



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
October 16-19, 2017
Synopsis**

Monday

October 16, 2017

Audrey Stone called the Meeting to order at 0904.

TWU Local 556 Executive Board Members Audrey Stone, Michael Massoni, Brett Nevarez, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Stacey Vavakas, David Jackson, Brian "BR" Ricks, Jimmy West, and Donna Keith were present at the Meeting.

Cuyler Thompson was excused for vacation.

Pamila Forte-Oak was excused for Union business.

Jessica Parker was excused due to personal illness.

John DiPippa was excused for personal reasons.

John Parrott was excused for personal reasons.

Rachel Brownfield was excused for vacation.

TWU International Representative Thom McDaniel was present in the Meeting.

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

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

The Executive Board conducted a moment of silence to honor the victims of the Route 91 shooting in Las Vegas.

Sam Wilkins made a **motion (1)** to excuse Pamila Forte-Oak from the morning session of today's Executive Board Meeting for Union business. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Excused
Pamila Forte-Oak	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (2)** to excuse Jessica Parker from today’s session of the Executive Board Meeting for personal illness. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Excused
Pamila Forte-Oak	Excused
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Excused

The motion **carried**.

Sam Wilkins made a **motion (3)** to excuse John DiPippa from today’s session of the Executive Board Meeting for personal reasons. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Michael Massoni	Yea
John Parrott	Excused

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

The motion **carried**.

Sam Wilkins made a **motion (4)** to excuse John Parrott from today’s session of the Executive Board Meeting for personal reasons. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Sam Wilkins made a **motion (5)** to excuse Rachel Brownfield from the Executive Board Meeting for vacation. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

Matt Hettich submitted the **August 2017 Executive Board Meeting Minutes** for review.

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

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

Matt Hettich submitted the **July 2017 Executive Board Meeting Synopsis, Minutes, Attendance Report and Voting Record and Vote Tally** for review.

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

Michael Massoni made a **motion (6)** to approve the July 2017 Executive Board Synopsis, as amended. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni made a **motion (7)** to approve the July 2017 Executive Board Meeting Attendance Report, as amended. Matt Hettich **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni made a **motion (8)** to approve the July 2017 Executive Board Meeting Voting Record and Tally. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Michael Massoni made a **motion (9)** to approve the July 2017 Executive Board Meeting Minutes, as amended. Brian “BR” Ricks **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

The Executive Board discussed logistics of the upcoming 3rd Membership Meeting.

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

Audrey Stone and Michael Massoni left the Meeting at 1100 to conduct a conference call for Union business.

Brett Nevarez chaired the Meeting.

Brett Nevarez continued discussion of his Officer’s Report.

Audrey Stone and Michael Massoni entered the Meeting at 1117.

Audrey Stone chaired the Meeting.

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

Heather attended the annual Flight Attendant Drug and Alcohol Program (FADAP) Conference in Baltimore on August 21-23. Heather attended an Arbitration on August 25. Heather was the Emergency Officer On-Call (EOOC) August 28-September 3. Heather attended the COFAIR meeting on September 14. On September 15 Heather, Audrey Stone, and the Emergency Sick Call Procedures (ESCP) ad hoc Committee met with Southwest Airlines Leaders Brendan Conlon, Mike Sims, Naomi Hudson, and Claire Taitte to discuss Sick Leave and the implementation of ESCP. Heather attended the TWU International Convention on September 27-29. Heather continues to work with Civil & Human Rights Committee Chairperson Lori Lochelt on issues that Transgender Members are facing. Heather continues to assist with Fast Fact Friday publications as well as the TWU Official Facebook Group.

Sam Wilkins submitted her **Officer’s Report**:

Sam Wilkins attended the Executive Board Meeting in Dallas August 14-17. Sam assisted the Office and Grievance Team during Hurricanes Harvey and Irma helping affected Members. Sam attended the

monthly Grievance Meeting with President Audrey Stone, Grievance Co-Chairpersons Brandon Hillhouse and Becky Parker and Grievance Team Member John Moore on August 24. Sam attended a Grievance Meeting in Dallas on August 25. Sam attended a Strategic Planning session with TWU Local 556 Legal Counsel Mark Richard, Audrey Stone, Brandon Hillhouse and Becky Parker to discuss the current Grievance case load and upcoming Arbitrations. Sam participated in the Executive Board Conference Call on September 13. Sam attended the 25th TWU International Constitutional Convention in Las Vegas September 25-29. Sam was honored to be appointed to the TWU International Convention Safety and Health Committee. During the Convention Sam attended a "Social Media for Unions" Workshop. Sam was Emergency Officer On-Call September 25-October 2. Sam attended the monthly Alameda Labor Council Meeting on October 9. Sam attended the Grievance Review Committee Meeting with Board Member at Large Heather Kelly-Gray, Grievance Committee Co-Chairperson Becky Parker, Grievance Committee Co-Chairperson Brandon Hillhouse, and Grievance Team Member Liz Howayeck. Sam worked with New Hire Committee Chairperson Joe Skotnik, Board Member at Large Heather Kelly-Gray, Las Vegas Domicile Executive Board Member Rachel Brownfield and Grievance Team Member Liz Howayeck on the weekly Fast Fact Friday Communication throughout the months of August and September. Sam assisted the Education Committee with the Official TWU Local 556 Facebook Group. Sam encourages Flight Attendants to join the "Official TWU Local 556" Facebook Group. Sam assisted Members via phone, email, text message and social media.

Stacey Vavakas submitted 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 in Dallas August 15-17. David assisted Members during Hurricane Harvey including shelter information, financial assistance forms and trip pulls. David sent out two E-Connections and an email communication to the Houston-based Shop Stewards. David would like to thank Houston Flight Attendant Kelli East, TWU International Vice-President Thom McDaniel and Shop Stewards Jay McCleave and Xander Ricker for their invaluable assistance during the hurricane. David spent several days in the Houston Lounge answering Members' questions and offering further assistance with the hurricane relief effort. On September 13 David participated in an Executive Board Conference Call. On September 25-29, he attended the 25th TWU International Convention held in Las Vegas. He conducted several Fact-Finding Meetings, updated the Union Glass Case and tidied the red rack. He remained in contact with the Executive Board and Management.

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

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

Jimmy reported that there is an alarming spike in terminations due to points in Orlando. Jimmy reported that he has continued informing Flight Attendants to know their point total, however, No Shows and Unavailable to Contacts continue to happen, triggering terminations. Jimmy reported that construction has begun on both the Flight Attendant and Pilot Lounges. As of this writing, the Pilots have moved into the Flight Attendant Lounge during their construction. Once the Pilot Lounge construction is completed, the Flight Attendants will move into the Pilot Lounge for the completion of the construction in the Flight Attendant Lounge. The TSA has now made the hallways past the Flight Attendant Lounge SIDA restricted. Flight Attendants will still take the elevator down by using a code; however, will not be allowed in the hallways leading to the Recurrent Training room. The new procedure for Recurrent Training will be Flight Attendants meeting in the Flight Attendant Lounge and being escorted to the Recurrent Training room. Jimmy attended the TWU International Convention in

Las Vegas September 24 - 29. Orlando has two new Supervisors, Angelica Miller, who came from Denver and Charla Knight, who was a New Hire.

Audrey Stone left the Meeting at 1137.

