Fact-Finding Meetings. Jimmy reported that Orlando Supervisor Ed Chatworthy returned to the line effective January 1. Jimmy reported that the Orlando Recurrent Training Instructor Drew Massey is now an Orlando Supervisor. Jimmy reported that he attended the Orlando Membership Meeting on November 9. Jimmy reported that the bid for the construction on the Orlando Lounge has just been awarded to an architecture firm and the base should see the new layout and design within six weeks. Jimmy reported that the Orlando Come Out With Pride Parade had a strong participant turnout. Jimmy would like to thank Orlando-based Flight Attendant Jimmy Joe Acosta-Morales for taking over the coordination of the parade on behalf of TWU Local 556. Jimmy would also like to thank the Orlando Inflight Base for the peanuts and pretzels that were passed out and also for providing additional t-shirts that were needed at the last minute. Jimmy reported that the Toys for Tots toy drive this year was once again a huge success. Jimmy reported that the toys collected were delivered on Saturday, December 17. Jimmy reported he sat Emergency Officer On-Call November 7 through November 13. Jimmy reported that he was not on the Executive Board Conference Call on December 29 because he was flying. Jimmy reported the dues increase letter has been distributed in Orlando. Jimmy reported that he was in constant contact with the Orlando Inflight office regarding the affected Orlando Crews during the shooting at the airport in Ft. Lauderdale.

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

Matt reported that recent Fact-Finding Meetings have involved delay of flight, probationary evaluations, a fatigue call, drinking within eight hours of reporting for duty, not being within two hours driving distance of domicile while on Reserve, and reaching twelve attendance points. Oakland has seen an increase in Flight Attendants grieving FTRs and No Shows. Matt thanked TWU Local 556 Executive Board Member Sam Wilkins for covering seven Fact-Finding Meetings in the base while he was on a family vacation the week of January 1 through 9. Matt reported that he met with new Oakland Base Manager Carolene Goulbourne on December 30 to discuss adding a check-in phone in terminal one and the ongoing issue of limited capacity in the Neil Armstrong Employee Parking Lot. Matt updated the Oakland Base Page on the TWU Local 556 Website, answered Member phone calls and emails, attended a TWU Local 556 Executive Board Conference Call, and collected donations made to the TWU Local 556 Toys for Tots toy drive. Matt discussed the Doctor Pre-Designation procedures for on-the-job injuries afforded to Oakland based Flight Attendants with Caroline Jernigan, Senior Manager Inflight Audit, Attendance and Leave, Melissa Burdine, Manager Inflight Audit Attendance and Leave, and Grievance Specialist Brandon Hilhouse. Matt attended a conference call with TWU Local 556 and 555 Presidents, grievance committee members, and legal counsel, regarding an update on the coordinated response to the change in Southwest Airlines' Oakland Sick Leave/California Kin Care (OSCK) compliance policy.

The Executive Board took a break at 1525 and reconvened at 1541.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Pamila Oak, Jimmy West, John DiPippa, Donna Keith, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

Stacey Vavakas was excused for Union business.

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

Donna attended the Executive Board Meeting in Dallas December 12-16. Donna participated in an Executive Board Conference Call on December 29. Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue for various reasons; including but not limited to attendance points, delay of flight, late to gate, Passenger letters, Class 1.17, Probationary Evaluations, Emergency Sick Call Procedures, and Employee write ups. Donna spent time in the Chicago Lounge during the month assisting Flight Attendants and answering questions. Donna represented Members in Fact-Finding Meetings, straightened the red rack, communicated with Shop Stewards, distributed all publications, wrote an E-Connection, met with Chicago Base Management to address issues pertaining to the base affecting Flight Attendants. Donna spent time assisting Flight Attendants during the Emergency Sick Call Procedures. Donna has coordinated and continues to coordinate the attendance to local political events by Members of the Illinois/Indiana State Conference.

