



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
April 10-13, 2017
Synopsis**

**Monday
April 10, 2017**

Michael Massoni called the Meeting to order at 0905.

TWU Local 556 Executive Board Members Michael Massoni, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Rachel Brownfield, Pamila Oak, Jimmy West, David Jackson, Jessica Parker, Brian "BR" Ricks and Donna Keith were present at the Meeting.

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

TWU International Vice President Thom McDaniel was present at the Meeting.

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

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

Heather Kelly-Gray was sworn in as TWU Local 556 Executive Board Member at Large by Thom McDaniel.

Cuyler Thompson submitted the **January 18, 2017 Executive Board Conference Call Synopsis, Attendance Report and Voting Record and Vote Tally** for review.

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

Brett Nevarez made a **motion (1)** to approve the January 18, 2017 Executive Board Conference Call Synopsis as presented. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone
Michael Massoni
John Parrott

Excused
Chair
Yea

Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Abstain
Heather Kelly-Gray	Abstain
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Matt Hettich made a **motion (2)** to approve the January 18, 2017 Executive Board Conference Call Attendance Report as presented. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson made a **motion (3)** to approve the January 18, 2017 Executive Board Conference Call Voting Record and Vote Tally as presented. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Yea

Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Abstain
Heather Kelly-Gray	Abstain
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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

The Executive Board made corrections and changes to the Minutes.

Cuyler Thompson submitted the 1st Membership Meeting of 2017 Minutes for review.

The Executive Board made corrections and changes to the Minutes.

The Executive Board spoke with President Audrey Stone via conference call at 1001.

Audrey Stone chaired the Meeting.

Audrey Stone recommended that Becky Parker and Brandon Hillhouse serve as Co-Chairpersons of the TWU Local 556 Grievance Team.

John Parrott made a **motion (4)** per the recommendation of the President to appoint Becky Parker and Brandon Hillhouse as Grievance Committee Co-Chairpersons. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

The conference call with Audrey Stone ended at 1017.

Michael Massoni chaired the Meeting.

The Executive Board continued to review the 1st Membership Meeting Minutes.

Thom McDaniel left the Meeting at 1020.

Michael Massoni left the Meeting at 1020.

Brett Nevarez chaired the Meeting.

The Executive Board continued to review the 1st Membership Meeting Minutes.

Michael Massoni returned to the Meeting at 1026.

Michael Massoni chaired the Meeting.

The Executive Board continued to review the 1st Membership Meeting Minutes.

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

The Executive Board took a break at 1109 and reconvened at 1130.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

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

Brett Nevarez presented his **Officer’s Report**. There was no written report submitted.

Brett Nevarez presented information regarding the E-Membership Meeting Feasibility Committee. There was discussion.

Brett Nevarez made a **motion (5)** to approve an expenditure not to exceed \$30,000 for testing and possible implementation of the E-Membership Meeting initiative as presented by the E-Feasibility Committee. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board went to lunch at 1230 and reconvened at 1400.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Heather Kelly-Gray submitted her **Officer’s Report** as Board Member-at-Large:

Heather reports that she organized and executed a Lounge Mobilization in Oakland on March 7 for the Women's Issues, Service, and Education (WISE) Committee in honor of Women's History month. Heather reports that she attended a meeting with Southwest Airlines Leaders Sonya Lacore, Mike Sims, Ellen Torbert, and Julie Weber on March 14 in Dallas. Phoenix-based Flight Attendants Jim Volpe and Michael Broadhead from Pride at Work-Arizona, were also in attendance. The purpose of the meeting was to discuss non-binary gender and the new uniform pieces. Heather worked closely with Pride at Work and the Civil and Human Rights Committee (CHRC) Chairperson Lori Lochelt. Heather reports that she met with Oakland Domicile Executive Board Member Matt Hettich on March 31 to discuss the duties of the TWU Local 556 Board Member at Large position.

Sam Wilkins presented her **Officer’s Report**. There was no written report submitted.

Sam Wilkins presented the **Mobilization/Organizing Committee Report**. There was no written report submitted.

Michael Massoni updated the Executive Board regarding the status of Emergency Sick Call Procedures (ESCP), which were currently in effect.

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

David attended the Executive Board Meetings in Dallas on January 10-12 and March 14-16. He attended the Contract signing ceremony on January 10 in Dallas. David reports he attended Strategic Planning in Baltimore February 15-17. In February, he coordinated with representatives from Voluntary Insurance Products to offer supplemental insurance products to Members in the lounge. On March 19 David attended the Houston Membership Meeting. March 22-24, he attended initial training for Critical Incident Stress Management (CISM). David sent out an E-Connection in March and an email communication to all Houston-based Shop Stewards. David conducted several Fact-Finding Meetings and remained in contact with the Executive Board and Inflight Management. David participated as a member of the Minutes Review Committee in March and he distributed the Unity magazine in the Houston Lounge, tidied the Union Red Rack and updated the Union Glass Case.

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

Jimmy West presented the **Orlando Base Report**. There was no written report submitted.

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

Matt reported that Fact-Finding Meetings have involved alleged delay of flight, unprofessional behavior, saving the last row of seats, violation of the Southwest Airlines social media policy, possible sick leave abuse, and a required meeting resulting from use of the fatigue policy. Oakland has seen an increase in Flight Attendants grieving FTRs and No Shows. Matt distributed monthly E-Connections, distributed Unity Magazine, and answered Member phone calls, emails, and text messages and participated as a member of the Minutes Review Committee, reviewing Executive Board Meeting Minutes for grammatical changes only. Matt attended the TWU Local 556 Executive Board Strategic Planning meeting February 15-17 and attended the Oakland Membership Meeting on March 27. Matt met with TWU Local 555 representative Jason Sonnabaum to coordinate TWU strategies dealing with Southwest Airlines' Oakland Sick Leave/California Kin Care (OSCK) policy for the upcoming lobby day in Sacramento on April 24 and 25.

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

Donna attended the Executive Board Strategic Planning Retreat February 15-17. Donna attended the Executive Board Meeting in March. Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue for various reasons; including but not limited to attendance points, late to gate, delay of flight, Class 1.17, Probationary Evaluations, Emergency Sick Call Procedures, alleged sick leave abuse, positive drug or alcohol tests, Crew conflict, and Employee write ups. Donna spent time in the Chicago Lounge during the month assisting Flight Attendants and answering questions. Donna represented Members in Fact-Finding Meetings, straightened the red rack, communicated with Shop Stewards, distributed all publications, updated the glass case, met with Chicago Base Management to address issues pertaining to the base affecting Flight Attendants. Donna spent time assisting Flight

Attendants during the Emergency Sick Call Procedures. Donna was the Emergency Officer On-Call for the weeks of January 30- February 6, February 27 – March 6 and March 20-27. Donna attended the CISM initial training March 22-24. Donna attended the Chicago Membership Meeting on March 29. Donna has coordinated and continues to coordinate the attendance to local political events by Members of the Illinois/Indiana State Conference.

