The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting
March 14-16, 2017
Synopsis

Tuesday
March 14, 2017

Audrey Stone called the Meeting to order at 0905.

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

Rachel Brownfield was excused.

Pamila Oak was excused for personal reasons.

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

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

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 Rachel Brownfield from the AM Session of today's Executive Board Meeting. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
John Parrott	Away
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea

Rachel Brownfield	Excused
Pamila Oak	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (2)** to excuse Pamila Oak from the March 14-16 Executive Board Meeting due to personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	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	Excused
Pamila Oak	Excused
Brian "BR" Ricks	Away
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (3)** to excuse Audrey Stone from the April 2017 Executive Board Meeting. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	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	Excused
Pamila Oak	Excused

Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Southwest Airlines Inflight Management Representatives Sonya Lacore, Henry Townsend and Adam Carlisle entered the Meeting at 1002.

Sonya Lacore reported that she had received "lots of feedback" from Flight Attendants regarding Southwest Airlines Management's Hospitality Flyer Program during the last few weeks. Sonya apologized for the way that the program's introduction and roll-out had negatively affected Flight Attendants and the Union, and recognized that the Union had not been notified.

Grievance Committee Chairperson Becky Parker entered the Meeting at 1007.

Sonya noted that she had not "come up" with the survey questions that were part of the Program, but that she would be able to "tailor the questions" to our Workgroup in the future. Sonya agreed to update Flight Attendants regarding where the Program currently stood. She stated that Management would continue the Program. She explained how she would engage fifteen Flight Attendants from a list of those who had already submitted feedback, and said she would not be soliciting additional Members for this team. Sonya said that the team would be comprised of five Flight Attendants who hated the entire idea, five Flight Attendants who liked the idea but disagreed with its implementation, and five Flight Attendants who liked the Program altogether. Sonya reported that during a meeting with Colleen Barrett, Colleen said she would be happy to come and speak to this team. Sonya noted that the company contracted to implement the Hospitality Flyer Program, Sensors Quality Managemenmt (SQM), would also be invited to address this team. Brett Nevarez discussed the "chain of command" regarding Management. Sonya stated that she reports to Senior Vice President Air Operations Craig Drew, who reports to Senior Vice President Operational Performance Greg Wells, who reports to Executive Vice President & Chief Operating Officer Mike Van de Ven and Chairman of the Board, President & Chief Executive Officer Gary Kelly. Michael Massoni discussed questions in the Hospitality Flyer Survey which may not account for other duties assigned to Flight Attendants. Sonya said that all questions in the survey needed to be looked at. Sam Wilkins inquired as to the standards that Passengers contracted to conduct the survey on behalf of SQM would be held and the corresponding control procedures. Sonya said that Management was confident that SQM could administer the Hospitality Flyer Program because the Southwest Airlines Customer Service Team would be training these secret shoppers. Henry Townsend said that the number of sick Flight Attendants had spiked over the previous weekend, with 20% sick duties. Henry said that he was scheduled to meet with Audrey Stone regarding the Emergency Sick Call Procedures (ESCP) declaration later that day. Henry apologized for his miscommunication to Flight Attendants, and noted that he would be publishing a communication regarding the differences between "sick calls" and "sick duties." Sonya noted that Management made adjustments to the ESCP regarding Flight Attendants who had already called in sick prior to the declaration and had informed all of the leaders at each Inflight Base regarding Flight Attendants waiting for FMLA, OJI and Leave approvals. Audrey reported that certain state-authorized leaves were being treated differently than in the past. Sonya said she would look into it. Sonya said that Management had informed Concentra that Flight Attendants could be treated by their staff doctors during the illness verification visit and did not have to make a separate appointment for that. Cuyler Thompson asked if all Concentra Offices were *considered "in-network" by Southwest Airlines Insurance policies. Sonya agreed to look into it. Adam Carlisle reported that Southwest Airlines would be offering some new premium alcoholic beverage selections on the aircraft. Adam said that a new device would be provided to Flight Attendants, which would attach to IEFBs, enabling an IEFB to be used as an HHD "handheld device" to complete credit card transactions. Cuyler Thompson inquired as to whether the devices would be housed on each aircraft. Adam said that a device would be provided to each Flight Attendant for use onboard the aircraft. Cuyler wondered about the decision, as Adam had reported during the January 2017 Executive Board Meeting that Management had not made that decision. Cuyler asked Adam which Southwest Airlines Department was currently responsible for placing and maintaining HHDs onboard the aircraft. Adam replied that the duties currently belonged to the Provisioning Department. Sonya reported that she met with the Southwest Airlines Board of Directors regarding "missing" liquor. Donna Keith inquired about the ergonomics of carrying IEFBs while taking drink orders. Jimmy West explained that it would be difficult to track why liquor was missing, since it passed through so many hands before reaching the Passenger. Michael Massoni noted that there were problems with our Provisioning procedures and its "chain of custody." Adam reported that 4.5-5 million "units" were written off to spillage last year at Southwest Airlines. John DiPippa reported that Flight Attendants did not know that they would pay sales tax on their new uniforms. Sonya said that she would be publishing a communication to address the matter soon.*

