



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
December 12-14, 2017
Synopsis**

Tuesday

December 12, 2017

Audrey Stone called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Audrey Stone, Brett Nevarez, Cuyler Thompson, Rachel Brownfield, Stacey Vavakas, Pamila Forte-Oak, Jimmy West, David Jackson, Jessica Parker, Brian "BR" Ricks, and Donna Keith were present at the Meeting.

Sam Wilkins, Matt Hettich, Heather Kelly-Gray, Michael Massoni and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

Brian "BR" Ricks read aloud the **TWU Membership Pledge**.

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

Audrey Stone updated the Executive Board regarding the Meeting Agenda and scheduled events for the week.

Stacey Vavakas made a **motion (1)** to excuse Heather Kelly-Gray from the Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

John DiPippa	Excused
Matt Hettich	Excused
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 (2)** to excuse John DiPippa from the week’s Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Michael Massoni	Excused
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 (3)** to excuse Sam Wilkins from the Tuesday Session and Wednesday morning 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused

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 (4)** to excuse Matt Hettich from the morning session of today’s Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Michael Massoni	Excused
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 (5)** to excuse Jimmy West from Thursday’s Session of the Executive Board Meeting for Union Business. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 (6)** to excuse Michael Massoni from Tuesday’s Session of the Executive Board Meeting due to personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Michael Massoni	Excused
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 (7)** to excuse John Parrott from the 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 potential topics of conversation for the Southwest Airlines Inflight Management Representatives, scheduled as guests later in the Meeting.

The Executive Board spoke with Josh Ulibarri from **Lake Partners Research** via conference call at 0943. The Executive Board reviewed Lake Partners Research's Final Membership Survey Report. There was discussion.

Jessica Parker made a **motion (8)** to approve a holiday bonus of \$2,500.00 gross for TWU Local 556 Finance Manager Madeleine Howard. Brett Nevarez **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Jessica Parker made a **motion (9)** to approve a holiday bonus of \$1,500 gross for TWU Local 556 IT Manager Cliff Mace. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea

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

The motion **carried**.

Jessica Parker made a **motion (10)** to approve a holiday bonus of \$1,500 gross for TWU Local 556 Finance Specialist Juanita Stangler. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jessica Parker made a **motion (11)** to approve a holiday bonus of \$1,500 gross for TWU Local 556 Executive Assistant Debbie Huntsman. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Yea

Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Jessica Parker made a **motion (12)** to approve a holiday bonus of \$1,000 gross for TWU Local 556 Office Coordinator Lisa Le. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 entered the Meeting at 1009.

Southwest Airlines Inflight Management Representatives Tammy Shafer, Wayne Shaw, Mike Sims and Steve Murtoff entered the Meeting at 1011.

Mike Sims discussed Southwest Airlines Management’s changes to the Flight Attendant Work Rules and Expectations, communicated in a November 28, 2017 Inflight Information on the Go (IIOTG). Audrey Stone reiterated a conversation she had with Mike Sims in which he had stated that all current Class 4 and 5 disciplinary infractions noted in Flight Attendants’ Personnel Files would go away after January 1, 2018, with the exception of the four or five Flight Attendants who had been suspended for repeated infractions during the last eighteen months. Mike Sims said that currently only three or four percent of Flight Attendants had any type of discipline in the file. Audrey Stone discussed conflicting information being provided by Base Managers. She discussed bad information regarding the use of Wi-Fi codes by Flight Attendants, including the “authorized” use of Wi-Fi codes. Mike Sims said the key to a Flight Attendant being disciplined according to the new rule regarding Wi-Fi codes was the word, “solicits.” Rachel Brownfield inquired as to the conflicting information in the Q&A published by Management regarding the new Work Rules and Mike Sims’ recently published video regarding the new rules. Mike reiterated: “The key here for the rule is active solicitation.” Mike will get clarification for the Executive Board. Jessica Parker discussed the removal of the word “intentional” from Disciplinary Class 1.14. There was discussion regarding the fifteen minute break for Flight Attendants, in which Mike Sims

