The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

Tuesday

November 14, 2017

Audrey Stone called the Meeting to order at 0900.

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

Jimmy West was excused for Union business.

Sam Wilkins and Stacey Vavakas were excused for personal reasons.

Michael Massoni read aloud the **TWU Membership Pledge**.

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

Audrey Stone updated the Executive Board regarding the Meeting Agenda.

Michael Massoni made a **motion (1)** to excuse Jimmy West from the morning session for Union business. John Parrott **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	Excused
Heather Kelly-Gray	Yea
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea

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

The motion **carried**.

Michael Massoni made a **motion (2)** to excuse Stacey Vavakas from the morning session for personal reasons. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni made a **motion (3)** to excuse Sam Wilkins from the Tuesday session and Wednesday AM session for personal reasons. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Rachel Brownfield made a **motion (4)** to excuse Michael Massoni from Thursday's session for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

Jimmy West entered the Meeting at 0952.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse entered the Meeting at 1000.

Southwest Airlines Inflight Management Representatives Rachel Loudermilk, Mike Sims, Henry Townsend, and Wayne Shaw entered the Meeting at 1000.

After introductions, Henry Townsend noted that he was aware that more alcohol was consumed on Southwest Airlines International flights than on Domestic flights. Henry reported that Southwest Airlines was hoping to increase the stock of alcohol on International flights. Henry discussed the Crew Meals provided by Southwest Airlines on International flights. He said that the Corporate Safety Department was working with the vendor to address food safety concerns of Flight Attendants after several had reportedly become ill after consuming Crew Meals. He said that additional precautions were being taken to prevent Crew illness. Henry discussed challenges with providing required International Documents to Passengers in the boarding area prior to entering the aircraft. Henry said *that Passengers might lose them, so this task must be done inside the aircraft, but said he would look into it further. Jimmy West discussed the possibility of adding Crew Meals to San Juan (SJU) flights. There was discussion regarding renovations at the SJU Crew Hotel. Henry discussed procedures for printing Flight Attendant Manuals at outstations, and reported that the FAA required that all Flight Attendants working a flight have an updated Flight Attendant Manual with them. There was discussion regarding the optional insurance for Inflight Electronic Flight Bags (IEFBs). Henry reported that he was working with Director of Labor Relations Tammy Shaffer to inventory the Flight Attendant Uniforms available in all Flight Attendant Bases. He said that the goal was to soon be in compliance with the Contract, and have the required Uniform lengths available in all locations. There was discussion regarding the procedures for Gate-Checking Crew Bags. Henry requested that Flight Attendants write Irregularity Reports (IRs). Michael Massoni expressed the Union's frustration with the long-recurring problem. Henry reported that Senior Business Consultant Employee Insight Jamie Dotson was looking into what to do about it. Cuyler Thompson submitted documentation regarding a recent event related to Gate-Checking Crew Bags, and noted that he had not received a response to his IR as requested. Mike Sims will look into it. Donna Keith discussed Southwest Airlines Flight Benefits for Flight Attendants enrolled in the Regular Insurance Plan. Henry will look into it. Michael Massoni thanked Mike Sims and Rachel Loudermilk for their assistance with a problem related to ASAP Reports and investigation procedures. There was discussion regarding inflight "Live at 35," weddings, and other Southwest Airlines promotional events occurring onboard Southwest Airlines flights and reports that Crewmembers were being coerced to "turn a blind eye" regarding Federal Aviation Regulations (FARs) for marketing purposes. Mike Sims said that Flight Attendants should not feel pressured, and will reach out to the Marketing Department. Pamila Forte-Oak discussed the fact the Union had requested that Southwest Airlines leaders speak out against racism and discrimination. Mike Sims stated that he and Vice President Inflight Operations Sonya Lacore are committed to "shining a light" on the issue and will help where he can. Audrey Stone reiterated the lack of action on Management's part. Jimmy West discussed Inflight Supervisors attempt to schedule Fact-Finding Meetings on weekends, while the Union offices were closed. John DiPippa discussed bags of trash being left on the floor of the galley. Donna Keith discussed the ongoing Labor dispute at the Albany Crew Hotel, which was disturbing to Union Members overnighting there. Cuyler Thompson thanked Mike Sims for his assistance with the verbiage of Unity Magazine, which detailed how Flight Attendants could elect not to receive text messages from Southwest Airlines. There was discussion regarding the upcoming Satellite Base Test and the number of vacancies.*

Becky Parker, Brandon Hillhouse and the Southwest Airlines Inflight Management Representatives left the Meeting at 1106.

The Executive Board took a break at 1108 and reconvened at 1128.

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

Sam Wilkins and Stacey Vavakas were excused for personal reasons.

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

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

Rachel Brownfield made a **motion (5)** to approve the August 2017 Executive Board Meeting Voting Record and Vote Tally as amended. Matt Hettich **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	Excused
Heather Kelly-Gray	Away
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

Rachel Brownfield made a **motion (6)** to approve the August 2017 Executive Board Meeting Attendance Report. Jimmy West **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	Excused
Heather Kelly-Gray	Away
Stacey Vavakas	Excused
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Away
Jessica Parker	Yea

The motion **carried**.

The Executive Board went to lunch at 1210 and reconvened at 1330.

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

Sam Wilkins was excused for personal reasons.

Heather Kelly-Gray was conducting Union business.

TWU Local 556 Legal Counsel Ed Cloutman was a guest at the Meeting.

The Executive Board spoke with Sam Wilkins via conference call at 1331.

Rachel Brownfield made a **motion (7)** to enter Executive Session. Matt Hettich **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	Excused
Heather Kelly-Gray	Away
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Nay
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board entered Executive Session at 1353.

Brett Nevarez made a **motion (8)** to exit Executive Session. Jimmy West **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	Excused
Heather Kelly-Gray	Away
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte-Oak	Away
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board exited Executive Session at 1521.

The Executive Board went on a break at 1522 and reconvened at 1540.

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

Audrey Stone was giving the Union Presentation to the New Hire Flight Attendant Class at Southwest Airlines Headquarters.

Sam Wilkins was excused for personal reasons.

Heather Kelly-Gray was conducting Union business.

Michael Massoni chaired the Meeting.

Grievance Committee Co-Chairperson Becky Parker and Grievance Committee Member Barbara Fitzhugh entered the Meeting at 1540 to discuss the merits of a Grievance.

Grievance Committee Co-Chairperson Brandon Hillhouse entered the Meeting at 1603.

The Executive Board spoke with a Grievant via conference call at 1605.

Barbara Fitzhugh was excused at 1618.

John Parrott made a **motion (9)** to proceed on a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Brandon Hillhouse and Becky Parker were excused at 1618.

Heather Kelly-Gray entered the Meeting at 1618.

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.