Jessica Parker submitted the **Denver Base Report**:

Jessica attended the Executive Board Meeting in Dallas December 12-16. Jessica attended the New Hire Dinner on December 13. Jessica is pleased to report that it was another successful Toys for Tots Drive in Denver and would like to thank all Denver Flight Attendants who were able to donate. On December 16, toys were dropped off at the drop off site for Larimer County Toys for Tots, coordinated by the Marines. Jessica distributed dues increase letters in Flight Attendants' mail boxes and spent time in the Denver Flight Attendant Lounge. Jessica participated in the conference call on December 29 to discuss the Tentative Agreement (TA) Celebration. Jessica represented Members in Fact-Finding Meetings and Step Two Meetings. Jessica was in touch with Jennifer Shaddock, Critical Incident Stress Management (CISM) Team Member, regarding the shooting in Ft. Lauderdale. Jessica answered Member phone calls, emails, and texts.

Rachel Brownfield submitted the **Las Vegas Base Report**:

Rachel attended the Executive Board Meeting in Dallas December 12-16 and attended the New Hire Dinner on December 13. Rachel spent several days in the Las Vegas Lounge where she met with Base Leaders, tidied the Union Red Rack updated the Union Glass Case and answered Members' questions. Rachel represented Members in Fact-Finding Meetings and Step Two Meetings. Rachel distributed the Toys for Tots donations contributed by Members. Rachel served on the Minutes Review Committee to correct grammatical errors.

Pamila Oak presented the **Atlanta Base Report**. There was no written report submitted.

Stacey Vavakas returned to the Meeting at 1555.

Brett Nevarez made a **motion (30)** to revisit the 2016-2017 TWU Local 556 Operating Budget. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott submitted information necessary to continue discussions regarding the 2016-2017 TWU Local 556 Operating Budget.

Brett Nevarez made a **motion (31)** to table discussions regarding the 2016-2017 TWU Local 556 Operating Budget. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone submitted the resignation of TWU Local 556 Committee on Political Education (COPE) Co-Chairperson Bryan Orozco.

The Executive Board spoke with Supplemental Insurance Representative Lori Whitaker via conference call at 1606 regarding proposed changes to the insurance products offered to TWU Local 556 Members.

Michael Massoni returned to the Meeting at 1623.

Discussion with Supplemental Insurance Representative Lori Whitaker continued via conference call. Lori **agreed** to submit new proposals to address the concerns of the Executive Board.

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

CISM Chairperson Eileen Rodriguez presented the CISM program to New Hire class 349. Eileen Rodriguez and CISM Team Base Coordinators attended a planning and goal meeting in Dallas December 5-7. The CISM Team assisted with a total of 106 incidents and spoke to 222 Flight Attendants in the month of December.

<i>Personal Issue</i>	<i>31</i>
<i>Medical Emergency</i>	<i>20</i>
<i>Death of Family Member</i>	<i>13</i>
<i>Passenger Misconduct</i>	<i>7</i>
<i>Decompression</i>	<i>6</i>
<i>Death on Board</i>	<i>3</i>
<i>Turbulence</i>	<i>3</i>
<i>Calls related to Injury</i>	<i>2</i>
<i>Domestic Abuse</i>	<i>2</i>
<i>Crew Member Conflict</i>	<i>2</i>
<i>New Hire Class Presentation</i>	<i>2</i>
<i>Flight Attendant Injury</i>	<i>2</i>
<i>Flight Attendant Illness</i>	<i>2</i>
<i>Mechanical</i>	<i>2</i>
<i>Birdstrike</i>	<i>2</i>
<i>Debriefing Team Member</i>	<i>1</i>
<i>FADAP Team Referral</i>	<i>1</i>
<i>Incident on RON</i>	<i>1</i>
<i>Passenger Injury</i>	<i>1</i>
<i>Incident on the way to work</i>	<i>1</i>
<i>Stranded on RON</i>	<i>1</i>
<i>Calls Related to Death of Flight Attendant</i>	<i>1</i>
<i>Total Incidents worked</i>	<i>106</i>
<i>Flight Attendants Assisted</i>	<i>222</i>

