



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
May 15-18, 2018

Tuesday
May 15, 2018

Lyn Montgomery called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was not present.

Chad Kleibscheidel read aloud the **TWU Membership Pledge**.

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

Lyn Montgomery chaired the Meeting.

Lyn Montgomery updated the Executive Board regarding the Meeting Agenda and scheduled events for the week.

John Parrott made a **motion (1)** to excuse Rachel Brownfield (LAS) from the Executive Board Meeting this week for personal reasons. Jimmy West (MCO) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA

Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Charla Miller made a **motion (2)** to excuse Gayle Ross from the June 2018 Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A discussion was held regarding policies on and procedures on Executive Board attendance.

Lyn Montgomery submitted the **President's Report**:

Lyn began working right away on the transition of power along with John Parrott, and Andrew Longan. Additionally, 1st Vice President Chad Kleibscheidel assisted to help facilitate with knowledge transfer, on-boarding new officers, communications, office orientation, developing future media contacts, assisting in developing training for incoming officers, working on mobilization plans, educating on the grievance database system, committee education, future publications, new hire presentations among other things. 2nd Vice President LaTonia Paul Benoit has come into the office as a volunteer during her leave and worked with Lyn on legislative issues, including the FAA Reauthorization bill, COPE, AFL-CIO and other Union related items. Chantil Huskey shared her vast knowledge of mobilizing as a Union President with another local. As requested by the President, she began to create and vet a plan for mobilizing and organizing our Membership. Per the Constitution, the President is the Chairperson of the Mobilizing Committee. As Chairperson, Lyn wants to ensure we have a plan that we can quickly put into action so that mobilizing can begin as soon as possible since negotiations begin in November, Chantil has great experience with Mobilizing. Lyn received a briefing from President Audrey Stone on multiple days during the month of April. Lyn attended the TWU Air Division President's Council in San Francisco, April 9-13, the COPE Conference April 22-25 and the Working Women's Committee Meeting on April 26 in Washington,

D.C. During those events, Lyn met with International President John Samuelson, International Executive Vice President Alex Garcia, TWU International Vice Presidents, Thom McDaniel, Mike Mayes, Charles Serf President of TWU Local 555, and other Leadership from other TWU Locals. Lyn was given a tour of the TWU International Headquarters. Lyn also met with other Members who attended the COPE Conference, including outgoing and incoming Executive Board Members. Lyn delivered a speech to the COPE Convention floor concerning Sexual Harassment and Assault While Flying and lobbied for Flight Attendant issues with Members of Congress. Latonia, Damion and Lyn met with International President of AFA Sara Nelson, in Washington, D.C. to build relationships and discuss pending legislation with the FAA Reauthorization Bill and the 2hot2cold program. Lyn was updated by International Legislative Director Andrea Wuhbler. During the month of April and the last week of March, Lyn has met the with Office Staff and Grievance Team Members and Grievance Chairpersons Becky Parker and Brandon Hillhouse. Andrew Longan and Lyn Montgomery met with the Scheduling Committee Chairs, Lisa Trafton and Don Shipman. Lyn met with the Flight Attendant Drug and Alcohol Program (FADAP) Chairpersons and the Critical Incident Stress Management (CISM) Chairperson. Andrew Longan and Lyn Montgomery, met with Mike Sims and Rachel Loudermilk at TOPS and toured the NOC and new wings building. We discussed the possibility of having the new Board attend an Informational Session and Campus Tour with Management. Lyn and Chad met with Vice President of Inflight, Sonya LaCore in her office at the WINGS building. The President, 1st VP, 2nd VP and Recording Secretary met the first week of May to task items, transition into new roles and ensure that necessary items would be placed on the Agenda for the first board meeting. Chad and Lyn have worked to learn about the office, records, database system, phone system, staff roles and other Union items. Lyn developed an Executive Board training and included a visionary Presidential message. Lyn's vision is to mobilize the Membership by more face to face interactions. Gary Shults International Trainer instructed the Executive Board on roles and responsibilities of Officers, grievance procedures and other items. Lyn worked with Safety Chairpersons Michael Massoni concerning flight 1380. Lyn discussed safety matters with Bret Osterich Director of AMFA. Lyn spoke with President John Weeks of SWAPA concerning flight 1380 and other matters. Lyn reached out to the flight crew of 1380 to express her gratitude for their heroic actions and to ensure their needs were met. Lyn has continued to work with CISM Chairperson Eileen Rodriguez and Safety Chairperson Michael Massoni to ensure the Crew of 1380 has their needs met. Lyn met with past Negotiators Denny Sebesta, Don Shipman, Brandon Hillhouse and Paul Sweetin for grievances and to obtain some tactical knowledge to lead the 2018 Negotiating Committee. Lyn remains fully committed to the Membership and is honored to be the voice for the Members.