stated that the rule was intended to remove the fifteen-minute limit as long as Passengers' needs were being attended to. Mike said the break could be MORE than fifteen minutes. Jessica Parker inquired as to whether every infraction would result in a Fact-Finding Meeting since Verbal Counsel had been removed from the options available to address infractions. Mike said that "Verbal Counsel is redundant," and that Management would continue to have discussions with Flight Attendants that would be documented in their personnel Files. Mike said that Fact-Finding Meetings were not required by the Contract, but noted that "Just Cause" was required for discipline to be issued. Cuyler Thompson discussed why the new rules were even necessary for the best Flight Attendants in the industry, with the highest Net Promoter Scores. Mike Sims said that the point of the rules regarding Service Procedures were to "get the people who were simply choosing not to provide service on short flights." Mike went on to say that a Flight Attendant would not be disciplined for serving peanuts after drinks. Mike extended an invitation to Executive Board Members to contact him directly with concerns. Wayne Shaw discussed the implementation of the Satellite Base Test. Wayne noted that 120 Flight Attendants had bid to be based in both the Austin and Ft. Lauderdale (FLL) Satellite Bases, much more than the actual positions available. Wayne said that another IIOTG would be published that day regarding the Satellite Base Test. Audrey Stone asked if the new publication would include updated information regarding the fact the Flight Attendants would not be responsible for finding their own replacement when pulled for FAR illegalities. Wayne said yes. Audrey Stone noted that Scheduling Committee Chairperson Lisa Trafton would be at the "Meet and Greet" event in Austin and that Orlando-based Flight Attendant Billy Makedonsky would attend the FLL event. Cuyler Thompson discussed the fact that the recent Read Before Fly (RBF) regarding Unaccompanied Minor (UM) Procedures had not accurately reflected current procedures. Steve Murtoff said that he would talk to Jamie Willard about the publication and follow-up with the Executive Board. Jimmy West discussed Deadheads being denied boarding in New Orleans. Stacey Vavakas discussed harassment experienced by Flight Attendants who had been provided a special accommodation due to allergies to the new Flight Attendant Uniform. Steve Murtoff will work with Michael Massoni and TWU Local 556 Uniform Committee Chairperson Jabari Smith to find resolution. Steve said that he would educate Base Leaders during their January 2018 Meeting. Donna Keith discussed the behavior of Cintas Representatives in the Chicago Flight Attendant Lounge. Mike Sims said that the Southwest Airlines LINK Team included Flight Attendants Tracye Tipps, Robert Asbury, Javier Pedraza and Nik Guillotte. There was more discussion regarding Cintas.

The Inflight Management Representatives left the Meeting at 1119.

The Executive Board took a break at 1120 and reconvened at 1135.

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

Sam Wilkins, Matt Hettich, Heather Kelly-Gray, Michael Massoni and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

Cuyler Thompson submitted the **November 28, 2017 Executive Board Meeting Conference Call Synopsis** for review.

The Executive Board made corrections and changes to the November 28, 2017 Executive Board Meeting Conference Call Synopsis.

Rachel Brownfield made a **motion (13)** to approve the November 28, 2017 Executive Board Conference Call Synopsis as amended. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

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

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

The Executive Board went to lunch at 1225 and reconvened at 1350.

Executive Board Members Audrey Stone, Brett Nevarez, Cuyler Thompson, Rachel Brownfield, Stacey Vavakas, Pamila Forte-Oak, Jimmy West, David Jackson, and Brian "BR" Ricks were present at the Meeting.

Sam Wilkins, Matt Hettich, Heather Kelly-Gray, Michael Massoni and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

Jessica Parker and Donna Keith were tardy.

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

The Executive Board spoke with 1st Vice President Michael Massoni via conference call at 1352.

Donna Keith and Jessica Parker entered the Meeting at 1408.

The conference call with Michael Massoni ended at 1445.

Matt Hettich entered the Meeting at 1451.

Rachel Brownfield will work with Shop Steward Committee Chairperson Mark Anthony Reyes, Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse and Legal Counsel Ed Cloutman to create a document releasing the Union from liability in the event a Member wants or seeks assistance from a Shop Steward on the “Do Not Call List.”