2016 Year End Statistics:

<i>Aborted Landing</i>	<i>3</i>
<i>Aborted Takeoff</i>	<i>6</i>
<i>Aircraft Incident</i>	<i>8</i>
<i>Assault</i>	<i>8</i>
<i>Birdstrike</i>	<i>7</i>
<i>Bomb Threat</i>	<i>4</i>
<i>Calls Related to Death of FA</i>	<i>17</i>
<i>Death on Board</i>	<i>24</i>
<i>Debriefing Crew</i>	<i>5</i>

<i>Debriefing Team Member</i>	33
<i>Declared Emergency</i>	6
<i>Decompression</i>	18
<i>Defusing</i>	6
<i>Emergency Landing – Unplanned</i>	1
<i>Employee Death</i>	5
<i>FA Death</i>	8
<i>FA Death of Family Member</i>	65
<i>FA Exposure to Infectious Disease</i>	1
<i>FA Illness</i>	61
<i>FA Injury</i>	43
<i>FA Involved in Accident - Off Duty</i>	3
<i>FADAP Team Referral</i>	22
<i>Hijack Threat</i>	1
<i>Incident on RON</i>	5
<i>LAX Incident 8/28</i>	1
<i>Lightning Strike</i>	1
<i>Lounge Mobilization – ATL</i>	1
<i>Lounge Mobilization – MCO</i>	5
<i>Lounge Mobilization – MDW</i>	3
<i>Lounge Mobilization – OAK</i>	2
<i>Lounge Mobilization – PHX</i>	2
<i>MCO Terrorist Attack calls</i>	17
<i>Mechanical</i>	49
<i>Medical Emergency</i>	190
<i>Natural Disaster</i>	1
<i>Near Miss</i>	2
<i>New Hire Class Presentation</i>	11
<i>Passenger Injury</i>	1
<i>Passenger Misconduct</i>	51
<i>Personal Issue</i>	364
<i>Prep Cabin for Emergency</i>	2
<i>Professional Standard Referral</i>	14
<i>Safety Fair DEN</i>	1
<i>Safety Fair MCO</i>	1
<i>Safety Fair PHX</i>	1
<i>Sexual Harassment or Assault</i>	7
<i>Slide Deployment – Inadvertent</i>	1
<i>Smoke or Fumes in Aircraft</i>	17
<i>Suicidal Attempt</i>	13
<i>Suicide</i>	2
<i>Suicide Attempt of a Family Member</i>	5
<i>Suicide of a Family Member</i>	7
<i>Suspicious Substance on Board</i>	2
<i>Technology Failure July 20</i>	3
<i>Terrorist Threat</i>	3
<i>Turbulence</i>	27
<i>Unaccompanied Minor or Young Traveler Incident</i>	2

Van Accident (RON)	5
Weapon Found On Aircraft	1
 Total Reported Incidents for 2016	 1175
Flight Attendants Assisted	2472

Becky Parker entered the Meeting at 1640 to discuss the merits of a Grievance.

Brett Nevarez made a **motion (32)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1702.

Donna Keith was excused at 1705.

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

Chairperson Lisa Trafton and Co-Chairperson Don Shipman reported that line writing over the last few months remains unchanged from the previous months with the exception of Language of Destination Origin (LODO) lines being added to the bid packet. The number of line positions that a Flight Attendant could be awarded for the month of February increased by sixteen line positions from 9,510 in January to 9,526 in February. The Scheduling Committee left 245 positions in Open Time for the month of February in comparison to January with 164 positions in Open Time. The Committee for the month of February wrote an average of 76% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 37% of the lines with all weekends off, and the lines containing 3-on/off or 48 hour breaks did not exceed 14%. The average line pay was 90.44 TFP. The Line Writers for the February Primary Lines were: Shelley Taylor, Kay McCurley, Alexander Ricker, Chase Goldman, Janet Lamy, BR Williamson, Doreen Argyropoulus-Ricker, Richard Locher, Rebekah Knox, Lisa Trafton and Don Shipman. The Line Writers for February secondary lines were: Rebekah Knox, BR Williamson, Alexander Ricker, Richard Locher, Janet Lamy, Chase Goldman, Shelley Taylor, Don Shipman, and Lisa Trafton.