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

Chad Kleibscheidel presented an **Officer's Report**. There was no written report submitted.

LaTonia Paul Benoit presented an **Officer's Report**. There was no written report submitted.

Gayle Ross submitted a **Board Member at Large Report**:

Since taking office May 1, 2018, Gayle L. Ross, Board Member at Large, has been working in the Transport Workers Union Local 556 office. She has assisted in preparing notebooks and other assignments for the TWU Local 556 Executive Board Training, along with assigned daily Grievance tasks. One of these tasks is a proposal to be presented to the Executive Board regarding implementation of an On the Job Injury Support Team, to aid our Flight Attendants. Gayle has also aided the President, Lyn Montgomery, when asked.

Charla Miller presented a **Board Member at Large Report**. There was no written report submitted.

Sean Cooley presented a **Board Member at Large Report**. There was no written report submitted.

Chantil Huskey presented a **Board Member at Large Report**. There was no written report submitted.

Kay Hogan presented a **Board Member at Large Report**. There was no written report submitted.

Eric Weis presented a **Board Member at Large Report**. There was no written report submitted.

Pamila Forte-Oak (ATL) submitted the **Atlanta Base Report**:

Pamila reports Fact-Finding and Step Two Meetings have increased for late to the gate and delay of flight. Pamila attended the last Executive Board Meeting of the 2015-2018 term, in Dallas, April 16-20. Pamila would like to thank the outgoing Executive Board Members for their hard work and dedication to our Members. Pamila would also like to thank the Atlanta Shop Stewards for their volunteerism and advocacy during the 2015-2018 term. Pamila attended the Committee On Political Education (COPE) Legislative Conference in Washington, D.C. April 23-25., and Congratulations to Oakland Domicile Executive Board Member Matthew Hettich for winning the TWU International PAC Ambassador Award, presented during the COPE Conference. Pamila attended TWU Local 556 Executive Board training May 7-11. The training was facilitated by Gary Schultz and Nick Bedell of the TWU International. Pamila would like to Congratulate and welcome the newly Elected TWU Local 556 Executive Board Members. Pamila updated the Union Glass Case, the Union Red Rack, distributed Unity Magazines, and continues to answer, calls, text messages, and emails from Members.

Damion West (BWI) presented the **Baltimore Base Report**. There was no written report submitted.

Kristie Scarbrough (DAL) submitted the **Dallas Base Report**:

Prior to taking office on May 1, Kristie had an impromptu meeting with Dallas Base Manager Tammy Fueling in April to discuss expectations and advocacy for the Members.

The Union Glass Case needed updating and she redecorated it so that it was more visible and appealing. During her lounge visit Kristie had discussions with a few Members over the most recent RBF, concerning boarding without the Pilots and the concern of hot aircraft and safety related issues that could occur. The Dallas Base also honored the crew of flight #1380 by wearing royal blue ribbons on their uniform. Kristie provided these ribbons in a container and the Base Coordinator printed out a nice flyer that attached to the container of ribbons. In addition, with the assistance of Tiffany Padilla, Sara King, Charla Miller, Haley Piatt and Amy Palmer Peters, Kristie initiated a Facebook Page titled Dallas Union Connection with over 700 Members. This page provides TWU Local 556 information, opportunities, and surveys to get a consensus of the needs of the base.

Jessica Parker (DEN) submitted the **Denver Base Report**:

Jessica attended the Executive Board Meeting in Dallas April 17-20. Jessica would like to thank all outgoing Executive Board Members for their service to the Membership of TWU Local 556. Serving in a Leadership role in any Union can be a demanding and thankless job and the work and dedication of all outgoing Executive Board Members is appreciated. Jessica attended the 2018 TWU Legislative and Political Conference in Washington, D.C. April 23-25. On Monday, April 23, Jessica lobbied on the Hill with TWU Local 577 Members Christa Gifford, Raychel Armstrong, and Reynaldo Chaparro. During our lobbying appointments, we spoke to our Representatives about important issues affecting Labor including the FAA Reauthorization Bill, Amtrak Funding, and Investing in Transportation Infrastructure. On Tuesday, April 24, Jessica attended the Janus V. AFSCME Workshop and gained a greater understanding of the case. During the Workshop, we discussed how we, as Union activists, can fight the ever-present threat on Labor. Jessica attended the TWU International Working Women's Committee Meeting in Washington, D.C. April 26-27. Jessica served as a Delegate at the 2018 Colorado AFL-CIO COPE Convention in Colorado Springs April 28-29 along with Denver Shop Steward Jamie Simpson and Denver Flight Attendant Paula Taub. Jessica would like to thank both Jamie and Paula for proudly representing TWU Local 556 at the Convention. Jessica published a Denver E-Connection on May 2. Jessica attended Executive Board Training in Dallas May 8-11 and would like to welcome all incoming Executive Board Members. Jessica has represented Members in Fact-Finding Meetings, updated the Union Glass Case with current material, and discussed current Flight Attendant issues with Denver Inflight Leadership.