Cuyler Thompson made a **motion (14)** to renew the contract with the primary hotel currently used for Union Business. Stacey Vavakas **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Chair
Michael Massoni	Excused
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Excused
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Excused
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 took a break at 1515 and reconvened at 1536.

Executive Board Members Brett Nevarez, Cuyler Thompson, Rachel Brownfield, Stacey Vavakas, Pamila Forte-Oak, Jimmy West, Jessica Parker, Donna Keith, and David Jackson were present at the Meeting.

Audrey Stone was attending to Union Business.

Sam Wilkins, Matt Hettich, Heather Kelly-Gray, Michael Massoni and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

Brian "BR" Ricks was absent.

Brett Nevarez chaired the Meeting.

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

Brian "BR" Ricks returned to the Meeting at 1542.

Stacy 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 November 14-16 in Dallas and served as Emergency Officer On-Call November 20-27. David attended a strategic planning session in Dallas on December 1 and 2. David met with Houston Inflight Base Manager Scott Wells regarding the new Work Rules and Expectations and conducted a Lounge Mobilization on that topic on December 4. David sent an E-Connection to the Houston Base and set up a donation box for Toys for Tots in the Lounge, updated the Union Red Rack and the Union Glass Case.

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

Representatives Tim Mullaney and Jamie Hargrove entered the Meeting at 1548 to discuss NetLaw, and a proposal to offer the product to TWU Local 556 Members.

There was discussion.

Tim Mullaney and Jamie Hargrove were excused at 1626.

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

Jimmy reported that Fact-Finding Meetings remain consistent in Orlando. Jimmy reported that Fact-Finding Meetings for Customer complaints are down. Jimmy reported that the Toys for Tots boxes are up and are overflowing onto the floor and the boxes will be delivered this Friday, December 15, 2017. Jimmy reported that he participated in two Executive Board Conference Calls in the month of November. Jimmy reported that he has received numerous complaints and concerns regarding the announcement of the new Work Rules and Expectations scheduled to begin January 1, 2018.

Matt Hettich presented the **Oakland Base Report**. There was no written report submitted.

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 November 13. Donna set up a Toys for Tots box in the Chicago Lounge and would like to thank everyone for their generosity. Donna traveled to Dallas November 30 to meet with other Domicile Executive Board Members to discuss the new Inflight Work Rules and Expectations announced by Southwest Airlines Management. Donna conducted Lounge Mobilizations surrounding the subject of the Work Rules and Expectations during the week of December 1. Donna had conversations with many Flight Attendants about the new work rules. Donna has represented Flight Attendants in Fact-Finding Meetings. Donna has been available to the Chicago Members and has had conversations with Chicago Inflight Leadership concerning the new Work Rules and Expectations as well as Base and Member issues. All publications have been distributed and the glass case has been updated. Donna would like to thank Shop Steward Brendon Remezas for delivering the Toys for Tots.

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

Jessica attended the Executive Board Meeting in Dallas November 14-16. On November 26, Jessica published an E-Connection to Denver Based Flight Attendants which highlighted their generosity in the recent donation drive to assist those in Puerto Rico still suffering in the aftermath of Hurricane Maria. Jessica set up the Toys for Tots donation box in the Denver Inflight Lounge on November 27. Donations of new, unwrapped toys will be accepted through December 18. Jessica served as 3rd Chair for an Arbitration, with preparation on November 29, and the Arbitration being held on November 30. On December 2, Jessica met with Domicile Executive Board Members, Donna Keith, Pamela Forte-Oak, David Jackson, and Matthew Hettich to continue discussions regarding a strategic plan to address the new Work Rules and Expectations which go into effect on January 1, 2018. On December 4, Jessica attended the Denver Area Labor Federation's 135th Anniversary Celebration with Denver Shop Steward Jamie Simpson and Denver Flight Attendant Paula Taub. On December 4 and 5, Jessica conducted Lounge Mobilizations to encourage Members to contact Inflight Leadership regarding concerns about the new Work Rules and Expectations. Shop Stewards Jamie Simpson and Ryan Smith assisted with the Lounge Mobilizations and were in the Denver Inflight Lounge educating the Membership on the changes and also encouraged concerned Members to contact Inflight Leadership directly. Jessica tidied the Union Red Rack and updated the Union Glass Case with current material.