Michael Massoni submitted the **Safety Committee Report**:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 13

ID	Event Date	Status	Summary
4251	12/9/2016	Sent to ERC for review	Medical-Crew / Morning of last day of three day trip woke to laryngitis, unable to brief over wing-A f/a briefed for me on both flights
4254	12/8/2016	Sent to ERC for review	Flight Attendant Manual Violation / FAA Check
4271	12/15/2016	Sent to ERC for review	Passengers was in exit row and preboarded bt per CSS he actually was A3
4301	12/25/2016	Sent to ERC for review	Maintenance / Safety , see report
4310	12/26/2016	Sent to ERC for review	Maintenance / Safety, See Report
4321	12/15/2016	Sent to ERC for review	Maintenance Concern / The plane encountered an extremely hard landing. The plane was not inspected for damage before departing again.

4334	1/4/2017	Sent to ERC for review	Boarding- Agent initiated boarding without crew coordination/ Ops started boarding before I completed my security check
4335	12/31/2016	Sent to ERC for review	Non-Compliance with FARs, policies, and Procedures/ PAX Non- Compliance- Pax with POC refused to sit in window seat and would not comply with crew orders.
4336	1/4/2017	Sent to ERC for review	IEFB- Missing IEFB/ I was on van to DTW hotel and realized my iPad wasn't in my bag
4337	1/5/2017	Sent to ERC for review	Non-Compliance with FARs, Policies, and Procedures/ 3 adult and 2 infant in same row
4338	12/26/2017	Sent to ERC for review	Pet was found in the emergency row and passengers changed seats on final descent to comply with exit row requirements
4347	1/8/2017	Sent to ERC for review	Aircraft Door/Slide/ Door procedure- other department- W/O warning, Ground/CSA SUP, tried to OPEN a/c entry door from the outside while door was armed.
4349	1/9/2017	Sent to ERC for review	Boarding before security checks are complete

ASAP Reports received 12/11/16 through 01/09/17:	86
Accepted Reports 12/11/16 through 01/09/17	61
Excluded Reports 12/11/16 through 01/09/17	5
Open Reports 12/11/16 through 01/09/17	20
ASAP Reports received Year-to-Date:	15
Accepted Reports Year-to-Date:	2
Excluded Reports to date:	0
Open Reports:	13
Total Reports Received over the Life of Program	4776

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

12/11/16 through 01/09/17 = 238
 Emergencies Declared = 15
 2017 Year-to-Date = 72
 All of 2016 = 2887
 All of 2015 = 2843
 All of 2014 = 2119
 All of 2013 = 1138*
 All of 2011 = 1609
 All of 2010 = 1413
 All of 2009 = 1210

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

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:

12/11/16 through 01/09/17 = 2
 2017 Year-to-Date = 2

All of 2016 = 535 = 32% Decrease Year-over-Year

All of 2015 = 788

Open Discussion Items:

- *Post Event Crew Coordination Training for all EB Members, Office Staff and CISM Leaders (Postponed)*
- *Aircraft Security Search Executive Working Group Update*
- *Hearing Testing Dates (IIOTG)*
- *New Uniform Traveling Fit Line*

Scheduled and Standing Meetings:

- *Wednesday, January 25 – Health and Safety Coordination (HASC) Meeting*
- *Wednesday, January 25 – ASAP Q4 2016 ERC Review and Discussion*
- *Tuesday, January 10 – Post Emergency Event Crew Coordination Meeting*
- *Wednesday, January 18 – ASAP ERC OAK Base Visit – Leadership Training*
- *Thursday, January 12, 19, & 26 – Aircraft Security Search Executive Meeting*
- *Saturday, January 28 through Monday, January 30 – American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE) Special Project Committee 161 (Aircraft Cabin Air Quality Standard) Winter Conference*

Michael Massoni submitted the **Health Committee Report** for Chairperson Michele Moore:

ASAP

Since the inception of the ASAP program the committee has received 4,776 reports. The goal for 2017 is to double the number of reports received from Flight Attendants. The committee has two bases to visit to reach the goal of meeting with Inflight Management at each base. The visits are scheduled in February and March. In 2017 we want to do Flight Attendant education by means of meeting Flight Attendants face to face during Safety Fairs as well as visits to major overnighting cities. The committee plans on doing “3 day trips” to hit several cities at a time. The details are still being worked out but the committee plans on beginning the process in March. Additionally, in 2017, we want to publicize the “wins” that have occurred due to the Flight Attendants filing of ASAP reports. The ASAP program played a huge part of the Aircraft Security Search Executive Working Group being formed, due to the large number of reports the committee received (and are still receiving) regarding this issue. The ASAP-A-Gram has a new name and look. It has been renamed the ASAP Voice and will be published monthly. The new publication will include a puzzle as well as pictures of the ASAP Team.

ENS Follow-ups:

During the timeframe 12/11/16 – 1/9/17 the committee received 238 ENS/NOC/MOM Report emails. In 2016, the total number of ENS notifications was 2887; year to date 2017 is 72.

Hot Aircraft Reporting:

The hot aircraft reports for 2016 was 535 total reports, this is 253 reports less than we received in 2015. While the committee doesn't have the numbers available, the number of ASAP hot aircraft reports decreased significantly as well. The committee continues to make hot aircraft a topic of discussion in the monthly Health and Safety Committee (HASC) meetings, even in winter months to make sure this remains a top priority to Inflight Management.

Health/Safety:

The first dates of Hearing Tests for 2017 have just been published in an IIOTG. How the hearing test dates have been published in the past has been an ongoing discussion item in our monthly HASC meetings. Inflight Management made a commitment to publish the dates to the Flight Attendants in 2017 so they don't have to try to find the dates and locations that are habitually buried on SWALife.

Go Team:

An annual respirator training and fitting will be required in January or February 2017. Michele will be attending in late January. Also, a Go Team exercise will be conducted sometime in 2017. This was originally scheduled in 2016, but postponed until 2017.

Upcoming Meetings:

ASAP ERC: Weekly Meeting with a day of preparation and follow-up

ASAP Quarterly Meeting with the FAA Leadership

HASC: Monthly Meeting

OAK ASAP Leadership Visit

MCO ASAP Leadership Visit

American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE)

Michael Massoni submitted the **Uniform Committee Report** for Chairperson Jabari Smith:

The TWU Local 556 Uniform Committee began the report by informing the Executive Board that the 2017 Fit Line launched on January 9 at its first two outstations, Nashville and San Diego. The fit line will visit each of our ten bases and a few outstations. The fit lines will run until the end of March 2017. <https://booknow.appointment-plus.com/7rqchk86/>. New uniform ordering will start on February 1. The rollout date is expected to be the third week of June. In January the Core Team will launch a new internal Uniforms Swalife connections page with all of the pieces and prices. Jabari Smith continues to interact with Members via email, calls, texts and social media. He thanks the Executive Board for allowing him to serve the Members of TWU Local 556.

Matt Hettich presented the **Education Committee Report** for Chairperson Amanda Gauger. There was no written report submitted.

Jimmy West submitted the **Professional Standards Committee Report** for Chairperson Kurt Beggs:

November 2016

CRM	2
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December 2016

CRM	8
NOT TAKEN	4
SOCIAL MEDIA	3
WITHDRAWN	4
I.R. FILED	1
HOTEL	1
PILOT	2
SAFETY	1
IN PROGRESS	5

TOTAL CASES	30
POSITIVE RESOLUTION	14
UNRESOLVED	2
<u>BASE</u>	
OAK	4
BWI	4
DEN	5
LAS	4
HOU	6
MCO	1
MDW	1
ATL	1

Cuyler Thompson submitted **Communications Committee Report** for Erich Schwenk and himself:

Mass E-Mails

The Action Network account was used over the past month for National Campaigns, E-Connections and Shop Steward email campaigns. The Communications Committee also included the ability to add New Hire Flight Attendants on their first day of employment. The New Hires now have access to the website and App on their first day. They're welcomed with an email shortly after graduation.

