



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

**TWU Local 556
Executive Board Meeting
December 12-16 2016
Synopsis**

Monday

December 12, 2016

Audrey Stone called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Rachel Brownfield, Stacey Vavakas, Matt Hettich, Pamela Oak, John DiPippa, Jessica Parker, Donna Keith and Brian "BR" Ricks were present at the Meeting.

Todd Gage, Michael Massoni, David Jackson and Jimmy West were excused for personal reasons.

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

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

The Executive Board observed a moment of silence for Michael Winchester, the Southwest Airlines Employee recently killed at work in Oklahoma City.

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

Sam Wilkins made a **motion (1)** to excuse Jimmy West from the entire December Executive Board Meeting for personal reasons. 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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (2)** to excuse Todd Gage from Monday’s Session of December Executive Board Session for personal reasons. 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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (3)** to excuse Michael Massoni from today’s AM Session for personal reasons. 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	Excused
John DiPippa	Yea

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

The motion **carried**.

Sam Wilkins made a **motion (4)** to excuse David Jackson from today’s Executive Board Session for personal reasons. 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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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

The Executive Board made corrections and changes to the Minutes.

Michael Massoni entered the Meeting at 0937.

Cuyler Thompson submitted the **November 21, 2016 Executive Board Meeting Conference Call Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Matt Hettich made a **motion (5)** to approve the November 21, 2016 Executive Board Meeting 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
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Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Yea
David Jackson	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson submitted the **October 25, 2016 Executive Board Meeting Conference Call Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Matt Hettich made a **motion (6)** to approve the October 25, 2016 Executive Board Meeting Conference Call Synopsis as amended. 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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson submitted the **3rd Membership Meeting 2016 Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

The Executive Board took a break at 1055 and reconvened at 1117.

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

Todd Gage, David Jackson and Jimmy West were excused for personal reasons.

Stacey Vavakas was tardy.

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

TOTAL NUMBER OF GRIEVANCES:

175 total Grievances:

30 Terminations	17.1%
14 Group Grievances	8.0%
75 Non Term Disciplinary	42.9%
56 Individual Contract	32.0%

Total Contract Grievances on file: 70 40.0%

Total Discipline Grievances on file: 105 60.0%

Grievance removals between August 11 and December 12 are broken down as follows:

- 97 Settled
- 81 Withdrawn
- 178 Total Removed

November 2016 Ft. Lauderdale (FLL) Provisioning Group Grievance:

The situation regarding FLL Provisioning was brought to the Union's attention on November 13. After researching the issue and speaking with Management, TWU Local 556 has filed a Group Grievance on behalf of all Flight Attendants, known and unknown. A list of all affected flights/Crews have been requested and added individually to the group. The Union has cited the Company with violating Article 5 and 24 of the Collective Bargaining Agreement (CBA). This violation is due to their failure to provide full provisioning on all flights/galleys at the FLL provisioning city. The Union has asked the Company to immediately cease the new procedure and is seeking full provisioning on all flights in and out of all provisioning cities, additional compensation for all Flight Attendants harmed by the violation, etc.

July 2016 Operational Shutdown Group Grievance Update:

Three hundred and eighty-nine individuals have been added to the Operational Shutdown Group Grievance. As with any Group Grievance, the Union did include all KNOWN and UNKNOWN Flight Attendants which are covered in the Grievance. As mentioned in the last update, the Union held meetings with Southwest Airlines Management in an effort to find immediate resolve to some of the major Irregular Operations (IROPS) during the July Meltdown. Though the parties were successful in finding resolve to the immediate problems, we are still working to find a remedy for the overall issue. The Union remains in constant communication with Management regarding additional remedy requests surrounding this Grievance. The parties have agreed to meet again in January to discuss proposals

surrounding an overall remedy. The Union has informed Management of its requests to include new IROP plans/procedures, additional compensation for Crews working during the meltdown, and the possibility of remedy options for the Flight Attendants to choose from. Management is open to this discussion and agreed to continue working with the Union to find resolve as quickly as possible.

July 2016 Open Time Group Grievance Update:

Southwest Airlines' computer systems failure on July 20, 2016 that resulted in the shutdown of Open Time/trip trades, generated known problems for 304 individuals currently listed in this group. Once again, this Grievance does include KNOWN and UNKNOWN Flight Attendants and the parties are working toward a remedy for this group. The Union is seeking a monetary remedy along with other options. We are hoping to find resolution to this Grievance as quickly as possible. As with any large group, it can take some time to find resolve.

Oakland Sick Leave and California Kin Care Changes 2016:

The Union has been in discussion with Management surrounding additional changes to the Oakland Sick Leave and California Kin Care. The Union met via conference call with Union Legal Counsel regarding the changes and continues to monitor the changes.

Uniform Changes:

The Union and Management have agreed to an extension of time limits surrounding the Uniform change and allotment. The Union still reserves the right to process a Group Grievance on the issue if it is found that Management is in violation of the CBA. One Individual Grievance has been processed at the request of the individual. The Union will have further updates after the December Executive Board Meeting.

Board of Adjustments (BOA's)

We were scheduled for a BOA on August 23 that was postponed to October 18 at the request of the Grievant. This Grievance was settled on October 14. Discipline was removed on a non-precedent, non-referral basis. There are currently no BOA's scheduled.

Arbitration Panel Update:

Management sent its Arbitrator nominations to fill the Management Select vacancy on the TWU Local 556/Southwest Airlines Arbitration Panel. The Union agreed to Management's nomination of Arbitrator Sara Adler as a Company selected Arbitrator. Arbitrator Adler accepted the nomination in November and has been added to the rotation. The Union sent Management its proposed Arbitrator nominations to fill two Union selected vacancies. Management declined the Union's selected proposals. The Union is working to find additional Arbitrators and plans to send additional nominations as soon as possible.

Arbitration Update:

The Union scheduled and held an Arbitration on November 14. This Arbitration involved termination of employment and was settled prior to the ending of the hearing. The parties agreed to a monetary settlement that did not include reinstatement. The Union scheduled and held an Arbitration on November 18. This Arbitration involved termination of employment and is awaiting a decision from the Arbitrator. The Union scheduled and held an Arbitration on November 30. This Arbitration involved termination of employment and is awaiting a decision from the Arbitrator.

AirTran Points Conversion Update:

The Union and Management are preparing to meet again in January to discuss this issue further.

Stacey Vavakas returned to the Meeting at 1127.

The Executive Board discussed the recommendations of the Grievance Review Committee.

Sam Wilkins made a **motion (7)** not to proceed on eleven Grievances per the recommendations of the Grievance Review Committee. Jessica Parker **seconded** the motion. The motion **carried**.

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

Sam Wilkins made a **motion (9)** not to proceed on a Grievance per the recommendations of the Grievance Review Committee. John DiPippa **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1240 and reconvened at 1353.

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

Todd Gage, David Jackson and Jimmy West were excused for personal reasons.

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

The Executive Board spoke with a Grievant regarding the merits of the Grievance via conference call at 1408.

Lauren Childs was excused at 1420.

John DiPippa made a **motion (10)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Lauren Childs returned to the Meeting at 1425 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant regarding the merits of the Grievance via conference call at 1428.

Lauren Childs was excused at 1437.

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

Grievance Team Member Renda Marsh entered the Meeting at 1444 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant regarding the merits of the Grievance via conference call at 1448.

John Parrott left the Meeting at 1450.

The Executive Board continued to discuss the merits of the Grievance.

Renda Marsh was excused at 1509.

John Parrott returned to the Meeting at 1509.

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

The Executive Board took a break at 1513 and reconvened at 1528.

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

Todd Gage, David Jackson and Jimmy West were excused for personal reasons.

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

The Executive Board spoke with with a Grievant regarding the merits of the Grievance via conference call at 1538.

Renda Marsh was excused at 1600.

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

Renda Marsh returned to the Meeting at 1604 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant regarding the merits of the Grievance via conference call at 1607.

Renda Marsh was excused at 1619.

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

Becky Parker was excused at 1621.

Audrey Stone recommended Ann Claire Crawford and Tye Shirley to serve as Members of the TWU Local 556 Grievance Team.

Sam Wilkins made a **motion (15)** to approve Ann Claire Crawford to serve on the TWU Local 556 Grievance Team per the President's recommendation. 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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (16)** to approve Tye Shirley to serve on the TWU Local 556 Grievance Team per the President’s recommendation. 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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone submitted information regarding a proposal to hire Lisa Le to serve as the TWU Local 556 Office Coordinator.