Michael Massoni chaired the Meeting.

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

Matt reported that Fact-Finding Meetings in Oakland have involved alleged delay of flight, late to gate, sexual harassment, customer complaint letters, safety violations, and social media violations. Matt distributed several monthly E-Connections, printed and posted glass case posters, met with the Oakland Base Manager, answered Member phone calls, emails, text messages, attended monthly meetings of the Alameda Labor Council, and attended the 25th TWU Constitutional Convention September 25-29; Matt was honored to serve as a Member of the Election Committee at the Convention. On August 29 and September 12, Matt traveled to Sacramento with TWU Local 555 Members to discuss the ongoing issue over Southwest Airlines California Kin Care Policy. Through the combined efforts, TWU Locals 555 and 556 have been able to secure four signatures of California Legislators in a letter addressed to Southwest Airlines legal department expressing dissatisfaction with Southwest Airlines Kin Care policy. The Unions continue to await an opinion letter from the Department of Labor Standards and have begun discussion with the Oakland City Attorney's Office on the issue. On September 10, Matt attended an informational picketing event at the Oakland International Airport supporting the Aircraft Mechanics Fraternal Association (AMFA) Local 32, in their ongoing fight with Southwest Airlines Management for a fair contract. Matt thanked Oakland Shop Steward Annmarie Mota and Dallas-based Flight Attendant Charla Miller for attending. On September 13, Matt attended an informational picketing event at the Los Angeles International Airport in support of TWU Locals 591 and 502; and, on September 18, Matt attended at informational picketing event at the San Francisco International Airport in support of TWU Locals 591 and 505. These locals are fighting for fair contracts at American Airlines that, among other things, prevent the outsourcing of TWU covered work. On October 13, Matt distributed an E-Connection regarding the fires in Northern California. Matt thanked Communications Co-Chairperson Eric Schwenk and TWU Executive Board Member at Large Sam Wilkins for assisting with the outreach efforts.

Audrey Stone entered the Meeting at 1140.

Audrey Stone chaired the Meeting.

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, Social Media violations, and Employee write ups. Donna was in Dallas for the Executive Board Meeting the week of August 14. Donna was in Dallas for work surrounding the Signature Verification Committee on August 1-4, August 8-11, August 21-25, August 28- Sept 1, September 5-8, September 11-15, October 1-4, October 8-11. All publications have been distributed and the glass case has been updated. Donna attended the 25th TWU International Convention in Las Vegas on September 24-29 and participated in the Civil and Human Rights Committee meeting. 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 are positively representing Members in the Chicago

Base during the time Donna has been in Dallas working on the Recall Signature Verification. Donna would like to thank Shop Steward Zach Berry for updating the glass case and tidying the red rack.

David Jackson submitted the **Denver Base Report** for Jessica Parker:

Jessica attended the Executive Board Meeting in Dallas August 15-17. Jessica published E-Connections on September 9 and October 10. Jessica attended the TWU International 25th Constitutional Convention September 25-28. Jessica submitted an article to be published in the 2017 Fall Edition of Unity Magazine on October 8. Jessica served on the Signature Verification Committee (SVC) during the months of August, September, and October. The SVC's Preliminary Findings were published on October 12. Jessica coordinated with Giving 4 Hope, founded by Orlando-based Flight Attendant and Shop Steward Egda Avilla, to conduct a donation drive for those in Puerto Rico affected by Hurricane Maria. The donation box will be set up in the Denver Inflight Lounge through October 31. All items donated will be sent to Orlando to then be transported to Puerto Rico to assist those in need. Jessica conducted a Lounge Mobilization for Breast Cancer Awareness on October 13. Jessica updated the Union Glass Case with current material and tidied the Union Red Rack.

The Executive Board went to lunch at 1150 and reconvened at 1330.

TWU Local 556 Executive Board Members Audrey Stone, Michael Massoni, Brett Nevarez, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Stacey Vavakas, Pamila Forte-Oak, David Jackson, Brian "BR" Ricks, Jimmy West, and Donna Keith were present at the Meeting.

Cuyler Thompson was excused for vacation.

Jessica Parker was excused due to personal illness.

John DiPippa was excused for personal reasons.

John Parrott was excused for personal reasons.

Rachel Brownfield was excused for vacation.

Joshua Ulibarri from Lake Research Partners joined the Meeting via conference call.

The Executive Board discussed preliminary findings of the comprehensive Membership Survey conducted on behalf of the TWU Local 556 Executive Board.

Joshua Ulibarri was excused from the Meeting.

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

Matt reported that on August 22, the California State Conference met with Congresswoman Nanette Barragán (CA-44) to discuss legislative issues impacting TWU Members and working families, specifically discussing keeping knives off aircraft, opposing national Right to Work legislation (HR 785), supporting a long-term FAA bill, and supporting HR 2150, the Flags of Convenience Don't Fly Here Act. On August 29 and September 12, Matt joined TWU Local 555 Members Jason Sonnabaum and Chris Avila in Sacramento to meet with California Legislators over the Oakland Sick Leave / California Kin Care (OSCK) issue. The Unions are circulating a legislator sign-on letter addressed to Southwest Airlines legal counsel, outlining the concerns with the policy and encouraging Southwest Airlines to negotiate with

the Unions on a solution to the issue. Las Vegas Member, Bryan Orozco reports that he and Las Vegas-based Flight Attendant Tina Skura attended the Nevada AFL-CIO Constitutional Convention August 21-23. Both Bryan and Tina attended two workshops and a meet and greet; the convention consisted of speakers, updates from the state federation, adopting resolutions, and elected the state AFL-CIO Executive Board. On Thursday, August 23 and 24, Bryan and Tina met with Congressman Ruben Kihuen (NV-4). On Friday, September 29, Bryan, Tina and Audrey Stone met with Congresswomen Dina Titus (NV-1) and Jacky Rosen (NV-3) to discuss the National Right to Work Act (HR 785), cabin air quality, FAA reauthorization, open skies and ongoing contract fight between TWU Members and Allegiant Airlines. Matt reported that on September 28, Congress passed legislation to reauthorize federal aviation programs ahead of the September 30 expiration date; the six-month extension gives lawmakers more time to debate a long-term FAA bill. Spinning off air-traffic control to a not-for-profit private corporation and lowering the amount of required flight hours for new-hire pilots were critical sticking points that prevented the passing of a long-term funding bill. For Flight Attendants, there seems to be broad support in both chambers on a number of fronts, including increasing minimum Crew rest, banning cellphone use onboard aircraft, and creating a fatigue risk management plan for Flight Attendants.