Heather Kelly-Gray submitted her **Officer's Report**:

> *Heather attended the Executive Board Meeting October 16-19. Heather attended the Grievance Review Committee Meeting on October 16. Heather met with the Right to Work ad hoc Committee on October 17. Heather attended annual Flight Attendant Drug and Alcohol Program (FADAP) training on October 26 in Dallas. Heather attended the Women's Convention in Detroit October 27-29. Heather attended several break out sessions that will positively impact the Women's Issues, Service, and Education (WISE) Committee and the Civil & Human Rights Committee, as well as the Membership. Heather prepared a proposal for Southwest Airlines on suggestions to improve policies and procedures affecting transitioning and transgender Flight Attendants. Heather served as the Emergency Officer On-Call (EOOC) from November 6-13. Heather met with the Emergency Sick Call Procedures (ESCP) ad hoc Committee Members KeyAnder Early, Ashley Wilhelm, and Patrick Paladino on November 10. Heather attended the E-Membership Meeting in Oakland on November 13. Heather continues to assist Members via texts, calls, Facebook, and emails as needed.*

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

> *A few days prior to the monthly Executive Board Meeting, John reviewed the Grievances that would be presented this month. John sent out an E–Connection for October and wants to thank Phoenix-based Flight Attendant Heather Campbell for sharing her story about her battle with cancer with the base. John placed the Veterans Day poster in the glass case and did a Lounge Mobilization. John facilitated the E–Membership Meeting in Phoenix and wants to thank E-Membership Meeting Committee Member Thom Reeder for taking time to do a run through with the equipment before the Meeting. John has been in constant contact with the Executive Board and the Membership through phone calls, emails, and Facebook posts. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.*

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

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

> *David reports he attended the Executive Board Meeting on October 16-19. David served as Emergency Officer On-Call October 23-30 and worked in the Union Office October 23-24 and 26-27. On November 8 David attended a Hospitality Summit hosted by Southwest Airlines in Las Vegas. David conducted several Fact-Finding Meetings and remained in contact with the Executive Board and Management.*

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

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

> *Jimmy reported that there has been a large increase of Fact-Finding Meetings due to Customer complaint letters. The letters vary from rudeness complaints to persons with disabilities. The rest of the Fact-Finding Meetings in Orlando have mainly been due to delay of flight and late to gate allegations. Jimmy reported that the Orlando Lounge has been gutted and Flight Attendants are now*

sharing the lounge with the Pilots. Jimmy has been told that this current construction project on the Pilots Lounge will last at least six months. Jimmy reported that the Flight Attendant mailboxes are now jammed into small filing cabinets and are hard to access. Jimmy continues to receive calls regarding the upcoming Satellite Base testing in Ft. Lauderdale and Austin. The main misconception is that Flight Attendants will be responsible to cover their pairings with another Satellite Base Flight Attendant when they are sick. Jimmy reported that beginning in early 2018, the Orlando Recurrent Training class will move from the airport to a location located near the airport property. Jimmy reported that he attended the E-Membership Meeting in Orlando on November 13 and would also like to thank Orlando Shop Steward Sandi Voyik for her help with the computer and electronic equipment for the Electronic Meeting.

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

Matt reported that Fact-Finding Meetings in Oakland have involved alleged delay of flight, Crew conflict, and Step Two Meetings involving requests for removal of MBLs and No Shows. Matt printed and posted glass case posters, met with the Oakland Base Manager, answered Member phone calls, emails, text messages, hosted the E-Membership Meeting in Oakland, and attended the monthly meeting of the Alameda Labor Council. Matt attended the TWU International Janus ad hoc Committee Meeting on November 1 and 2. The ad hoc Committee was created by resolution number twelve at the 25th TWU Constitutional Convention and attended by representatives of TWU's public sector Unions and TWU State Conference Chairpersons. The ad hoc Committee created a comprehensive strategy to educate TWU Members on the Janus decision and other assaults on collective bargaining, as well as shared best practices and experiences on organizing under Right to Work schemes. Additionally, Matt, along with Education Committee Co-Chairperson Josh Rosenberg, attended a Janus educational workshop hosted by the Alameda Labor Council on November 6, to strategize with affiliates on organized labor's response to Janus at the local level. Matt attended a conference call on November 6, with Audrey Stone and TWU Local 556 legal counsel to discuss recent conversations with the Oakland City Attorney's Office regarding Southwest Airlines' Oakland Sick Leave/California Kin Care protected leave policy. On November 7, Matt attended an informational picketing event at the Tesla Motor's Freemont, California factory, protesting mass firings of known Union supporters during a recent United Auto Workers (UAW) organizing drive. The protest was hosted by UAW and supported by the Alameda Labor Council and affiliated Unions.

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

Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue and have increased for various reasons; including but not limited to delay of flight, late to gate, attendance points, Class 1.17, positive drug or alcohol tests, Crew conflict, and Employee write ups. Donna was in Dallas for the Executive Board Meeting the week of October 16. Donna was in Dallas for work surrounding the Signature Verification Committee (SVC) on October 24-25 and October 29-31. October 25 was the day of the presentation of the Committee's findings to the interested parties and October 30 was the hearing for the interested parties to present any challenges or arguments to the Committee's preliminary findings. On October 31 and November 1 Donna worked with Jessica Parker and TWU Legal Counsel to prepare the SVC final report and exhibits for the October 25th presentation of the Committee's findings.. Donna worked with Jessica Parker, TWU Legal Counsel, and Education Committee Co-Chairperson Josh Rosenberg on the SVC PowerPoint presentation for the E-Membership Meeting. Donna facilitated the TWU Local 556 E-Membership Meeting in Chicago on November 13 and would like to thank Shop Stewards Zach Berry and Brendon Remezas for their assistance in making *this a success. Donna has been available to the Chicago Members and has had conversations with Chicago Inflight Leadership concerning Base and Member issues. Donna would like to thank all the Chicago Shop Stewards who have stepped up and have positively represented Members in the Chicago Base during the time Donna was in Dallas working on the Recall Signature Verification. All publications have been distributed and the glass case has been updated. Donna would like to thank Shop Steward Zach Berry for designing the Veterans Committee Poster displayed in the Inflight Lounges.*

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

Jessica attended the Executive Board Meeting in Dallas October 17-19. Jessica served on the Signature Verification Committee (SVC) during the month of October and November. On October 25, a meeting was held which allowed any interested party to view the Preliminary Findings of the SVC. On October 30, a hearing was held which allowed any interested party to dispute the Preliminary Findings of the SVC. On October 31 and November 1, Donna Keith, Chairperson of the SVC, and Jessica worked on the SVC's Final Report. The Final Report of the SVC was released on November 1. Jessica and Donna worked with Co-Chairperson of the Education Committee Josh Rosenberg on a PowerPoint presentation for the Membership Meeting. Jessica and Denver Flight Attendant, Misty Squires, facilitated a donation drive to assist those in Puerto Rico in the aftermath of Hurricane Maria. Thanks to the generosity of Denver Flight Attendants, 178 pounds of items were donated and those donations will directly assist those in need. Jessica updated the Union Glass Case with current material and tidied the Union Red Rack. Jessica remained in contact with Denver Inflight Leadership regarding issues specific to the Denver Base. Jessica attended the E-Membership Meeting on November 13.

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

Rachel attended the Executive Board Meeting in Dallas October 17-19. Rachel spent time in the Las Vegas Lounge assisting Members and answering questions. Rachel represented Members in Fact-Finding Meetings. Rachel facilitated the Membership Meeting in Las Vegas November 13 and prepared all materials necessary for the Meeting then traveled to Dallas for the Executive Board Meeting. Rachel sent out an E-Connection highlighting the story of Karli Spear's Breast Cancer Survival. Rachel edited the Executive Board Meeting Minutes as part of the Minutes Review Committee. Rachel participated in the Las Vegas Pride Parade and handed out T-Shirts and Union Pins to participants.