John DiPippa made a **motion (17)** to approve Lisa Le to serve as TWU Local 556 Office Coordinator per the President’s recommendation. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

The Executive Board discussed the necessary dues increase for TWU Local 556 to be in compliance with the TWU Constitution. Cuyler Thompson read aloud previous communications sent to TWU Local 556 Members after Union dues were increased. There was discussion.

Audrey Stone reported that the Contract-signing ceremony for TWU Local 556 and Southwest Airlines had been scheduled to take place on January 10. There was discussion regarding the reception, funded by Supplemental Insurance Representative Lori Whitaker, scheduled to take place after the ceremony, and those invited to attend.

Brett Nevarez made a **motion (18)** to recess. Brian "BR" Ricks **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	Excused
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1658.

Tuesday

December 13, 2016

Audrey Stone called the Meeting to order at 0900.

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

Jimmy West, Pamila Oak and Brian "BR" Ricks were excused for personal reasons.

Donna Keith was tardy.

Rachel Brownfield made a **motion (19)** to excuse President Audrey Stone from 3rd Quarter 2016 TWU Local 556 Article VII (g) compliance due to Union business. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Brian "BR" Ricks	Excused
Jimmy West	Excused
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (20)** to excuse David Jackson from 3rd Quarter 2016 TWU Local 556 Article VII (g) Bylaw compliance due to Union business. John Parrott **seconded** the motion.

Donna Keith entered the Meeting at 0912.

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

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

David Jackson	Abstain
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Excused
Brian "BR" Ricks	Excused
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	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 third quarter of 2016:

Audrey Stone	Excused	
Todd Gage	flew OAHD	dated September 19
John Parrott	flew DAOJ	dated August 27
Brett Nevarez	flew DAAC	dated June 29
Cuyler Thompson	flew OAF9	dated September 16
Sam Wilkins	flew OA7G	dated August 30
Michael Massoni	flew PAME	dated August 20
Stacey Vavakas	flew BA95	dated September 13
David Jackson	Excused	
John DiPippa	flew PAIV	dated September 15
Matt Hettich	flew OA97	dated August 11
Rachel Brownfield	flew LAB5	dated August 10
Pamila Oak	flew AS11	dated September 25
Brian "BR" Ricks	flew DAAC	dated June 29
Jimmy West	flew FA88	dated September 14
Donna Keith	flew MS15	dated September 4
Jessica Parker	flew CA9J	dated September 13

John Parrott submitted the **October 2016 TWU Local 556 Financial Report** for review. There was discussion.

Brian "BR" Ricks entered the Meeting at 0933.

Todd Gage made a **motion (21)** to approve the October 2016 TWU Local 556 Financial Report as presented. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Away
Pamila Oak	Excused
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott submitted the **November 2016 TWU Local 556 Financial Report** for review. There was discussion.

Todd Gage made a **motion (22)** to approve the November 2016 TWU Local 556 Financial Report. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (23)** to excuse Pamila Oak from today’s Executive Board Session for personal reasons. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Brian "BR" Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (24)** to excuse Brian "BR" Ricks from today's AM Session Executive Board Session for personal reasons. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Brian "BR" Ricks	Abstain
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Todd Gage made a **motion (25)** 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	Yea
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	Excused

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

The motion **carried**.

John Parrott submitted information necessary to discuss the 2016-2017 TWU Local 556 Operating Budget. There was discussion.

Cuyler Thompson left the Meeting at 1045.

Matt Hettich recorded the Minutes of the Meeting.

Todd Gage made a **motion (26)** to table the 2016-2017 TWU Local 556 Operating Budget. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson returned to the Meeting at 1050.

The Executive Board took a break at 1052 and reconvened at 1112.

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

Jimmy West and Pamila Oak were excused for personal reasons.

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

The Executive Board spoke with a Grievant via conference call at 1120 to discuss the merits of the Grievance.

Beth Ross was excused at 1139.

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

Grievance Committee Member Beth Ross entered the Meeting at 1141 to discuss the merits of a Grievance.

The Executive Board spoke with with a Grievant via conference call at 1156 to discuss the merits of the Grievance.

Beth Ross was excused at 1223.

Donna Keith made a **motion (28)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1227 and reconvened at 1345.

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

Jimmy West was excused for personal reasons.

Michael Massoni was attending to Union business.

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

The Executive Board spoke with a Grievant via conference call at 1353 to discuss the merits of the Grievance.

Beth Ross was excused at 1358.

John Parrott made a **motion (29)** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Grievance Team Member Drew Kennedy entered the Meeting at 1417 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1430 regarding the merits of the Grievance.

Drew Kennedy was excused at 1437.

Matt Hettich made a **motion (30)** not to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Grievance Team Member Drew Kennedy entered the Meeting at 1439 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1453 regarding the merits of the Grievance.

Drew Kennedy was excused at 1510.

John Parrott made a **motion (31)** to proceed on a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1523 and reconvened at 1545.

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

Jimmy West was excused for personal reasons.

Grievance Committee Chairperson Becky Parker and Grievance Committee Member Drew Kennedy were present at the Meeting to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1551 regarding the merits of the Grievance.

Drew Kennedy was excused at 1603.

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

The Executive Board spoke with a Grievant via conference call at 1618 regarding the merits of the Grievance.

John DiPippa made a **motion (33)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **did not carry**.

Rachel Brownfield made a **motion (34)** to proceed on a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1654 and reconvened at 1704.

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

Jimmy West was excused for Personal reasons.

There was discussion regarding a Grievance.

John Parrott made a **motion (35)** to recess. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Yea
Brett Nevarez	Nay
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1714.

Wednesday **December 14, 2016**

Audrey Stone called the Meeting to order at 0902.

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

Jimmy West was excused for personal reasons.

Pamila Oak was attending to Union business.

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

The Executive Board spoke with a Grievant via conference call at 0914 regarding the merits of the Grievance.

Brandon Hillhouse was excused at 0925.

Michael Massoni made a **motion (36)** not to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Grievance Team Member Lauren Childs entered the Meeting at 0928 to discuss the merits of the Grievance.

The Executive Board spoke with a Grievant via conference call at 0933 regarding the merits of the Grievance.

Lauren Childs was excused at 0937.

Todd Gage made a **motion (37)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (38)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. Todd Gage **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (39)** to proceed on a Grievance per the recommendation of the Grievance Review Committee. Brett Nevarez **seconded** the motion. The motion **carried**.

Southwest Airlines Inflight Management Representatives Jamie Willard, Henry Townsend and Steve Murtoff entered the meeting at 0957.

Steve Murtoff discussed the Ft. Lauderdale Provisioning Station Test and acknowledged that the Union had filed a Grievance regarding the issue. Steve committed to be "more transparent" and to do a better job communicating with the Union regarding such issues. Steve noted that he appreciated the advance notice of topics to be discussed at meetings with the Executive Board. Steve said that Management had completed the 30-day test period of the procedures at the Ft. Lauderdale Provisioning Station. Steve noted that the provisioning of aircraft had, in the past, been considered during the routing of aircraft and noted that aircraft had not been routed to pass through more than three consecutive non-provisioning stations. Steve said that provisioning was no longer a consideration during the routing of Southwest Airlines aircraft and that removing that part of the equation was not helpful to the operation. Steve said that 51 aircraft "routings" were "challenging" from a provisioning standpoint but said that Southwest Airlines could not continue to open more Provisioning Stations. Steve reported that the Ft. Lauderdale Provisioning Station Test was a "test" for future Provisioning cities. Steve said that Management had received positive feedback regarding the test. Cuyler Thompson said that he feared that Management intended to implement the procedures being tested at the Ft. Lauderdale Provisioning Station at other current Southwest Airlines Provisioning Stations and asked if Management intended to close or reduce the services at current Provisioning Stations. Steve said that opening a new Provisioning city would result in the closure of an existing one, unless we move to the model being tested at the Ft. Lauderdale Provisioning Station. Jamie Willard demonstrated the new "fire bag" to be added to Southwest Airlines aircraft to handle onboard fires of portable electronic devices (PEDs) and noted that the procedures would be added to Inflight Initial and Recurrent Training. Jamie said that Management had hoped that the "dual carry" period for Electronic Flight Bag (EFB) would end in February 2017, but was skeptical because dual carry compliance was down and may be extended by the Federal Aviation Administration (FAA). John DiPippa discussed making EFBs available in outstations. Jamie reported that she hoped that Aircraft Appearance Technicians would be taking over the required TSA Security Checks on originating aircraft by February 1, but that Management was still working with some vendors and the Transportation Security Administration to make it happen. She noted that the project would include a redesign of the onboard recycle bin. Jessica Parker discussed a Denver-based Flight Attendant who was called in for a Fact-Finding Meeting for allegedly delaying a flight as the result of completing the Security Check required by the TSA. Steve Murtoff reported that a new "select-a-snack" box was being tested and that he hoped that sparkling wine would soon be available for purchase onboard Southwest Airlines aircraft. Henry Townsend reported on recent personnel changes in Inflight Management. Henry reported that when future Irregular Operations (IROPs) reached a certain level of schedule disruption, an automatic email would be sent to all Flight Attendants to answer frequently asked questions and provide additional resources to those affected. There was discussion regarding the fact that some Flight Attendants were confused about Might Be Late (MBL) procedures due to a message generated by Crew Web Access, which appeared to allow them to check-in normally, thus not requiring them to Call Crew Scheduling. Stacey Vavakas discussed security concerns at Crew Hotels when all Southwest Airlines Employees may view the Crew Sign-In Sheet. Jamie agreed to look into it. Henry Townsend suggested that the Union talk to Ted Byron on the Crew Accommodation Board. Cuyler Thompson clarified for Henry that the issue was not a hotel complaint but a Contractual security issue. Henry said that an Inflight Crew Scheduling representative was added to the "bridge" at Network