David Jackson (HOU) submitted the **Houston Base Report**:

David reports he attended the Executive Board Meeting on April 17-19. David participated in the Shop Steward Conference Call on April 27. David conducted a Lounge Mobilization on May 2. David attended Executive Board Training on May 7-11. David conducted several Fact-Finding Meetings, updated the glass case and red rack. David remained in constant contact with the Executive Board and Inflight Management.

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

The Executive Board had a discussion regarding on-going issues surrounding “lost shipments” in Orlando.

Donna Keith (MDW) submitted the **Chicago Base Report**:

Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue steadily for various reasons; including but not limited to delay of flight, late to gate, attendance points, Crew conflict, Social Media Violations, and Employee write ups. Donna attended the Executive Board Meeting in Dallas the week of April 16. Donna wrote an E-Connection and Donna has been in communication with Shop Stewards. Donna attended the Committee on Political Education (COPE) Conference in Washington D.C. the week of April 23 and lobbied on the Hill concerning issues important to Flight Attendants and Labor. Donna attended the Executive Board training in Dallas the week of May 7. Donna has represented Flight Attendants in Fact-Finding, Step 2 Meetings, and met with Management several times during the month. Donna has spent time in the lounge and been available to the Chicago Members and has had conversations with Chicago Inflight Leadership concerning Base and Member issues. All publications have been distributed, the red rack tidied, and the glass case has been updated. Donna would like to welcome all new incoming Members of the Executive Board and thank all outgoing Members of the Executive Board for their service.

Josh Rosenberg (OAK) submitted the **Oakland Base Report**.

Josh took over Oakland Domicile Executive Board Member (DEBM) duties from Matthew Hettich on May 1. Since being elected, he has worked closely with Matt on a knowledge transfer and feels well prepared to take over his duties. Josh would like to thank former OAK DEBM Matt Hettich, as well as Oakland Members and former BMAL’s Sam Wilkins and Heather Kelly Gray, for their hard work on the Executive Board and dedication to the Membership. He would also like to congratulate Matt Hettich on the TWU PAC Ambassador Award from International, recognizing his great work with that California State Conference. Josh encouraged OAK Members to email the Executive Board with their concerns about New Hires and how they affect bidding and awards in OAK. Josh has continued his Education Committee Co-Chairperson responsibilities with scheduling the Official Facebook Group and coordinating Base Orientations. Josh attended Officer training in Dallas on May 7 -11. Josh would like to welcome all the new Executive Board Members.

John DiPippa (PHX) submitted the **Phoenix Base Report**:

John wants to welcome the 2018-2021 Executive Board and looks forward to a great 3 years. In April, John attended the last Executive Board Meeting of the 2015-2018 Board and wishes all the outgoing Board Members the best of luck in the future. John also did a Fact-Finding Meeting, Lounge Mobilization, and wrote an E-Connection. In May, John attended Executive Board Training and reviewed Grievances for the upcoming Board Meeting. John has been in constant contact with the Executive Board and the Membership

through phone calls, emails, and Facebook posts. As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to call him if they need anything.

The Executive Board discussed procedures for appointing Committee Chairperson and Co-Chairpersons. The Executive Board agreed by **consensus** to move the Committee Chairperson selection/appointment to later in the agenda to give Executive Board Members time to review the candidate Letters of Interest.

Lyn Montgomery submitted the **Committee On Political Education (COPE) Report** on behalf of Chairperson Matt Hettich:

Matt reported the TWU Local 556 sent fourteen Members to the TWU Legislative and Political Conference in Washing D.C. April 22-25. Over the course of three days, TWU Local 556 Members met with approximately 40 Members of congress and their staff to brief legislators on the successful JetBlue organizing drive with TWU, sexual misconduct on flights, regulation on the transportation on lithium batteries, banning knives and cell phone voice communication, the need for legislation preventing “flag of convenience” air carrier entry into U.S. markets, and holding foreign aircraft repair stations to the same standards that are required here in the U.S. Matt thanked Lyn Montgomery, LaTonia Paul Benoit, Pamila Oak, Jessica Parker, Donna Keith, Charla Miller, Sam Wilkins, Susan Johnson, Damion West, Josh Rosenberg, Jim Volpe, Michael Broadhead, and Brendan Remezas for attending and advancing important TWU issues. On April 27, the U.S. House of Representatives passed the FAA Reauthorization Act of 2018 (H.R. 4). The bill includes language impacting Flight Attendants throughout the industry including an unreducible FAA rest period of 10-hour for Flight Attendants, requirements for carriers to develop a Flight Attendant Fatigue Management System, provides FAA Administrator review of industry-wide cabin evacuation procedures, language preventing “flag of convenience” carrier entry into U.S. markets and support of labor standard & principles, cell phone voice communication use ban, flight deck secondary barriers, human trafficking training for airline employees, and provides lactation rooms in commercial service airports. The bill has been placed on the Senate’s legislative calendar and should be under consideration this summer. Matt Hettich and Sam Wilkins attended a Gavin Newsom for California Governor reception hosted by California Assembly Member Rob Bonta, I.A.F.F. Local 689, and Teamster Joint Council 7. Addie Crisp reported that she, along with Devin Johnson and Steve Johnson, attended the Nevada State COPE Conference in Reno on April 16-17. The first day of the Conference included speeches from elected officials and AFL-CIO organizers about the importance of the 2018 election. Some of the things at stake are redistricting, control of the Assembly, Senate, and the Governor’s Office. The second day of the conference we went over the legal logistics when campaigning; we also heard from Danny Homan, IOWA President of AFSCME Council 61 about what happened when the State Government dismembers unions in their state and how easy it is to do when you don’t have Union supporters in office. On May 4, Addie Crisp and Rachel Brownfield attended a “donuts with Dina” event with U.S. Congresswoman Dina Titus, hosted by the Nevada State AFL-CIO.

Chantil Huskey submitted the **CISM Committee Report** on behalf of Chairperson Eileen Rodriguez:

The CISM Team held its annual CISM RT April 17-19, 2018. The training focused on reviewing the basics of CISM and practicing debriefings and defusings. Guest speakers spoke on Human Trafficking, Drug dependency, Resiliency and caring for the Caregiver.

CISM Chairperson Eileen Rodriguez attended an operational debrief meeting with Inflight Leadership and TWU556 health and Safety on Flight 1683.

CISM Chairperson Eileen Rodriguez presented CISM To Southwest Airlines New Hire Classes 383 and 384. CISM Chairperson Eileen Rodriguez held a CISM Team Base Coordinator (TBC) meeting in Dallas. Each CISM Leader from all 10 bases attended this meeting and assisted in preparing for CISM Training.

CISM Team Members attended the Health and Safety Wellness Fairs in BWI and LAS and presented CISM to the Membership.

CISM Team Members did a lounge mobilization in LAS after the passing of a LAS Flight Attendant.

Two CISM Team Members were on the GO Plane that flew DAL- PHL to respond to Southwest Airlines accident Flight 1380. The CISM Team has been assisting the affected Crew Members daily since the accident occurred. CISM Chairperson Eileen Rodriguez was present at the Crew Debrief for the crew of flight 1380.

The CISM Team responded to a total of 134 incidents during April.

*The CISM Team spoke to a total of 363 Flight Attendants during the month of April
The CISM Team received a total of 72 calls in regard to flight 1380 accident
Below is the Breakdown of the incidents the CISM Team handled in April 2018:*

<i>Aborted Landing</i>	<i>2</i>
<i>Accident</i>	<i>1</i>
<i>Aircraft Incident</i>	<i>5</i>
<i>Assault</i>	<i>1</i>
<i>Birdstrike</i>	<i>3</i>
<i>Calls Related to Death of FA</i>	<i>5</i>
<i>Crew Member Illness</i>	<i>1</i>
<i>Debriefing - Crew</i>	<i>1</i>
<i>Debriefing - Team Member</i>	<i>3</i>
<i>Declared Emergency</i>	<i>2</i>
<i>Defusing</i>	<i>1</i>
<i>Diversion</i>	<i>1</i>
<i>FA Death</i>	<i>2</i>

<i>FA Death of Family Member</i>	9
<i>FA Exposure to Infectious Disease</i>	1
<i>FA Illness</i>	1
<i>FA Injury</i>	6
<i>FA Involved in Incident - Off Duty</i>	1
<i>Flight 1380*</i>	1
<i>Human Trafficking</i>	1
<i>Incident on RON</i>	1
<i>Lounge Mobilization - LAS</i>	2
<i>Mechanical</i>	7
<i>Medical Emergency</i>	23
<i>New Hire Class Presentation</i>	2
<i>Passenger Misconduct</i>	4
<i>Personal Issue</i>	38
<i>Professional Standard Referral</i>	1
<i>Safety Fair - BWI</i>	1
<i>Safety Fair - PHX</i>	1
<i>Suicide of a Family Member</i>	1
<i>Termination</i>	1
<i>Turbulence</i>	4
 <i>Total</i>	 134
 <i>FA's Assisted</i>	 363
 <i>*FA's assisted with Flight 1380</i>	 72