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

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

Scheduling Chairperson Lisa Trafton and Co-Chairperson Don Shipman reported that line writing for the month of December had a decrease in line positions and purity in comparison to November, but was in line with previous years. The number of line positions that a Flight Attendant could be awarded for the month of December decreased by 578 line positions from 9,846 in November to 9,268 in December. The Scheduling Committee left 1,269 positions in Open Time for the month of December in comparison to November with 43 positions left in Open Time. In the month of December 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%. The average line pay was 99.46 TFP and average work days were 14.13. The Committee ended 2017 by writing a total of 113,364 line positions. 1,444 Flight Attendants held a turn line 7,563 held two *day lines, 83,346 held pure lines and 19,095 held lines containing 3-on/0ff or 48-hour break lines. The Committee on average ended 2017 with 1% turn lines, 7 % two day lines, 17% lines containing 3-on/off or 48-hour breaks, 74% pure lines and 36% lines with weekends off. The average monthly work days for 2017 was 13.75. The Line Writers for the December Primary Lines were: Shelley Taylor, Alexander Ricker, Doreen Argyropoulus-Ricker, Rebekah Knox, Lisa Trafton and Don Shipman. The Line Writers for December Secondary Lines were: Alexander Ricker, Shelley Taylor, Richard Locher, Chase Goldman, Doreen Argyropoulus-Ricker, Kay Mc Curley and Lisa Trafton.*

Michael Massoni presented 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 = 28 Events

ID	*Event Date*	*Status*	*Summary*
5198	*10/13/2017*	*Sent to ERC for review*	*SECURITY- FLIGHT DECK ACCESS PROCEDURES/ Jumpseat flight attendant entered cockpit without notifying other crew members, checking lavatory, and covering safe zone*
5201	*10/15/2017*	*Sent to ERC for review*	*AIRCRAFT DOOR/SLIDE- PARTIAL SLIDE DEPLOYMENT/ I opened the main cabin door while the slide was engaged.*
5208	*10/14/2017*	*Sent to ERC for review*	*JUMPSEAT- OTHER/ Employee occupying 4th jumpseat not FA qualified*
5210	*10/16/2017*	*Sent to ERC for review*	*JUMPSEAT- OTHER/Employee occupying 4th jumpseat was not a qualified flight attendant.*
5226	*10/18/2017*	*Sent to ERC for review*	*FLIGHT ATTENDANT DUTIES & RESPONSIBILITIES- USE OF ELECTRONIC DEVICE/ cell phone use during taxi*
5230	*10/22/2017*	*Sent to ERC for review*	*MAINTENANCE- GIRT BAR J HOOK/ Captain noticed the girt bar slip as Provo got ready to open door. Door was disarmed and cross checked. A verified.*
5237	*10/22/2017*	*Sent to ERC for review*	*OTHER/ Pax in galley at taxi in. I asked C fa to switch positions and doors with me so I could prevent 3 men from fight*
5239	*10/23/2017*	*Sent to ERC for review*	*JUMPSEAT- EXTRA CABIN JUMPSEAT RIDER/ Jumpseat 5 and 6 occupied and nowhere to sit during turbulence.*
5250	*10/27/2017*	*Sent to ERC for review*	*AIRCRAFT DOOR/SLIDE- PARTIAL SLIDE DEPLOYMENT/ Slide was almost deployed due to distraction from passenger.*
5251	*10/28/2017*	*Sent to ERC for review*	*CABIN READINESS- OTHER/ Brackets to missing tray table seat23 d was not secured with tape*
5254	*10/30/2017*	*Sent to ERC for review*	*MINIMUM CREW/AIRCRAFT DOOR/SLIDE- CROSSCHECK PROCEDURE/ Delay in arm doors PA*
5258	*10/28/2017*	*Sent to ERC for review*	*OWWE- OWWE BRIEFING NOT DELIVERED AT ALL/ I forgot to brief exit rows*
5267	*11/1/2017*	*Sent to ERC for review*	*SPECIAL PAX- PEANUT ALLERGY/ Passed out peanuts, with a peanut allergy*
5268	*11/1/2017*	*Sent to ERC for review*	*FLIGHT ATTENDANT DUTIES & RESPONSIBILITIES- Other/ I was unaware of our proximity to take off and while checking seatbelts in the rear of the aircraft.*

5269 10/28/2017 Sent to ERC for review UNSAFE ACTIVITY/ Aircraft arrived at gate. "A" announced dual deplaning. No jet bridge in sight for at least 6 minutes after landing.
5270 11/1/2017 Sent to ERC for review IEFB- NON-COMPLIANT/ My iPad was not up to charge of 90%. Had plugged in overnight, didn't notice that it wasn't charged till I was at gate.
5271 11/2/2017 Sent to ERC for review OWWE- PAX BRIEFED AFTER DOOR CLOSURE/ Door was closed before over wing briefing was conducted
5272 11/2/2017 Sent to ERC for review MINIMUM CREW- BOARDING/ Flight was boarded without minimum required crew
5273 11/1/2017 Sent to ERC for review FLIGHT ATTENDANT DUTIES & RESPONSIBILITIES- OTHER/ Forgot to get and give a seatbelt extension; we took off with him being unbuckled
5274 11/2/2017 Sent to ERC for review PILOT COMMUNICATION/PROCEDURES-OTHER/ Pilots left with one through pax aboard. If anything arose we had no person to help us or witness since pilot update.
5275 11/2/2017 Sent to ERC for review IEFB- NON-COMPLIANT/ Left
5276 11/2/2017 Sent to ERC for review BOARDING- AGENT INITIATED BOARDING WITHOUT CREW COORDINATION / Ops agent boarded flight without sufficient crew on board
5277 11/3/2017 Sent to ERC for review IEFB- OTHER/ Noncompliance
5278 10/29/2017 Sent to ERC for review UNSAFE ACTIVITY/ PAX Non-Compliance with Safety Regulations & FARs
5279 11/5/2017 Sent to ERC for review IEFB- NON-COMPLIANT/ FA does not have EFB for Flights 3306 & 3524 on 11/5/2017
5280 11/6/2017 Sent to ERC for review IEFB- NOT SYNCED/ I MBL'd and reported directly to my gate and was not able to sync my EFB prior to starting my pairing
5281 11/3/2017 Sent to ERC for review FLIGHT ATTENDANT DUTIES & RESPONSIBILITIES- ANNOUNCEMENTS/DEMO/ failure to do taxi in PA
5288 11/7/2017 Sent to ERC for review Odd pungent smell on takeoff

ASAP Reports received Year-to-Date:	*847*
Accepted Reports Year-to-Date:	*809*
Excluded Reports to date:	*28*
Open Reports:	*28*
Total Reports Received over the Life of Program	*5917*

Southwest Airlines Event Notification System (ENS)
Fielded Events for Period: 10/14/17 through 11/12/17 = 184
Emergencies Declared = 20
2017 Year-to-Date = 2173
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*

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Hot Aircraft Event Reporting

SWALife Reported Events for Period:
10/14/17 through 11/12/17 = 3
2017 Year-to-Date = 394
2016/2017 Year-over-Year Comparative = -135 (-34.3%)
All of 2016 = 535 = <u>32% Decrease Year-over-Year</u>
All of 2015 = 788

Open Discussion Items:

1.) *Turbulence Related Risk Evaluation Project #4004 Update: Still waiting for follow-up on recommendations the working group elevated to Senior Leadership. It is anticipated that the working group will be brought back together for a download on the path forward for the project.*

2.) *Operational Door Procedures Working Group Update as of November 8, 2017 Attendees: Paul Brewer, Ange Liu, Dominick Renteria, Michael Massoni, Courtney Castaneda, Patrick Petrila*
Key Topics:

- *Review presentation*
- *Governance Boards*
- *Next Steps Discussion:*
- *Reviewed presentation with minimal feedback*
- *Incorporating industry best practices*
- *Massoni doesn't want to get rid of any current controls, potentially add more*
- *Ground Ops expressed that they are comfortable taking current proposal through SRM, but would like to see the final proposal consist of 2-3 proposals and allow executive leadership to select*
- *Inflight is open to this, keeping in mind that progress has to continue due to CBP letter*
- *Two hours for SRM on 11/29 Action Items: Dominick will reach out to Safety and Security to see if they would like to join for SRM System analysis will be completed by Patrick sent out for review prior to Wednesday's meeting.*

3.) *OSHA 300 Log Distribution to DEBM's*
5.) *Live at 35/Special Marketing Flights Safety and Regulatory Concerns*
6.) *Cabin Fume Events Working Group*

Scheduled and Standing Meetings:

Monday November 13 – Meet with Jamie Willard RE: Safety and Regulatory Review
Monday November 13 – 3rd eMembership Meeting
Monday November 13 – Dinner Meeting with SWA Leadership
Tuesday November 14 - Thursday November 16, 2017 – Executive Board Meeting
Tuesday November 28, 2017 – Cabin Fume Events Working Group
Thursday November 30, 2017 – ASAP Q3 ERC & CMO Meetings
Monday December 4, 2017 – Dinner Meeting with SWA Leadership
Tuesday November 28, 2017 – Monthly Health and Safety Coordination (HASC) Meeting
Wednesday November 14 & 29 - December 6, 2017 – Aircraft Door Procedures Working Group

Cuyler Thompson made a **motion (10)** to recess. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni recessed the Meeting at 1728.