Website

The TWU Local 556 family of websites contains the Main & Dues sites. The main site is constantly updated with current events and the main graphics and slides are constantly updated for current events, holidays, Membership Meeting information, and special occasions. The Communications Committee is looking at a new design for the Union Website.

Videos

Videos continue to be a great method of communication via email or social media and the Website. The Communications Committee is looking into ways to use video moving forward.

Publications

Cuyler Thompson reported that he was currently working with the Chairpersons of all TWU Local 556 Committees to create a "Communications Calendar" for 2017. Cuyler said each Committee would be scheduled for a minimum of two articles/communications to the Membership. Cuyler said that the Communications Committee would be providing Domicile Executive Board Members with a poster for the Union Glass Case in the Flight Attendant Lounge each month. Cuyler reminded Executive Board Members and Committee Chairpersons that the final deadline for submissions to the Winter 2017 issue of Unity Magazine was Monday, January 16.

Social Media

Facebook continues to be a great way to reach the Members of TWU Local 556. Members are receptive to posts and this free tool reaches a lot of Members very quickly. Members are encouraged to post and comment on Facebook posts. The Communications Committee asks that Members review the updated "TWU Local 556 Facebook Page Terms of Service and Fair Play" which is found under the "about" section of the Facebook Page. This past year there has been an increase in the amount of interaction

through the Facebook Page. The Communications Committee also turned on messaging functionality where the committee is able to answer Members' Contract or private questions. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App is a great resource for Members. The Communications Committee has seen an increase of Member submitted questions in the recent months, via the app or email.

Pamila Oak submitted the **Civil and Human Rights Committee (CHRC) Report** for Chairperson Lori Lochelt:

Chairperson Lori Lochelt invited several TWU Local 556 Members to become official members of the Civil & Human Rights Committee (CHRC). To date the CHRC now consists of the eleven Flight Attendants listed below and Lori with Pamila Oak (Atlanta) serving as the CHRC TWU Local 556 Executive Board liaison. Both groups will work on awareness and education campaigns as well as lounge mobilizations and other projects as needed.

LGBTQ Task Force

Lori invited six Flight Attendants to become part of this group which will be tasked with coordinating 2017 Gay Pride Parades and other events if possible. Members of this group are Heather Kelly-Gray (Oakland), Amy Davis Cruz (Atlanta), Eric Hironymous (Oakland), Jimmy Joe Morales (Orlando), Eric McCully (Atlanta), and Ryan Dunn (Dallas).

Diversity & Equality Council

The Diversity & Equality Council is well on the way in preparation for the February 8 Respect Lounge Mobilization. The group is coordinating Flight Attendants that will staff this event with two per Domicile. Lori requested from Southwest Airlines Deputy Counsel Juan Suarez a bullet point description of the process when an Employee files a discrimination, harassment, or retaliation claim which will be distributed during the lounge mobilization. The group is working on other materials. Members of the Council are Damion West (Baltimore), Key Ander Early (Atlanta), LaShaye Hutchison (Atlanta), Corliss King (Chicago), and LaTonia Paul Benoit (Houston).

Human Trafficking

Lori would like to thank the Domicile Executive Board Members (DEBMs) for participating in the awareness campaign again this year. The TWU Local 556 Executive Board, and CHRC Liaison, Pamila Oak was able to get human trafficking ribbons and navy blue pins for the DEBMs to hand out. Lori received 1000 free first responder cards from the Department of Homeland Security Blue Campaign, a human trafficking awareness campaign created for aviation professionals. The cards were sent to the DEBMs for distribution. Pamila contributed other human trafficking information and data for distribution.

Working Women's Committee

Lori worked with Working Women's Committee (WWC) Chair Jessica Parker on coordination of meetings and events during the Women's March on Washington on January 21. Lori procured a TWU Local 556 WWC banner that will be used at the March and future events.