Rachel Brownfield entered the Meeting at 1101.

Audrey Stone reported that taxation had not been part of the discussion when the Union and Management agreed to raise the allotment to purchase the uniform to $475. Michael Massoni noted that it appeared as though Management had withheld the information. Donna Keith asked where the "snippets" of money left over in Flight Attendant's new uniform allotment would go. Sonya said that she didn't know. Cuyler Thompson asked if any progress had been made on the effort to return to the Unaccompanied Minor Procedures to which the Union had agreed to in 2010. Sonya said she would find out. Audrey Stone noted that some Flight Attendant were confused by Passenger complaints, which were now named "Hospitality Reports." There was discussion regarding Management's Snapchat campaign, which encouraged Passengers to take pictures of or film Flight Attendants, but did not acknowledge Flight Attendants' privacy. Henry reported that all Concentra Offices were considered to be "in-network" by Southwest Airlines Insurance policies.

The Management Representatives left the Meeting at 1123.

The Executive Board took a break at 1125 and reconvened at 1145.

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

Audrey Stone was attending to Union business.

Pamila Oak was excused for personal reasons.

Cuyler Thompson submitted the **February 2017 Executive Board Meeting Synopsis** for review.

The Executive Board made corrections and changes to the Synopsis.

Brett Nevarez left the Meeting at 1148.

John Parrott chaired the Meeting.

Matt Hettich made a **motion (4)** to approve the February 2017 Executive Board Meeting Synopsis. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
John Parrott	Chair
Brett Nevarez	Away
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	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez returned to the Meeting at 1151.

Michael Massoni left the Meeting at 1153.

Brett Nevarez chaired the Meeting.

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

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

John DiPippa made a **motion (5)** to approve the December 2016 Executive Board Meeting Synopsis as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
John Parrott	Yea
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Away

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

The motion **carried**.

John Parrott made a **motion (6)** to approve the December 2016 Executive Board Meeting Minutes. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Stacey Vavakas made a **motion (7)** to approve the December 2016 Executive Board Meeting Voting Record and Vote Tally. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Rachel Brownfield made a **motion (8)** to approve the December 2016 Executive Board Meeting Attendance Report. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board went to lunch at 1224 and reconvened at 1340.

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

Audrey Stone was attending to Union business.

Pamila Oak was excused for personal reasons.

Brett Nevarez chaired the Meeting.

Cuyler Thompson submitted the **January 2017 Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the Minutes.

Grievance Committee Chairperson Becky Parker and Grievance Committee Member Barbara Fitzhugh entered the Meeting at 1414 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1423.

Barbara Fitzhugh was excused at 1441.

Audrey Stone returned to the Meeting at 1441.

Sam Wilkins made a **motion (9)** to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Grievance Committee Member Barbara Fitzhugh entered the Meeting at 1446 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1500.

Barbara Fitzhugh was excused at 1519.

Jessica Parker made a **motion (10)** to proceed on a Grievance. Brian "BR" Ricks **seconded** the motion. The motion **did not carry**.

Cuyler Thompson made a **motion (11)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Audrey Stone left the Meeting at 1538.

Brett Nevarez chaired the Meeting.

Sam Wilkins made a **motion (12)** to proceed on three Grievances per the recommendations of the Grievance Review Committee (GRC). John DiPippa **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (13)** not to proceed on fourteen Grievances per the recommendations of the Grievance Review Committee (GRC). John DiPippa **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1548 and reconvened at 1603.