Wednesday

November 15, 2017

Audrey Stone called the Meeting to order at 0900.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Heather Kelly-Gray, Stacey Vavakas, Matt Hettich, Pamila Forte-Oak, Jimmy West, David Jackson, Jessica Parker, Brian "BR" Ricks, John DiPippa, and Donna Keith were present at the Meeting.

Sam Wilkins was excused for personal reasons.

Rachel Brownfield was tardy.

Michael Massoni was excused.

TWU Local 556 Legal Counsel Ed Cloutman was a guest at the Meeting.

Rachel Brownfield entered the Meeting at 0913.

Cuyler Thompson submitted Article XIX Charges, filed by Member Casey Rittner, in which he accused Member Jeanna Jackson of violating Article XIX Sections 5 (a), (d) and (n) of the TWU International Constitution and TWU Local 556 Bylaw Articles IV (g) and X (a), and/or engaged in conduct unbecoming a Member of our Union.

The Executive Board discussed 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 Casey Rittner in which he accused Member Jeanna Jackson of violating Article XIX Section 5 (a) of the TWU Constitution.

A **Roll Call Vote (11)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (12)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused

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

A **Roll Call Vote (13)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (14)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused

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

The Board deemed the Charge submitted by Member Casey Rittner against Member Jeanna Jackson to be proper.

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

A **Roll Call Vote (15)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (16)** 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	Chair

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

A **Roll Call Vote (17)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (18)** 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	Chair

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

The Board deemed the Charge submitted by Member Casey Rittner against Member Jeanna Jackson to be proper.

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

A **Roll Call Vote (19)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

A **Roll Call Vote (20)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (21)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (22)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Nay
Jessica Parker	Nay

The Board deemed the Charge submitted by Member Casey Rittner against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Casey Rittner in which he accused Member Jeanna Jackson of violating TWU Local 556 Bylaw Article IV (g).

A **Roll Call Vote (23)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

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

A **Roll Call Vote (24)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (25)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay

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

A **Roll Call Vote (26)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Nay
Jessica Parker	Nay

The Board deemed the Charge submitted by Member Casey Rittner against Member Jeanna Jackson to be proper.

The Executive Board considered the charge submitted by Member Casey Rittner in which he accused Member Jeanna Jackson of violating TWU Local 556 Bylaw Article X (a).

A **Roll Call Vote (27)** was conducted pertaining to question (a), in accordance with Article XIX Section 3 of the TWU Constitution:

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

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

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

A **Roll Call Vote (28)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Nay
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian "BR" Ricks	Yea
Jimmy West	Nay
Donna Keith	Nay
Jessica Parker	Nay

A **Roll Call Vote (29)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay

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

A **Roll Call Vote (30)** 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	Chair
Michael Massoni	Excused
John Parrott	Nay
Brett Nevarez	Nay
Cuyler Thompson	Nay
Sam Wilkins	Excused
Heather Kelly-Gray	Nay
Stacey Vavakas	Nay
David Jackson	Nay
John DiPippa	Yea
Matt Hettich	Nay
Rachel Brownfield	Nay
Pamila Forte	Nay
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Nay
Jessica Parker	Nay

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

John Parrott made a **motion (31)** that Michael Massoni administer the Trial pursuant to Article XX of the TWU International Constitution. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Matt Hettich made a **motion (32)** to suspend Jeanna Jackson from her Shop Steward position within TWU Local 556 pending trial pursuant to Article XIX, Section 4 of the TWU International Constitution. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed a timeline for the upcoming Trial as prescribed by the TWU International Constitution.

Michael Massoni entered the Meeting at 1025.

The Executive Board continued to discuss the Trial, including that it would be held on Thursday, December 14 in Dallas, the selection of the Trial Committee as prescribed by the TWU International Constitution, and past practices of the Local pertaining to such Trials.

The Executive Board tool a break at 1116 and reconvened at 1130.

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

Sam Wilkins was excused for personal reasons.

John DiPippa was tardy.

TWU Local 556 Legal Counsel Ed Cloutman was a guest at the Meeting.

The Executive Board continued to discuss the upcoming Trial as prescribed by the TWU International Constitution.

John DiPippa entered the Meeting at 1138.

The Executive Board continued to discuss the upcoming Trial as prescribed by the TWU International Constitution.

The Executive Board selected three Flight Attendants to serve on the Trial Committee and three alternates.

Ed Cloutman was excused at 1238.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member Renda Marsh entered the Meeting at 1244 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1252 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1312.

John Parrott made a **motion (33)** to proceed on a Grievance. Brian "BR" Ricks **seconded** the motion. The motion **carried**.

Grievance Committee Member John Moore entered the Meeting at 1324 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1327 to discuss the merits of the Grievance.

John Moore and the Grievant were excused at 1340.

Matt Hettich made a **motion (34)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1344 and reconvened at 1400.

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

Sam Wilkins was excused for personal reasons.

Grievance Committee Member Lauren Childs entered the Meeting at 1403 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1405 to discuss the merits of the Grievance.

Lauren Childs and the Grievant were excused at 1417.

Michael Massoni made a **motion (35)** not to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

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

Grievance Committee Member Tye Shirley entered the Meeting at 1422 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1435 to discuss the merits of a Grievance.

Tye Shirley and the Grievant were excused at 1459.

John Parrott made a **motion (37)** not to proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Becky Parker and Brandon Hillhouse were excused at 1506.

The Executive Board spoke with TWU Local 556 Legal Counsel Mark Richard via conference call at 1505.

Michael Massoni made a **motion (38)** to enter Executive Session. John Parrott **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	Excused
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte-Oak	Away
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board entered Executive Session at 1506.

Michael Massoni was excused at 1513.

Cuyler Thompson made a **motion (39)** to exit Executive Session. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board exited Executive Session at 1532

The Executive Board took a break at 1533 and reconvened at 1550.

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

Sam Wilkins was excused for personal reasons.

Michael Massoni was excused.

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

Sam Wilkins entered the Meeting at 1553.

The Executive Board left a voicemail for a Grievant at 1555.

John Moore was excused at 1556.

Stacey Vavakas made a **motion (40)** not to proceed on a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (41)** not to proceed on thirteen Grievances per the recommendations of the Grievance Review Committee (GRC). Jessica Parker **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (42)** to proceed on two Grievances per the recommendations of the Grievance Review Committee (GRC). John DiPippa **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (43)** not to proceed on a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (44)** not to proceed on a Grievance. Stacey Vavakas **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (45)** to revisit two Grievances. Cuyler Thompson **seconded** the motion. The motion **carried**.

Grievance Committee Chairpersons Becky Parker and Brandon Hillhouse submitted the **Grievance Committee Report**:

TOTAL NUMBER OF GRIEVANCES:

142 total Grievances:	
37 terminations	*26.1%*
7 group Grievances	*4.9%*
66 non term disciplinary	*46.5%*
22 individual Contract	*15.5%*
10 online RT Grievances	*7.0%*

Total Contract Grievances on file: 39	*27.5%*
Total Discipline Grievances on file: 103	*72.5%*

Settled and Withdrawn Report:
Between October 16 and November 14, 32 cases have settled in favor of the Union, 37 cases have been withdrawn, and two Arbitrations have settled in Management's favor.