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

Currently the Safety Team has the following open and/or resolved action items:
 Aviation Safety Action Program (ASAP) – Reports Under ERC Review = 10
 Events

ID	Event Date	Status	Summary
5119	9/15/2017	Sent to ERC for review	OWWE- PETS IN OWWE/ Didn't see the cat carrier
5146	9/21/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- PARTIAL SLIDE DEPLOYMENT/ I almost blew a slide, by disarming door, out of sequence, but caught it before it completely blew.
5170	9/30/2017	Sent to ERC for review	NON-COMPLIANCE WITH FARs, POLICIES & PROCEDURES- PAX NON-COMPLIANCE/ A lady re-boarded the aircraft to retrieve her bags after helping another lady with her bags on to the Jetbridge.
5173	9/30/2017	Sent to ERC for review	ILLNESS/INJURY EVENTS- PASSENGER/ We Had a sick passenger who was vomiting profusely as well as having a IV bag started by a nurse land in the galley
5178	10/3/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- PARTIAL SLIDE DEPLOYMENT/ maintenance says that C F/A door was not properly disarmed
5183	9/20/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- PARTIAL SLIDE DEPLOYMENT/ Partial deployment of slide
5184	10/8/2017	Sent to ERC for review	SPECIAL PAX- PEANUT ALLERGY/ Handed out 5 individual bags of peanuts on a peanut allergy flight, but managed to get it all back.
5187	10/6/2017	Sent to ERC for review	AIRCRAFT DOOR /SLIDE- DISARMING PROCEDURE/ I as the A FA opened the door before the engines spooled down. The seatbelt sign on the windscreen was not working. It s
5188	10/8/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- PARTIAL SLIDE DEPLOYMENT/ aft entry slide partially came out of bustle upon door cracking for Provo to service galley
5190	10/1/2017	Sent to ERC for review	AIRCRAFT DOOR/SLIDE- DOOR PROCEDURE - OTHER DEPARTMENT/ Ops Agent Refused to Follow Proper Door Procedure

<i>ASAP Reports received Year-to-Date:</i>	<i>749</i>
<i>Accepted Reports Year-to-Date:</i>	<i>714</i>
<i>Excluded Reports to date:</i>	<i>25</i>
<i>Open Reports:</i>	<i>10</i>

<i>Total Reports Received over the Life of Program</i>	<i>5819</i>
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Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 08/13/17 through 10/14/17 = 370

Emergencies Declared = 31

2017 Year-to-Date = 1989

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*

Hot Aircraft Event Reporting

SWALife Reported Events for Period:

08/13/17 through 10/14/17 = 54

2017 Year-to-Date = 391

2016/2017 Year-over-Year Comparative = -130 (-33.2%)

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

All of 2015 = 788

Latest Hot Aircraft Reporting Overview (All other Sources) 18SEP17-24SEP17:

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 September 27, 2017

Key Topics:

- Review proposals from last meeting*
- Any new recommendations*
- Issues/concerns*

Discussion Points:

- What's the point of disarming one door, making PA, then disarming the other door (as outlined in ERC rec)
- Is there a true benefit to having a blocker if doors are being disarmed as seatbelt sign goes off?
- Mostly beneficial in the back, but would only be relevant to -800s
- Plane pulls into gate, CBP gives permission to move Jetbridge, plane is cleared, Doors 2, 3, & 4 can be cracked
- No matter what, Provo will open their doors on Int'l flights
- This will most likely have to be Ground Ops/Inflight Training event. Will need to engage SWAU once proposal is finalized
- FAR 121.575 Paragraph B: Each certificate holder shall ensure that, at all times passengers are on board prior to airplane movement on the surface, at least one floor-level exit provides for the egress of passengers through normal or emergency means.
- Consistency + Safety + Potential Fines + Accountability
- Draft Proposals:
 - Plan A: Start with seatbelt sign turning off, FAs disarm all doors except L1, FAs call each other to verify doors have been disarmed, L1 disarmed upon Jetbridge movement, Ground Ops opens L1, full deplane, security sweep, all clear called, Provo would open door they're working out of (FAs would only be disarming and never opening doors)
 - Plan B: Start with seatbelt sign turning off, C (and D) block galley, A and B disarm all doors except L1, L1 disarmed upon Jetbridge movement
 - Plan C: If Ground Ops doesn't open doors, we'll have to have separate Int'l and Domestic procedures
- Action Items:
 - Dominick will check on seatbelt sign data
 - Elise will check with Flight Ops on whether or not seatbelt sign has to be turned off when it is, could it be delayed? Could prevent passengers from entering the galley area while FAs are trying to disarm
 - Need further clarification from CBP on when Provo should be approaching planes (Etta)
 - Paul and Robert will bring rec's through Ground Ops Review Board

3.) OSHA 300 Log Distribution to DEBM's

5.) TWU International Safety Rep Position

Scheduled and Standing Meetings:

Monday October 16 - Thursday August 19, 2017 – Executive Board Meeting
 Tuesday October 24, 2017 – ASAP Dallas Safety Fair Visit
 Thursday October 26, 2017 – ASAP Las Vegas Safety Fair Visit
 Thursday October 26, 2017 – Union Leadership SWA Earnings Briefing
 Thursday October 19, 2017 – Monthly Health and Safety Coordination (HASC) Meeting
 Wednesday October 18 & 25 2017 – Aircraft Door Procedures Working Group
 Tuesday October 31, 2017 – International By-Laws Meeting

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

*The TWU Local 556 Uniform Committee began their report by informing the Executive Board that October 1, 2017 all Flight Attendants must be in their new uniform pieces. The only exception are Flight Attendants who are allergic to a specific uniform piece and contacted their base leader. *September 30, 2017 was the last day to return/ exchange uniform pieces using the \$475 company allotment. The Company allotment of \$475 expired on September 30, 2017. *December 19, 2017 Company allotment remaining funds will be transferred to Contractual Uniform allotment. *December 2017/ January 2018 men's rebel jacket orders will be shipped. Jabari Smith continues to interact with Members via email, calls, texts and Social Media. Jabari thanked the Executive Board for allowing me to serve the Members of TWU Local 556.*

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

Amanda reports the Education Committee continues to utilize multiple avenues to educate Members. The Contract 101 series continued in September with Article 11-Reserve. An e-mail was sent to the Membership on September 9 highlighting the Contract 101 series. Lounge Educators were in all bases on September 13 with handouts on Reserve and Work and Conduct Rule Class 1, Section 17. A successful Facebook Live was broadcast on September 15, and was viewed over 1,400 times. The Official TWU Local 556 Facebook Group continues to be the primary tool to reach Members. Ninety-four new Members were added to the Group in the last month, bringing the total to 6,286 Members. In addition to answering questions, the Admin Team posts any communications sent by the Local. During Hurricane Harvey and Hurricane Irma, information was posted and shared regarding the operation, evacuation flights, resources, etc. The Education Committee were guests at the TWU International Constitutional Convention working with the Communications Committee to interview delegates for a video about the Convention. Co-Chairperson Josh Rosenberg hosted two Facebook Lives speaking with delegates about the Convention. Chairperson Amanda Gauger wrote an article for the upcoming Unity Magazine, and Co-Chairperson Angie Kilbourne created a series of graphics being utilized on the Official TWU Local 556 Facebook Group covering Article 32- Attendance. The Education Committee has decided to adjust the Contract 101 series to a quarterly Lounge Education. A monthly e-mail and Facebook Live will remain as is. The Education Committee would like to thank the Executive Board for voting to fund the Official TWU Local 556 Facebook Group for the next year. This resource has been of great value to Members in educating them on the Contract and Work and Conduct Rules.