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

Jessica attended the Executive Board Meeting in Dallas January 10–12. Jessica attended the Contract Signing Ceremony on January 10. Jessica sent out an E-Connection on January 31. On February 7, Jessica met with Teresa Wilking, Director of Client Services for Voluntary Insurance Products, and Alison Odom, Benefits Counselor for Benefits Direct, to assist in confirming Alison's schedule in the Denver Lounge for open enrollment and to help distribute Lincoln Financial Group flyers. Jessica attended Strategic Planning in Baltimore February 15 – 17. Jessica attended the Executive Board Meeting in Dallas March 13–16. Jessica attended Critical Incident Stress Management (CISM) Initial Training in Dallas March 23–24. Jessica sent out an E-Connection on March 26. Jessica attended the Denver Membership Meeting on March 28. Jessica was Emergency Officer On-Call April 3–10. Jessica spent time in the Denver Lounge and conducted Fact-Finding Meetings and Step Two Meetings. Jessica met with Denver Inflight Leadership to discuss issues specific to the Denver Base. Jessica answered Members' emails, calls, and texts and distributed the winter edition of Unity Magazine. Jessica updated the Union Glass Case with current material and tidied the Union Red Rack. Lastly, Jessica is pleased to report that the Denver Inflight Base was honored with being recognized as Base of the Year for the fourth consecutive year.

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

Since Rachel's last report in January, she attended the Women's Issues, Service, and Education Committee meeting and Woman's March in Washington, D.C. January 21. Rachel attended strategic planning in Maryland February 15-17 as well as the Executive Board Meeting March 14-16 and worked in the Union Office March 17. Rachel attended the Las Vegas Membership Meeting March 23 and served as the Emergency Officer On-Call March 27- April 3. Rachel served on the Minutes Review Committee (MRC) for grammatical changes only. Rachel represented Members in Fact-Finding Meetings and Step Two Meetings and spent time in the lounge answering questions, and meeting with Base Leaders.

Pamila Oak submitted the **Atlanta Base Report:**

Pamila reports, she attended the Executive Board Meeting in Dallas January 10-13. Pamila did the Human Trafficking Awareness Lounge Mobilization in Atlanta January 17. Pamila participated in the Executive Board Conference Call to review the 2017 Insurance proposal January 18. Pamila attended the WISE, Woman's Issues, Service, and Education Committee Meeting in Washington, D.C. on January 19. Pamila attended the What's Next for Women Reception January 20. Pamila attended the March on Washington on January 21. Pamila attended the Quarterly Management Luncheon to discuss issues in the Atlanta Base with Atlanta Base Manager Graham Vandergrift, Assistant Base Managers Brian Coulter, and Tiffany Laurent on February 9. Pamila attended Executive Board Strategic Planning in Baltimore on February 15-17. Pamila attended the Georgia State AFL-CIO Legislative Training and Georgia State Lobby Day at the Georgia State Capital February 22-23. Pamila stuffed Atlanta Members' mailboxes with the Winter 2017 Unity Magazine. Pamila and Shop Steward KeyAnder Early

attended the WISE, Lounge Mobilization for Women's History Month. Pamila registered TWU Local 556 in the upcoming Atlanta Pride Parade taking place October 15. Pamila continues to work with Civil and Human Rights Committee Chairperson Lori Lochelt on upcoming events. Pamila continues to update the glass case, answer text messages, emails and represent Atlanta Members in Fact-Finding and Step Two Meetings. Pamila would like to thank Gary (Cordell) Carter and the Communications Team for creating the layout for the February 2017 Black History Month poster. Pamila attended CISM training March 23-24. Pamila met with the CHRC Team in Atlanta 27-28. In attendance were CHRC Chairperson Lori Lochelt, Damion West, Steve Johnson, KeyAnder Early, La Shaye Hutchinson, LaTonia Paul Benoit, and Corliss King. Pamila looks forward to the upcoming Town Hall Meeting April 26, in Atlanta.

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

Matt reported that on January 24, TWU Local 556 Members joined members of Southwest Airlines Pilots' Association (SWAPA) in conducting informational picketing in front of The Whitehouse to create public awareness of the recent approval of Norwegian Air International's (NAI) foreign air-carrier permit, to encourage the President of the United States to reverse the Department of Transportation's NAI decision and preserve American aviation jobs. On February 24, the committee distributed a "take action" Member email over H.R. 785, the "National Right-to-Work Act", which would implement a Right-to-Work scheme across the country. The bill applies to all Unions covered by the National Labor Relations Act or the Railway Labor Act. If passed, this law would directly impact Members of TWU Local 556 by eliminating the rights of Union Members to include Union security clauses in Collective Bargaining Agreements. On March 23, the committee distributed a "take action" Member email over Senate Joint Resolution 27, legislation that would end the requirement of U.S. corporations to maintain accurate records of workplace injury and illness. Matt reports that he continues to prepare for the TWU California State Conference lobby day at the state capitol in Sacramento on April 24 and 25.

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

Scheduling Committee 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 May decreased by 445 line positions from 9,460 in April to 9,015 in May. The Scheduling Committee left 1,934 positions in open time for the month of May in comparison to April where we left 1,719 positions in open time. The Committee for the month of May wrote an average of 70% pure lines (lines starting on the same day each week containing pairings of the same length) maintained 35% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 18%. Average Line Pay paid 99.69 TFP. The Scheduling Committee is actively working to develop a survey specific to line quality, the first in over a decade, the target release date is June. The Line Writers for the May Primary Lines were: Shelley Taylor, Kay McCurley, Alexander Ricker, Chase Goldman, Janet Lamy, BR Williamson, Doreen Argyropoulus-Ricker, Richard Locher, Rebekah Knox, Lisa Trafton and Don Shipman. The Line Writers for May Secondary Lines were: Rebekah Knox, BR Williamson, Janet Lamy, Chase Goldman, 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 = 5

<i>ID</i>	<i>Event Date</i>	<i>Status</i>	<i>Summary</i>
4557	3/15/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- DISARMING PROCEDURE/ engaged door almost opened
4567	3/18/2017	Sent to ERC for review	OWWE- PAX DID NOT MEET EXIT ROW CRITERIA- BRIEFING NOT DELIVERED AT ALL/ I did not give the exit row briefing
4581	3/25/2017	Sent to ERC for review	CRM- PILOTS/ Captain Debating Removal of Intoxicated PAX
4583	3/25/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- DISARMING PROCEDURE/ Failure to disarm rear entry door
4607	4/1/2017	Sent to ERC for review	ALCOHOL- PAX SIGNS OF INTOXICATION/ Pax probability of intoxication

Note: ASAP report summaries are lifted directly from de-identified ASAP reports without editing in order to maintain purity of the data in its original/uncensored form.