Board of Adjustments:
No Board of Adjustments were held in October, or scheduled for November.

Arbitration Update:
The Union held a termination Arbitration on December 23, and is waiting on a decision. The Union also held an Arbitration November 10 on the July 2016 Open Time Group Grievance. A continuance was made, and a further date is being finalized.

Arbitrations:

The Union is scheduled to hold a termination Arbitration on November 30.

<u>Arbitrations Proceeding on Their Own update:</u>
Three termination Arbitrations are pending hearing which proceeded on their own. One termination which proceeded on their own is pending decision. Two non-term cases which proceeded on their own are pending hearing dates.

<u>Update October Grievance Meeting:</u>
The Union met with Management November 8 to discuss twenty cases. Five of the cases have been settled, one settlement is awaiting grievant response, ten of the cases are in the process of settlement talks, and the rest are awaiting response from Management based on information provided by the Union.

<u>Upcoming Grievance Meeting – December 6:</u>
The Union is scheduled to meet with Management on December 6 to discuss cases voted to proceed this week by the Executive Board, and outstanding cases.

<u>Management Meeting Updates:</u>
The Union met with the new Senior Manager of Attendance and Leave on November 1 as part of the Union's scheduled quarterly meetings. The Union also requested quarterly meetings with Inflight Base Operations, which was agreed upon. These meetings, along with the monthly Scheduling meetings, give the Union and Management opportunities to discuss new business, give/receive feedback on issues, and discuss other non-grievance matters.

<u>Article 17, Medical Examinations:</u>
Three individual grievances have been filed regarding Article 17, Medical Examinations. One grievance in particular raised issue with how Management is applying Article 17 with regard to requesting a third medical examination. The Union and Management agreed to an extension to discuss prior to the need for a class action grievance. If unable to resolve, a Group Grievance may be filed regarding the issue.

Becky Parker and Brandon Hillhouse were excused at 1706.

Audrey Stone discussed the Union Dues increase necessary for TWU Local 556 Members to be in compliance with the TWU International Constitution.

Audrey Stone discussed TWU Constitutional language and longstanding TWU Local 556 practice of waiving the dues requirement for Members on a leave due to illness or injury.

Audrey Stone submitted correspondence she received from TWU International Secretary-Treasurer Gary Maslanka in response to her request for guidance regarding the determination of the number of Executive Board Members at Large to be elected in the upcoming Executive Board elections, based upon the size of the TWU Local 556 Membership.

Matt Hettich made a **motion (46)** to increase the size of the TWU Local 556 Executive Board to include four (4) additional Board Member at Large positions, for a total of twenty-one (21) Executive Board Members, during the 2018 Executive Board election, pursuant to Article XIV Section 8 of the TWU International

Constitution. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone submitted correspondence she received from Phoenix Flight Attendant and Maricopa Area Labor Federation Chairperson Michael Broadhead in which he sought a contribution from TWU Local 556 to the gift drive sponsored by the Arizona Labor Community Service Agency.

Matt Hettich made a **motion (47)** to contribute $250 to the Arizona Labor Community Service Agency’s (LCSA) 2017 gift drive. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone submitted correspondence she received from Phoenix Flight Attendant and Pride at Work, Arizona President Jim Volpe in which he sought a contribution from TWU Local 556 in order to attend the Phoenix "Leading for Change" fellowship. There was discussion.

Audrey Stone submitted correspondence the Executive Board received from a Member proposing that TWU Local 556 seek changes to the way that Southwest Airlines distributes annual Profit Sharing monies. There was discussion.

Audrey Stone submitted correspondence she received from the TWU International Administrative Committee (IAC) regarding staff changes at TWU International.

Rachel Brownfield made a **motion (48)** to recess. David Jackson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1809.

Thursday

November 16, 2017

Audrey Stone called the meeting to order at 0900.

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

Michael Massoni was excused for personal reasons.

TWU Local 556 Board of Election (BOE) Chairperson Will Browne was a guest at the Meeting to discuss the upcoming 2018 Executive Board Election. Will discussed the recent lawsuit won by the U.S. Department of Labor against the Association of Professional Flight Attendants (APFA) nullifying the results of their recent Officer Election held by electronic means. Will explained that in conjunction with Legal Counsel and TWU International, the BOE recommended that the Local implement a balloting method that did not include electronic means for the upcoming election. Will submitted a detailed proposal, prepared by TrueBallot, Inc., to conduct the upcoming Executive Board election by paper ballot sent via first class U.S. mail. There was discussion.

Will Browne was excused at 0945.

Matt Hettich made a **motion (49)** to accept the TrueBallot proposal as the TWU Local 556 election service provider as presented by the TWU Local 556 Board of Election. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone left the Meeting at 0955.

Brett Nevarez chaired the Meeting.

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

CISM Chairperson Eileen Rodriguez presented CISM to Inflight Training classes 370-371. Eileen met with the Network Operations Control (NOC) Senior Manager and discussed concerns with the lack of communication throughout recent events. Eileen along with two Team Members spent the day in the

Dallas Inflight Lounge presenting CISM during the Health and Wellness Fair. Eileen attended the one day FADAP training held in Dallas by International FADAP Leaders.

The CISM Team responded to a total of 124 incidents and spoke to a total of 248 Flight Attendants during the month of October.

Aborted Takeoff	*1*
Aircraft Incident	*3*
Birdstrike	*2*
California Fires	*1*
Crew Member Illness	*1*
Debriefing - Team Member	*3*
Decompression	*1*
Diversion	*2*
FA Death of Family Member	*6*
FA Illness	*5*
FA Injury	*8*
FA Involved in Incident - Off Duty	*2*
FADAP Team Referral	*2*
Human Trafficking	*1*
Hurricane Irma	*1*
Incident on RON	*2*
LAS Shooting	*10*
Lounge Mobilization – LAS	*1*
Mechanical	*3*
Medical Emergency	*21*
New Hire Class Presentation	*1*
Passenger Injury	*1*
Passenger Misconduct	*6*
Personal Issue	*28*
Professional Standard Referral	*1*
Safety Fair – DAL	*1*
Safety Fair – LAS	*1*
Smoke or Fumes in Aircraft	*3*
Suicide Attempt	*2*
Suicide of a Family Member	*1*
Turbulence	*1*
Unaccompanied Minor or Young Traveler Incident	*1*
Van Accident (RON)	*1*
Total	*124*
Flight Attendants Assisted	*248*

Audrey Stone returned to the Meeting at 1000.

Audrey Stone chaired the Meeting.

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

CRM	*9*
I.R. FILED	*6*
TRIP TRADE ISSUE	*1*
PILOT	*5*
UNPROFESSIONAL BEHAVIOR	*2*
NOT TAKEN	*3*
WITHDRAWN	*6*
F.A.R.	*1*
IN PROGRESS	*1*
TOTAL CASES	*34*
POSITIVE RESOLUTION	*17*
UNRESOLVED	*2*
BASE	
BWI	*7*
OAK	*5*
DAL	*5*
PHX	*4*
MDW	*3*
DEN	*3*
ATL	*1*
LAS	*3*
MCO	*2*

The Executive Board spoke with Josh Ulibarri and representatives from **Lake Partners Research** via conference call at 1000. The Executive Board reviewed Lake Partners Research's final Membership Survey Report. There was discussion.

The Executive Board took a break at 1055 and reconvened at 1114.

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

Michael Massoni was excused for personal reasons.

Brian "BR" Ricks was excused for Union business.

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

The Executive Board discussed the Financial Report.