John DiPippa (PHX) submitted the **Scheduling Committee Report** on behalf Chairperson Lisa Trafton:

The number of line positions that a Flight Attendant could be awarded for the month of June increased by 54-line positions from 9408 in March to 9462 in April. The Scheduling Committee left 1985 positions in open time for the month of June in comparison to 1562 left in May. The Committee for the month of June wrote an average of 70% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 35% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average lines paid 99.44 TFP average work days were 13.91. These numbers do not include the two new Satellite Bases of Ft. Lauderdale and Austin. The Austin Satellite Base had an average of 92% pure lines, 42% weekend off and 1% lines containing 3-on/off or 48-hour breaks. The average lines paid 100.17. The Ft. Lauderdale Satellite Base had an average of 76% pure lines, 35% weekend off and 4% lines containing 3-on/off or 48-hour breaks. The average line paid 93.22. We have seen a decrease in International overnights. When I spoke with the Executive Board in April and informed them that I was trying to get an answer if we truly have had a decrease in

International overnights. Crew Planning did do some research and our International overnights have decreased gradually since December. We have approximately 50 fewer overnights for the month of June than we did in December. The cause could be several things. (i.e. seasonal travel, flow of aircraft and flight times now being able to make turns out of what would have been an overnight.) The Line Writers for the June Primary Lines were: Shelley Taylor, Richard Locher, Sheri Tyler, Rebekah Knox, Don Shipman and Lisa Trafton The Line Writers for June Secondary Lines were: Alexander Ricker, Shelley Taylor, Chase Goldman, Janet Lamy, Richard Locher and Lisa Trafton.

Due to length, the Executive Board agreed by consensus to individually review 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:

ID Event Date Status Summary

AIRCRAFT DOOR/SLIDE/ARMING AIRCRAFT DOOR/SLIDE/DOOR

5845 4/10/2018 Sent to ERC for review PROCEDURE - Failed to arm fwd entry door

5847 4/10/2018 Sent to ERC for review PROCEDURE - OTHER DEPARTMENT - Girt bar fell out of holder after Provo opened toward service door

5884 4/16/2018 Sent to ERC for review INTOXICATION - passenger appeared intoxicated

5887 4/18/2018 Sent to ERC for review DEPLOYMENT - Slide dropped out of housing

5898 4/20/2018 Sent to ERC for review DEPLOYMENT - Failure to disarm forward entry door

5903 4/22/2018 Sent to ERC for review SECURITY/FLIGHT DECK ACCESS

PROCEDURES - Failure to confirm safe zone when opening cockpit door

5918 4/23/2018 Sent to ERC for review IEFB/MISSING IEFB - Forgot iPad on previous flight due to plane change.

5921 4/26/2018 Sent to ERC for review MAINTENANCE/OTHER - very loud noise during take-off and during flt coming from the fwd entry door due to improper seal

5925 4/28/2018 Sent to ERC for review MINIMUM CREW/THROUGH FLIGHT - all through passengers requested to and did deplane, and we left the aircraft

5926 4/27/2018 Sent to ERC for review ALCOHOL/PAX SIGNS OF INTOXICATION - Alcohol Related Event ALCOHOL/PAX SIGNS OF AIRCRAFT DOOR/SLIDE/PARTIAL SLIDE AIRCRAFT DOOR/SLIDE/PARTIAL SLIDE

5928 4/29/2018 Sent to ERC for review MINIMUM CREW/THROUGH FLIGHT - Due to safety related issues I thought I was doing the appropriate thing for the company,

5933 4/29/2018 Sent to ERC for review IEFB/MISSING IEFB - Left Manual on aircraft

5934 4/30/2018 Sent to ERC for review IEFB/NON-FUNCTIONING - EFB wasn't working so I called scheduling. They contact Vegas base to print me out a manual. I inform ops working flt

5938 4/28/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/USE OF ELECTRONIC DEVICE - Had phone out because it buzzed. Realized I had to put in airplane mode

5951 5/3/2018 Sent to ERC for review IEFB/MISSING IEFB - Left my inflight manual during an aircrat swap, flew my next leg without it

5952 5/1/2018 Sent to ERC for review

5953 4/4/2018 Sent to ERC for review
RESPONSIBILITIES/OTHER - Late to gate

5954 5/4/2018 Sent to ERC for review
home, after contacting scheduling the SNA Ops printed new manual and the plane left on time.

5955 5/4/2018 Sent to ERC for review
SECURITY/TSA CHECK POINT-RELATED - Passenger had a knife

5956 5/4/2018 Sent to ERC for review CABIN READINESS/POC
PLACEMENT/USE - failure to double check on seating arrangement of preboard customer with POC before the front entry door was closed.