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

**PROFESSIONAL STANDARDS ACTIVITY
REPORT SEPTEMBER 2017**

NOT TAKEN	2
CRM	12
WITHDRAWN	2
SOCIAL MEDIA	2
F.A.R.S.	3
I.R.S. FILED	5
 TOTAL CASES	 26
 POSITIVE OUTCOME	 15
UNRESOLVED	1
NEGATIVE	1

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

Matt Hettich submitted the **Communications Committee Report** for Chairperson Cuyler Thompson:

Mass E-Mails

The Action Network account was used over the past month for National Campaigns, E-Connections and Shop Steward email campaigns. The Communications Committee (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. Today, October 11, the 1,000,000th email of the year was sent, exceeding last year's year-to-date total and growing! The Communications Team will be switching back to MailChimp and away from Action Network in the near future.

Website

In June, the Communications Team tested and implemented a change in the background structure of the Website. The main goal was to increase the load time of the site to more acceptable levels. The CC moved all forward-facing files to an East Coast Simple Secure Storage (S3) utilizing Amazon Web Services (AWS). Prior to this move the Website was returning the homepage (a small page by comparison to others on the site) in 7.8 seconds. This is well above what is acceptable in the web design industry, which led to the CC researching ways to improve. Following the full conversion (mid-June), the CC reduced the average page load time to 3.5 seconds for the homepage. The costs associated with this change are miniscule and completely within the Communications Budget.

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 the CC know. Thank you to Matt Hettich and Josh Rosenberg for embracing videos and creating great content.

Publications

Work on the Fall 2017 issue of Unity Magazine is ongoing. The issue is expected to ship to Flight Attendant Bases on or about November 10. The "2017 Communications Calendar" in which all TWU Local 556 Committees published at least two articles about the year is on schedule. Posters, created in conjunction with Committee Chairpersons, are being sent to Domicile Executive Board Members for placement in the Union Glass Cases in each Flight Attendant Lounge.

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 the CC can answer Members’ Contract or private questions. If you would like to share photos via the TWU Local 556 Facebook page, please email them to Communications.

Mobile Applications

The TWU Local 556 App is a great resource for Members. The Communications Committee has updated the Contract and contacts within the TWU Local 556 App. The CC is encouraging Members to open the App while connected to the internet to automatically download the small update.

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

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

FADAP Committee Co-Chairperson Tom Spillers and Natalie sent the FADAP 2017/2018 Budget in August 11. Team business cards were ordered August 18. The FADAP Team had 24 Members attend the annual Flight Attendant Drug and Alcohol conference in Baltimore August 21-24. The Members included TWU Local 556 Crew Incident Stress Management (CISM) Committee Chairperson Eileen Rodriguez, TWU Local 556 Board Member at Large Heather Kelly-Gray, five Inflight Base Managers, and Tom Crabtree Sr. Manager Outreach and Administration Cabin Services. Tom Spillers toured Twin Lakes Facility in Georgia September 7. FADAP Team Member Steve Dotson participated in the Chicago Midway Safety Fair September 7. Natalie made a site visit to Millwood Hospital in Arlington, Texas September 26. Natalie had lunch with Casa Palmera on September 28.

Donna Keith submitted the **Preliminary Signature Verification Committee Report**:

Included in this report are the preliminary 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 will have the opportunity to dispute the preliminary findings of the SVC prior to the final report being released.

Interested parties include:

*Jeanna Jackson or her representative
Counsel for Ms. Jackson, Mr. Josh Verde
Audrey Stone, President, or her representative
Brett Nevarez, 2nd Vice President, or his representative
John Parrott, Financial Secretary-Treasurer, or his representative
Cuyler Thompson, Recording Secretary, or his representative
Sam Wilkins, Board Member at Large, or her representative
Pamila Forte-Oak, Atlanta Domicile Executive Board Member, or her representative
Stacey Vavakas, Baltimore Domicile Executive Board Member, or her representative
David Jackson, Houston Domicile Executive Board Member, or his representative
Rachel Brownfield, Las Vegas Domicile Executive Board Member, or her representative
Matt Hettich, Oakland Domicile Executive Board Member, or his representative
Jimmy West, Orlando Domicile Executive Board Member, or his representative.*

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 – 7,058

ARTICLE X RECALL OF OFFICER

(a) 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.

October 12, 2017

Signatures on the petition submitted for examination on December 15, 2016 – 7,558 (This number represents an entry on a line and does not account for entries that do not include a date and employee number as required in the TWU Local 556 Bylaws, signatures of Members in bad standing, duplicate, triplicate, quadruplicate, and quintuplicate signatures, as well as signatures belonging to non-Members, including: signatures/employee numbers belonging to Flight Attendants who retired, quit, were terminated, or transferred to a different department prior to signing or prior to the December 15, 2016 submission of the petition, also included are invalid employee numbers, Agency Fee Objectors, and signatures of deceased Flight Attendants)

The SVC reviewed each page and line number of the petition and found signatures were not valid due to the following reasons listed below:

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

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

3,503 Total invalid entries

4,055 Total signatures validated

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

*In addition, while the SVC was examining signatures, there was evidence that entire pages appeared to be in the same handwriting. Furthermore, as the SVC compared these signatures to their duplicates, in many cases the signatures appeared to be in distinctly different handwriting. 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 has chosen not to retain the costly services of a handwriting expert to give the committee guidance on determining the validity of at least **836** signatures that appear not to have been signed in person as outlined in the TWU Local 556 Bylaws.*

*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 outlined in the TWU Local 556 Bylaws. Therefore, there will be **no recall election** based on this petition.*

Signature Verification Committee

Donna Keith John DiPippa Jessica Parker

**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 that were found invalid for other reasons.*

The Executive Board took a break at 1535 and reconvened at 1550.

TWU Local 556 Executive Board Members Audrey Stone, Michael Massoni, Brett Nevarez, Sam Wilkins, Heather Kelly-Gray, Matt Hettich, Stacey Vavakas, Pamila Forte-Oak, David Jackson, and Brian "BR" Ricks, were present at the Meeting.

Cuyler Thompson was excused for vacation.

Jessica Parker was excused due to personal illness.

John DiPippa was excused for personal reasons.

John Parrott was excused for personal reasons.

Rachel Brownfield was excused for vacation.

Michael Massoni and Donna Keith were away conducting Union business.

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

The ESCP ad hoc Committee met with Southwest Leaders on September 15. Southwest Airlines Management presented data, graphs, and charts to support their concern regarding trends of sick leave. There was discussion around the causes behind the statistics. The ESCP ad hoc Committee offered suggestions to help reduce sick calls such as Satellite Bases and additional scheduled VJA days on predetermined dates to increase flexibility. The ESCP ad hoc Committee is currently preparing a thorough report and recommendations to present to the Executive Board during the November Executive Board Meeting. With approval from the Executive Board, the ESCP ad hoc Committee will publish a report to the Membership. Heather would like to thank the ad hoc Committee Members KeyAnder Early, Melissa Grube, Ashley Wilhelm, Xander Ricker, and Patrick Paladino for their hard work.

Audrey Stone updated the Executive Board on a question previously discussed in the Communications Committee Report.

Donna Keith updated the Executive Board on a legal question previously discussed in the Signature Verification Committee Report.

Audrey Stone submitted correspondence from the Texas AFL-CIO thanking TWU Local 556 for their contribution to the Texas Workers Relief Fund in support of Union Members affected by Hurricane Harvey.