Sam Wilkins made a **motion (50)** to approve the October 2017 TWU Local 556 Financial Report. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

TWU Local 556 Communications Committee Member Drew Kennedy entered the Meeting at 1138 to present a report and discuss the ongoing migration of the Union's Grievance Database from LaborSoft to SalesForce, including a proposed migration from MS Outlook to Google's G-Suite. The Executive Board spoke with TWU Local 556 Communications Committee Member Erich Schwenk, who was also working on the project, via conference call at 1139.

There was discussion regarding the final completion date for the SalesForce migration and the training scheduled for the TWU Local 556 Office Team, Grievance Team and Executive Board.

Drew Kennedy was excused at 1156.

Sam Wilkins made a **motion (51)** to hold the January 2018 Executive Board Meeting the week of January 8. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Sam Wilkins made a **motion (52)** to approve the conversion and implementation plan from Exchange to G-Suite. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Jessica Parker discussed the Union’s contract with the primary hotel utilized for Union business.

The Board updated the Meeting Agenda.

The Executive Board went to lunch at 1221 and reconvened at 1346.

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

Michael Massoni was excused for personal reasons.

Brian "BR" Ricks was excused for Union business.

Sam Wilkins made a **motion (53)** to excuse Michael Massoni from Wednesday. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair

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

The motion **carried**.

John Parrott made a **motion (54)** to excuse Sam Wilkins from the Wednesday PM Session for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (55)** to excuse Brian "BR" Ricks from today (Thursday) for Union Business. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Michael Massoni	Excused
John Parrott	Yea

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

The motion **carried**.

Cuyler Thompson submitted the **August 2017 Executive Board Meeting Minutes** and **Synopsis** for review.

The Executive Board made corrections and changes to the August 2017 Executive Board Meeting Minutes and Synopsis.

Brett Nevarez made a **motion (56)** to approve the August 2017 Executive Board Meeting Synopsis as amended. Heather Kelly-Gray **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez made a **motion (57)** to approve the August 2017 Executive Board Meeting Minutes as amended. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

Matt reported that he chaired the TWU California State Conference meeting on October 24, at the meeting, San Francisco Supervisor Malia Cohen discussed issues impacting TWU Members in California. Matt, along with Atlanta Domicile Executive Board Member Pamila Forte-Oak, attended the TWU International Janus ad hoc Committee Meeting on November 1 and 2. The ad hoc Committee was created by resolution number twelve at the 25th TWU Constitutional Convention and was attended by representatives of TWU's public sector Unions and TWU State Conference Chairpersons. The ad hoc Committee created a comprehensive strategy to educate TWU Members on the Janus decision and other assaults on collective bargaining, as well as sharing best practices on organizing under Right to Work schemes. Matt, along with Education Committee Co-Chairperson Josh Rosenberg, attended a Janus educational workshop hosted by the Alameda Labor Council to strategize with affiliates on organized labor's response to Janus at the local level. Michael Broadhead, Chairperson of the Maricopa Area Labor Federation (MALF), reported that he continues developing the duties responsible for staffing the Field Director position of the Arizona AFL-CIO and re-staffing and expanding the Legislative Committee of the MALF.

Audrey Stone submitted the **Education Committee Report** for Chairperson Amanda Gauger:

Education Committee Chairperson Amanda Gauger reports the Education Committee continues with the Contract 101 series. A Lounge Education was held in all ten bases on October 13. The topic was Stranded/Unscheduled RON. A Facebook Live was broadcast on October 16 to discuss Stranded/Unscheduled RON. The next Lounge Education will be scheduled for the first quarter of 2018. However, e-mails and Facebook Lives will continue monthly. The Official Facebook Group continues to be a useful tool for Members. In the last month, 89 new Members were added. To tie in the Contract 101 topic for the month, a poll is posted daily to the Group for Members to answer. These polls will be used to gauge Member knowledge on each monthly topic going forward, and be used to drive the Facebook Live discussion. Co-Chairperson Angie Kilbourne created content regarding the Satellite Base test to be *used on the Official Facebook Group, as well as the Quick Reference card for Members to attach to their lanyard. She continues to create content and infographics for the Official TWU Facebook Group. Co-Chairperson Josh Rosenberg hosted a Facebook Live on November 2 with President Audrey Stone regarding the Satellite Base test. It has been viewed over 4,600 times. He continues to create videos to accompany some of the Contract 101s.The Education Committee attended the Right to Work ad hoc Committee meeting on October 17, as well as the New Hire dinner that evening to welcome the newest Members. Amanda attended the Scheduling Meeting with Southwest Airlines on October 16 to discuss various topics that have come up through the Official Facebook Group. The Education Committee is happy to report the New Hire Handbooks were delivered September 13, and have been distributed to the New Hire Classes. The Education Committee would like to thank the dedicated Members in each base who participated in the monthly Lounge Educations.*

Cuyler Thompson submitted the **Communications Committee Report** for himself and Co-Chairperson Erich Schwenk:

Mass E-Mails
The Action Network account was used over the past month for National Campaigns, E-Connections and Shop Steward email campaigns. The Communicatins Committee (CC) also 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. The Communications Team will be switching back to MailChimp as the Salesforce integration is complete. Estimated "go-live" for MailChimp is January 2018.

Website
The Communications Team continues to keep the Union Website updated with all relevant content. Members are encouraged to login and stay up-to-date on Union happenings which can be found on the Member's Homepage by clicking on the Members tab.

Videos
With the new Website, the CC is now primed to increase video usage. The Communications Team can 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!

Publications
The Fall issue of Unity Magazine has shipped from the printer and should already be in the Bases and ready for distribution by Domicile Executive Board Members. Cuyler will provide a production schedule for the next two issues of Unity Magazine shortly. Cuyler created a Veterans Day poster for the Union Glass Cases with the assistance of the Veterans Committee and Chicago Shop Steward Zach Berry. Domicile Executive Board Members should look for a CISM/FADAP awareness poster to be placed in the Glass Cases soon.

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 CC asks that Members review the updated "TWU Local 556 Facebook Page Terms of Service and Fair Play" which is found under the "about" section of the Facebook Page. This past year there has been an increase in the amount of interaction through the Facebook Page. The Communications Committee also turned on messaging functionality where they can 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 CC encourages Members to open the App while connected to the internet to automatically download the small update.

There was discussion about the Spring 2018 issue of Unity Magazine, and that it should be distributed and in Flight Attendant mailboxes prior to May 1, 2018.

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

New Hire Committee Chairperson Joe Skotnik would like to report that Southwest Airlines has informed TWU Local 556 now there will be nineteen planned New Hire Classes for 2018, with a plan to graduate over 1,000 new Flight Attendants. There are two more classes that will be graduating before 2017 is over. The New Hire Committee has presented to Classes 372, 373, and 374.

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

The TWU Local 556 Survey Committee has begun the rough draft of this year's Membership Survey to be conducted December 1-15, with results being published shortly after. This is the identical timeframe of the 2016 Membership Survey which received a then record number of responses. The 2017 Scheduling Committee Survey has since taken the top spot for number of unique responses. Topics of this year's survey will include:

- *Demographics*
- *Communications*
- *Education*
- *Commuter Information*

Erich estimates that the survey will be drafted in SurveyMonkey and ready for testing the week of November 20 or 27 with a roll out to the Membership on December 1. Members with current, subscribed email addresses will receive a unique link in their email. Information regarding the survey will be published on the Union Website and within the App, however, Members will need the email with the unique link to participate. Members not receiving the link will need to contact survey@twu556.org for assistance. While still in draft form, Executive Board Members who wish to include a topic are encouraged to reach out to the Survey Committee Chairperson.