5957 5/6/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/PARTIAL SLIDE
DEPLOYMENT - There was a maintenance issue with the forward entry door slide.

5958 5/5/2018 Sent to ERC for review IEFB/MISSING IEFB - During prepared process for flight 3850 I discovered that I left my IRFB on the aircraft flight 873 DAL-AUS-MCI. 5959 5/5/2018 Sent to ERC for review IEFB/NOT SYNCED - My iPad wouldn't sync 2 supervisors witnessed. And resulted in me having to get my iPad replaced.

5960 5/4/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND
RESPONSIBILITIES/OTHER - WHILE WAITING AFTER PASSENGERS DEPLANED, I WAS TOLD TO GET MY BAGS BY OPERATIONS TO TAKE ALCOHOL TEST.

5961 5/7/2018 Sent to ERC for review 5962 5/7/2018 Sent to ERC for review
EQUIPMENT - POB bottle under 1500

5963 5/4/2018 Sent to ERC for review period with no time to eat.

5964 5/7/2018 Sent to ERC for review

5965 5/7/2018 Sent to ERC for review
RESPONSIBILITIES/OTHER - I was late to the gate because I was sitting at the wrong gate. 5966 5/7/2018 Sent to ERC for review GROUND
COMMUNICATION/PROCEDURES/PREFLIGHT BRIEFING WITH OPERATIONS
AGENT NOT GIVEN - Boarding was rushed causing the International kit to be left behind causing non-compliance policies/procedures.

5967 5/6/2018 Sent to ERC for review IEFB/NON-FUNCTIONING - My EFB locked me out, IT unable to assist, Denver inflight supervisors gone for the day, phone help unresponsive,

5968 5/7/2018 Sent to ERC for review SECURITY/PAX MISCONDUCT (THREAT LEVEL)
- Passenger was belligerent, loud, unreasonable, irrational, unpredictable and unstable behavior most of the flight.
IEFB/MISSING IEFB – iPad FLIGHT ATTENDANT DUTIES AND
IEFB/MISSING IEFB - I left my iPad at
IEFB/LOW BATTERY - Passport/EFB charge CABIN EQUIPMENT/EMERGENCY
FATIGUE - Fatigue Long scheduled duty
IEFB/MISSING IEFB - Failure to have EFB FLIGHT ATTENDANT DUTIES AND

5969 5/9/2018 Sent to ERC for review IEFB/MISSING IEFB - I lost iPad eFAM with sled attached

5970 5/9/2018 Sent to ERC for review CABIN READINESS/CABIN NOT SECURED - Had to put overflowing trash in the AFT LAV. All trash and recycle was full

5971 5/6/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/DISARMING
 PROCEDURE - As I disarmed the door I moved the flag up but didn't fully snap it and it
 fell and was hanging down.

5972 5/6/2018 Sent to ERC for review TURBULENCE/OTHER - 55min flight time, some
 turbulence, very difficult to safely do a full service and provide hospitality

5973 5/4/2018 Sent to ERC for review BOARDING/AGENT INITIATED BOARDING
 WITHOUT CREW COORDINATION - Ops agent started boarding before crew was ready;
 ops agent never asked if he could begin boarding

5974 5/8/2018 Sent to ERC for review Maintenance-Safety-

5975 4/30/2018 Sent to ERC for review

- PASSENGER CONSUMPTION OF PERSONAL 5976 5/9/2018 Sent to ERC for review
 Forgot to verify with C FA if OWWE was briefed 5977 5/9/2018 Sent to ERC for review
 Failed to brief exit row

ASAP Reports received Year-to-Date: Accepted Reports Year-to-Date: Excluded Reports
 to date:

Open Reports:

Total Reports Received in 2017

Total Reports Received over the Life of Program

CABIN AIR QUALITY/ODOR - Aircraft

ALCOHOL/CONSUMED OWN ALCOHOL, ALCOHOL ONBOARD

OWWE/PAX BRIEFED AFTER TAKEOFF -

OWWE/PAX BRIEFED AFTER TAKEOFF -

589 553 6

41 947 7327

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 04/15/18 through 05/11/18 = 201 Emergencies Declared for
 Period = 12

2018 Year-to-Date = 1018 All of 2017 = 2371

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 24, 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

Chad Kleibschedel submitted the **Health Committee Report** on behalf of Chairperson Michele
 Moore:

ASAP

The ASAP ERC received 589 reports year to date, 542 of those reports were accepted, 6
 were excluded and 41 are still open. The excluded reports were all excluded because

they were not safety of flight, i.e. the events happened prior to the Flight Attendants arrival to the aircraft.