<i>ASAP Reports received Year-to-Date:</i>	<i>273</i>
<i>Accepted Reports Year-to-Date:</i>	<i>263</i>
<i>Excluded Reports to date:</i>	<i>5</i>
<i>Open Reports:</i>	<i>5</i>
<i>Total Reports Received over the Life of Program</i>	<i>5243</i>

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 03/12/17 through 04/09/17 = 210

Emergencies Declared = 23

2017 Year-to-Date = 630

All of 2016 = 2887

All of 2015 = 2843

All of 2014 = 2119

*All of 2013 = 1138**

All of 2011 = 1609

All of 2010 = 1413

All of 2009 = 1210

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

Southwest Airlines Hot Aircraft Event Reporting

Events for Period:

03/12/17 through 04/09/17 = 6

2017 Year-to-Date = 22

2016/2017 Year-over-Year Comparative = -6 (-2.14%)

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

All of 2015 = 788

Open Discussion Items:

- 1.) Post Event Crew Coordination Training Video Viewing and Q&A
- 2.) Aircraft Security Search Executive Working Group Update as of 30MAR17:
 - Audit/Incentive Program activity is progressing well
 - Working with Supply Chain on contract verbiage
 - Targeting mid-April to have consensus on audit frequency
 - Manual Audit Compliance Elements in review; target complete by end of April
 - Recycle Bin Update
 - Vendor is shipping prototype to us no later than 4/10
 - Targeting week of 4/17 for testing
 - Consolidating 966/966i forms
 - Drives training and manual changes
 - Implementation TBD
- 3.) ASAP Program and InfoShare Update
- 4.) Turbulence-related Risk Evaluation project #4004 Overview
- 5.) Inadvertent Full & Partial Slide Deployments/Operational Door Procedures
- 6.) OSHA 300 Log Distribution to DEBM's (Issue with DAL Report)

Scheduled and Standing Meetings:

Monday, April 24 – Health and Safety Coordination (HASC) Meeting (Michele Moore will attend)
April 17, May 2, May 16 – Turbulence-related Risk Evaluation project #4004
Monday, April 24 – By-Law Analysis Meeting with TWU International, Miami
Thursday, April 13 – ASAP SIMS Phase 3 Project Kick-off
Thursday, May 11 – ASAP Door Procedures Recommendations
Monday, April 17 through Thursday, April 20 – ASAP InfoShare, Pittsburg

Brett Nevarez left the Meeting at 1450.

The Executive Board continued to review the Safety Committee Report.

Brett Nevarez returned to the Meeting at 1508.

Michael Massoni submitted the **March 2017 Health Committee Report** for Chairperson Michele Moore:

ASAP

Since the inception of the ASAP program, there has been 4,975 reports received. So far this year, there have been 199 reports received, Of those reports, 154 were accepted, five were excluded and 40 remain open. The excluded reports were non-safety related events that did not even occur on the aircraft. The Committee finished visiting all of the bases and meeting with Base Leadership. In 2017, the Committee will attend all of the Safety Fairs as well as visit several high volume overnight cities. The Committee recently had a meeting to discuss the ASAP InfoShare presentation as well as to create an ASAP Mission Statement. The Committee will be attending the ASAP InfoShare in Pittsburg in April and will be doing a presentation on how ASAP had an integral role in getting the security checks moved from the Flight Attendant duties.

ENS Follow-ups:

From January 1 -March 12, the Committee received 348 ENS/NOC/MOM Report emails, year to date the Committee received 420. There were 26 emergencies declared.

Hot Aircraft Reporting:

The Committee is starting to receive Hot Aircraft Reports in the ASAP program due to the warm winters across the nation. The Committee will be discussing the issue at the upcoming HASC meeting to see what changes will be implemented during the summer months.

Health/Safety:

The Hearing Testing dates have been published as days are added to the calendar. There were several situations where Flight Attendants had a hard time accessing the testing sites so Inflight Management has agreed to make sure the Flight Attendants will be escorted to the testing if they make the request.

Go Team:

Michele attended respirator training and fitting as well as completed an online training. Additional exercises and training will be held throughout the year. Michele attended the annual American Society of Heating and Air Conditioning Engineers (ASHRAE) Convention held in Las Vegas.

Upcoming Meetings:

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

ASAP Quarterly Meeting with the FAA leadership

HASC: Monthly Meeting

ASAP Sims Phase 3 Project Meeting

ASAP Recommendation Meeting

ASAP InfoShare – Pittsburg

Turbulence Working Group

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

February 2017

NOT TAKEN	1
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March 2017

NOT TAKEN	1
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COMPANY POLICY	2
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I.R. FILED	2
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NOT TAKEN	5
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HOTEL	1
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FADAP	1
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WITHDRAWN	2
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CRM	6
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PILOT	1
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TOTAL CASES	21
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POSITIVE RESOLUTION	9
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UNRESOLVED	1
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NEGATIVE RESOLUTION	1
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BASE

Oakland	2
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Orlando	2
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Chicago	4
Las Vegas	3
Phoenix	1
Dallas	2
Atlanta	2
Houston	1
Denver	4
Baltimore	2

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 New Uniform Allowance Timeframe has been extended to September 30,. This includes return/exchange due to several pieces being on backorder. Even though the timeframe to use the \$475 has been extended, the cutover date for all Employees to begin wearing new uniforms remains June 18. The revised Appearance Standards are now published on the Uniform Central SWAlife Connection site. The Company will cover the first two sets of wings. Prior to June 18, wings will be sent directly to Employees' base locations. Jabari Smith continues to interact with Members via email, calls, texts and social media. The Committee would like to thank the Executive Board for the opportunity to serve the Members of TWU Local 556.

Pamila Oak **agreed** to purchase a plaque, on behalf of the Membership and Executive Board, on which to recognize the outstanding work and contributions of TWU Local 556 Uniform Committee Chairperson Jabari Smith.

The Executive Board discussed the fact that the new Uniforms were not currently available in Flight Attendant bases, although they were available for purchase online.

Cuyler Thompson submitted the **Communications Committee Report**:

Mass E-Mails

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

Website

On March 4, the Committee launched a brand-new website to Members. This new Website is quite a departure from the previous site and the "Member's News" and "Member's Home" sections rely heavily on updates from Domicile Executive Board Members, Committee Chairs, and other postings. The Committee will be working to keep this data fresh and consistent. If you have something to say, please email communications to get out the message! During March, the Committee posted 27 different updates including E-Connections, Emergency Sick Call Procedure information, national news, and New Hire welcomes. This is an increase over the sixteen posts made in February 2017.

Videos

With the new Website, the Committee is now primed to increase video usage. The Communications Team is able to assist with the creation of videos. If you have an idea of a way to highlight your base,

committee, or even a Member, let us know! Thank you to Oakland Domicile Executive Board Member Matt Hettich and Education Committee Co-Chairperson Josh Rosenberg for embracing videos and creating a great educational video on Oakland Sick Leave

Publications

The final deadline for the Spring 2017 issue of Unity Magazine is Monday April 17.

Social Media

Facebook continues to be a great way to reach the Members of TWU Local 556. Members are receptive to posts and this free tool reaches a lot of Members very quickly. Members are encouraged to post and comment on Facebook posts. The Committee asks that Members review the updated "TWU Local 556 Facebook Page Terms of Service and Fair Play" which is found under the "about" section of the Facebook Page. This past year there has been an increase in the amount of interaction through the Facebook Page. The Communications Committee also turned on messaging functionality so they are able to answer Member's Contract or private questions. If you would like to share photos via the TWU Local 556 Facebook page please email them to Communications.