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

Audrey Stone was attending to Union business.

Pamila Oak was excused for personal reasons.

Brett Nevarez chaired the Meeting.

Grievance Team Member Renda Marsh entered the Meeting at 1605 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1610.

Renda Marsh was excused at 1626.

Sam Wilkins made a **motion (14)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (15)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (16)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion.

Jessica Parker made a **motion (17)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (18)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **did not carry**.

John Parrott left the Meeting at 1640.

Matt Hettich made a **motion (19)** to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (20)** not to proceed on a Grievance. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (21)** to revisit a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (22)** to accept Management's proposed settlement to a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (23)** to recess. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
John Parrott	Away
Brett Nevarez	Chair
Cuyler Thompson	Yea
Sam Wilkins	Nay
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	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez recessed the meeting at 1718.

Wednesday
March 15, 2017

Audrey Stone called the Meeting to order at 0900.

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

Pamila Oak was excused for personal reasons.

TWU International Secretary-Treasurer Alex Garcia was a guest at the Meeting to discuss the TWU Local 556 Bylaws and his previous notification to the Membership that the Bylaws were not in compliance with the with the TWU Constitution and needed revision.

Grievance Committee Chairperson Becky Parker entered the Meeting at 0954 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1013,

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

The Executive Board took a break at 1043 and reconvene at 1057.

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

Pamila Oak was excused for personal reasons.

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

A Grievant entered the Meeting at 1105 to discuss the merits of a Grievance.

The Grievant was excused at 1120.

Michael Massoni made a **motion (25)** to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (26)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Grievance Team Member Lauren Childs entered the Meeting at 1157 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1205 regarding the merits of the Grievance.

Lauren Childs was excused at 1220.

Jimmy West made a **motion (27)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Becky Parker submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

234 Total Grievances:

33 Terminations	*14.1%*
16 Group Grievances	*6.8%*
55 Non Term Disciplinary	*23.5%*
130 Individual Contract	*55.6%*
Total Contract Grievances on file: 146	*62.4%*
Total Discipline Grievances on file: 88	*37.6%*

Grievance removals between January 11 and March 14 are broken down as follows:

68 Settled
71 Withdrawn
143 Total

Board of Adjustments
A Board of Adjustment is set to take place on April 5. This hearing was scheduled by the Grievant. The Grievant has released the Union and proceeding on their own.

Arbitration Panel Update
The Parties have filled three vacancies on the TWU/SWA Arbitration Panel. The Union accepted Management's nomination of Arbitrator Sara Adler as the replacement of Dan Jennings. Arbitrator Adler has been added to the Panel as a Company Selected Arbitrator. Management removed Arbitrator Jennings from the Panel. Management removed Arbitrator Randall Kelly from the Panel leaving a Union select vacancy. The Union proposed nominations for the vacancy. Management accepted the Union's nomination of Arbitrator Matthew Franckiewicz. Arbitrator Franckiewicz has been added to the Panel as a Union Selected Arbitrator. The Union removed Arbitrator Maretta Toedt from the Panel leaving a Union select vacancy. The Union proposed nominations for the vacancy. Management

accepted the Union's nomination of Arbitrator Gil Vernon. Arbitrator Vernon has been added to the Panel as a Union Selected Arbitrator. Management removed Arbitrator Robert Hoffman from the Panel as a Union Selected Arbitrator. The Union sent nominations to fill the final Union select vacancy. We are awaiting Managements response.

Arbitration Update:

- *The Union scheduled and held Arbitration on November 18. This Arbitration involved termination of employment. The Arbitrator ruled in favor of the Union. The Grievant was reinstated as a Southwest Airlines Flight Attendant with no loss in seniority. The Arbitrator reduced the termination to a 30 day suspension with back pay.*
- *The Union scheduled and held Arbitration on November 30. This Arbitration involved termination of employment and the Union is still awaiting a decision from the Arbitrator.*
- *The Union scheduled Arbitration involving an individual termination. The hearing was set to take place on March 2-3. The Parties reached a settlement on February 2. Management agreed to reinstate the Grievant with no loss of seniority.*
- *The Union scheduled Arbitration involving an individual termination. The hearing was set to take place on March 22-23. The Parties reached a settlement on March 10. Management agreed to reinstate the Grievant with no loss of seniority.*
- *The Union scheduled Arbitration involving a verbal counsel for a delay of flight. The hearing was set to take place on March 29. The Parties reached a settlement on March 1. Management agreed to remove the discipline in its entirety.*