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

Rachel attended the Executive Board Meeting November 15-17. Rachel attended two New Hire dinners welcoming Flight Attendants to Southwest Airlines and TWU Local 556. Rachel flew to Dallas to attend a meeting to address the new Work Rules and Expectations with other Domicile Executive Board Members and Board Member at Large Sam Wilkins. Rachel participated in two Executive Board Conference Calls as well as the Shop Steward Conference Call. Rachel spent time in the Las Vegas Inflight Lounge discussing the new Work Rules and Expectations with Members and encouraged them to ask Inflight Leaders about the changes. Rachel updated the Union Glass Case and tidied the Union Red Rack. Rachel sent out an E-Connection and edited the Executive Board Minutes for grammatical errors only as part of the Minutes Review Committee.

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

Pamila did Fact-Finding and Step Two Meetings. Pamila updated the glass case and red rack. Pamila was Emergency Officer On-Call October 9-16. Pamila attended the Executive Board Conference call October 10. Pamila attended the Atlanta PRIDE Parade October 15. Pamila attended the Executive Board Meeting October 16-19. Pamila volunteered for Making Strides Against Breast Cancer in Atlanta, Georgia on October 21. Also in attendance were Shop Stewards Jabari Smith, Veronica Espinoza and Flight Attendant Kendall Lowe. Pamila participated in the Atlanta Breast Cancer Lounge Mob October 26. Pamila met with the Signature Verification Committee October 25 and October 30 in Dallas. Pamila attended the TWU International Janus ad hoc committee meeting November 1 and 2, in Washington D.C. Pamila attended the Georgia State Conference Meeting in Augusta, October 28. Pamila attended the E- Membership Meeting November 13. Pamila attended the Executive Board Meeting November 14-16. Pamila attended the Atlanta Kindness Roundtable November 27. Pamila attended the Executive Board Conference Calls on November 28 and November 29. Pamila attended Strategic Planning in Dallas with the TWU Local 556 Domicile Executive Board Members December 1 and 2. Pamila continues to answer phone calls, text messages, and emails from Members with their concerns.

Cuyler Thompson submitted the **Critical Incident Stress Management (CISM) Report** for Chairperson Eileen Rodriguez:

CISM Chairperson Eileen Rodriguez attended Intervention Training in Dallas hosted by Brad Lamm on Nov 15-1, 2017. Eileen and CISM Team Member Katie Ratcliff presented CISM to Inflight Training Class 374.

The CISM Team responded to a total of 176 Incidents and spoke to 176 Flight Attendants during the month of November.

<i>Assault</i>	<i>2</i>
<i>Birdstrike</i>	<i>3</i>
<i>Crew Member Illness</i>	<i>1</i>
<i>Death on Board</i>	<i>2</i>
<i>Debriefing - Team Member</i>	<i>3</i>
<i>Decompression</i>	<i>1</i>
<i>Diversion</i>	<i>1</i>
<i>Flight Attendant Death</i>	<i>1</i>
<i>FA Death of Family Member</i>	<i>7</i>
<i>FA Illness</i>	<i>4</i>
<i>FA Injury</i>	<i>1</i>
<i>FA Involved in Incident - Off Duty</i>	<i>1</i>
<i>Incident on RON</i>	<i>3</i>
<i>Mechanical</i>	<i>2</i>
<i>Medical Emergency</i>	<i>21</i>
<i>New Hire Class Presentation</i>	<i>1</i>
<i>Passenger Misconduct</i>	<i>2</i>
<i>Personal Issue</i>	<i>30</i>
<i>Sexual Harassment or Assault</i>	<i>3</i>
<i>Smoke or Fumes in Aircraft</i>	<i>2</i>
<i>Suicide Attempt</i>	<i>1</i>
<i><u>Turbulence</u></i>	<i><u>1</u></i>
<i>Total Incidents</i>	<i>93</i>
<i>Flight Attendants Assisted</i>	<i>176</i>