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

TWU Local 556 Veterans Committee Chairperson Brendon Remezas reports that the 4th quarter TWU International Veterans meeting was hosted by TWU Local 556 at the Local 556 offices on November 7-8. During the meeting, Brendon introduced a new endeavor for the TWU International Veterans Committee, partnering with Mission 22. Mission 22 is a nation-wide organization that assists Veterans with PTSD and suicide awareness. Also during the meeting, Brendon was re-elected as Co-Chairman of the TWU International Veterans Committee for another two-year term. TWU Local 556 Veterans Committee Co-Chairperson Yvetta Penry and Phoenix Shop Steward Wayne Tipton also attended the *meeting. Yvetta and Brendon also wrote an email that was sent out to the TWU Local 556 Membership on November 10 celebrating Veterans Day. Brendon is currently working on a challenge coin design for TWU Local 556 Veterans. Brendon would like to thank Chicago Shop Steward Zach Berry for his assistance and talent on the Veterans Day poster. Brendon would also like to Yvetta Penry, Wayne Tipton and TWU Local 556 for hosting the TWU International Veterans Committee meeting.*

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

On October 21, WISE Chairperson Jessica Parker and Denver Shop Steward Allyson Parker-Lauck volunteered at the 2017 Hope Gala benefiting SafeHouse Denver. The night included a silent and live auction and raised $260,000 which will go directly towards supporting survivors of domestic violence. In addition to the money raised, five survivors told stories of how their lives were changed because of SafeHouse Denver. All five women may have had a very different story to tell had it not been for the support and assistance offered by SafeHouse Denver. Thank you to Denver Flight Attendant and Denver WISE Point Person Christina Johnson for maintaining a relationship with SafeHouse Denver that allows us these volunteer opportunities that make a difference in women's lives.

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

FADAP began Al-Anon telephonic meetings on October 4. FADAP and CISM submitted a combined article for the Fall 2017 issue of Unity Magazine. FADAP Chairperson Natalie Salser met with Carrollton Springs and Millwood Hospital on October 13. FADAP Team Member Jodi Nevant participated in the Dallas Safety Fair on October 25 along with Natalie, FADAP Co-Chairperson Tom Spillers, and FADAP Team Member Sarah Young. FADAP Team Member Melanie Dejean participated in the Las Vegas Safety Fair on October 26. FADAP also held a one-day new Member training in Dallas, bringing the FADAP Team up to 29 Members in total.

Donna Keith submitted the final **Signature Verification Committee (SVC) Report**:

Included in this report are the final findings of the Signature Verification Committee (SVC) as it relates to the recall petition submitted by Ms. Jeanna Jackson on December 15, 2016. All interested parties or their designee were given the opportunity to view the preliminary findings of the SVC on October 25, 2017.

Executive Board Members named on the petition or their representative, present at this meeting:

Audrey Stone, President
Rickie Spand, representative for Brett Nevarez, 2nd Vice President
Jennifer Sykes, representative for John Parrott, Financial Secretary-Treasurer
Sam Wilkins, Board Member at Large
Pamila Forte-Oak, Atlanta Domicile Executive Board Member
Stacey Vavakas, Baltimore Domicile Executive Board Member
Allyson Parker-Lauck, representative for David Jackson, Houston Domicile Executive Board Member
Josh Rosenberg, representative for Rachel Brownfield, Las Vegas Domicile Executive Board Member

Also present:
Michael Massoni, 1st Vice President, Executive Board Liaison to the SVC, and facilitator of proceedings

Thom McDaniel, TWU International Vice President
Edward Cloutman, IV, counsel for the SVC
Donna Keith, SVC Member
Jessica Parker, SVC Member
Jeanna Jackson, petition drive leader

Not present:
Josh Verde, legal counsel for Ms. Jackson

As outlined in Article X of the TWU Local 556 Bylaws, the number of signatures required to meet the criteria for a recall petition must be fifty (50%) percent plus one for the Membership at the time of the petition's submission. The Members signing must be in good standing, sign in person, and supply the date, and their employee number. This is based on the total Membership as of December 15, 2016.

Total Members of TWU Local 556 on December 15, 2016 – 14,113.
Total number of signatures required to meet the fifty (50%) percent plus one criteria – 7058

ARTICLE X RECALL OF OFFICER
A recall election shall be held if fifty (50%) percent plus one of the Membership in good standing sign, in person, a written petition demanding the recall of an Officer(s). Such petition must allege that the Officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature.

Entries on the petition submitted for examination on December 15, 2016 – 7,558

On October 30, 2017, the SVC held a hearing at the TWU Local 556 Union Office to receive any challenges or disputes regarding its preliminary findings. Per the rules published on May 31, 2017, this was the one and only opportunity to present challenges or arguments to the preliminary findings of the SVC.

Executive Board Members named on the petition or their representative present at this meeting:

Audrey Stone, President
Brett Nevarez, 2nd Vice President
Pamila Forte-Oak, Atlanta Domicile Executive Board Member
Josh Rosenberg, representative for Sam Wilkins, Board Member at Large
Jennifer Sykes, representative for John Parrott, Financial Secretary-Treasurer

Also present were:
Michael Massoni, 1st Vice President, Executive Board Liaison to the SVC, and facilitator of proceedings
Thom McDaniel, TWU International Vice President
Edward Cloutman, III, counsel for the SVC
Adam Greenfield, counsel for the SVC
Donna Keith, SVC Member
Jessica Parker, SVC Member

Not present:
Jeanna Jackson, petition drive leader and her legal counsel.

The SVC received challenges or disputes from Sam Wilkins, David Jackson, and Rachel Brownfield in written form. Brett Nevarez, Audrey Stone, Pamila Forte-Oak, and Josh Rosenberg (for Sam Wilkins) presented their disputes in person to the SVC.

CHALLENGES:

1) *The 836 names that appear to be in the same handwriting (forgeries), should be invalidated. **
2) *The entire petition or portions of it should be invalidated because of the involvement of Agency Fee Objectors (AFOs) in the petition circulation and gathering of signatures.*

The named parties as well as the designees in attendance were in agreement with these challenges.

The SVC considered the above challenges. It may well be that these 836 signatures should be invalidated, but without the assistance of a handwriting expert, the SVC is unable to make that determination.

Regarding the involvement of AFOs in the circulation of the petition, there is evidence that one or more AFO circulated the petition, which we find to be a violation of the spirit of Article X. AFOs cannot vote, attend Union Meetings, or run for Office as they are not a Member of the Union and have no place in a recall petition effort. However, there is insufficient evidence as to how many signatures this affected. As a result, the SVC cannot invalidate any specific signature because of participation of AFOs in the process.

Ms. Jackson and her counsel did not present any specific challenges to the SVC's findings, either in person or in writing.

FINDINGS:
*Entries found not valid fell into the following categories: ***

130	*No Employee number*
442	*No date*
19	*No date/no Employee number*
160	*Incomplete date*
69	*Expired date/ outside one-year validity outlined in the TWU Local 556 Bylaws*
36	*Member in bad standing at signature*
70	*Member in bad standing at submission*
49	*Terminated / Quit / Deceased****
504	*Duplicate*****
15	*Agency Fee Objector*
35	*Probationary*
33	*Illegible*
88	*Signature does not match Employee number*
2	*Q & A (not a petition)*
115	*Altered / date expired and year changed from 2015 to 2016*
1612	*White out / date expired and year changed from 2015 to 2016******
124	*Signatures signed on behalf of another person (forgeries)*

3,503 Invalid entries. This accounts for ***46.35%*** *of total entries on petition*

7,558 Total entries on petition submitted 12/15/2016
3,503 Total invalid entries

4,055 Total signatures validated. This accounts for ***28.73%*** *of the total Membership as of 12/15/2016.*

During the process of verifying signatures the SVC encountered petition entries which had multiple problems. An example of this would be a signature that had an invalid date because the year had been whited out and it was a duplicate. The SVC had to make the determination what category to include it in as to not invalidate the same signature multiple times for multiple reasons.