Upcoming Arbitrations:

- *The Union scheduled Arbitration involving an individual termination. The Arbitration must take place no later than June 4. The Parties are currently working to secure a date.*
- *The Union scheduled Arbitration involving an individual termination. The Arbitration is set to take place May 8-9.*

Arbitrations Proceeding on Their Own

- *Two Termination Grievances are proceeding to Arbitration on their own. Both Grievances involve termination of employment. The dates have not been confirmed.*

Grievance Summit 2017

The Union held a Grievance Summit with Management on March 8. The Parties are currently working to finalize proposals and agreements. We will have an update on the Grievances resolved as soon as possible.

Becky Parker was excused at 1238.

The Executive Board went to lunch at 1238 and reconvened at 1410.

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

Pamila Oak was excused for personal reasons.

TWU International Representative/COPE Political Field Gwen York was a guest at the Meeting to discuss a proposed TWU Committee on Political Education (COPE) fundraising drive.

Gwen York was excused at 1435.

The Executive Board **agreed** that Gwen York would educate Members in the Flight Attendant Lounges on behalf of the TWU International Committee on Political Education (COPE). The Domicile Executive Board Members **agreed** to assist Gwen with the logistics of her visits.

John Parrott submitted the **February 2017 TWU Local 556 Financial Report** for review.

Brett Nevarez made a **motion (28)** to approve the February 2017 TWU Local 556 Financial Report as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board took a break at 1625 and reconvened at 1640.

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

Pamila Oak was excused for personal reasons.

Jessica Parker made a **motion (29)** to suspend the Agenda for a new business item. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
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	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed the position of TWU Local 556 1st Vice President, recently vacated by Todd Gage.

Brett Nevarez made a **motion (30)** to appoint Michael Massoni as 1st Vice President of TWU Local 556 in accordance with Bylaw Article VI (h). Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson made a **motion (31)** to recess. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
John Parrott	Nay
Brett Nevarez	Yea
Cuyler Thompson	Yea

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1741.

Thursday

March 16, 2017

Audrey Stone called the Meeting to order at 0903.

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

Pamila Oak was excused for personal reasons.

Audrey Stone presented a proposal from Lake Research Partners for the Membership Survey in accordance with the TWU Local 556 Strategic Plan. Executive Board **agreed** to implement a hybrid of the options presented in the proposal to servey the Membership.

Sam Wilkins submitted copies of the **2017 TWU Local 556 Strategic Plan**. The Executive Board reviewed and updated the Strategic Plan.

Audrey Stone left the Meeting at 1050.

Brett Nevarez chaired the Meeting.

The Executive Board continued to review and update the Strategic Plan.

Audrey Stone returned to the Meeting at 1101.

The Executive Board continued to review and update the Strategic Plan.

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

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

Pamila Oak was excused for personal reasons.

John Parrott submitted information necessary for the Executive Board to discuss the **2016-2017 TWU Local 556 Operating Budget**.

The Executive Board took a break at 1238 and reconvened at 1310 for a working lunch.

The Executive Board continued to discuss the 2016-2017 TWU Local 556 Operating Budget.

Audrey Stone left the Meeting at 1315.

Michael Massoni chaired the Meeting.

The Executive Board continued to discuss the 2016-2017 TWU Local 556 Operating Budget.

Audrey Stone returned to the Meeting at 1328.

Audrey Stone chaired the Meeting.

The Executive Board continued to discuss the 2016-2017 TWU Local 556 Operating Budget.

Cuyler Thompson submitted a proposal to administer the Official TWU Local 556 Facebook Group within the Union’s Communication Committee. The Executive Board **agreed** to conduct a ninety-day test of the Official TWU Local 556 Facebook Group, with one daily five-hour shift, 1800-2300 Central Time, staffed by Members of the Communications Team. The Group would be staffed 0800-1800 daily by members of the TWU Local 556 Office Team. John Parrott **agreed** to look into the necessary logistics of implementing the latter.

Cuyler Thompson submitted a proposal from the Dallas Observer Digital Services to implement a Members Unity campaign which also engaged Employees at Southwest Airlines Headquarters and Southwest Airlines Passengers. The Executive Board **agreed** to move forward on the proposal, dependent upon approval of the Union’s 2016-2017 Operating Budget.