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

Lisa Trafton and Scheduling Committee Co-Chairperson Don Shipman reported that line writing for the month of January had an increase in line positions and purity in comparison to December. The number of line positions that a Flight Attendant could be awarded for the month of January increased by 488 line positions from 9,268 in December to 9,756 in January. The Scheduling Committee left 97 positions in Open Time for the month of January in comparison to December, with 1,269 positions left in Open Time. The Committee for the month of January wrote an average of 76% pure lines (lines starting on the same day each week containing Pairings of the same length) maintained 37% of the lines with all weekends off, and the lines containing 3-on/off or 48-hour breaks did not exceed 15%. The average lines paid 91.47 TFP, average work days were 12.84. These numbers do not include the two new Satellite Bases of Ft. Lauderdale (FLL) and Austin (AUS). The AUS Satellite Base had an average of 68% pure lines, 46% weekend off and 0% lines containing 3-on/off or 48-hour breaks. The average lines paid 82.47. The FLL Satellite Base had an average of 76% pure lines, 44% weekend off and 0% lines containing 3-on/off or 48-hour breaks. The average line paid 78.20. FLL did end up with turns in Open Time for the month of January due to some last-minute schedule changes done after primary lines were built. Scheduling Committee Chairperson Lisa Trafton will be attending both Meet and Greets in Austin

and Ft. Lauderdale the week of December 12-14. The Line Writers for the January primary lines were: Shelley Taylor, Alexander Ricker, Doreen Argyropoulos-Ricker, Rebekah Knox, Lisa Trafton and Don Shipman. The Line Writers for January secondary lines were: Alexander Ricker, Richard Locher, Doreen Argyropoulos-Ricker, Rebekah Knox and Lisa Trafton.

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

<i>I.R. FILED</i>	4
<i>NOT TAKEN</i>	4
<i>CRM</i>	9
<i>INFORMATIONAL</i>	3
<i>WITHDRAWN</i>	4
<i>PILOT</i>	2
<i>COMPANY POLICY</i>	3
<i>PROBATIONARY</i>	1
<i>SOCIAL MEDIA</i>	1
<i>IN PROGRESS</i>	1
<i>TOTAL CASES</i>	32
<i>POSITIVE RESOLUTION</i>	11
<i>UNRESOLVED</i>	3
<i>NEGATIVE RESOLUTION</i>	1
<i>BASE</i>	
<i>MDW</i>	9
<i>HOU</i>	6
<i>BWI</i>	4
<i>DEN</i>	4
<i>OAK</i>	2
<i>LAS</i>	2
<i>MCO</i>	1
<i>ATL</i>	1
<i>DAL</i>	2

Jessica Parker presented the **Scholarship Committee Report**. There was no written report submitted.

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

The TWU Local 556 Survey Committee launched the 2017 Membership Survey on Friday, December 1. Members continue to participate in the survey and reminder emails will begin the week of December 11. This year's survey seeks input on Member demographics, Union communications, education and a small section regarding politics – specifically the FAA Reauthorization Bill as it relates to Crew rest. Several Members have contacted the Survey Committee as they have not received the unique link to the survey and these are being worked through. The Survey Committee is on track to complete the survey and publish the results to the Membership by December 22.

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

Natalie attended the CARE breakfast in Dallas with Foundations Recovery the morning of November 15. FADAP Co-Chairpersons Natalie Salser and Tom Spillers attended a Breakfree Intervention Training in Dallas November 15-17, along with FADAP Team Members Jodi Nevant, Dana Mullins, and Amy Hutchins Peters. FADAP and CISM Committees created an educational poster to be placed in all Flight Attendant Lounges November 22. Natalie attended the Recovery Results Conference in Dallas November 28-29.

There was discussion regarding the availability of Communications Committee Members outside of established working hours.

Matt Hettich made a **motion (15)** to recess. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Brett Nevarez recessed the Meeting at 1701.

Wednesday **December 13, 2017**

Audrey Stone called the Meeting to order at 0900.

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

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse entered the Meeting at 0906.

Grievance Committee Member John Moore entered the Meeting at 0911 to discuss the merits of a Grievance.

A Grievant entered the Meeting at 0917 to discuss the merits of the Grievance.

John Moore and the Grievant were excused at 0932.