Lori has been asked to be a guest speaker at the next Critical Incident Stress Management Team training in April.

Rachel Brownfield submitted the **Veterans Committee Report** for Chairperson Brendon Remezas:

The TWU Local 556 Veterans Committee Chairperson Brendon Remezas reports that the next meeting for the Transport Workers Union Veterans Committee will be held in Phoenix February 1-3. Brendon has been working on finalizing the Committees yearly agenda. Brendon would like to thank the TWU Local 556 Executive Board for appointing him as the Chairperson of the Veterans Committee and appointing Yvetta Penry as Co-Chairperson. Brendon would also like to thank the Members of TWU who have served our country.

Jessica Parker submitted the **Working Women's Committee Report**:

On January 6 Jessica participated in a conference call with Gwen York, International Representative for COPE and Chairperson of the TWU International Working Women's Committee (WWC), and Lori Lochelt, Chairperson of the TWU Local 556 Civil and Human Rights Committee (CHRC). On the conference call there was discussion regarding the upcoming trip to Washington, D.C. and what specifically will be on the agenda. Jessica will join over twenty TWU Local 556 Members and Activists to travel to Washington, D.C. to participate in the Local's first Working Women's Committee Meeting and march in the Women's March on Washington. On January 19, the WWC will attend a TWU Local 556 WWC Meeting at TWU International. The meeting will be facilitated by Gwen York and Audrey Stone, President of TWU Local 556. On January 20, the group will volunteer in some capacity to help set up for the March. On January 21, during the Rally prior to the March, TWU Local 556 Members will volunteer for Working America to help sign up new Union Members. Working America unites working people who don't have a Union on the job. Their mission is to ensure that the priorities of working people, their families, and communities, are heard from on issues like good jobs, health care, education, equal pay, and Social Security. At this time, over 200,000 people have registered for the March and it promises to be an historic event. As the new Chairperson of the TWU Local 556 WWC, Jessica is so proud to be a part of this event with this amazing group of activists. This event will not only be uplifting and inspiring, but one of purpose.

Brett Nevarez presented the **Flight Attendant Drug and Alcohol Committee Report (FADAP)** for Chairperson Natalie Salser. There was no written report submitted.

Audrey Stone submitted correspondence from the TWU Local 556 Board of Election.

Audrey Stone submitted correspondence regarding the Language of Destination Origin (LODO) Agreement and Subcommittee.

John DiPippa made a **motion (33)** to approve Southwest Airlines' proposal to offer an additional \$25 per working LODO Flight Attendant in "A" position effective February 1, 2017 through the language in Article 21.17 of the Contract. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1846 and reconvened at 1900.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Stacey Vavakas, Pamila Oak, Jimmy West, John DiPippa, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Todd Gage was excused for personal reasons.

Donna Keith was excused for Union business.

The Executive Board continued to discuss the LODO Subcommittee.

The Executive Board discussed the TWU International Convention, scheduled for September 2017.

Michael Massoni and Sam Wilkins **agreed** to serve as Chairperson and Recording Secretary during the 1st Membership Meeting of 2017 because a scheduled trial, in which former TWU Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann are suing TWU Local 556, creating a scheduling conflict.

The Executive Board **agreed** to the final language to be posted on the TWU Local 556 Website, with no password protection, regarding a recall.

Sam Wilkins made a **motion (34)** to excuse Donna Keith from the day's PM Session due to Union business. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea

David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (35)** to excuse Stacey Vavakas from the day’s AM Session due to Union business. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Abstain
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (36)** to excuse Michael Massoni from the day’s PM Session due to Union business. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea

Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (37)** to revisit motion #33. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (38)** to amend motion #33 from February 1, 2017 to January 1, 2017. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea

Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed the Strategic Planning session, scheduled for February 15-17.

Brett Nevarez made a **motion (39)** to adjourn. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Excused
Jessica Parker	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1936.

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



Cuyler Thompson
TWU Local 556 Recording Secretary