The Executive Board continued to discuss the 2016-2017 TWU Local 556 Operating Budget.

Cuyler Thompson left the meeting at 1500.

Matt Hettich recorded the Meeting Minutes.

The Executive Board continued to review the 2016-2017 TWU Local 556 Operating Budget.

The Executive Board took a break at 1521 and reconvened at 1540.

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

Pamila Oak was excused for personal reasons.

Cuyler Thompson was away.

Brian "BR" Ricks was away.

The Executive Board continued to review the 2016-2017 TWU Local 556 Operating Budget.

Brian "BR" Ricks entered the Meeting at 1543.

Matt Hettich made a **motion (32)** to table discussions regarding 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
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Away
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	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed a scholarship proposal presented by TWU Local 556 Scholarship Committee Chairperson Jessica Parker.

Cuyler Thompson entered the Meeting 1607.

Jessica Parker made a **motion (33)** that TWU Local 556 sponsor a scholarship in the amount of $2,500 to be named the Robert “Trebor” McDowell-Akins Memorial Scholarship in honor of his service to the Members through his work on the Critical Incident Stress Management (CISM). Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	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	Excused
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Cuyler Thompson recorded the Minutes of the Meeting.

Grievance Committee Chairperson Becky Parker and Grievance Committee Member Brandon Hillhouse entered the Meeting at 1608

John DiPippa made a **motion (34)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (35)** not to proceed on a Grievance based on new information. John Parrott **seconded** the motion. The motion **carried**.

John Parrott made a **motion (36)** to revisit a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (37)** not to proceed on a Grievance due to new information. David Jackson **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (38)** to revisit a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (39)** not to proceed on a Grievance based on new information. Brett Nevarez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (40)** to revisit a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (41)** not to proceed on a Grievance based on new information. John DiPippa **seconded** the motion. The motion **carried**.

David Jackson made a **motion (42)** to revisit a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (43)** not to table a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

John DiPippa and Jimmy West left the Meeting at 1626.

Michael Massoni made a **motion (44)** to revisit a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.
a Grievance based on new information. Sam Wilkins **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (46)** to revisit a Grievance. David Jackson **seconded** the motion. The motion **carried**.

John Parrott made a **motion (47)** to accept the proposed settlement to a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Donna Keith and Stacey Vavakas left the Meeting at 1628.

John Parrott made a **motion (48)** to revisit a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (49)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (50)** to revisit a Grievance due to new information. Sam Wilkins **seconded** the motion. The motion **carried**.

John DiPippa returned to the Meeting at 1633.

John DiPippa made a **motion (51)** not to proceed on a Grievance due to new information. Michael Massoni **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (52)** to revisit a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion (53)** not to proceed on a Grievance due to new information. Sam Wilkins **seconded** the motion. The motion **carried**.

David Jackson made a **motion (54)** to revisit a Grievance due to new information. Sam Wilkins **seconded** the motion. The motion **carried**.

John DiPippa made a **motion (55)** not to proceed on a Grievance due to new information. Brian "BR" Ricks **seconded** the motion. The motion **carried**.

Becky Parker and Brandon Hillhouse were excused at 1639.

Cuyler Thompson submitted the **January 2017 Executive Board Meeting Minutes, Synopsis, Attendance Report** and **Voting Record and Vote Tally** for review.

The Executive Board made corrections and changes to the January 2017 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally.

Rachel Brownfield made a **motion (56)** to approve the January 2017 Executive Board Meeting Minutes as amended. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Matt Hettich made a **motion (57)** to approve the January 2017 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	Chair
John Parrott	Yea
Brett Nevarez	Nay
Cuyler Thompson	Yea
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Excused
Brian "BR" Ricks	Yea
Jimmy West	Away
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (58)** to approve the January 2017 Executive Board Meeting Voting Record and Vote Tally as amended. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (59)** to approve the January 2017 Executive Board Meeting Attendance Report as presented. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson submitted the **February 2017 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record and Vote Tally** for review.

Cuyler Thompson left the Meeting at 1715.

Matt Hettich recorded the Meeting Minutes.