Operations Control (NOC) in November. Henry said that all Inflight Bases should now have vouchers for Flight Attendants requiring transportation to/from Crew Hotels when regularly-scheduled transportation was unavailable. Henry explained that in outstations, Flight Attendants should notify Ground Operations, who would then call to arrange a transportation voucher with the NOC. Henry reported that the current hotel/transportation reimbursement procedures were not changing.

The Inflight Management Representatives left the Meeting at 1125.

The Executive Board took a break at 1125 and reconvened at 1140.

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

Jimmy West was excused for personal reasons.

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

Sam Wilkins made a **motion (40)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. Brett Nevarez **seconded** the motion. The motion **did not carry**.

Todd Gage made a **motion (41)** to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (42)** to proceed on a Grievance per the recommendation of the Grievance Review Committee. John Parrott **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (43)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. John Parrott **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (44)** not to proceed on a Grievance per the recommendation of the Grievance Review Committee. Todd Gage **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (45)** not to proceed on a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1230 and reconvened at 1402.

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

Jimmy West was excused for personal reasons.

TWU International Vice President Thom McDaniel was a guest at the Meeting.

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

Thom McDaniel left the Meeting at 1446.

The Executive Board spoke with a Grievant via conference call at 1447 regarding the merits of the Grievance.

Todd Gage made a **motion (46)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1537 and reconvened at 1558.

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

Jimmy West was excused for personal reasons.

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

Sam Wilkins made a **motion (47)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (48)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion.

Todd Gage made a **motion (49)** to table a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Becky Parker was excused at 1620.

Sam Wilkins made a **motion (50)** to excuse Pamila Oak from today's morning Session for Union business. Todd Gage **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (51)** to revisit a Grievance. Todd Gage **seconded** the motion. The motion **carried**.

Becky Parker entered the Meeting at 1627 to discuss the merits of a Grievance.

Todd Gage made a **motion (52)** not to proceed on a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (53)** 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	Yea
John Parrott	Nay
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	Nay
Brian "BR" Ricks	Nay
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Nay

The motion **carried**.

Audrey Stone recessed the Meeting at 1706.

Thursday **December 15, 2016**

Audrey Stone called the Meeting to order at 0903.

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

Jimmy West was excused for personal reasons.

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

John Parrott made a **motion (54)** to approve a gross holiday bonus in the amount of \$2,500 for TWU Local 556 Finance Manager Madeleine Howard. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott made a **motion (55)** to approve a gross holiday bonus in the amount of \$1,500 for TWU Local 556 IT Manager Cliff Mace. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott made a **motion (56)** to approve a gross holiday bonus in the amount of \$1,500 for TWU Local 556 Finance Specialist Juanita Stangler. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
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Todd Gage	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott made a **motion (57)** to approve a gross holiday bonus in the amount of \$750 for TWU Local 556 Executive Assistant Debbie Huntsman. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott submitted a yearly TWU Local 556 Employee Compensation Review and proposal.

John Parrott made a **motion (58)** to accept the TWU pay proposal as amended. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea

John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson submitted the **August 2016 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally** for review.

Audrey Stone and John Parrott left the Meeting at 0940.

Todd Gage chaired the Meeting.

The Executive Board made corrections and changes to the Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Matt Hettich made a **motion (59)** to approve the August 2016 Executive Board Meeting Synopsis as amended. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Excused
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (60)** to approve the August 2016 Executive Board Meeting Voting Record and Vote Tally as amended. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Excused
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (61)** to approve the August 2016 Executive Board Meeting Attendance Report. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Away
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (62)** to approve the August 2016 Executive Board Meeting Minutes as amended. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

The Executive Board made corrections and changes to the Attendance Report and Voting Record and Vote Tally.

Jessica Parker made a **motion (63)** to approve the November 2016 Executive Board Meeting Conference Call Voting Record and Vote Tally. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (64)** to revisit motion #63. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (65)** to excuse Brett Nevarez, Jimmy West, Donna Keith and Jessica Parker from the November 2016 Executive Board Conference Call for personal reasons. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (66)** to approve the November 2016 Executive Board Conference Call Voting Record and Vote Tally as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (67)** to approve the November 2016 Executive Board Conference Call Attendance Report as amended. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
John Parrott	Away
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson submitted the **October 2016 Executive Board Meeting Attendance Report and Voting Record and Vote Tally** for review.

The Executive Board made corrections and changes to the Attendance Report and Voting Record and Vote Tally.

John Parrott returned to the Meeting at 1036.

Rachel Brownfield made a **motion (68)** to approve the October 2016 Executive Board Conference Call Attendance Report. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (69)** to approve the October 2016 Executive Board Conference Call Voting Record and Vote Tally. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Chair
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	Excused
Donna Keith	Yea

The motion **carried**.

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

There was discussion regarding the status and costs of recent lawsuits filed against TWU Local 556 by Members Chris Click, Jerry Lindemann, Jeanna Jackson, Pamela Starzinger, Debby Fisher, Kelley Martin, and former Member Stacy Martin. The Executive Board **agreed** to publish summaries of the lawsuits, including the financial costs to the TWU Local 556 Membership, once all the litigation was complete.

1st Vice President Todd Gage presented his **Officer's Report**. There was no written report submitted.

The Executive Board took a break at 1049 and reconvened at 1104.

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

Audrey Stone was attending to Union business.

Jimmy West was excused for personal reasons.

John DiPippa and Donna Keith were tardy.

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

Sam Wilkins attended the Executive Board Meeting August 16-18 in Dallas. Sam was Emergency Officer On-Call (EOOC) August 22-29. Sam was EOOC September 5-12 and September 19-26. Sam attended the Special Executive Board Meeting September 22-23 to review and vote on the 2016 Tentative Agreement (TA). Sam attended the TA 2016 Educator Training September 29-30. Sam took part in the 2016 TA Rollout for the entire month of October. Sam participated in the Grievance Review Committee session with 1st Vice President Todd Gage on October 18. Sam participated in the Executive Board Conference Call on October 25. Sam attended the Alameda Labor Council Meeting on November 14. Sam participated in the Executive Board Conference Call on November 21. Sam was EOOC December 5-12. Sam attended the Alameda Labor Council Meeting on December 5. Sam assisted the Grievance and Office Teams during her EOOC week in Dallas. Sam attended the Executive Board Meeting December 12-16 in Dallas. Sam encourages Flight Attendants to join the "Official TWU Local 556" Facebook Group. Sam assisted Members via phone, email, text message and social media.

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

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

David reports he met with the Executive Board to review the Tentative Agreement September 22-23. David attended the training for the Lounge Educators in Dallas September 29-30. During the month of October David spent numerous days in the Houston Lounge for Tentative Agreement Education and participated in the Executive Board Conference Call on October 25. He would like to thank the Lounge Educators who worked many days for the Membership. David reports the Houston Base had numerous Fact-Finding Meetings over the last several months ranging from delay of flight to

theft. David spent many days in the lounge answering Members' questions and coordinating the movement of the Union Red Rack and glass case. He is pleased to announce the construction of the lounge is nearing an end. David set up a Toys for Tots box in the lounge and will be delivering a very generous donation to the charity on December 17. He thanks the Houston Flight Attendants for their generosity. David remained in constant contact with the Executive Board and Management.

Donna Keith returned to the Meeting at 1112.