Mobile Applications

The TWU Local 556 App is a great resource for Members. The Communications Committee has updated the Contract and contacts within the TWU Local 556 App. The Committee is encouraging Members to open the App while connected to the internet to automatically download the small update. The Mobile App is currently undergoing a redesign and update, facilitated by Erich Schwenk and Drew Kennedy.

The Executive Board took a break at 1600 and reconvened at 1614.

Executive Board Members Michael Massoni, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Rachel Brownfield, Pamela Oak, Jimmy West, David Jackson, Jessica Parker and Brian "BR" Ricks were present at the Meeting.

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Donna Keith was tardy.

Michael Massoni submitted the **Critical Incident Stress Management Report** for Chairperson Eileen Rodriguez:

CISM Chairperson Eileen Rodriguez traveled to Orlando and Phoenix with the Flight Attendant Drug and Alcohol Program (FADAP) Committee Co-Chairpersons Natalie Salser and Tom Spillers, and Southwest Airlines Employee Outreach Senior Manager Tom Crabtree to do base visits. Each presented what the Team does and how Flight Attendants are assisted. Eileen presented CISM to New Hire class 356. Eileen also attended the Southwest Airlines Emergency Response Team Contact Meeting and presented some information about CISM to the Company participants. The CISM Team held New Member Training in Dalls on March 23-24. Sixteen new CISM Team members were trained and certified in the International Critical Incident Stress Foundation (ICISF) Mitchell Model of Stress Management. Guests that attended the training included five TWU Local 556 Executive Board Members, Inflight Base Supervisors and Managers, NOC Base Managers and Employee Outreach

Manager and Specialists. March was the busiest month that the CISM Team has had. The Team responded to a total of 122 Incidents called into the hotline and assisted 229 Flight Attendants.

March 2017 CISM Stat Report

<i>Aircraft Incident</i>	<i>1</i>
<i>Assault</i>	<i>2</i>
<i>Bomb Threat</i>	<i>1</i>
<i>Calls related to Natural Disaster</i>	<i>2</i>
<i>Death on Board</i>	<i>2</i>
<i>Debriefing - Team Member</i>	<i>4</i>
<i>Declared Emergency</i>	<i>1</i>
<i>Decompression</i>	<i>3</i>
<i>FA Death</i>	<i>1</i>
<i>FA Death of Family Member</i>	<i>6</i>
<i>FA Illness</i>	<i>4</i>
<i>FA Injury</i>	<i>7</i>
<i>FADAP Team Referral</i>	<i>1</i>
<i>Fire on Aircraft</i>	<i>2</i>
<i>Incident on RON</i>	<i>1</i>
<i>Mechanical</i>	<i>4</i>
<i>Medical Emergency</i>	<i>28</i>
<i>New Hire Class Presentation</i>	<i>2</i>
<i>Outreach Team Base Visits</i>	<i>2</i>
<i>Passenger Misconduct</i>	<i>5</i>
<i>Personal Issue</i>	<i>30</i>
<i>Safety Fair MCO</i>	<i>1</i>
<i>Sexual Harassment or Assault</i>	<i>2</i>
<i>Smoke or Fumes in Aircraft</i>	<i>3</i>
<i>Suicide Attempt</i>	<i>3</i>
<i>Suicide Attempt of a Family Member</i>	<i>1</i>
<i>Suicide of a Family Member</i>	<i>1</i>
<i>Turbulence</i>	<i>4</i>
 <i>Total</i>	 <i>122</i>
 <i>Flight Attendants Assisted</i>	 <i>229</i>

Donna Keith returned to the Meeting at 1623.

Rachel Brownfield presented the **Shop Steward Committee Report** for Chairperson Mark Anthony Reyes. There was no written report submitted.

As the Shop Steward Committee's Executive Board Liaison, Rachel Brownfield **agreed** to express concerns of the Executive Board to Shop Steward Committee Chairperson Mark Anthony Reyes.

The Executive Board **agreed** to review and update the TWU Local 556 Shop Steward List monthly, during the Executive Board Meeting.

Jessica Parker submitted the **Scholarship Committee Report**:

Jessica reports that TWU International is now accepting applications for the 2017 Michael J. Quill Scholarship Fund. A publication was posted on the TWU Local 556 Website and Facebook page on February 20. The deadline to apply is April 21. Winners of the scholarships will be determined by a public drawing to be held in May. Winners will be notified by mail 5-7 days thereafter. The Madeleine Howard and Paul Gaynor Scholarships were announced on the TWU Local 556 Facebook page, Website, and by email on March 14. Jessica is pleased to report that an additional scholarship was approved by the Executive Board in the March Executive Board Meeting. The Robert "Trebor" McDowell-Akins Scholarship will be awarded to a TWU Local 556 Member or family member of a TWU Local 556 Member who wishes to pursue a degree in the mental health field. The scholarship was established to honor Trebor's contributions as a TWU Local 556 Member and Critical Incident Stress Management (CISM) Team Member. Trebor had a passion for helping others cope with traumatic personal and work related events and volunteered countless hours to the Membership providing resources and assistance to those in need. Scholarship applications and essays must be postmarked by June 30. Awards will be announced by August 20.

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

Brendon Remezas Chairperson of the TWU Local 556 Veterans Committee reports that he attended the Transport Workers Union International Veterans Committee 1st quarter meeting in Phoenix February 1 -3. Denver-based Flight Attendant and Veterans Committee Member Chris Sullivan also attended. Brendon reports that Members of TWU raised \$224,790.10 for the 2016 Hank Trulijjo Memorial Free PX that took place in December in San Antonio. Brendon would like to thank all those who assisted in achieving this great accomplishment. Brendon states that the TWU Local 556 Veterans Committee will be working to assist in raising funds for a non-profit organization called Freedom Fur, which trains dogs as assist animals to help Veterans affected by PTSD. Brendon is also working with Congressman Dan Lipinski (IL-3) and Congressman Brad Schneider (IL-10) on drafting legislation that assists Veterans in obtaining training and hiring preferences in the construction and transportation fields. Brendon also reports that TWU Local 556 Veterans Committee Co-Chairperson Yvetta Melton has been in contact with Veterans at Southwest Airlines and is registering them. Brendon would like to thank the Executive Board for their continued support of the Veterans Committee and would also like to thank all those who have served in this great Nation's Armed Forces.

Jessica Parker submitted the **Women's Issues, Service, and Education (WISE) Committee Report**:

On January 6 Jessica participated in a conference call with Gwen York, International Representative for COPE and Chairperson of the TWU International Working Women's Committee (WWC), and Lori Lochelt, Chairperson of the TWU Local 556 Civil and Human Rights Committee (CHRC). On the conference call, there was discussion of the upcoming trip to Washington, D.C. and what specifically will be on the agenda. Jessica will join over twenty TWU Local 556 Members and Activists to travel to Washington, D.C. to participate in the Local's first Working Women's Committee Meeting and march in the Women's March on Washington. On January 19, the Committee will attend a TWU Local 556 WWC Meeting at TWU International. The meeting will be facilitated by Gwen York and Audrey Stone, President of TWU Local 556. On January 20, the group will volunteer in some capacity to help set up for the March. On January 21, during the Rally prior to the March, TWU Local 556 Members will volunteer for Working America to help sign up new Union Members. Working America unites working

people who don't have a Union on the job. Their mission is to ensure that the priorities of working people, their families, and communities, are heard from on issues like good jobs, health care, education, equal pay, and Social Security. At this time, over 200,000 people have registered for the March and it promises to be an historic event. As the new Chairperson of the TWU Local 556 WWC, Jessica is so proud to be a part of this event with this amazing group of activists. This event will not only be uplifting and inspiring, but one of purpose.