Audrey Stone submitted correspondence from TWU International regarding staffing within the TWU International Air Division and within TWU Local 555, currently under TWU International receivership. The Executive Board conducted a Roll Call to establish Board Members' compliance with **TWU Local 556 Bylaw Article VII (g)** for the second quarter 2017:

Audrey Stone	flew OA19	dated July 1
Michael Massoni	flew DS30/DS21	dated September 13 & September 14
John Parrott	flew DAU3	dated August 20
Brett Nevarez	flew LA85	dated September 14
Cuyler Thompson	flew OA87	dated September 6
Sam Wilkins	flew OAGF	dated September 22
Heather Kelly-Gray	flew OAHT	dated September 16
Stacey Vavakas	flew BA1S	dated August 1
David Jackson	flew HAOD	dated September 20
John DiPippa	flew PA92	dated July 5
Matt Hettich	flew OA37	dated September 2
Rachel Brownfield	excused	
Pamila Forte-Oak	flew AA7I	dated July 8
Brian "BR" Ricks	flew DA8W	dated September 5

Jimmy West	flew FS2C	dated September 5
Donna Keith	flew MS27	dated September 19
Jessica Parker	flew CASA	dated September 20

Michael Massoni made a **motion (10)** to excuse Rachel Brownfield from the third quarter flying requirement per the TWU Local 556 Bylaw Article VII (g). Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

Audrey reports that she attended another Hospitality Flyer Program (HFP) meeting at Southwest Airlines on August 17. She, 1st Vice President Michael Massoni, and 2nd Vice President Brett Nevarez met with Vice President Inflight Sonya Lacore, Senior Director Labor Relations Brendan Conlon, and Senior Director Onboard Experience and Policy Steve Murtoff on August 21. Audrey and Brett met with Senior Director Labor Relations Naomi Hudson and Senior Director Brendan Conlon on August 22 for the Contract Q & A’s/Letters of Agreement document. She, Michael, and Grievance Committee Co-Chairperson Brandon Hillhouse met with Steve and Director Inflight Standards Jamie Willard to discuss concerns regarding the language in the Flight Attendant Handbook on August 22. Audrey participated in Shop Steward Conference Calls on August 23 and September 29. On August 24, she, Brandon, Board Member at Large Sam Wilkins, and Grievance Committee Co-Chairperson Becky Parker met with Southwest Airlines Labor Relations for the monthly Grievance meeting. They also met with Legal Counsel and Strategic Advisor Mark Richard on August 25 to discuss Grievance strategies. Audrey participated in a TWU International Executive Council Conference Call on September 6 regarding TWU Local 555’s request for voluntary receivership. She and Brett participated in meetings with Brendan and Senior Manager Crew Ops and Analysis Claire Taitte and Scheduling Committee Chairperson Lisa Trafton on September 11, and then again on October 5 and were joined additionally by Director Crew Analysis and Support Wayne Shaw and Scheduling Committee Co-Chairperson Don Shipman and Brandon. She, Brandon, and Brett attended a meeting with Inflight Training on September 11 to discuss Recurrent Training (RT) 2018. Audrey led the Executive Board Meeting Conference Call on September 13. She met with Director Labor Relations Tammy Schaffer on September 14, and with the Emergency Sick Call Procedures (ESCP) ad hoc Committee and Southwest Airlines on September 15.

She attended the TWU International Executive Council and Executive Board Meeting from September 18-22, and the TWU International Convention September 25-28. She met with the Executive Board, Mark, and TWU International Representative Thom McDaniel on September 27 to go over the Membership Survey and Open Time Arbitration. She accompanied Las Vegas Shop Steward Bryan Orozco and Las Vegas Flight Attendant Tina Skura to a meeting with Congresswoman Dina Titus on September 29. She spoke to New Hire Class #369 on October 3, followed by the Union-hosted dinner. Audrey also met with Sonya on October 4. She participated in numerous meetings with the Grievance Team as well as preparations for the Open Time Arbitration slated for October 30.

Matt Hettich submitted the **September Executive Board Meeting Minutes** for review.

The Executive Board made corrections and changes to the September Executive Board Meeting Minutes.

Stacey Vavakas reviewed the **TWU Local 556 Strategic Plan** with the Executive Board.

Pamila Forte-Oak submitted a proposal regarding Diversity and Inclusion Training for Southwest Airlines Flight Attendants.

Audrey Stone discussed the method of reimbursement to compensate for work performed on behalf of TWU International.

Brett Nevarez made a **motion (11)** that any fulltime Board Member who does TWU International Union business will be entitled to pay provided by TWU International. If TWU International business is conducted in place of local Union business, such lost time will be reimbursed to the local by TWU International. Sam Wilkins **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

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

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

The motion **carried**.

Audrey Stone recessed the Meeting at 1751.

Tuesday **October 17, 2017**

Audrey Stone called the Meeting to order at 0900

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

Cuyler Thompson was excused for vacation.

TWU International Representative Thom McDaniel was present in the Meeting.

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

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

The Signature Verification Committee has issued a preliminary report of its findings, so after this month John won't be in Dallas as much and can return to line flying. A few days prior to the monthly Executive Board Meeting, John reviewed the Grievances that would be presented this month. John wrote an article for the October issue of Unity Magazine. John was a delegate at the TWU International Convention and represented Phoenix along with Phoenix-based Flight Attendants Jeff Baker, Ray Presnall, and Nancy Potts. 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.

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

Rachel attended the Executive Board Meeting in August and attended the TWU International Convention in September. Rachel spent time in the lounge with the CISM Team after the shooting at the Las Vegas Route 91 concert. Rachel thanks CISM Chairperson Eileen Rodriguez for her immediate response to the tragedy by setting up CISM Team Members Mindy Rissman and Kate Rapp to help Members affected by the tragedy. Rachel met with Base Leadership to discuss issues within the Las Vegas Base. Rachel represented Members in Fact-Finding Meetings and Step Two Meetings. Rachel sent E-Connections to the Las Vegas Flight Attendants and updated the Union Glass Case and the Union Red Rack. Rachel served on the Minutes Review Committee to correct grammatical errors.

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

Pamila attended the Executive Board Meeting July 11-13. Pamila and the Executive Board attended Diversity and Inclusion training with the RDR Group CEO Rich Brandt July 14. Pamila wrote an article for Unity Magazine. Pamila attended the quarterly Management Luncheon Meeting with Base Manager Graham Vandergrift, Assistant Base Manager's Tiffany Laurent, and Brian Coulter. Pamila attended the BOA in Dallas, Texas July 25-26. Pamila and Atlanta Shop Steward Keyander Early attended the AFL-CIO 9to5 Working Women's rally for Black Women's Equal Pay, August 5. During the Meeting Pamila signed up to create an Atlanta Chapter of the Coalition of Labor Union Women. Pamila attended the North Georgia Labor Council Meeting August 5. Pamila attended the Right to Work initiative meeting in Dallas, Texas August 11. Pamila updated the glass case. Pamila did Fact-Finding and Step Two Meetings. Pamila attended the Nineteenth Biennial Coalition of Labor Women Convention (CLUW), in Detroit, Michigan September 6-9, also in attendance were TWU local 556 Civil and Human Rights Chairperson Lori Lochelt, Chicago-based WISE Committee Member, Susan Blair and International Working Women's Committee Chair, Gwen York. Pamila wrote an E-Connection. Pamila attended the Executive Board conference call September 13. Pamila and Shop Steward Eric McCulley distributed the Atlanta monthly newsletter. Pamila attended the TWU International Convention in Las Vegas, Nevada September 25-29. Pamila received a proposal from RDR group Rich Brandt for Diversity and Inclusion training for Southwest Airlines Flight Attendants, to be presented to the Executive Board in October. Pamila continues to answer text messages, phone calls and emails from Members.