Matt Hettich made a **motion (16)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **did not carry**.

Michael Massoni made a **motion (17)** to proceed on two Grievances. Jessica Parker **seconded** the motion. The motion **carried**.

Grievance Committee Member Renda Marsh entered the Meeting at 0953 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via conference call at 0955.

Renda Marsh left the Meeting at 1023

Jessica Parker made a **motion (18)** not to proceed on two Grievances. Michael Massoni **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1028 and reconvened at 1048.

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

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

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

A Grievant entered the Meeting at 1109 to discuss the merits of the Grievance.

Renda Marsh and the Grievant were excused at 1147.

Jessica Parker made a **motion (19)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Grievance Team Member Renda Marsh entered the Meeting at 1215 to discuss the merits of a Grievance.

The Executive Board left a voicemail for a Grievant at 1222.

Renda Marsh was excused at 1224.

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

Sam Wilkins entered the Meeting at 1246.

The Executive Board went to lunch at 1248 and reconvened at 1416.

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

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

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

A Grievant entered the Meeting at 1432 to discuss the merits of the Grievance.

Barbara Fitzhugh and the Grievant were excused at 1516.

Cuyler Thompson made a **motion (20)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **did not carry**.

Jessica Parker made a **motion (21)** to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1546 and reconvened at 1610.

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

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

John Parrott was excused for Union Business.

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

The Executive Board left a voicemail for a Grievant at 1616.

Renda Marsh was excused at 1618.

Cuyler Thompson made a **motion (22)** not to proceed on two Grievances. Michael Massoni **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (23)** not to proceed on ten Grievances per the recommendations of the Grievance Review Committee (GRC). Cuyler Thompson **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (24)** to proceed on four Grievances per the recommendations of the Grievance Review Committee (GRC). Cuyler Thompson **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (25)** not to proceed on a Grievance. Jimmy West **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (26)** not to proceed on three Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (27)** to accept the settlement to a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (28)** to revisit a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Cuyler Thompson made a **motion (29)** not to proceed on a Grievance. Michael Massoni **seconded** the motion. The motion **carried**.

Sam Wilkins made a **motion (30)** to revisit a Grievance. Rachel Brownfield **seconded** the motion. The motion **carried**.

Matt Hettich made a **motion (31)** to accept the settlement to a Grievance. Sam Wilkins **seconded** the motion. The motion **carried**.

Becky Parker and Brandon Hillhouse were excused at 1710.

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

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

Brett Nevarez made a **motion (32)** to recess. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Yea
Pamila Forte-Oak	Yea
Brian "BR" Ricks	Yea
Jimmy West	Yea
Donna Keith	Yea

The motion **carried**.

Audrey Stone recessed the Meeting at 1802.

Thursday **December 14, 2017**

Michael Massoni called the Meeting to order at 0900.

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

Audrey Stone was attending to Union Business.

Jimmy West was excused for Union Business.

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

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

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

Matt reported that the Committee prepared a survey question, included in the TWU Local 556 annual survey, seeking Membership feedback on the proposed changes to the minimum Crew Rest Requirements found in both the U.S. House and Senate versions of the FAA Reauthorization Bill. The results of the survey will be published to the Membership on December 22. TWU International recently announced it has retained the services of Ridge Global, the firm founded by the first U.S. Secretary of Homeland Security Tom Ridge, to evaluate and assess critical repair and maintenance work performed on U.S. passenger aircraft. Specifically, the TWU has asked Sec. Ridge to examine whether the 'off-shoring' of such repair and maintenance to aircraft to foreign countries is putting the American flying public in danger. Michael Broadhead, Chairperson of the Maricopa Area Labor Federation (MALF), reported to the committee that MALF held an open house on November 29 to conduct a year-end review of accomplishments, discuss the direction and future plans for MALF, and introduced the new Executive Director of the Arizona AFL-CIO. MALF recently reorganized its Legislative Committee in an effort to monitor legislative issues that impact affiliated Unions and has plans to participate in a Day of Action scheduled for March 2018. The TWU Nevada, Arizona, Colorado State Conference Recording Secretary Jim Volpe, reported to the Committee that he attended the quarterly meeting on November 30 and reviewed endorsements for candidates running for Congressional Seats in Nevada and Arizona.