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

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

Matt reported that recent Fact-Finding Meetings have involved delay of flight, probationary evaluations, and Crew conflict. Matt reported that he has updated the Oakland Base Page on the TWU Local 556 Website, distributed monthly E-Connections, answered Member phone calls and emails, attended the TWU Local 556 Executive Board Tentative Agreement (TA) review meeting, attended the TWU Local 556 Executive Board Conference Calls, attended the TWU Local 556 Oakland Membership Meeting, attended Alameda Labor Council Delegate Meetings, chaired the TWU California State Conference meetings, and participated as a member of the Minutes Review Committee, reviewing Executive Board Meeting Minutes and Membership Meeting Minutes for grammatical changes only. Matt participated as a Lounge Educator during the TA voting period; Matt thanked the Oakland Lounge Educators who worked to ensure Oakland Members received the accurate information necessary to cast a well-informed vote; the TA was approved by 63.5% of Oakland Members. Matt has been in contact with new Oakland Base Manager Carolene Goulbourne and will coordinate a formal meeting after the New Year. On November 30, Southwest Airlines Attendance & Leave notified TWU Local 556 of an additional change to the Oakland Sick Leave/California Kin Care (OSCK) policy; Matt has been in contact with the TWU Local 556 legal team handling the OSCK grievance and the opinion letter filed with the Department on Labor Standards and Enforcement (DLSE) in September.

John DiPippa returned to the Meeting at 1116.

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

Donna attended the Executive Board Meeting in Dallas August 16-18. Donna reports Fact-Finding Meetings and Step Two Hearings 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, and Employee write ups. Donna spent time in the Chicago Lounge during the month assisting Flight Attendants and answering questions. Donna spent time in the Chicago Lounge during September, October, and November. Donna represented Members in Fact-Finding Meetings, straightened the red rack, communicated with Shop Stewards, met with Chicago Base Management to address issues pertaining to the base affecting Flight Attendants. Donna and the TA Education Team spent the month of October in the Chicago Lounge answering questions about the recently ratified TA. Donna placed the Toys for Tots collection box in the Chicago Lounge on November 14 and would like to thank Shop Steward Brendon Remezas for delivering the Toys on December 14. Donna spent time coordinating with Illinois/Indiana State Conference Members to attend fundraisers, support events, and scheduled meetings. Donna and Brendon Remezas attended the Chicago Federation of Labor meeting in Chicago on December 6. Donna has coordinated and continues to coordinate the attendance to local political events by Members of the Illinois / Indiana State Conference. Donna would like to thank Brendon Remezas for representing the Illinois / Indiana State Conference at the election night celebration for 10th District

candidate Brad Schneider as well as the post election celebration for newly elected Senator Tammy Duckworth.

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

Jessica attended the Executive Board Meeting in Dallas August 16-18. Jessica met with the Executive Board in Dallas September 22-23 to review the Tentative Agreement (TA). Jessica attended TA Training in Dallas September 29-30. Jessica spent time in the lounge assisting with Lounge Educators during the month of October. Jessica would like to thank Denver Educators for their hard work and dedication to the Membership during the TA roll out. Jessica participated in the Executive Board Conference Call on October 25. Jessica attended a Town Hall Meeting for Congressman Jared Polis on October 26. In attendance were other Labor Leaders including the President of the Northern Colorado Central Labor Council, Kevin Caffrey. Jessica was Emergency Officer On-Call October 31 – November 6. Jessica attended the Denver Membership Meeting on November 15. Jessica set up the donation box for Toys for Tots in the Denver Lounge on November 29. The donation drive will end on December 15. Jessica sent out an E-Connection on December 1. Jessica met with Denver Inflight Leadership, answered Member phone calls, updated the Union Glass Case, and tidied the Union Red Rack. Jessica conducted Fact-Finding Meetings and Step Two Hearings.

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

Rachel reported that she attended the TWU Local 556 Executive Board Meeting August 16-18 in Dallas. She attended the Las Vegas Membership Meeting on September 6 and worked in the Union Office September 12-16. She worked in the Union Office again September 19-21 and stayed in Dallas for the Executive Board review of the Tentative Agreement September 22-23. Rachel attended the Tentative Agreement Training for the Lounge Educators September 29-30. Rachel Attended the Las Vegas Ratification Meeting October 11 and spent several days in the Las Vegas Lounge during the month of October. Rachel took part in the Executive Board Conference Calls October 25 and November 21. Rachel attended the Las Vegas Membership Meeting November 11. Rachel represented Members in Fact-Finding Meetings and Step Two Hearings. She distributed the Unity Magazines, tidied the red rack, updated the glass case, and set up the Toys for Tots box in the Las Vegas Lounge. Rachel worked on the Minutes Review Committee to correct spelling and grammatical errors only.

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

Matt Hettich submitted the **Committee on Political Education (COPE) Report**:

Matt reported that the TWU Local 556 Committee on Political Education has been working with the Association of Flight Attendants (AFA), Allied Pilots Association (APA), Air Line Pilots Association (ALPA), NetJet Association of Shared Aircraft Pilots (NJASAP), and Southwest Airlines Pilots' Association (SWAPA) in a coordinated response to the recent Department of Transportation (DOT) approval of Norwegian Airlines International (NAI) foreign air carrier permit. Up to this point, the opposition to NAI has been run as an "inside the beltway" campaign; but, with the recent approval announcement, it has shifted to a more public awareness campaign. On Thursday, December 8, TWU Local 556 Members joined SWAPA Members in conducting a TwitterStorm to create public awareness of the NAI issue and encourage the President of the United States and President-Elect to reverse the DOT decision and preserve American aviation jobs. The campaign will continue to focus on public awareness and include a coordinated leafleting effort at airports throughout the country. Once a new Congress takes office, the efforts will again focus on a legislative solution. On December 8, the DOT made an announcement of proposed rulemaking on the Use of Mobile Wireless Devices for Voice Calls

on Aircraft. The rule change would allow voice calls on aircraft so long as the air carrier informs its Passengers prior to ticket purchase. Southwest Airlines has stated publicly that there are no plans to allow voice calls onboard. The DOT announcement is in the public comment phase and TWU Local 556 will work with TWU International to coordinate crafting unified comments or joint and/or separate submission. On November 30, Southwest Airlines Attendance & Leave notified TWU Local 556 of an additional change to the Oakland Sick Leave/California Kin Care (OSCK) policy and the January 1, 2017 implementation of Illinois Employee Sick Leave Act. The Illinois Employee Sick Leave Act enables Chicago- -based Members to use one-half of their annual allotment of Company-provided sick leave to care for illnesses, injuries, or medical appointments involving their children, spouses, domestic partners, siblings, parents, spouse's parents, grandchildren, grandparents, or step parents. The law provides that Illinois Sick Leave must be used under "the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury." Therefore, all normal attendance rules will apply to the use of Illinois Sick Leave.

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

CISM Chairperson Eileen Rodriguez spoke to New Hire class 347 and presented CISM. Eileen attended the Dallas Safety Fair and hosted a CISM table and handed out information. Eileen traveled to the Atlanta Base and met with the Base Manager, Assistant Base Manager and FADAP Co-Chairperson Tom Spillers. Eileen reports CISM and FADAP were presented and then a few hours were spent in the Atlanta Lounge.

The CISM Team assisted with 79 Incidents and spoke to 153 Flight Attendants.