Michael Massoni submitted the **Critical Incident Stress Management (CISM) Committee Report** for Chairperson Eileen Rodriguez.

The CISM Team handled a total of 245 calls that came into the hotline during the month of September and 368 Flight Attendants were assisted. Eileen attended the FADAP Conference in Baltimore with the TWU Local 556 FADAP Team. Eileen presented CISM to New Hire Class 368. Eileen along with CISM Team Members Dina Hadwin, Crystal Atwood, and Jamie Loveless spent five days in Houston with the Southwest Airlines Employee Outreach Team during Hurricane Harvey. They assisted Flight Attendants that were affected by the hurricane, assisted David Jackson TWU Local 556 Houston Domicile Executive Board Member and the Base Leadership Team.

2017 September Incidents	Calls
Aircraft Incident	4
Crew Member Illness	1
Death on Board	1
Debriefing - Team Member	3

Declared Emergency	2
Diversion	1
Flight Attendant Death	1
Flight Attendant Death of Family Member	10
Flight Attendant Illness	6
Flight Attendant Injury	2
Flight Attendant Incident - Off Duty	2
FADAP Team Referral	2
Hurricane Harvey	96
Hurricane Irma	27
Lounge Mobilization - HOU	1
Mechanical	4
Medical Emergency	20
Natural Disaster	7
New Hire Class Presentation	1
Passenger Misconduct	7
Personal Issue	44
Professional Standards Referral	1
Suicide of a Family Member	1
Van Accident (RON)	1
TOTAL	245
Flight Attendants Assisted	368

The TWU Local 556 Executive Board recognized CISM Chairperson Eileen Rodriguez, and the entire CISM Team, for their hard work and dedication to the Members of TWU Local 556.

Jessica Parker submitted the **Women's Issues, Service, and Education (WISE) Committee Report**. There was no written report submitted.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse entered the Meeting at 0926 to submit the **Grievance Committee Report**:

Southwest Airlines Inflight Management Representatives Director of Base Operations Henry Townsend, Senior Manager Labor Relations Brianna Grant and Director Inflight Crew Analysis & Support Wayne Shaw entered the Meeting at 0958.

Brian "BR" Ricks inquired on the specifics of the regulatory requirements of the Inflight Electronic Flight Bag (IEFB). It was stated that the IEFB can't be shared as a last resort for a lost or stolen IEFB; Flight Attendants would still need to print replacement manuals. Audrey Stone inquired on the specifics of the optional IEFB insurance. There was discussion on the insurance covering personal IEFB usage and the level of insurance coverage due to the increased use of the IEFB in the cabin. Henry Townsend stated that Steve Murtoff would follow-up and confirm the understanding of what the optional insurance covers. Matt Hettich discussed adding additional sparkling wine inventory on international flights and discussed instances of food poisoning after consuming the international Crew meals, one resulting in the filing of an On-the-Job Injury claim. Henry Townsend stated that Steve Murtoff would follow-up on both issues. Jimmy West inquired on the possibility of distributing international immigration and customs

form in the gate area prior to Passengers boarding the aircraft. Henry Townsend stated that there may be a scope issue and that Steve Murtoff would follow up on the issue. Michael Massoni discussed the conditions of the Crew hotel in San Juan, Puerto Rico. Henry Townsend stated that currently the hotel is safe for Crew Member occupancy; but, 50% of the rooms lack carpeting and have exposed concrete floors and some rooms could have a musty odor. Hotel staff will attempt to accommodate Crew Members in carpeted rooms. Henry Townsend discussed a communication piece to address the issue and will review issues on a case-by-case basis. Michael Massoni discussed the adoption of procedures for reviewing hotel conditions when a Crew hotel is impacted by the type of disaster that struck San Juan, Puerto Rico. John DiPippa discussed alleged changes to provisioning procedure on short-haul flights at the San Diego station. Henry Townsend agreed to follow-up. Rachel Brownfield discussed Schedulers making repeated calls to Flight Attendants while on Reserve, if there is a change of assignment. Henry Townsend agreed to look into the matter and Wayne Shaw agreed to be a point of contact on this issue moving forward. Audrey Stone discussed the lack of loaner uniform pieces in the domiciles, per the Article 13.13 language in the Contract. Audrey Stone asked when this will be completed, Wayne Shaw committed to providing follow-up on a timeframe. Audrey Stone asked Henry Townsend to provide follow-up on the issue of Operations Agents and Ramp Agents ignoring the "claim at gate" tags that are affixed to Flight Attendants' bags when there is a lack of overhead bid space on commuting flights. Henry Townsend stated that Senior Director Base Operations Mike Sims had discussed the issue with Vice President Ground Operations Anthony Gregory. It was stated that oftentimes, if the "claim at gate" tagged bag goes downstairs, it never comes back up and that this remains a systemic problem. Henry Townsend asked if Flight Attendants can write an IR when this happens. Henry Townsend discussed Crew Operations Support is adding Supervisors and Specialists to track spending on non-scheduled (ad hoc) hotel rooms. Brianna Grant asked about Contractual language regarding non-carpeted hotel rooms in San Juan, Puerto Rico. Michael Massoni stated that with procedures for reviewing hotel conditions in place, future Grievances could be mitigated. Michael Massoni discussed an issue of an IEFB left on a hotel van; the Flight Attendant submitted an ASAP and it was accepted by the Event Review Committee, yet Inflight Management conducted a parallel investigation and issued discipline. Michael Massoni discussed that the potential of this event running contrary to the ASAP MOU/LOU. Brianna Grant was aware of the issue and agreed to discuss the issue further and provide follow-up.

The Southwest Airlines Inflight Management Representatives left the Meeting at 1055.

The Executive Board took a break at 1055 and reconvened at 1115.

TWU Local 556 Executive Board Members Audrey Stone, Michael Massoni, Brett Nevarez, John Parrott, Sam Wilkins, Heather Kelly-Gray, Stacey Vavakas, Pamela Forte-Oak, Rachel Brownfield, John DiPippa, David Jackson, Jessica Parker, Brian "BR" Ricks, Jimmy West, and Donna Keith were present at the Meeting.

Cuyler Thompson was excused for vacation.

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

Matt Hettich entered the Meeting at 1118.

Sam Wilkins made a **motion (13)** not to proceed on nine Grievances per the recommendation of the Grievance Review Committee. Matt Hettich **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (14)** to proceed on five Grievances per the recommendation of the Grievance Review Committee. Rachel Brownfield **seconded** the motion. The motion **carried**.

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

The Executive Board discussed the merits of a Grievance.

Sam Wilkins made a **motion (16)** to table a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (17)** to revisit a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

The Executive Board discussed the merits of a Grievance.

The Executive Board went to lunch at 1203 and reconvened at 1335.

TWU Local 556 Executive Board Members Audrey Stone, Michael Massoni, Brett Nevarez, John Parrott, Sam Wilkins, Heather Kelly-Gray, Stacey Vavakas, Pamela Forte-Oak, Rachel Brownfield, John DiPippa, David Jackson, Jessica Parker, Brian "BR" Ricks, Jimmy West, and Donna Keith were present at the Meeting.