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

There was discussion regarding Flight Attendant Uniforms.

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

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

TWU Local 556 Veterans Committee Chairperson Brendon Remezas reports that he has been actively recruiting and adding new Members to the Veterans list. Brendon is currently working on the Veterans Committee 2018 agenda. The Veterans Committee has seen a positive trend of Members who have shown interest in assisting the Committee. Brendon believes this is a direct result of the emails and Union Glass Case postings. Brendon would like to thank the Executive Board for their continued support and to all the Local 556 Members who have assisted the Committee.

The Recall Signature Verification Committee (SVC) will archive and store a permanent copy of all material associated with the recent Recall Petition on the TWU Local 556 server and report to the Executive Board when the project is completed. Parties named on the Petition may retrieve and retain a copy of the materials.

John Parrott submitted the **November 2017 TWU Local 556 Financial Report** for review. There was discussion.

Brett Nevarez made a **motion (33)** to approve the **November 2017 TWU Local 556 Financial Report**. Sam Wilkins **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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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**.

John Parrott discussed the annual preliminary TWU Local 556 audit.

Audrey Stone entered the Meeting at 1004.

Audrey Stone chaired the Meeting.

John Parrott discussed the preliminary annual TWU Local 556 audit to be conducted by an independent Certified Public Accountant.

Jessica Parker discussed the Family Medical Leave Act. There was discussion regarding what the Local was doing to address ongoing problems with denials by Southwest Airlines.

John Parrott submitted information regarding proposed annual pay increases for TWU Local 556 Office Staff Members.

Sam Wilkins made a **motion (34)** to approve the 2017 TWU Local 556 yearly Employee review and pay increase proposal 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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**.

There was discussion regarding the Shop Steward Committee. Rachel Brownfield will communicate to Shop Steward Committee Chairperson Mark Anthony Reyes the Executive Board's request to update the Shop Steward List during monthly Executive Board Meetings.

The Executive Board took a break at 1103 and reconvened at 1123.

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

Audrey Stone was attending to Union Business.

Jimmy West was excused for Union Business.

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

Michael Massoni chaired the Meeting.

Voluntary Insurance Products (VIP) representatives Lori Whitaker and Teresa Wilking were present at the Meeting to discuss upcoming open enrollment period for the supplemental insurance products made available to Members through TWU Local 556.

Audrey Stone returned to the meeting at 1150.

Audrey Stone chaired the Meeting.

Lori Whitaker and Teresa Wilking were excused at 1154.

Michael Massoni made a **motion (35)** to approve the Voluntary Insurance Products (VIP) “UNUM” product proposal and marketing materials 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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**.

John Parrott will contact NetLaw representative Tim Mullaney regarding questions from the Executive Board and report to the Executive Board.

Grievance Committee Co-Chairperson Brandon Hillhouse entered the Meeting at 1208.

The Executive Board spoke with TWU Local 556 Legal Counsel Mark Richard via conference call at 1208.

Brandon Hillhouse was excused at 1240.

The conference call with TWU Local 556 Legal Counsel Mark Richard continued until 1253.

Audrey Stone reported that she was still awaiting news from TWU International regarding the requirements of the TWU Constitution and Members payment of dues while on medical leave.

The Executive Board went to lunch at 1302 and reconvened at 1420.

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

Audrey Stone was attending to Union Business.

Jimmy West was excused for Union Business.

Heather Kelly-Gray and John DiPippa were excused for personal reasons.

Michael Massoni chaired the Meeting.

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

Audrey Stone returned to the Meeting at 1430.

Audrey Stone chaired the Meeting.

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

Audrey Stone left the Meeting at 1445.

Michael Massoni chaired the Meeting.

Rachel Brownfield made a **motion (36)** to approve the October 2017 Executive Board Meeting Synopsis as amended. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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 (37)** to approve the October 2017 Executive Board Meeting Voting Record and Vote Tally. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Michael Massoni	Chair
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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 (38)** to approve the October 2017 Executive Board Meeting Attendance Report. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Audrey Stone	Away
Michael Massoni	Chair
John Parrott	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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 (39)** to approve the October 2017 Executive Board Meeting Minutes as amended. 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	Excused
Brett Nevarez	Yea
Cuyler Thompson	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
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**.