<i>Personal Issue</i>	<i>27</i>
<i>Medical Emergency</i>	<i>13</i>
<i>FA Illness</i>	<i>5</i>
<i>FADAP Team Referral</i>	<i>4</i>
<i>Employee Death</i>	<i>4</i>
<i>FA Injury</i>	<i>4</i>
<i>Passenger Misconduct</i>	<i>4</i>
<i>FA Death of Family Member</i>	<i>3</i>
<i>Mechanical</i>	<i>3</i>
<i>Debriefing - Team Member</i>	<i>3</i>
<i>Turbulence</i>	<i>2</i>
<i>Death on Board</i>	<i>2</i>
<i>Suicide Attempt</i>	<i>1</i>
<i>Assault</i>	<i>1</i>
<i>New Hire Class Presentation</i>	<i>1</i>
<i>Declared Emergency</i>	<i>1</i>
<i>Birdstrike</i>	<i>1</i>
Total	79

<i>Flight Attendants Assisted</i>	<i>153</i>
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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 has been 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 January increased by 263 line positions from 9,247 in December 2016 to 9,510 in January 2017. The Scheduling Committee left 164 positions in Open Time for the month of January 2017 in comparison to December 2016 when the Scheduling Committee left 1,295 positions in Open Time. The Committee for the month of January wrote an average of 75% 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 17%. The average line pay was 92.27 TFP. The year ended with 74% of the lines pure (lines starting on the same day each week containing pairings of the same length) 37% all weekend off and 15.5% of the lines containing 3-on/off or 48-hour breaks. The Line Writers for the January Primary Lines were: Shelley Taylor, Kay McCurley, Alexander Ricker, Chase Goldman, Janet Lamy, BR Williamson, Doreen Argyropoulos-Ricker, Richard Locher, Rebekah Knox, Lisa Trafton and Don Shipman. The Line Writers for January Secondary Lines were: Rebekah Knox, Kay McCurley, 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 = 9

ID	Event Date	Status	Summary
4191	11/14/2016	Sent to ERC for review	Minimum Crew / FA/C stepped off the aircraft during boarding
4211	11/22/2016	Sent to ERC for review	FAR Policies/Procedures / Stepped in jetway after boarding was complete to answer phone call from Mother to make sure it was not a emergency
4215	11/26/2016	Sent to ERC for review	OWWE_PAX/ Seat belt extension in exit row.
4225	11/29/2016	Sent to ERC for review	Customer had POC
4233	12/1/2016	Sent to ERC for review	Cabin Pet/Service Animal / Emotional assist animal
4237	12/4/2016	Sent to ERC for review	Boarding / Unsecure Cabin / OPS closed FWD entry door without verifying PAX count or verifying that cabin was secure
4241	12/4/2016	Sent to ERC for review	I landed on the floor of the forward galley while performing CPR compressions on an unconscious passenger.
4242	12/4/2016	Sent to ERC for review	Arm/Disarm Door Early / exit row briefing
4246	11/23/2016	Sent to ERC for review	Unsafe Activity/ Brought a passenger bag through KCM that was Lost per TSA Instructions

ASAP Reports received Year-to-Date:	932 Reports Covering 817 Events
Accepted Reports Year-to-Date:	820
Excluded Reports to date:	55
Open Reports:	13
Total Reports Received over the Life of Program	4246

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period:

- 08/16/16 through 12/11/16 = 802
- Emergencies Declared = 72
- 2016 Year-to-Date = 2721
- 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 24, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all future Safety Team Reports

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:

08/16/16 through 12/11/16 = 96

2016 Year-to-Date = 535 = 32% Decrease Year-over-Year

All of 2015 = 788

Post Emergency Event Crew Coordination Working Group Update:

This working group (of which we are a participant) meets weekly and is tasked with trying to put together a very clear set of protocols and expectations for all parties involved in coordinating post emergency Crew Member support and advocacy efforts. The following is the latest (final) draft of the lanyard card and plan we are implementing in 2017:

- Working Group Milestones:
 - Customized training modules for Flight Ops and Cabin Services Complete
 - Lanyard card design complete – Distribution plan complete
 - Training delivery plan complete delivery to Crew Members begins February 2017 – TWU Local 556 training set for January 2017

Aircraft Security Search Executive Working Group Update

We are in the final phases of development on what will be our new first flight of the day (using the WN966 form) security searches. The cross-departmental effort has accomplished the following:

- Identified risks associated with transfer of Flight Attendant search duties to trained Southwest aircraft appearance personnel and contracted vendors that also provide cleaning services.
- Negotiated new contracts with vendor for the additional services
- Established training and manual integration timelines into an implementation schedule
- Completed redesign of the WN966 search form (below):
- Mitigated risks associated with searching recycle bin area on -300 & -700 aircraft
- Mitigated risks associated with searching of liquor kits
- Will have accomplished SRM's and OCM/ESSB project approvals by 12DEC16
- Implementation is scheduled for 01FEB16 with high confidence

Open Discussion Items:

- Post Event Crew Coordination Training for all EB Members, Office Staff and CISM Leaders (January 2017)
- Flight Attendant Responsibilities for New Aircraft Search Procedures starting 01FEB17
- Interim New Aircraft Search Procedures for -300 & -700 Recycle Bin starting 01FEB17
- 737-7 (MAX) Configuration
- ASAP LOU Renewal (Attachment)
- Voice Communications on Planes NPRM - December 8, 2016 DOT-OST-2014-0002-1795

Scheduled and Standing Meetings:

Wednesday, January 25, 2017 – Health and Safety Coordination (HASC) Meeting

Wednesday, January 25, 2017 – ASAP Q4 2016 ERC Review and Discussion

Tuesday, December 13, 20, 27, 2016 – Post Emergency Event Crew Coordination Meeting

Wednesday, January 18, 2017 – ASAP ERC OAK Base Visit – Leadership Training

Thursday, December 15, 2016 – Aircraft Security Search Executive Meeting

John Parrott left the Meeting at 1150.

Michael Massoni continued the Safety Committee Report.

Audrey Stone returned to the Meeting at 1208.

Matt Hettich submitted the **Education Committee Report** for Chairperson Amanda Gauger:

Amanda reports the Education Committee Co-Chairs Angie Kilbourne and Josh Rosenberg worked tirelessly to create the materials used during the Tentative Agreement Educator training. These materials were vital in educating the Membership during the rollout through Lounge Education and social media. Angie and Josh were also key to ensuring all Educators had the tools needed to be successful when working in the lounges and terminals. During the rollout, Amanda assisted as an administrator on the Official TWU Local 556 Facebook group. This group has over 4,000 Members and has continued to be a valuable resource for Contract education. The current group of administrators continue to monitor the group and answer questions daily. Co-Chair Angie Kilbourne is currently updating the New Hire Handbook with the necessary changes from the ratified Tentative Agreement, and Amanda has begun to write an article to be published on TWU Local 556 Website and the Official TWU Local 556 Facebook group each month covering a current issue that affects Members.

Audrey Stone recognized the Education Committee for their outstanding work during the roll-out and education period for the recent Tentative Agreement, ratified by the Members of TWU Local 556.

Cuyler Thompson submitted four **Professional Standards Committee Reports** for Chairperson Kurt Beggs:

August 2016

NOT TAKEN	3
UNPROFESSIONAL BEHAVIOR	2
PILOT	1
I.R. FILED	2
WITHDRAWN	5
CRM	5
PROBATIONARY	1
FADAP	1
SAFETY	2
HARASSMENT	1
IN PROGRESS	3
 TOTAL CASES	 26
 POSITIVE RESOLUTION	 9
UNRESOLVED	2

BASE	
MDW	4
DEN	3
HOU	3
LAS	3
BWI	3
OAK	1
ATL	1
PHX	2
MCO	2
DAL	1

September 2016

NOT TAKEN	4
PILOT	6
CRM	4
PROBATIONARY	1
COMPANY POLICY	2
WITHDRAWN	4
I.R. FILED	2
SOCIAL MEDIA	1
IN PROGRESS	2
TOTAL CASES	26
POSITIVE RESOLUTION	14
UNRESOLVED	1
NEGATIVE RESOLUTION	1

BASE	
ATL	2
LAS	3
OAK	5
HOU	1
DAL	4
MCO	1
MDW	2
DEN	3
PHX	2
BWI	4

October 2016

CRM	5
I.R. FILED	1

PILOT	2
HOTEL	1
NOT TAKEN	3
WITHDRAWN	2
UNPROFESSIONAL BEHAVIOR	1
IN PROGRESS	3
 TOTAL CASES	 18
 POSITIVE RESOLUTION	 7
UNRESOLVED	2
 BASE	
 BWI	 4
DAL	1
LAS	2
MDW	3
ATL	2
OAK	3

November 2016

CRM	5
WITHDRAWN	2
NOT TAKEN	5
SOCIAL MEDIA	4
PILOT	1
IN PROGRESS	2
 TOTAL CASES	 19
 POSITIVE RESOLUTION	 7
UNRESOLVED	1
NEGATIVE RESOLUTION	1
 BASE	
 MCO	 1
HOU	3
BWI	1
DEN	3
DAL	2
OAK	3
LAS	3
MDW	1

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

The TWU Local 556 Uniform Committee began their report by informing the Executive Board that the Uniform Committee Chair attended the New Uniform Appearance Standards Meeting in Dallas at Headquarters with Southwest Airlines Local Leaders and the Uniform Core Team to finalize the Appearance Standards before the Core Team submits them for review by Senior Management. November 30 was the last day to order current uniform pieces. Existing Employee Lands' End accounts are now closed for account migration to the new Cintas uniform program. Current uniform returns need to be received by Lands' End no later than December 15 to be accepted. In January 2017 the Core Team will launch a new internal uniforms SWALife connections page of all the pieces and prices. Jabari 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.