Brett Nevarez made a **motion (60)** to approve the February 2017 Executive Board Meeting Synopsis as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (61)** to approve the February 2017 Executive Board Meeting Voting Record and Vote Tally, as presented. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (62)** to approve the February 2017 Executive Board Meeting Attendance Report, as presented. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (63)** to approve the February 2017 Executive Board Meeting Minutes, as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Grievance Committee Chairperson Becky Parker and Grievance Specialist Brandon Hillhouse entered the Meeting at 1724.

TWU International Vice President Thom McDaniel entered the Meeting telephonically at 1724.

The Executive Board discussed the AirTran Points Conversion issue. Audrey Stone submitted a communication piece for distribution to the TWU Local 556 Membership. The Executive Board **agreed** to distribute the final AirTran Points Conversion communication piece, including the letter signed in April 2012, to the Membership.

Grievance Committee Chairperson Becky Parker and Grievance Specialist Brandon Hillhouse were excused from the Meeting at 1752.

TWU International Thom McDaniel was excused from the Meeting at 1753.

The Executive Board discussed the lease of the property formally used by Members of the TWU Local 556 Negotiating Team.

John Parrott made a **motion (64)** for TWU Local 556 not to renew the lease for the Negotiating Team House. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

Brett Nevarez made a **motion (65)** for TWU Local 556 to renew the lease of the current house used for Union lodging. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Yea
John Parrott	Nay
Brett Nevarez	Yea
Cuyler Thompson	Away
Sam Wilkins	Yea
Michael Massoni	Yea

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

The motion **carried**.

John DiPippa left the Meeting at 1830.

The Executive Board discussed free tickets and TWU Local 556 participation at the upcoming Coalition Against Slavery and Trafficking annual gala in Los Angeles, California.

The Executive Board discussed a piece of communication received from AMFA.

John Parrott made a **motion (66)** to contribute $500 to AMFA Member Ken Hackett's Go Fund Me account who was unjustly terminated by Southwest Airlines Management. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed delegating duties previously held by the former 1st Vice President, Todd Gage. The Executive Board **agreed** to the following liaison duties: Sam Wilkins and Audrey Stone will liaise with the Grievance Committee, Rachel Brownfield will liaise with the Shop Steward Committee, Sam Wilkins and Michael Massoni will maintain the TWU Local 556 Procedures & Guidelines manual, Brett Nevarez will liaise with the E-Feasibility Committee, David Jackson will maintain the Emergency Officer On-Call schedule, Matt

Hettich will oversee the AT&T account, Audrey will liaise with TWU International about the status of the TWU Vice President position held by Todd Gage.

The Executive Board discussed Officers leaving the TWU Local 556 Executive Board Meeting early.

The Executive Board discussed documentation received from Southwest Airlines Management regarding the Emergency Sick Call Procedure implemented on March 11. Sam Wilkins **agreed** to write an educational communication piece about the Emergency Sick Call Procedures.

Audrey Stone updated the Executive Board issues addressed with Southwest Management on redirecting the delay codes away from Flight Attendants; a recent fine received by a Member due to not following international procedures; Matt Hettich **agreed** to conduct outreach in the Oakland base regarding international Customs and Boarder Protection procedures. Audrey Stone updated the Executive Board on the lawsuit filed by Chris Click, Jerry Lindemann, Stacey K. Martin, and a separate lawsuit filed, and then withdrawn by Jeanna Jackson.

The Executive Board took a break at 1930 and reconvened at 1945.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Sam Wilkins, Michael Massoni, Rachel Brownfield, Matt Hettich, Jessica Parker, Brian "BR" Ricks and David Jackson were present at the Meeting.

Pamila Oak is excused for personal reasons.

Cuyler Thompson was away.

Stacey Vavakas was away.

John DiPippa was away.

Jimmy West was away.

Donna Keith was away.

The Executive Board discussed the recently vacated TWU Local 556 Executive Board Member at Large position.

Jessica Parker made a **motion (67)** to appoint Heather Kelly-Gray as TWU Local 556 Board Member at Large in accordance with Bylaw Article VI (h). Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
John Parrott	Abstain
Brett Nevarez	Yea
Cuyler Thompson	Away
Sam Wilkins	Yea
Michael Massoni	Yea
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Away

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

The motion **carried**.

Brett Nevarez made a **motion (68)** to adjourn. Brian “BR” Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 2106.

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

Cuyler Thompson
TWU Local 556 Recording Secretary