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

FADAP, CISM, and The OutReach Team, continued with lounge visits and base meetings with the Orlando and Phoenix Base Managers. Natalie along with Co-Chairperson Tom Spillers, and FADAP Team Member Steve Dotson, attended CISM Training March 23-24. FADAP Team Member Lori Anne Mitchell submitted an Article to be published, in the Unity Magazine as well as on the FADAP tab for the Union Website for Alcohol Awareness Month.

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

Michael Massoni presented the most recent statistics regarding the ongoing Emergency Sick Call Procedures (ESCP). There was discussion.

Sam Wilkins made a **motion (6)** to excuse John DiPippa from the 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (7)** to excuse Stacey Vavakas from today's Board session due to personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson left the Meeting at 1708.

Matt Hettich recorded the Minutes of the Meeting.

Brian "BR" Ricks made a **motion (8)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni recessed the meeting at 1709.

Tuesday
April 11, 2017

Michael Massoni called the Meeting to order at 0907.

Executive Board Members Michael Massoni, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Rachel Brownfield, Pamela Oak, Jimmy West, David Jackson, Jessica Parker, Brian "BR" Ricks and Donna Keith were present at the Meeting.

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

John Parrott was absent.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were present at the Meeting to discuss proposed settlement to a Grievance.

The Executive Board **agreed** to table the discussion.

Southwest Airlines Inflight Management Representatives Adam Carlyle, Henry Townsend, Mike Sims and Tammy Schafer entered the Meeting at 1004.

The Management Representatives presented the Executive Board with sample Crew Meals. Tammy Schafer explained that she was simply observing the day's meeting with the Executive Board as the new Director of Labor Relations for Inflight. Tammy noted that she no longer reported to Senior Director Labor Relations Naomi Hudson, and explained that she now reported directly to Managing Director, Deputy General Counsel Juan Suarez. Everyone present introduced themselves. Adam Carlyle reported that Management would begin boarding Crew Meals for Flight Attendants and Pilots working flights to and from, but not overnighting, international destinations. Adam noted that if any one Crew Member on a flight was entitled to a Crew Meal, all Crew Members would receive a Crew Meal. Adam noted that the menu for Crew Meals would be changed quarterly. Adam said that the Crew meal procedures would be testing during mid-May and would officially begin on June 1. Adam noted that "Crew Snacks" would be discontinued. Henry noted that ESCP had been discontinued the previous day and discussed statistics which led to the implementation of ESCP. Brett Nevarez asked why Henry had been unable to provide all of the statistics requested by the Union regarding the operation. Brett reiterated, several times, that the TWU Local 556 Membership did not believe Management's statistics. Henry said that he would work on getting the correct information to Flight Attendants regarding the statistics which lead to ESCP. Sam Wilkins discussed the duration of ESCP. Mike Sims explained that Inflight Base Leaders reported to him. Mike thanked Brett Nevarez for "shooting straight." Mike thanked Domicile Executive Board Members for their work in the Bases. Mike said that Flight Attendants were doing a great job according to the Net Promoter Score. Mike said that Management would be having discussions with Flight Attendants regarding "inclusion: whether it pertains to gender, race or other things." He said that the first Round Table regarding "inclusion" would be held in Atlanta, in conjunction with the Atlanta Town Hall, with Vice President Inflight Operations Sonya Lacore, Mike Sims and the Atlanta Base Managers. Brett Nevarez thanked Mike Sims for his help with the Flight Attendant Drug and

Alcohol (FADAP) Committee. Mike Sims said that addiction was a “crisis amongst Flight Attendants.” Brett reported that Southwest Airlines’ Liaison to FADAP, Tom Crabtree, was doing a great job. Sam Wilkins discussed the inconsistencies with the information provided to Flight Attendants regarding ESCP by Base Management, and noted that Flight Attendants had been given incorrect information by Supervisors. Sam asked if Base Leaders had “leeway” with ESCP. Mike said that he had instructed Base leaders to “use common sense and good judgment.” Mike Sims noted that “one off” instances were addressed with Concentra. Mike invited Sam Wilkins to meet with Senior Manager Base Operations Cetta Larabee, in charge of the Network Operation Control (NOC), to discuss the ESCP situation and “scripts” provided to scheduling and Base Leadership. Matt Hettich asked that Management be mindful of the different State Leave and Federal Statute requirements when applying ESCP. Mike noted that Management was “open for dialogue.” Cuyler Thompson inquired as to progress on the repeated requests to have the Unaccompanied Minor (UM) Procedures corrected to reflect the original agreement between the Union and Inflight Management. Mike Sims said that he would look into it. Pamila Oak inquired about the differences between a Fact-Finding Meeting and a Mandatory Meeting. Mike said that he would clarify the difference for Graham, the Atlanta Base Manager. Rachel Brownfield discussed ongoing issues that Flight Attendants on Medical Leave were having when attempting to order the new Flight Attendant Uniforms. Rachel Brownfield agreed to email Tammy Schafer a list of questions regarding the issue. There was discussion regarding Flight Attendant nicknames and the new Flight Attendant uniform wings. Michael Massoni requested that he be included on Management’s rewrite of flight delay codes.

Southwest Airlines Inflight Management Representatives left the Meeting at 1132.

The Executive Board took a break at 1135 and reconvened at 1150.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were present at the Meeting to discuss the merits of a Grievance.

Michael Massoni left the Meeting at 1200.

Brett Nevarez chaired the Meeting.

Sam Wilkins made a **motion (9)** to proceed on eight Grievances per the recommendations of the Grievance Review Committee (GRC). Cuyler Thompson **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (10)** not to proceed on eleven Grievances per the recommendations of the Grievance Review Committee (GRC). Cuyler Thompson **seconded** the motion. The motion **carried**.

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

Michael Massoni returned to the Meeting at 1213.

Michael Massoni chaired the Meeting.

Becky Parker presented the **Grievance Committee Report**. There was no written report submitted.

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

The Executive Board went to lunch at 1242 and reconvened at 1400.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Grievance Committee Co-Chairperson Becky Parker and Grievance Committee Members Renda Marsh and Tye Shirley entered the Meeting at 1402 to discuss the merits of the Grievance.

A Grievant entered the Meeting at 1404 to discuss the merits of the Grievance.

Tye Shirley, Renda Marsh and the Grievant were excused at 1415.

Sam Wilkins made a **motion (13)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Grievance Committee Member Tye Shirley entered the Meeting at 1424 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1443 regarding the merits of the Grievance.

Tye Shirley was excused at 1456.

Rachel Brownfield made a **motion (14)** to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Grievance Committee Co-Chairperson Brandon Hillhouse entered the Meeting at 1504 to discuss the merits of a Grievance.