The Executive Board went to lunch at 1226 and reconvened at 1357.

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, John DiPippa, Jessica Parker, Donna Keith, David Jackson and Brian "BR" Ricks were present at the Meeting.

Jimmy West was excused for personal reasons.

Cuyler Thompson submitted data and statistics regarding all TWU Local 556 Communications mediums, compiled by Co-Chairperson Erich Schwenk, for review.

Cuyler Thompson submitted the **Communications Committee Report** for Co-Chairperson 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. An issue causing a large amount of email addresses to not sync with Action Network has been resolved. The Committee also included the ability to add New Hire Flight Attendants on their first day of employment. All past E-Connections have been removed from the Base Pages on the Website. This ability was tied to the MailChimp account.

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 has begun a new design for the Website.

Videos

Videos continue to be a great method of communication via email, social media and the website. The Communications Committee will be utilizing more videos to communicate with Members in the coming year. Note: The Las Vegas Contract Ratification Meeting was recorded and placed on the website for viewing. The Committee brings your attention to this as long videos generally do not do well online. This one hour long video did very well when compared to other lengthy internet videos with a mean viewed length of 59%.

Publications

Cuyler Thompson reported that the abbreviated Fall 2017 issue of Unity Magazine, focused solely on the recent vote on the Tentative Agreement per a decision of the Executive Board, had been shipped to all bases on November 17. He reported that the deadline for submissions to the Winter 2017 issue of

Unity Magazine was noon on Monday, January 16. Cuyler noted that future issues of Unity Magazines would be limited to sixteen pages in order to increase communication with Members via electronic mediums. Cuyler noted that Domicile Executive Board Members' articles for the magazine should be limited to subjects specific to their respective bases, as the space allotted would be decreased.

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 many Members very quickly. In addition, it's a great way to spread the word on the campaign and garner public support. During the month of February, the Committee removed the restrictions on the Facebook Page. Members are now encouraged to post and comment on posts. The 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 our Facebook Page. Since lifting the restrictions, there has been an increase in the amount of interaction through the Facebook Page. The Committee also turned on messaging functionality for the ability to answer Members' Contract or private questions. Executive Board Members and/or Committee Chairpersons who would like to share photos via the TWU Local 556 Facebook page are encouraged to email them to Communications@twu556.org.

Mobile Applications

The TWU Local 556 Connect App is a great resource for Members. The Committee has seen an increase of Member submitted questions in the recent months, via the app or email. The Committee is currently "shopping" for the most cost-efficient and expedient way to update the app.

Cuyler explained that two new Members had been added to the Communications Committee: Atlanta-based Eric McCulley and Dallas-based Drew Kennedy. Cuyler reported that the Committee had met for a strategic planning session earlier in the week. Cuyler reported that in an effort to better utilize the communications tool, the Communications Committee would take responsibility for creating posters/content for the Union Glass Cases in Flight Attendant Lounges from the Domicile Executive Board Members, who were previously responsible for the content. Cuyler said that a redesign of the TWU Local 556 Website and mobile app were underway by Erich Schwenk and Drew Kennedy. Cuyler said that he hoped that the Official TWU Local 556 Facebook "group," originally created as an educational tool for Members during the recent Tentative Agreement education period, would remain open to Flight Attendants as an official Union-sponsored "group" in order to continue education and communication with Southwest Airlines Flight Attendants. Cuyler noted that the costs associated with staffing the Union-sponsored group with two-Flight Attendants each day, for nine-hour shifts, would be significant, but he hoped the Executive Board would grant approval to move forward with the project. Cuyler noted that Eric McCulley had agreed to serve as the project coordinator and to oversee the official Union-sponsored group.

The Executive Board **agreed** that the Communications Committee would move forward to staff and promote the Official TWU Local 556 Facebook group.

TWU Local 556 Employees Madeleine Howard, Debbie Huntsman, Juanita Stangler and Cliff Mace entered the Meeting at 1457. The Executive Board thanked these Employees for their service to the Union and presented them with end-of year bonus checks.

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

TWU Local 556 Members walked in three Gay Pride Parades: Dallas Pride in September, Atlanta Pride in October, and Orlando Pride in November. CHRC Chair Lori Lochelt would like to thank Members Ryan Dunn, Pamila Forte, Courtney McClure, Jimmy West, and Jimmy Acosta-Morales for coordinating the parades and all TWU Local 556 Members for their participation. Lori has been working to bring an Equity Summit: Diversity and Implicit Bias training to TWU Local 556 in March 2017. Upon approval by the Executive Board the Summit will be held in Dallas with fifty to one hundred attendees from TWU Local 556 committees including Grievance, CHRC, Shop Steward, CISM, Professional Standards, Mobilizing/Organizing as well as Executive Board Members and other TWU Local 556 Leaders. The Summit will be presented by labor law Attorney Barbara Diamond of Diamond Law in Portland, Oregon. Ms. Diamond has presented several of these trainings to Unions. Lori attended a meeting with Southwest Airlines Leaders and Flight Attendants regarding discrimination, harassment, and retaliation in the workplace. Topics presented by Flight Attendants included historical perspective of complaints and decisions against Southwest Airlines; stories and experiences of Flight Attendants; past responses by Southwest Airlines, or lack thereof, to Union and Employee requests to address issues; avenues available to Employees to address racial matters internally and externally; Employee expectations of Company support and adherence to procedures; identifying current investigation process up to closing; and, Employee centered solutions including implementation. In attendance were Sonya Lacore, Vice President Cabin Services; Ellen Torbert, Vice President Diversity & Inclusion; Naomi Hudson, Senior Director Labor Relations; Juan Suarez, Managing Director Deputy General Counsel; Mike Sims, Director of Inflight Base Operations, and Flight Attendants LaTonia Paul Benoit from Houston; Atlanta Domicile Executive Board Member Pamila Oak; LaShaye Hutchinson from Atlanta ; Corliss King from Chicago; Damion West from Baltimore; KeyAnder Early from Atlanta; Lori Lochelt from Oakland, and Thom McDaniel, TWU International Representative. Mr Suarez discussed the Employee Relations investigation procedures. There are five investigators to handle harassment, discrimination, and retaliation. Inflight is handled a little differently as the Contract has a seven-day limit on reporting an incident. Mr Suarez and Ms. Hudson explained the basic scope of their respective departments. Ms. Hudson explained the connection between the Employee Relations Department and the Labor Relations Department. The Southwest Airlines Leaders appeared to be very receptive to the presentation and seemed eager to assist and work together to address the Flight Attendant concerns. After much open and honest discussion Sonya et al committed to the following:

- 1. Round Tables for Flight Attendants to discuss issues openly*
- 2. Expansion of Diversity Council*
- 3. Joint Lounge Mobilization with TWU Local 556 in February 2016*
- 4. Training for Base Leadership on the process for reporting and handling investigations of racism and harassment all the way through the closing*

The general consensus is that both parties, TWU Local 556 and Southwest Airlines representatives are committed to working together to address the very important issues. Lori would like to extend sincere thanks and respect to the Flight Attendants who championed this meeting and created an outstanding presentation.

Pamila Oak updated the Executive Board regarding a meeting with Southwest Airlines Management that she, CHRC Chairperson Lori Lochelt and several TWU Local 556 Members had attended earlier in the week. The meeting was about promoting diversity, tolerance and inclusion at Southwest Airlines.

There was discussion regarding the AirTran Attendance Point Conversion investigation.

The Executive Board took a break at 1533 and reconvened at 1548.

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, John DiPippa, Jessica Parker, Donna Keith, David Jackson and Brian "BR" Ricks were present at the Meeting.

Jimmy West was excused for personal reasons.

Todd Gage submitted the **Shop Steward Committee Report** for Chairperson Mark Anthony Reyes:

Mark Anthony reports that the Shop Steward Committee focused on the Tentative Agreement for the month of November. The following is an update on what the Committee has done this past month: Mark Anthony reports that we had a 20% increase of Shop Stewards on the call from the previous month of October. Of the 71 Fact-Finding Meetings held during the month of November, 23 were for a Step Two, seven were for Delay of Flight and there has been an increase of dishonesty meetings with a total of four meetings for the month. There has been a decrease of Fact-Finding Meetings in comparison to the November 2015 record. Mark Anthony would like to thank Grievance Team Member Drew Kennedy for his hard work with tracking and charting the Fact-Finding Meetings.

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

Mobilization/Organizing Co-Chairperson Sam Wilkins assisted the Negotiating Team (NT) in mobilization efforts from July through November. Sam 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. Sam would like to thank all the Members who continue to participate in the digital campaigns on Facebook and Twitter.