In order to give a true representation of the entries on the petition, the SVC documented each occurrence of the total number of duplicates, triplicates, quadruplicates, and quintuplicates, as well as total number of entries with dates whited out.

Duplicates	*1,376*
Triplicates	*175*
Quadruplicates	*19*
Quintuplicates	*3*
White out entries	*1,712*

Due to the fact that the petition is thousands of signatures short of reaching the required number for the petition to be valid, the SVC decided not to retain the costly services of a handwriting expert. This decision was based on the SVCs' fiduciary obligation to conserve the resources of the Local to the extent possible.

CONCLUSIONS:
It is the conclusion of the SVC the recall petition submitted by Ms. Jackson on December 15, 2016, does ***not*** *meet the required number of signatures as outlined in the TWU Local 556 Bylaws. Therefore, there will be no recall election based on this petition.*

It is further concluded with high confidence that the recall petition submitted by Ms. Jackson on December 15, 2016, does not meet the basic requirements set forth by Article X of the TWU Local 556 Bylaws. Specifically: "Such petition must allege that the Officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation." Therefore, said petition is nullified and inoperable under the Union's governing documents.

FINANCIAL IMPLICATIONS:
The SVC has consulted with the Financial Secretary-Treasurer John Parrott, as of September 2017, the expenditures by TWU Local 556 concerning the recall petition and its validation effort are: ***$185,596.45***

This amount does not include the most recent lost time amounts or attorney's fees billed but not paid.

Signature Verification Committee

Donna Keith
Jessica Parker

John DiPippa

This number (836) only reflects entries that appear to be written in the same handwriting (forgeries). Had that number of entries been invalidated, the total number of validated would have been reduced to 3219. This accounts for* ***22.81%* *of the total Membership as of December 15, 2016.*

***As required by the TWU Local 556 Bylaws, each entry must be signed by a Member in good standing, must be signed in person, include the date (one year from date of petition submission), and employee number of the Member signing.*

****The signature of the deceased Flight Attendant LouAnn Alexander ee5321 referenced in prior reporting was invalidated for multiple reasons. Ms. Alexander was an AFO and therefore not a TWU 556 Member and ineligible to sign the petition. Additionally, the date on her signature had expired, was whited out and changed to reflect a date 5 months and 12 days after her death.*

*****This number only reflects the entries found invalid because of that entries' appearance more than once on the petition. Many other "duplicates" were found invalid for other reasons and are not included in this 504 number.*

******This number only reflects the entries found invalid due to white out. There were white out entries found invalid for other reasons.*

Heather Kelly-Gray submitted the **Emergency Sick Call Procedure (ESCP) Committee Report**:

Heather met with the ESCP ad hoc Committee on November 10. Committee Members KeyAnder Early, Ashley Wilhelm, and Patrick Paladino discussed the data in its various forms and the most efficient way to provide the data to the Membership. The ESCP ad hoc Committee discussed possible suggestions to the Executive Board to improve the implementation of ESCP and the pros and cons of possible outcomes. The ESCP ad hoc Committee has reached out to Southwest Airlines Management for additional pieces of data needed for a final report. The ESCP ad hoc Committee continues to work diligently and will provide a full report as soon as possible.

Audrey Stone submitted the **E-Membership Meeting Committee Report** for Chairperson Erich Schwenk:

On November 13 TWU Local 556 held its first simulcast E-Membership Meeting. It took just over one year to get this process from concept to testing and full rollout this month. The Committee is delighted to report that the entire process has been a success! Members were able to gather in one of the ten domiciles to participate in one singular meeting session instead of a round of meetings. Members were able to participate in debate and for the first time without the need for extensive travel, they were able to hear varying viewpoints without relying upon third parties to explain past sessions. Prior to the Meeting, the E-Membership Meeting Committee (EMMC) ensured all computers were updated, cleaned up, and prepared for shipment by IT Manager, Cliff Mace. Once that task was complete, the EMMC met in Dallas to test all equipment prior to packing and shipment to the domiciles. Shipping occurred on November 2, with delivery occurring the next day and the following Monday and Tuesday. During the week of November 6-11, the EMMC conducted six scheduled online trainings during which they met with two location leaders. Two other location leaders reached out and received individual trainings. The process, while successful, was not perfect. There is room to grow. Below is a list to point out a few pros, cons, needs, and suggestions:

Pros:

- *One Membership Meeting was done in just over four hours.*
- *The E-Membership Meeting process saves the Union in lost time.*

- *Union Leadership productivity is increased.*
- *Hotel room costs are lowered.*
- *Members can participate all at once and not rely upon rumors or third party information.*
- *Voting on motions can be done at the same meeting as the motion being made, reducing the time to vote*

Cons:

- *Many items remain outside the control of the E-Membership Meeting. This includes:*
    - *WiFi connections and internet speeds*
    - *User issues with the equipment including low volume at two locations and low mic pickup at others.*
- *Meeting room times not reserved for a long enough period.*
- *Not all Location Leaders attended training which led to an onslaught of last minute questions in the hour prior to the meeting starting.*
- *One computer faced major challenges, even after being cleaned and tested prior to shipping.*

Needs:

- *Step-by-step "How-to" guide to be developed, printed, and shipped in the backpacks for quick and easy reference.*
- *Microphone stands for the head tables and one tall microphone stand for the audience in the live location*
- *Three additional surge protectors – six-foot cord*
- *Additional set of computer speakers*
- *Sound/mixing board*
- *Backpacks or roller bag/duffel for cords and EMM equipment*

Suggestions:

- *Investigate necessity and cost of AT&T WiFi hotspots for future meetings.*
- *Find new hotel in Oakland due to internet issues.*
- *Verify compatibility of RingCentral Meetings, an already utilized Union product, to replace WebEx.*

In conclusion, the EMMC would like to thank the TWU Local 556 Executive Board for their assistance and support with the E-Membership Meeting process.

Cuyler Thompson made a **motion (58)** to conduct the 1st Membership Meeting of 2018 per the recommendations of the E-Membership Meeting Committee. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Jessica Parker	Yea

The motion **carried**.

The Executive Board discussed the 1st Membership Meeting of 2018, scheduled to be held on January 17, hosted at the Dallas Union Office.

There was discussion regarding the upcoming 17th Annual TWU Local 556 Toys for Tots Drive, held in conjunction with the U.S. Marine Corps Reserve.

There was discussion regarding the timeliness of Union travel requests.

The Executive Board discussed the **2017-2018 TWU Local 556 Operating Budget**.

Jimmy West left the Meeting at 1545.

Matt Hettich made a **motion (59)** to table the 2017-2018 Operating Budget discussions. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

There was discussion that Brett Nevarez would work with legal counsel to investigate possible legal actions to be taken by the Local in response to the Recall Signature Verification Committee's (SVC) final report. Brett would also work with counsel to craft a communication to Members regarding their rights to possible legal actions.

The Executive Board took a break at 1605 and reconvened at 1623.

Executive Board Members Audrey Stone, John Parrott, Brett Nevarez, Cuyler Thompson, Sam Wilkins, Heather Kelly-Gray, Rachel Brownfield, Stacey Vavakas, Matt Hettich, David Jackson, Jessica Parker, John DiPippa and Donna Keith were present at the Meeting.

Michael Massoni was excused for personal reasons.

Brian "BR" Ricks was excused for Union business.

Jimmy West and Pamila Forte-Oak were absent.

The Executive Board selected official TWU Local 556 Observers for the upcoming Article XX Trial, Josh Rosenberg, Jennifer Sykes, and Audrey Stone.

Sam Wilkins made a **motion (60)** to adjourn. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1638.

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

Cuyler Thompson
TWU Local 556 Recording Secretary