Sam Wilkins made a **motion (15)** to revisit a Grievance. Brett Nevarez **seconded** the motion. The motion **carried**.

Michael Massoni left the Meeting at 1509.

Brett Nevarez chaired the Meeting.

Sam Wilkins made a **motion (16)** to table a Grievance. Heather Kelly-Gray **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (17)** to revisit two Grievances. Cuyler Thompson **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion (18)** to accept the proposed Letter of Understanding regarding a Grievance as presented. Rachel Brownfield **seconded** the motion. The motion **carried**.

The Executive Board discussed the current Grievance process and procedures with Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse.

The Executive Board **agreed** it would be the normal and usual practice of Union Leaders, during conversations with potential Grievants outside of the Union Office's regular hours of operation, to advise Flight Attendants to contact a member of the Grievance Team during the next business day and to document the conversation in the Laborsoft Grievance Database. The Executive Board **agreed** to promulgate this information to all Union Leaders. Rachel Brownfield **agreed** to instruct Shop Steward Committee Chairperson Mark Anthony Reyes to share this information with the Local's Shop Stewards.

The Executive Board took a break at 1550 and reconvened at 1609.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Matt Hettich was away attending Union business.

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

Audrey Stone	flew OS5K	dated January 5
Michael Massoni	flew PAYU	dated February 25
John Parrott	flew DAZF	dated March 25
Brett Nevarez	flew LARK	dated February 27
Cuyler Thompson	flew OAMD	dated February 19
Sam Wilkins	flew OA18	dated February 22
Heather Kelly-Gray	flew OS2X	dated March 27
Stacey Vavakas	flew BAMJ	dated January 25
David Jackson	flew HAKW	dated February 22
John DiPippa	flew PAV2	dated March 22
Matt Hettich	flew OAQF	dated February 26
Rachel Brownfield	flew LS1G	dated January 27
Pamila Oak	flew AS1B	dated March 20

Brian "BR" Ricks	flew DAAS	dated March 7
Jimmy West	flew FASO	dated March 20
Donna Keith	flew MACP	dated March 7
Jessica Parker	flew CA7Q	dated January 4

The Executive Board discussed a proposal to publish monthly Committee Reports to the TWU Local 556 Website. The Executive Board **agreed** not to post monthly Committee Reports on the Website.

The Executive Board discussed the importance of diversity when considering appointments for Union Leadership.

Matt Hettich returned to the meeting at 1635.

The Executive Board discussed how recent changes to the procedures for Members in Bad Standing would be implemented in the upcoming TWU Convention Delegate Elections.

Michael Massoni left the Meeting at 1638.

Brett Nevarez chaired the Meeting.

The Executive Board continued to discuss the procedures for Members in Bad Standing.

Michael Massoni returned to the Meeting at 1644.

Michael Massoni chaired the Meeting.

The Executive Board **agreed** that Members who were not eligible for nomination to serve as TWU Convention Delegate when the first Session of the 2nd TWU Local 556 Membership Meeting began would remain ineligible for the duration of the 2nd Membership Meeting. The Executive Board **agreed** that if a non-Member or ineligible Member was nominated to serve as a Convention Delegate during the Membership Meeting, the Chairperson of the Meeting would inform those present of the ineligibility. Brett Nevarez **agreed** to seek Legal Counsel regarding the matter.

There was discussion regarding discrepancies in the current number of active Shop Stewards.

There was discussion regarding the non-payment of dues.

Brett Nevarez made a **motion (19)** to recess. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused

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

The motion **carried**.

Michael Massoni recessed the Meeting at 1707.

Wednesday **April 12, 2017**

Michael Massoni called the Meeting to order at 0905.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

The Executive Board **agreed** that unless extenuating circumstances warranted, Grievants missing a scheduled meeting with the Executive Board would discuss the merits of their Grievance via Conference Call during a future Executive Board Meeting.

The Executive Board spoke with TWU Local 556 Legal Counsel Ed Cloutman at 0911 regarding Members in Bad Standing.

Michael Massoni **agreed** to consult with Audrey Stone regarding the Executive Board Liaison to the TWU Local 556 Board of Election.

Grievance Committee Co-Chairperson Becky Parker entered the Meeting at 0948 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0950 to discuss the merits of the Grievance.

The Grievant was excused at 1015.

John Parrott made a **motion (20)** to proceed on a Grievance. Donna Keith **seconded** the motion. The motion **carried**.

John Parrott left the Meeting at 1039.

The Executive Board discussed the fact that the new Uniforms were not currently available in Flight Attendant bases, although they were available for purchase online. The Executive Board **agreed** to file a Group Grievance regarding the matter.

There was discussion regarding Recurrent Training and the Inflight Electronic Flight Bag (IEFB).

The Executive Board took a break at 1055 and reconvened at 1110.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

John Parrott submitted the **March 2017 TWU Local 556 Financial Report**. There was discussion.

There was discussion regarding the signatures required on checks written against the accounts of TWU Local 556.

There was discussion regarding the February 2017 TWU Local 556 Financial Report.

There was discussion regarding information provided during the March 2017 Executive Board Meeting regarding the actual costs of the dwelling leased to house Union Leaders when in Dallas to conduct Union Business.

Jimmy West made a **motion (21)** to approve the March 2017 TWU Local 556 Financial Report. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Jessica Parker

Yea

The motion **carried**.

John Parrott **agreed** to provide an updated cost of all Union lodging during next regular Executive Board Meeting.

Matt Hettich made a **motion (22)** to purchase four tickets to the 2017 Alameda Labor Council Unionist of the Year Dinner. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni presented one piece of correspondence from Maricopa Area Labor Federation Chairperson Michael Broadhead.

Brett Nevarez made a **motion (23)** to donate \$200 to the Maricopa Area Labor Federation 2017 Workers Memorial. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused

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

The motion **carried**.

Sam Wilkins made a **motion (24)** to excuse Stacey Vavakas from this week’s Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board went to lunch at 1235 and reconvened at 1403.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were 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 1544 and reconvened at 1600.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

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

Working Women's Committee

Lori attended the TWU International Working Women's Committee meeting in Washington, D.C. with WISE Committee Chairperson Jessica Parker February 28 through March 2. The second day of the meeting was spent lobbying pertinent United States Senators and Representative to support the Pregnant Workers Fairness Act which is slated to be reintroduced sometime around Mother's Day.

Diversity & Equality Initiative

Lori worked with the group to create a poster for Black History Month for use in the Flight Attendant Lounge glass cases. The image was also used as the back page for the Winter edition of Unity Magazine. Lori extends her thanks to Atlanta-based Flight Attendant Cordell Carter for his wonderful photographs used in the poster and to Emily Holt for putting it all together. CHRC Members of the Diversity & Equality Initiative met in Atlanta on March 28 to discuss upcoming projects including promoting and attending the Atlanta Live Town Hall Meeting on April 26 and engaging Flight Attendants in the Domiciles. Lori thanks Education Committee Co-Chairperson Angie Kilbourne for creating flyers for the Town Hall Meeting.