Audrey Stone submitted the **New Hire Committee Report** for Chairperson Joe Skotnik:

Joe is excited to report he has spoken to five classes since August. He attended the graduation of each class as well. Joe will be speaking to Class 349 on December 13 and will attend their graduation on December 16. Joe is happy to report that there are currently sixteen classes scheduled for 2017 and looks forward to greeting each new Member in the new year.

Donna Keith submitted the **Survey Committee Report** for Chairperson Erich Schwenk:

The Survey Committee launched the 2016 Membership Survey on November 29. The survey is currently open and will run through noon Central on December 16 with results available the following week. As of December 12, 3572 Members have submitted their survey, of which 2485 were complete. There has been an improvement in survey participation this year. The last full Membership Survey was conducted in 2014 with only 1054 surveys submitted; that number was exceeded in the first 24 hours of this year's survey. During the last week of the survey the Committee will send out two reminder emails. One early in the week and one roughly 24 hours prior to completion of the survey. The Committee would like to take a moment to thank Committee Chairpersons Michael Massoni, Michele Moore, Cuyler Thompson, and Amanda Gauger for their Committee's participation and suggestions for topics and questions.

Rachel Brownfield submitted the **Veterans Committee Report** for Chairperson Chris Sullivan:

Transport Workers Union Veterans Committee (TWUVC) Co-Chairman and TWU Local 556 Veterans Committee Co-Chairperson Brendon Remezas, reports that the TWUVC met in Philadelphia for their 4th quarter meeting which was hosted by TWU Local 234. Brendon and TWU Local 556 Veterans

Committee Chairperson Chris Sullivan attended the meeting. On September 9 Chris held a taco fundraiser in the Denver Inflight lounge. The Committee raised \$464.00 which was donated to the charity Building Homes for Heroes. Chris attended a benefit for Healing Warriors in Aurora, Colorado. Chris was invited by Denver Inflight Base Manager Tammi Feuling and Senior Manager Cetta Larabee. Chris assisted in auctioning off prizes donated by Southwest Airlines. Chris attended a suicide prevention conference in Reno October 12-13. The conference was hosted by the Nevada National Guard and Nevada American Legion. The focus of the conference was to bring more awareness to the rising rate of Veteran suicide. On October 21-23 Chris had the honor of travelling with members of Nevada Honor Flight on a trip to Washington, D.C. The group received a police escort throughout the day from Baltimore to Washington, D.C. and back. During the trip the group visited all the memorials and monuments dedicated to the various Armed Services, wars and conflicts. In attendance were Veterans from World War II, Korea and Vietnam. Chris is helping to plan an Honor Flight trip in the spring that would utilize Southwest Airlines Flight Attendants as escorts and volunteers. On Veterans Day, November 11, Members of TWU Local 556 Veterans Committee held lounge mobilizations in the Chicago, Dallas, Denver and Houston Inflight Lounges. The Committee distributed postcards, provided information and raised funds for Healing Warriors and Building Homes for Heroes. Chris and Brendon would like to thank Chicago Flight Attendant Eric Weis, Dallas Flight Attendant Yvetta Penry, Denver Flight Attendants Jake Goddard, Jeff Burgower, Mark Herman and Victoria Partridge as well as Houston Flight Attendant Valerie Boy for volunteering. Brendon met with Congressman Gallego of Arizona and Congressman Elect Brad Schneider of Illinois to discuss Veteran issues at the congressional level. Brendon and Chris participated in the Hank Trujillo Memorial Free Post Exchange December 3-5 in San Antonio which is organized by the TWUVC each year. The event provides household goods, toys and clothing to the wounded service members and their families stationed at San Antonio Military Medical Center. In 2016 Chris collected, cleaned, tagged and shipped 675 pairs of running shoes for the event. The value of these shoes exceeds \$40,000.00. Chris would like to thank the TWU Local 555 Members in the Denver Station Cargo office for shipping 26 boxes of shoes for free. Operation Free PX raised over \$350,000 worth of goods for 2016. Brendon and Chris would like to thank Denver Flight Attendant Victoria Partridge and Las Vegas Flight Attendant Charlene Lucero for assisting in this event. Chris will be volunteering at Arlington National Cemetery on December 17. Wreaths will be placed at the headstones of all that are laid to rest there. Chris and Brendon plan on returning in January to help remove the wreaths. The next TWUVC meeting will be held in Phoenix near the end of January. On behalf of the Veterans Committee, Brendon and Chris would like to thank Members of TWU Local 556 who are serving, or have served in our Nation's Armed Services. The sacrifice made by these Members and their families must be honored and never forgotten.

Rachel Brownfield submitted the resignation of TWU Local 556 Veterans Committee Chairperson Chris Sullivan.

Rachel Brownfield made a **motion (70)** to appoint Brendon Remezas as the Chairperson of the TWU Local 556 Veterans Committee. Donna Keith **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone recommended Jessica Parker to serve as the Chairperson of the TWU Local 556 Working Women’s Committee.

Sam Wilkins made a **motion (71)** to appoint Jessica Parker as the Chairperson of the TWU Local 556 Working Women’s Committee per the recommendation of President Audrey Stone. Pamila Oak **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Yea
John Parrott	Yea
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Committee Report** for Chairperson Natalie Salser:

Twenty-four Members of the FADAP Team attended the yearly FADAP Conference in Baltimore September 12-15. Four Leaders from Southwest Airlines Management attended the conference as well as CISM Chairperson Eileen Rodriguez. Senior Manager Employee Outreach and Administration Tom Crabtree and FADAP Co-Chairperson Natalie Salser led a Panel Discussion Group on September 14. FADAP Co-Chairpersons Tom Spillers and Natalie attended the FADAP Advisory Board Meeting on September 15. Las Vegas FADAP Team Base Coordinator Melanie Dejean spoke at the Las Vegas Supervisors Meeting on October 13. FADAP Co-Chairpersons Tom Spillers and Natalie Salser, as well as FADAP Team Members McArthur Stidom, and

Lori Shore attended the Break Free Intervention Training Seminar at Breathe Life Healing Centers on October 16-19. FADAP Team Members Greer Steinke, Steve Dotson, and John Lee, attended a Sobriety Luncheon at Rosecrance Treatment Center with Congressman Patrick Kennedy on October 19. FADAP Co-Chairperson Natalie Salser and FADAP Team Member Jodi Nevant participated in the Dallas Base Safety Fair on November 9. FADAP Co-Chairperson Tom Spillers participated in the Atlanta Lounge Fair November 15-16 with CISM Chairperson Eileen Rodriguez. FADAP Team Member Lori Mitchell educated the Oakland Base Leadership about FADAP on November 16.

The Executive Board **agreed** to participate in a Strategic Planning session on February 15-17, 2017.

John Parrott made a **motion (72)** to suspend the Agenda and move to a new business item. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Nay
John Parrott	Yea
Brett Nevarez	Nay
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board spoke with TWU International Vice President Thom McDaniel via conference call at 1643 regarding a reported recall petition, delivered to the Union Office earlier in the day. There was discussion.

The Executive Board **agreed** that Audrey Stone and Michael Massoni would contact TWU Local 556 Legal Counsel regarding the recall.

Todd Gage left the Meeting at 1645.

Cuyler Thompson made a **motion (73)** 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	Away
John Parrott	Yea
Brett Nevarez	Nay
Cuyler Thompson	Yea
Sam Wilkins	Nay

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1725.

Friday **December 16, 2016**

Audrey Stone called the Meeting to order at 0901.

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

Todd Gage and Jimmy West were excused for personal reasons.

Cuyler Thompson submitted Article XIX Charges filed by Member Steven Hobbs, in which he accused Member Audrey Stone of violating the TWU Constitution and the TWU Local 556 Bylaws.

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

The Executive Board considered the charge submitted by Member Steven Hobbs in which he accused Member Audrey Stone of violating the TWU Constitution.

A **Roll Call Vote (74)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Nay

Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Away
Michael Massoni	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Excused
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (75)** was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

*(b) The charges **are untimely** under Section 2 of this Article;*

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

A **Roll Call Vote (76)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

*(c) The act complained of **does not** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;*

Audrey Stone	Chair
Todd Gage	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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Steven Hobbs’ charge did not sustain a charge of a violation of the TWU Constitution, it was not necessary to vote on question (d) of Article XIX Section 3.

Steven Hobbs’ charge that TWU Local 556 Member Audrey Stone had violated the TWU Constitution was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Steven Hobbs in which he accused Member Audrey Stone of violating the TWU Local 556 Bylaws.