Cuyler Thompson was excused for vacation.

TWU Local 556 Scheduling Committee Chairperson Lisa Trafton, Director Inflight Crew Analysis and Support Wayne Shaw, and Senior Manager Crew Operations Research and Analysis Claire Taitte were guests at the Meeting to discuss a proposal to initiate a six-month test of satellite bases.

Lisa Trafton, Wayne Shaw, and Claire Taitte were excused from the Meeting at 1510.

Jimmy West made a **motion (18)** to approve the six-month satellite base testing agreement between Southwest Airlines and TWU Local 556, as amended. 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	Excused
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

The motion **carried**.

The Executive Board took a break at 1510 and reconvened at 1523.

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

Cuyler Thompson was excused for vacation.

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

Michael Massoni chaired the Meeting.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member Lauren Childs were guests in the Meeting to discuss the merits of a Grievance.

Michael Massoni left the Meeting at 1530.

Brett Nevarez chaired the Meeting.

Michael Massoni returned to the Meeting at 1536.

A Grievant entered the Meeting via conference call at 1538 to discuss the merits of a Grievance.

Grievance Committee Member Lauren Childs and a Grievant were excused from the Meeting at 1600.

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

Grievance Committee Member Lauren Childs entered the Meeting at 1605 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1620 to discuss the merits of a Grievance.

Grievance Committee Member Lauren Childs and the Grievant were excused from the Meeting at 1623.

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

The Executive Board took a break at 1625 and reconvened at 1635.

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

Cuyler Thompson was excused for vacation.

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

Michael Massoni chaired the Meeting.

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

The Executive Board attempted to contact a Grievant via conference call but was unavailable.

Grievance Committee Member John Moore was excused from the Meeting 1640.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse discussed the merits of a Grievance.

Sam Wilkins made a **motion (21)** to table a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were excused from the Meeting at 1644.

Pamila Forte-Oak discussed the Scheduling Committee in response to a Members request for information into the history of line writing.

Pamila Forte-Oak reminded the Executive Board on the importance of maintaining confidentiality of Grievances.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse entered the Meeting at 1701 to discuss the merits of a Grievance.

Sam Wilkins made a **motion (22)** to not proceed on a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were excused from the Meeting at 1702.

Sam Wilkins made a **motion (23)** to recess. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Michael Massoni	Chair
John Parrott	Yea
Brett Nevarez	Yea
Cuyler Thompson	Excused
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**.

Michael Massoni recessed the Meeting at 1704.

Wednesday **October 18, 2017**

Audrey Stone called the Meeting to order at 0900

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

Cuyler Thompson was excused for vacation.

Heather Kelly-Gray was excused for personal illness.

TWU International Representative Thom McDaniel was present in the Meeting.

Sam Wilkins made a **motion (24)** to excuse Heather Kelly-Gary from today’s session due to personal illness. Stacey Vavakas **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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
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 discussed the fact that cleaning slips are required items for Flight Attendants.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member Lauren Childs entered the Meeting at 0908 to discuss the merits of a Grievance.

The Executive Board attempted to contact a Grievant via conference call but was unavailable.

Grievance Committee Member Lauren Childs was excused from the Meeting at 0915.

Brett Nevarez a **motion (25)** to not proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Grievance Committee Member Renda Marsh entered the Meeting at 0917 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 0924 to discuss the merits of a Grievance.

Grievance Committee Member Renda Marsh and the Grievant were excused from the Meeting at 0938.

Jimmy West a **motion (26)** to not proceed on Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were excused from the Meeting at 0942.

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

Brett Nevarez made a **motion (27)** to approve the July 2017 TWU Local 556 Financial Report as presented. 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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
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**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member Barbara Fitzhugh entered the Meeting at 1000 to discuss the merits of a Grievance.

Audrey Stone left the Meeting at 1015.

Michael Massoni chaired the Meeting.

Audrey Stone returned to the Meeting at 1017.

Audrey Stone chaired the Meeting.

The Executive Board spoke with a Grievant via conference call at 1020 to discuss the merits of a Grievance.

Grievance Committee Member Barbara Fitzhugh and the Grievant was excused from the Meeting at 1036.

Brett Nevarez made a **motion (28)** to not proceed on a Grievance. John DiPippa **seconded** the motion. The motion **did not carry**.

Matt Hettich made a **motion (29)** to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

The Executive Board to a break at 1055 and reconvened at 1111.

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

Cuyler Thompson was excused for vacation.

TWU International Representative Thom McDaniel was present in the Meeting.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member Beth Ross were guests in the Meeting to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 1134 to discuss the merits of a Grievance.

Grievance Committee Member Beth Ross and the Grievant were excused from the Meeting at 1212.

Michael Massoni left Meeting at 1212 to attend a safety meeting.

Brett Nevarez made a **motion (30)** to not proceed on a Grievance. Heather Kelly-Gray **seconded** the motion. The motion **carried**.

Grievance Committee Member Barbara Fitzhugh entered the Meeting at 1234 to discuss the merits of a Grievance.

Audrey Stone left the Meeting at 1236.

Brett Nevarez chaired the Meeting.

Audrey Stone entered the Meeting at 1237.

Audrey Stone chaired the Meeting.

The Executive Board spoke with a Grievant via conference call at 1238 to discuss the merits of a Grievance.

Grievance Committee Member Barbara Fitzhugh and a Grievant were excused from the Meeting at 1257.

Heather Kelly-Gray made a **motion (31)** to not proceed on a Grievance. Matt Hettich **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1300 and reconvened at 1430.

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, John Parrott, Sam Wilkins, Heather Kelly-Gray, Stacey Vavakas, Pamila Forte-Oak, Rachel Brownfield, John DiPippa, David Jackson, Jessica Parker, Brian "BR" Ricks, Jimmy West, and Donna Keith were present at the Meeting.

Cuyler Thompson was excused for vacation.

Michael Massoni was away conducting Union business.

TWU International Representative Thom McDaniel was present in the Meeting.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member Barbara Fitzhugh were guests in the Meeting to discuss the merits of a Grievance.

Michael Massoni entered the Meeting at 1437.

A Grievant entered the Meeting at 1442 to discuss the merits of a Grievance.

Grievance Committee Member Barbara Fitzhugh and the Grievant were excused from the Meeting at 1505.

John Parrott made a **motion (32)** to proceed on a Grievance. Jessica Parker **seconded** the motion. The motion **carried**.

Grievance Committee Member John Moore entered the Meeting at 1515 to discuss the merits of a Grievance

A Grievant entered the Meeting via conference call at 1538 to discuss the merits of a Grievance.

Grievance Committee Member John Moore and the Grievant were excused from the Meeting at 1549.

Michael Massoni made a **motion (33)** to not proceed on a Grievance. Heather Kelly-Gray **seconded** the motion. The motion **carried**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were excused from the Meeting 1558.

Jessica Parker made a **motion (34)** to recess to attend the New Hire Dinner. Brian "BR" Ricks **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	Excused
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**.

Michael Massoni recessed the Meeting at 1600.

Thursday **October 19, 2017**

Audrey Stone called the Meeting to order at 0900

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

Cuyler Thompson was excused for vacation.