Rainbow Pins

Lori is working with Pride At Work - Arizona on a small card in which to attach the Rainbow Union Pins. Many thanks to Cuyler Thompson for creating the card which includes an image by artist Keith Haring and the TWU Local 556 and Pride At Work logos. The Haring image is used with permission and no usage fee from the Haring Foundation.

Pride Parades

TWU Local 556 is registered to walk in the Atlanta and Dallas Parades on October 14 and September 17 respectively.

Cuyler Thompson submitted the **Education Committee Report** for Chairperson Amanda Gauger:

Amanda reports the Education Committee met in Oakland to revise the budget proposal and plan for the remainder of the fiscal year. Utilizing lounge mobilizations, the Contract 101s handouts, www.twu556.org and Facebook Live, the Education Committee plans to educate Members monthly on a different topic. Co-Chairperson Angie Kilbourne revised the New Hire handbook and all the Contract 101s with the new contractual language and submitted them for final approval. Co-Chairperson Josh Rosenberg completed whiteboard videos to coincide with the Contract 101s. The Education Committee

will also be working with Emily Holt to create a cover for the New Hire handbook that complements the new look of Unity Magazine and www.twu556.org.

New Hire Committee Joe Skotnik entered the Meeting at 1639 to discuss the Union's New Hire Presentation.

Joe Skotnik left the Meeting at 1644.

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

Sam Wilkins **agreed** to bring the concerns of the Executive Board regarding Emergency Sick Call Procedures (ESCP) during a Meeting with Mike Sims. Sam invited Executive Board Members to submit concerns to her that they would like addressed with Mike Sims.

Jimmy West made a **motion (25)** to cancel the lease on the current house used for Union lodging. Brian "BR" Ricks **seconded** the motion.

Cuyler Thompson made a **motion (26)** to amend the motion on the floor by adding, "and publish the costs of said cancellation to the Membership." Brian "BR" Ricks **seconded** the motion.

Matt Hettich made a **motion (27)** to postpone consideration of the motion on the floor pending accurate information. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

The Executive Board voted by roll call on the **motion (26)** on the floor:

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay

Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Nay
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Yea
Pamila Oak	Nay
Brian "BR" Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

The motion **did not carry**.

The Executive Board voted by roll call on the **motion (25)** on the floor:

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

The motion **carried**.

There was discussion regarding how moves were paid per the TWU Local 556 Bylaws.

Cuyler Thompson made a **motion (28)** to recess. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Yea

Cuyler Thompson	Yea
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Oak	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Yea

The motion **did not carry**.

The Executive Board took a break at 1835 and reconvened at 1850.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

The Executive Board discussed local hotels and the costs associated with Union housing.

Cuyler Thompson submitted the **March 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 March 2017 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record.

Michael Massoni left the Meeting at 1909.

Brett Nevarez chaired the Meeting.

The Executive Board continued to make corrections and changes to the March 2017 Executive Board Meeting Minutes, Synopsis, Attendance Report and Voting Record.

Brett Nevarez made a **motion (29)** to approve the March 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	Excused
Michael Massoni	Away
John Parrott	Yea
Brett Nevarez	Chair

Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Abstain
Brian “BR” Ricks	Away
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Yea

The motion **carried**.

Michael Massoni returned to the Meeting at 1919.

Michael Massoni chaired the Meeting.

Rachel Brownfield made a **motion (30)** to approve the March 2017 Executive Board Meeting Attendance Report as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Rachel Brownfield made a **motion (31)** to approve the March 2017 Executive Board Meeting Voting Record and Vote Tally as presented. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (32)** to recess. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

Rachel Brownfield made a **motion (33)** to approve the March 2017 Executive Board Meeting Minutes as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Michael Massoni	Chair

John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Oak	Abstain
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (34)** to recess. Brian "BR" Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni recessed the Meeting at 1226.

Thursday **April 13, 2017**

Michael Massoni called the Meeting to order at 0902.

Executive Board Members Michael Massoni, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Rachel Brownfield, Pamela Oak, David Jackson, Jessica Parker, Brian "BR" Ricks and Donna Keith were present at the Meeting.

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Jimmy West was tardy.

The Executive Board discussed the day's Meeting Agenda.

Michael Massoni reported that the Executive Board would speak with legal counsel later in the Meeting regarding an improper action taken earlier in the Meeting.

Pamela Oak discussed the recent Executive Board Member at Large appointment.

There was discussion regarding problems with the Crowne Plaza hotel.

Jimmy West entered the Meeting at 0920.

Michael Massoni and Jessica Parker **agreed** to research the costs of local hotels in order for the Executive Board to address during the next Executive Board Meeting the stipend paid for Union lodging.

Jimmy West left the meeting at 0928.

Michael Massoni left the Meeting at 0930.

Brett Nevarez chaired the Meeting.

Discussion regarding a proposed logo for the TWU Local 556 Women's Issues, Service, and Education (WISE) Committee.

Jimmy West returned to the Meeting at 0942.

The Executive Board **agreed** to the proposed WISE Committee logo.

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

The Executive Board **agreed** not to employ the services of Dallas Observer Digital Services, as proposed in the Communications Committee Budget.

Michael Massoni returned to the Meeting at 1014.

Michael Massoni chaired the Meeting.

The Executive Board **agreed** to overrule a previous agreement in which the Communications Committee would administer the Official TWU Local 556 Facebook Group. The Executive Board **agreed** that the Facebook Group would be staffed 1800-2300 daily, Central Time by Members of the Education Team and budgeted accordingly.

The Executive Board took a break at 1046 and reconvened at 1100.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

The Executive Board spoke with legal counsel Ed Cloutman via conference call at 1102 regarding a motion made earlier in the Meeting. Michael Massoni ruled motion 25 **null and void** in accordance with Robert's Rules of Order Section 39.15-20, p.343.

Michael Massoni left the Meeting at 1125.

Brett Nevarez chaired the Meeting.

David Jackson left the Meeting at 1128.

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

Brett Nevarez left the Meeting at 1202.

John Parrott chaired the Meeting.

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

Matt Hettich made a **motion (35)** to approve the 2016-2017 TWU Local 556 Operating Budget, as amended. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Excused
Michael Massoni	Away
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Away
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea

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

The motion **did not carry**.

The Executive Board took a break at 1231 and reconvened at 1401.

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

Audrey Stone was excused.

John DiPippa, Stacey Vavakas, and David Jackson were excused for personal reasons.

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

Jessica Parker made a **motion (36)** to approve the 2016-2017 TWU Local 556 Operating Budget as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Members Audrey Stone, Todd Gage, Brett Nevarez, Sam Wilkins, Michael Massoni, Rachel Brownfield and Matt Hettich of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Members Audrey Stone, Todd Gage, Brett Nevarez, Sam Wilkins, Michael Massoni, Rachel Brownfield and Matt Hettich of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (37)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Members Audrey Stone, Todd Gage, Brett Nevarez, Sam Wilkins, Michael Massoni, Rachel Brownfield and Matt Hettich had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Members Audrey Stone, Todd Gage, Brett Nevarez, Sam Wilkins, Michael Massoni, Rachel Brownfield and Matt Hettich of violating the Union Bill of Rights.