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

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

John Parrott returned to the Meeting at 1507.

Audrey Stone returned to the Meeting at 1510.

Audrey Stone chaired the Meeting.

Cuyler Thompson submitted the **November 28, 2017 Executive Board Meeting Conference Call Synopsis, Voting Record and Vote Tally and Attendance Report** for review.

The Executive Board made corrections and changes to the November 28, 2017 Executive Board Meeting Conference Call Synopsis, Voting Record and Vote Tally and Attendance Report.

Rachel Brownfield made a **motion (40)** to approve the November 28, 2017 Executive Board Meeting Voting Record and Vote Tally. 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Excused
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 (41)** to approve the November 28, 2017 Executive Board Meeting Attendance Report. 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Away
David Jackson	Yea
John DiPippa	Excused
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 left the Meeting at 1530.

Brett Nevarez made a **motion (42)** to approve the November 2017 Executive Board Meeting Synopsis as amended. 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Nay
Brian "BR" Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Brett Nevarez made a **motion (43)** to approve the November 2017 Executive Board Meeting Minutes as amended. 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Nay
Brian "BR" Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Michael Massoni made a **motion (44)** to approve the November 2017 Executive Board Meeting Attendance Report. 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	Yea
Sam Wilkins	Yea

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

The motion **carried**.

Michael Massoni made a **motion (45)** to approve the November 2017 Executive Board Meeting Voting record and Vote Tally. 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	Yea
Sam Wilkins	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Yea
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

TWU Local 556 Office Team Employees Cliff Mace, Lisa Le, Debbie Huntsman and Juanita Stangler entered the Meeting at 1541. The Executive Board thanked the Employees for their service to the Union and presented them with a holiday bonus. The Office Team Employees were excused at 1542.

Sam Wilkins made a **motion (46)** to excuse Matt Hettich from Tuesday’s PM Session 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	Yea
Brett Nevarez	Yea
Cuyler Thompson	Yea

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

The motion **carried**.

Sam Wilkins made a **motion (47)** to excuse Pamila Forte-Oak from the January 2018 Executive Board Meeting for vacation. 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	Yea
Heather Kelly-Gray	Excused
Stacey Vavakas	Yea
David Jackson	Yea
John DiPippa	Excused
Matt Hettich	Yea
Rachel Brownfield	Away
Pamila Forte-Oak	Abstain
Brian “BR” Ricks	Yea
Jimmy West	Excused
Donna Keith	Yea
Jessica Parker	Yea

The motion **carried**.

Audrey Stone submitted correspondence regarding TWU International staffing changes, a request for affiliation from the Arizona Alliance for Retired Americans, a TWU International publication regarding Department of Transportation (DOT) drug testing standards, Jake’s Heart charitable organization, and emails from Members regarding proposed legislation that would change the allowable deductions for Flight Attendants.

Committee on Political Education (COPE) Co-Chairperson Matt Hettich will work to educate Members on ways to be involved regarding proposed legislation that would change the allowable deductions for Flight Attendants.

John Parrott submitted information regarding the **2017-2018 TWU Local 556 Operating Budget**.

Donna Keith left the Meeting at 1609.

Matt Hettich made a **motion (48)** to table discussions regarding the 2017-2018 TWU Local 556 Operating Budget. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

There was discussion regarding the holiday billboard created jointly with TWU Local 556, Aircraft Mechanics Fraternal Association (AMFA), and the Southwest Airlines Pilots Association (SWAPA).

There was discussion regarding Legal Counsel representing TWU Local 556.

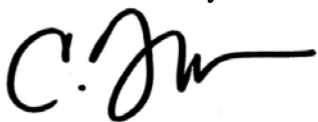
Brett Nevarez made a **motion (49)** to adjourn. Cuyler Thompson **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Audrey Stone adjourned the Meeting at 1620.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a long horizontal flourish extending to the right.

Cuyler Thompson
TWU Local 556 Recording Secretary