Michael Massoni was excused for Union business.

TWU International Representative Thom McDaniel was present in the Meeting.

Sam Wilkins made a **motion (35)** to excuse Michael Massoni from the a.m. session of today's Executive Board Meeting 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	Excused
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**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Committee Member John Moore entered the Meeting at 0904 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0940 to discuss the merits of a Grievance.

Grievance Committee Member John Moore and the Grievant were excused from the Meeting at 0956.

Jimmy West made a **motion (36)** to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

The Executive Board discussed non-revenue E-Guest Pass transfer procedures.

Grievance Committee Member Tye Shirley entered the Meeting at 1011 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 1020 to discuss the merits of a Grievance.

Grievance Committee Member Tye Shirley and the Grievant were excused from the Meeting at 1030.

Sam Wilkins made a **motion (37)** to proceed on a Grievance. Pamila Forte-Oak **seconded** the motion. The motion **carried**.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were excused from the Meeting at 1032.

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

Matt Hettich made a **motion (38)** to approve the August 2017 TWU Local 556 Financial Report as presented. 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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea

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

The motion **carried**.

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

Matt Hettich made a **motion (39)** to approve the September 2017 TWU Local 556 Financial Report as presented. 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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Away
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

The Executive Board took a break at 1113 and reconvened at 1130.

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

Cuyler Thompson was excused for vacation.

Michael Massoni was excused for Union business.

TWU International Representative Thom McDaniel was present in the Meeting.

John Parrott presented information regarding a check, fraudulently created and cashed against a TWU Local 556 account. It was **agreed** that TWU Local 556 would comply with law enforcement in the investigation of the crime.

Michael Massoni entered the Meeting at 1138.

John Parrott submitted the 2017-2018 TWU Local 556 Operating Budget for review.

Matt Hettich made a **motion (40)** to table discussions regarding the 2017-2018 TWU Local 556 Operating Budget. Michael Massoni **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	Excused
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**.

John Parrott presented a proposal regarding the sponsorship of the national 9/11 Memorial and Museum.

Michael Massoni made a **motion (41)** to table discussions concerning supporting the national 9/11 Memorial and Museum. Brett Nevarez **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	Excused
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**.

The Executive Board went to lunch at 1205 and reconvened at 1320.

TWU Local 556 Executive Board Members Audrey Stone, Michael Massoni, Brett Nevarez, John Parrott, Sam Wilkins, Heather Kelly-Gray, Stacey Vavakas, Pamila Forte-Oak, Rachel Brownfield, John DiPippa, David Jackson, Jessica Parker, Jimmy West, and Donna Keith were present at the Meeting.

Cuyler Thompson was excused for vacation.

TWU International Representative Thom McDaniel was present in the Meeting.

Brian "BR" Ricks was absent.

Matt Hettich submitted the **September 2017 Executive Board Meeting Conference Call Synopsis, Minutes, Attendance Report and Voting Record and Vote Tally** for review.

Sam Wilkins made a **motion (42)** to approve the September 2017 Executive Board Meeting Conference Call Synopsis, as presented. Stacey Vavakas **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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Abstain
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (43)** to approve the September 2017 Executive Board Meeting Conference Call Voting Record and Tally, as presented. Stacey Vavakas **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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Abstain
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (44)** to approve the September 2017 Executive Board Meeting Conference Call Attendance Report. Stacey Vavakas **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	Excused
Sam Wilkins	Yea
Heather Kelly-Gray	Yea
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Yea
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Abstain
Jimmy West	Abstain
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Sam Wilkins made a **motion (45)** to approve the September 2017 Executive Board Meeting Conference Call Minutes, as amended. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone discussed TWU Constitutional language and procedures for Members on leave of absence.

Audrey Stone **agreed** to work with John Parrott in communicating with the TWU International Administrative Committee on the longstanding TWU Local 556 practice of waiving the dues requirement for Members on a leave due to illness or injury.

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

Brendon Remezas Chairperson of the TWU Local 556 Veterans Committee reports that he attended the TWU International Convention as Co-Chairman of the TWU International Veterans Committee per the request of TWU International. During the Convention Brendon was able to speak to multiple Local Presidents who wished to either create a Veterans Committee or have their Committee be more involved with TWU as a whole. Brendon has also started to research a Veterans Organization that he would like the Veterans Committee to partner with. Brendon would like to remind the Executive Board that the TWU International Veterans Committee will have their 4th Quarter Meeting at TWU Local 556 November 7 and 8.

Audrey Stone presented a correspondence relating to the election of the TWU International Veterans Committee.

Rachel Brownfield made a **motion (46)** to nominate Brendon Remezas as the Co-Chairman of the TWU International Veterans Committee. Donna Keith **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	Excused
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**.

Rachel Brownfield made a **motion (47)** approve Brendon Remezas as the voting Member on behalf of TWU Local 556 in the TWU International Veterans Committee election on November 17. Donna Keith **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	Excused
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**.

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

Civil & Human Rights Committee Chairperson Lori Lochelt attended the Coalition of Labor Union Women (CLUW) Biennial Convention September 6 - 9, in Detroit. Also attending were Pamila Forte-Oak, Atlanta Domicile Executive Board Member, Susan Blair, Chicago WISE Member, and Gwen York, TWU COPE Political Field Rep and Chair, TWU Working Women’s Committee. The convention seated almost 400 delegates and several observers. There were fourteen workshops offered and thirty two Resolutions passed. TWU Local 591 Aircraft Maintenance Technician Carolyn Burton was elected to represent the Transport Workers Union on the CLUW National Executive Board for the next four-year term. CLUW Convention delegates and observers attended a rally for “One Fair Wage”, a campaign that calls to eliminate the sub minimum wage for tipped workers. Lori attended the 25th TWU Constitutional Convention September 24 - 26, in Las Vegas. Lori staffed the TWU International Working Women’s Committee and Civil & Human Rights Committee tables. Lori distributed shirts and pins to the Atlanta, Dallas, Orlando, and Las Vegas Domiciles for their respective Pride Parades in September and October. Lori continues to answer questions and provide assistance and resources to Members.

Matt Hettich submitted the **Right to Work Committee Report**:

On October 17, TWU Local 556 Executive Board Members Audrey Stone, Pamila Forte-Oak, Heather Kelly-Gray, Sam Wilkins, Stacey Vavakas, Jessica Parker, Matt Hettich, and TWU Local 556 Education Committee Chairperson Amanda Gauger, and Co-Chairpersons Angie Kilbourne and Josh Rosenberg met to discuss the ongoing threat of Right to Work legislation and the U.S. Supreme Court case Janus v. AFSCME. The group discussed involving Member outreach, coordinating with TWU International and the AFL-CIO, and developing an organizing plan in the event national Right to Work legislation is implemented. The TWU Local 556 Committee on Political Education and the TWU Local 556 Mobilizing and Organizing Committee have agreed to this lead this project.

Matt Hettich made a **motion (48)** donate \$500 to the California Labor Federation's Fire Relief Efforts. 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	Excused
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**.

Michael Massoni made a **motion (49)** adjourn. Brian "BR" Ricks **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	Excused
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 adjourned the Meeting at 1424.

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

A handwritten signature in black ink, appearing to read 'm v H' followed by a stylized flourish.

Matthew Hettich
Oakland Domicile Executive Board Member