A **Roll Call Vote (38)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Members Audrey Stone, Todd Gage, Brett Nevarez, Sam Wilkins, Michael Massoni, Rachel Brownfield and Matt Hettich had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Audrey Stone of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Audrey Stone of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (39)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Audrey Stone had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Audrey Stone of violating the Union Bill of Rights.

A **Roll Call Vote (40)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea

Donna Keith
Jessica Parker

Yea
Yea

The Executive Board **agreed** that since Joanne Silen's charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen's charge that TWU Local 556 Members Audrey Stone had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Todd Gage of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Todd Gage of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (41)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen's charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Todd Gage had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Todd Gage of violating the Union Bill of Rights.

A **Roll Call Vote (42)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Todd Gage had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Brett Nevarez of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Brett Nevarez of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (43)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Brett Nevarez had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Brett Nevarez of violating the Union Bill of Rights.

A **Roll Call Vote (44)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea

Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Brett Nevarez had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Sam Wilkins of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Sam Wilkins of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (45)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea

Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Sam Wilkins had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Sam Wilkins of violating the Union Bill of Rights.

A **Roll Call Vote (46)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Sam Wilkins had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Michael Massoni of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Michael Massoni of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (47)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Michael Massoni had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Michael Massoni of violating the Union Bill of Rights.

A **Roll Call Vote (48)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Michael Massoni had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Rachel Brownfield of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Rachel Brownfield of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (49)** 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	Excused
Michael Massoni	Chair

John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Rachel Brownfield had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Rachel Brownfield of violating the Union Bill of Rights.

A **Roll Call Vote (50)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen’s charge that TWU Local 556 Member Rachel Brownfield had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges filed by Member Joanne Silen, in which she accused Member Matt Hettich of violating Article XI, (f) of the TWU Local 556 Bylaws and the Union Bill of Rights.

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 Joanne Silen in which she accused Member Matt Hettich of violating Article XI, (f) of the TWU Local 556 Bylaws.

A **Roll Call Vote (51)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen’s charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen's charge that TWU Local 556 Member Matt Hettich had violated Article XI, (f) of the TWU Local 556 Bylaws was deemed improper by the Executive Board.

The Executive Board considered the charge submitted by Member Joanne Silen in which she accused Member Matt Hettich of violating the Union Bill of Rights.

A **Roll Call Vote (52)** 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	Excused
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The Executive Board **agreed** that since Joanne Silen's charge did not state the exact nature of the alleged offense, it was not necessary to vote on questions (b), (c) or (d) of Article XIX Section 3.

Joanne Silen's charge that TWU Local 556 Member Matt Hettich had violated the Union Bill of Rights was deemed improper by the Executive Board.

Cuyler Thompson submitted Article XIX Charges, filed by Member Lakenya Johnson, in which she accused Member Jeanna Jackson of violating Article IV(g) of the TWU Local 556 Bylaws, and Article XIX, Sections 5(a), (d), (l) and (n), as well as Article XXII, Section 2 of the TWU Constitution.

The Executive Board took a break at 1614 and reconvened at 1630.

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

Audrey Stone was excused.

John DiPippa and Stacey Vavakas were excused for personal reasons.

Brett Nevarez was absent.

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 Lakenya Johnson in which she accused Member Jeanna Jackson of violating Article XIX Section 5(a) of the TWU Constitution.

A Roll Call Vote (53) 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	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A Roll Call Vote (54) was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

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

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay

Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (55)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (56)** was conducted pertaining to question (d), in accordance with Article XIX Section 3 of the TWU Constitution:

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

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay

Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

The Board deemed the Charge submitted by Member Lakenya Johnson against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Lakenya Johnson in which she accused Member Jeanna Jackson of violating Article IV(g) of the TWU Local 556 Bylaws.

A **Roll Call Vote (57)** 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	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (58)** was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (59)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (60)** was conducted pertaining to question (d), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

The Board deemed the Charge submitted by Member Lakenya Johnson against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Lakenya Johnson in which she accused Member Jeanna Jackson of violating Article XXII, Section 2 of the TWU Constitution.

A Roll Call Vote (61) 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	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (62)** was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (63)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (64)** was conducted pertaining to question (d), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

The Board deemed the Charge submitted by Member Lakenya Johnson against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Lakenya Johnson in which she accused Member Jeanna Jackson of violating Article XIX Section 5(n) of the TWU Constitution.

A **Roll Call Vote (65)** 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	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay

Pamila Forte	Nay
Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (66)** was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (67)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

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

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused
David Jackson	Excused
John DiPippa	Excused
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay

Brian “BR” Ricks	Nay
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (68)** was conducted pertaining to question (d), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

The Board deemed the Charge submitted by Member Lakenya Johnson against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Lakenya Johnson in which she accused Member Jeanna Jackson of violating Article XIX Section 5(l) of the TWU Constitution.

A **Roll Call Vote (69)** 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	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay

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

A **Roll Call Vote (70)** was conducted pertaining to question (b), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (71)** was conducted pertaining to question (c), in accordance with Article XIX Section 3 of the TWU Constitution:

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

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay
Brett Nevarez	Away
Cuyler Thompson	Nay
Sam Wilkins	Nay
Heather Kelly-Gray	Nay
Stacey Vavakas	Excused

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

A **Roll Call Vote (72)** was conducted pertaining to question (d), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

The Board deemed the Charge submitted by Member Lakenya Johnson against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Lakenya Johnson in which she accused Member Jeanna Jackson of violating Article XIX Section 5(d) of the TWU Constitution.

A **Roll Call Vote (73)** 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	Excused
Michael Massoni	Chair

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

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

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

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

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

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

Audrey Stone	Excused
Michael Massoni	Chair
John Parrott	Nay

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

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

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

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

The Board deemed all Charges submitted by Member Lakenya Johnson against Member Jeanna Jackson to be proper. The Board **agreed** that in accordance with Article XIX Section 3 of the TWU International Constitution, the Charges against Jeanna Jackson warranted consideration by a Trial Committee.

The Executive Board **agreed** that Member Jeanna Jackson would not be suspended as a Shop Steward in accordance with Article XIX of the TWU Constitution.

The Executive Board discussed and **agreed** upon the timeline for the trial and notification of Member Jeanna Jackson in accordance with Article XX of the TWU Constitution.

The Executive Board **agreed** to consider and elect a Trial Committee during the May 2017 Executive Board Meeting.

Brian "BR" Ricks made a **motion (77)** to adjourn. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **did not carry**.

Heather Kelly-Gray **agreed** to serve as Trial Coordinator for the trial of Jeanna Jackson. There was discussion.

Brian "BR" Ricks left the Meeting at 1710.

Heather Kelly-Gray **agreed** to contact the Members in Good Standing tentatively designated by the Executive Board to present the charges before the Trial Committee.

Sam Wilkins made a **motion (78)** to excuse David Jackson from today's PM Session of the Executive Board Meeting for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

John Parrott made a **motion (79)** to adjourn. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni adjourned the Meeting at 1738.

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



Cuyler Thompson
TWU Local 556 Recording Secretary