A **Roll Call Vote (77)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (78)** was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

*(b) The charges **are untimely** under Section 2 of this Article;*

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

A **Roll Call Vote (79)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

*(c) The act complained of **does not** sustain a charge of a violation of the Constitution or conduct unbecoming a Member of the Union;*

Audrey Stone	Chair
Todd Gage	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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Steven Hobbs’ charge did not sustain a charge of a violation of the TWU Local 556 Bylaws, it was not necessary to vote on question (d) of Article XIX Section 3.

Steven Hobbs’ charge that TWU Local 556 Member Audrey Stone had violated the TWU Local 556 Bylaws was deemed improper by the Executive Board.

There was discussion regarding the bidding procedures for Emergency Officer On-Call.

There was discussion regarding the Members in Bad Standing in accordance with the TWU Constitution.

Sam Wilkins **agreed** to assist John Parrott in drafting a letter from the TWU Local 556 Treasurer which would be provided to Members in Bad Standing who attempted to attend TWU Local 556 Membership Meetings.

Cuyler Thompson left the meeting at 1000.

Matt Hettich recorded the Meeting Minutes.

Discussion continued over Members in Bad Standing.

Sam Wilkins **agreed** to work with John Parrott and TWU Local 556 Legal Counsel in drafting a notification letter aimed at educating Members in Bad Standing on how to become a Member in Good Standing.

Sam Wilkins discussed the Trend in Termination notice sent out to TWU Local 556 Members regarding violation of Class 1, number 17 of the Southwest Airlines Flight Attendant Work Rules & Expectations that result in termination. Sam Wilkins **agreed** to send a similar notification, made on behalf of the TWU Local 556 Executive Board, addressing attendance points.

Audrey Stone left the Meeting at 1002.

Brett Nevarez chaired the Meeting.

John DiPippa discussed the procedures about the purging of personnel files.

Sam Wilkins made a **motion (80)** to excuse Todd Gage from the Meeting for personal reasons. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Excused
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (81)** to excuse Cuyler Thompson from the Meeting for personal reasons. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Excused
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	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone returned to the Meeting at 1014.

Audrey Stone chaired the Meeting.

The TWU Local 556 Executive Board reviewed and made corrections to the dues increase notification letter. The Executive Board **agreed** to distribute the notification letter in Flight Attendant boxes and electronically.

The Executive Board **agreed** that David Jackson met the 3rd Quarter Flying Requirement as outlined in Article VII (g) of the TWU Local 556 Bylaws by flying pairing HAIO on June 29, 2016.

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

In September, John wrote an E-Connection and was on an Executive Board Conference Call. He also did a Fact-Finding Meeting and was in Dallas to review the proposed Tentative Agreement (TA) and attended the education training for it. In October, John was in the lounge for the TA kickoff and attended the TA Ratification Meeting. John placed TA information in the mailboxes and was on an Executive Board Conference Call. John wrote to the base to let them know there were five days left to vote on the TA. John also visited a Member who has since passed away in the hospital and made sure a sympathy card was sent to her family. In November, John traveled to Las Vegas to do a Fact-Finding Meeting. He also wrote an E-Connection and set up the Toys for Tots box. John would like to thank his elves, Nicole Schmidt Naiman and Cherry Batchan for helping him wrap the boxes. John attended the November Membership Meeting, was on an Executive Board Conference Call and placed the latest Unity Magazine in the mailboxes. John has also been in constant contact with the Executive Board and the Membership via emails and phone calls. To date in December, John reviewed the Grievances prior to the December Executive Board Meeting and wished Members a Happy Holidays via a video that will be seen by the Membership. John reported to the Executive Board that Inflight Supervisor Barbara Loewen has returned to the line and that Recurrent Training Instructor Jan Kelly will be returning to the line in January. Besides these two Flight Attendants returning to the line, John reported to the Executive Board that Flight Attendant Norm Guild has transitioned from Flight Attendant to Inflight

Supervisor. On the parking front, John reported to the Executive Board that because an Employee was assaulted in the 44th Street Employee Parking Lot, the City of Phoenix is now requiring every Employee who parks in that lot to show their Employee Badge to the Security Officers stationed at both entrances to the lot when they are walking from the Sky Train station back to the lot .As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

Brain “BR” Ricks left the meeting at 1030.

Audrey Stone submitted one piece of correspondence from TWU International regarding the ratification of a new Contract by TWU Members at American Airlines.

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

Since last reported, Audrey states that she chaired the Houston Membership Meeting on August 19. She and Board Member at Large and Operational Safety Chair Michael Massoni attended an aircraft security search meeting at Southwest Airlines on September 1 to address concerns about time allotted to Flight Attendants and the compliance rates. They also attended a meeting on September 2 to discuss the new uniform allotment amount, which resulted in Southwest Airlines agreeing to increase the allotment from \$400 to \$475 to ensure the Contract language is upheld. She led the Negotiating Team (NT) at the table with Southwest Airlines Management on August 22-23, 25-26, 30, September 1-2, and 7-9. She participated in Southwest Airlines’ Pilot Association picket at Dallas Love Field on August 24, followed by a meeting to discuss the Contract campaign. On September 9, the NT announced that a Tentative Agreement (TA) had been reached with Southwest Airlines. Audrey met again with Southwest Airlines on September 12-13 to finalize TA language. She attended the TWU International Executive Council meeting in San Francisco, September 14-16. Audrey continued to work on preparation of the TA, and met with Southwest Airlines on September 20, as well as participated in a Negotiations Conference Call with Strategic Advisor Mark Richard. She presided over the Executive Board Meeting on September 22-23, where the Board met with the NT to review the TA, which was approved for presentation to the Membership. Audrey worked with others to coordinate and facilitate the TA Educators training on September 29-30, and to prepare for the release of the TA to the Membership on October 1. She chaired all ten ratification meetings from October 5-15, and assisted the call center in Dallas, Facebook group, and did TA education/GOTV in Las Vegas from October 16-31. Audrey participated in the Shop Steward Conference Call on September 27 and October 28. She also attended the Flight Attendant Coalition Meeting Reception, hosted by APFA, on September 27. Audrey chaired the Executive Board Conference Calls on October 25 and November 21. She attended the Labor Meeting hosted by SWAPA on October 24 with Treasurer John Parrott, followed by the Quarterly Earnings Briefing at Southwest Airlines Headquarters. She chaired the Denver, Chicago, Dallas, and Phoenix Membership Meetings November 15-18. She met with Vice President Cabin Services Sonya Lacore, Senior Director Onboard Experience and Policy Steve Murtoff, Senior Director Crew Ops and Automation Brendan Conlon, John Parrott on September 7, and again on December 5 to address concerns on behalf of the Flight Attendants. Audrey attended the National Labor Leadership Institute in Hollywood, MD from November 27-December 2. This was the first of three sessions of a joint program between AFL-CIO and Cornell University. She attended a benefit dinner on behalf of TWU International in Las Vegas on November 19, sponsored by IAM for Guide Dogs of America. She met with Director Labor Relations Naomi Hudson to work on the implementation schedule on November 2, and with Brendan Conlon on November 7. She and John met with Lori Whitaker on November 3 to discuss open enrollment. Audrey met with Sonya Lacore on December 5, and spoke to CISM on December 6, along with 2nd Vice President Brett Nevarez. She and Brett met with Brendan, Claire Taitte, and Rusty on December 8 to discuss the pairing generation process.

There was discussion regarding the Contract Ratification signing ceremony.

There was discussion regarding changes in Non-Revenue travel listing procedures for Southwest Airlines Employees.

There was discussion regarding the fact that TWU Local 556 Legal Counsel would be reviewing the recall petition as submitted, and would advise the Executive Board regarding how to proceed.

There was discussion regarding the appointment of Brendon Remezas as Veterans Committee Chairperson.

John Parrott made a **motion (82)** to appoint Yvetta Penry as Co-Chairperson of the TWU Local 556 Veterans Committee. 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	Excused
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	Excused
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

There was discussion about issuing a joint letter between TWU Local 555 and TWU Local 556 opposing the changes made by Southwest Airlines to the Oakland Sick Leave and California Kin Care policy.

There was discussion about the unauthorized disclosure of Union documents to individual Members.

Sam Wilkins made a **motion (83)** to excuse Brain “BR” Ricks from the remainder of the Meeting for personal reasons. 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	Excused
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	Excused
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

John Parrott made a **motion (84)** to adjourn. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Todd Gage	Excused
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Excused
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	Excused
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone adjourned the Meeting at 1108.

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



Cuyler Thompson
TWU Local 556 Recording Secretary