There are several meetings scheduled in May/June. There is a risk mitigation training scheduled as each accepted report has to be assigned a risk. The ERC has used several risk matrixes' over the life of the program to keep the data risked consistently with the other ASAP groups. The upcoming training is a "reset" as there have been new FAA and Company representatives on the committee.

The ASAP ERC will be attending the DEN base Safety Day for program promotion. Additionally, in June the ERC will do a multi-day promotional event in BUR.

There will be a quarterly meeting scheduled with all of the ERC Members (primaries and alternates) as well as a separate quarterly meeting that includes the FAA CMO.

ENS Follow-ups:

Year to Date in 2018 there were 1018 ENS/NOC/MOM Report emails; 201 happened between 4/15/18 – 5/11/18. During the same time frame, 12 emergencies were declared (emergencies declared do include medical emergencies). TWU Local 556 Health and Safety vet every report and work closely with CISM to determine which events need follow up from the Health and Safety Team.

Uniform/Allergy Issues

There are no new developments or updated numbers on the uniform allergy issue. The Health and Safety Committee did not receive any new complaints on the uniforms since the last report. It is believed this could be due to the recent event of Flight #1380, not necessarily because there are not any additional issues.

Hypodermic Needle Stick Injuries

The working group is in the final stages of gathering information to submit to the company on their recommendations. The recommendation will have a tiered format to it, as one aspect of change will not necessarily alleviate the risk. The working group was not able to meet in May due to the recent event of Flight #1380.

Door Arming/Disarming

There have been no new developments or meetings of the Slide working group due to the recent event of Flight #1380.

Fume Mitigation Working Group

The final version of the new form has been submitted to SWA Sr. Leadership for final approval. The new form should be available for use in upcoming months.

Flight #1380

TWU Local 556's Go Team was dispatched to PHL when the event with Flight #1380 occurred. Michael Massoni arrived on the Go Plane from Dallas and Michele Moore self-deployed from LGA, the RON of the trip she was on. Michele was able to meet up with the crew upon her arrival in PHL and spend time with them the day of the actual event. TWU Local 556 representatives were assigned to the Survival Factors Group, which was assigned to work on the aircraft involved in the event. The Survival Factors Group remained in PHL until Saturday April 21st.

Since returning to Dallas after the event, Michele, as part of the NTSB team, interviewed several passengers that were on Flight #1380. Additionally, Michele attended SWA's Operational Safety Debrief as well as meeting with the crew the day prior to the debrief for a prep session. Since the event there have been many conference calls and meetings regarding the event that Michele has attended as the Flight Attendants TWU Local 556 representative.

Michele has been in contact with the crew every day since the event, and TWU Health and Safety will continue to support the Flight Attendants on all upcoming meetings and events and will continue to ensure all their needs are being met.

Hot Aircraft Reporting:

Year to date in 2018 there have been 33 Hot Aircraft Reports; 13 occurred from 4/15/18 – 5/11/18. In a year to year comparison from a similar time frame from 2017 to 2018 there is a 30.30 % decrease in the amount of reports. There were several new initiatives that were recently introduced that could be responsible for the decrease.

Upcoming Meetings:

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

ASAP Quarterly Meeting with all ERC Members

ASAP Quarterly Meeting with the FAA leadership

HASC: Monthly Meeting

DEN Base Safety Fair - ASAP

BUR Happy Hour at the overnight hotel – ASAP

Working Group – Slide Events; Arming/Disarming Procedures

Working Group – Hypodermic Needle Stick Events

Working Group – Cabin Fumes Reporting Systems

Working Group – Aircraft Door Procedures

Risk Assessment Mitigation – ASAP

Flight #1380 Crew Post Event Coordination Meeting

Flight #1380 Crew Media Affairs Preparation

Josh Rosenberg (OAK) submitted the **Education Committee Report** on behalf of Chairperson Amanda Gauger:

Amanda reports the Education Committee continues with the 101 Series. The topic for April took a step away from Contract and Work Rule education and shifted to Local Committees. An e-mail was sent to the current Committee Chairpersons inviting them to film a Facebook Live to discuss and educate our Members regarding the work their respective Committees do. Chairperson Amanda Gauger and Co-Chairperson Josh Rosenberg filmed Facebook Sessions Live with the following Committee Chairpersons/Co-Chairpersons: Brendon Remezas (Veterans Committee), Jessica Parker (Women's Issues, Service, and Education), Joe Skotnik (New Hire), Sam Wilkins (Mobilizing & Organizing), Matt Hettich (Committee on Political Education), Natalie Salser (Flight Attendant Drug and Alcohol Program), and Eileen Rodriguez (Critical Incident Stress Management). These Facebook Sessions Live were shared on the TWU Local 556 Page as well as other groups on Facebook. Views of each Live ranged from approximately 600 to over 2,300. The Education Committee would like to thank the Committee Chairpersons and Co-Chairpersons for participating in the Facebook Lives bringing awareness to work done in our Local. The Official TWU Local 556 Facebook Group has added 100 new Members in the last month, with a total of 7,190 Members. Co-Chairperson Angie Kilbourne has assumed the responsibilities of managing the Admin team's schedules and ensuring new Members to the group are added into Sales Force correctly. Chairperson Amanda Gauger continues to Admin on the Official Facebook Group, working approximately six shifts per month. Both her and Angie continue to answer questions voluntarily outside the official hours the group is staffed. Josh Rosenberg continued working with the New Hire Committee and some DEBM's to bring back Base Orientation's from a Union perspective, speaking on the importance of being in a Union, utilizing Professional Standards, COPE, how to survive probation, what to do if you think you could be disciplined, and many items vital to being a FA that are not heavily covered in training such as bidding and trip-trading. The committee discussed a "co-heart" program to further our New Hire outreach and produce active and educated Union Members from the beginning. Co-Chairperson Josh Rosenberg attended the TWU Legislative and Political Conference in Washington, D.C. He filmed multiple Facebook Sessions Live with other TWU Local 556 Members discussing what was happening during the conference. The Education Committee would like to congratulate the Executive Board on their new term and look forward to working with them.

There was discussion regarding the TWU Local 556 Facebook Group.

The Executive Board took a break at 1035 and reconvened at 1050.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschaidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

Jimmy West (MCO) submitted the **Professional Standards Committee Report** on behalf of Chairperson Kurtis Beggs:

March 2018

WITHDRAWN 1

April 2018

NOT TAKEN 6

WITHDRAWN 3

CRM 5

I.R. FILED 4

PILOT 3

HOTEL 1

PROCEDURES 1

IN PROGRESS 1

TOTAL CASES 24

POSITIVE RESOLUTION 9

UNRESOLVED 1

BASE

PHX 3

DAL 2

HOU 3

DEN 3

MCO 4

MDW 2

ATL 2

BWI 3

OAK 2

John DiPippa (PHX) submitted the **Uniform Committee Report** on behalf of Chairperson Jabari Smith:

The TWU Local 556 Uniform Committee began their report by informing the Executive Board that Wear Testing for the updated Uniform pieces will begin at the end of the second quarter.

-Updated Uniform Appearance Standards will be communicated in the coming weeks.

-The men's rebel jacket is no longer a limited item and can be purchased on the Cintas Website.

Jabari Smith continues to interact with Members via email, calls, texts and social media. I Thank the Executive Board for allowing me to serve the Members of TWU Local 556. The TWU Local 556 Uniform Committee began their report by informing the Executive Board that Wear Testing for the updated Uniform pieces will begin at the end of the second quarter.

*-New Uniform pieces that will be added and available early 2019
Female vest, Patriotic Scarf and Tie, Blue Polo (Female and Male)*

Pamila Forte-Oak (ATL) submitted the **Civil and Human Rights Committee Report** on behalf Chairperson Lori Lochelt:

Civil & Human Rights Committee Chairperson Lori Lochelt coordinated registration and hotel reservations for five TWU Local 556 Members to attend the Pride At Work Triennial Convention August 23-25, 2018 in Phoenix. Lori created a sign up for Members to walk in the San Francisco PRIDE Parade, June 24, 2018. Lori wrote the In-Depth Committee Report for the Executive Board. Lori continues to answer questions and provide assistance and resources to Members.

John DiPippa (PHX) submitted the **Mobilization/Organization Committee** on behalf of Co-Chairperson Sam Wilkins:

MOB/ORG Co-Chairperson Sam Wilkins attended the TWU International biennial COPE Convention April 23-25. At the convention the topics discussed were organizing and Member reach out to fight back on harmful Right-To-Work legislation. Sam report attendees interacted with a panel of Labor Advocates from the AFL-CIO on ways to prepare and plan for the Janus vs. AFSCME decision as well as ways to engage New Members. Sam wrote a "May Day--International Labor Day" communication honoring workers who have fought for our collective rights as Union Members. Sam wrote an in-depth report capturing all of the work the MOB/ORG Committee has done in the last 3 years and submitted it to the Executive Board on May 4. Sam included in the report ideas for the MOB/ORG on Member engagement, ideas on mobilization and organizing. Sam will assist President Lyn Montgomery, the new Chairperson of the MOB/ORG Committee in any way that she can as we prepare for Negotiations. Sam will not be seeking re-appointment and is looking forward to the new vision of the MOB/ORG. Sam would like to thank the countless Activists, Shop Stewards, Educators and Members who have been part of the MOB/ORG over the last 4 years. Sam encourages all Members to find ways to get involved, wear your Union pin and stay informed

The Executive Board discussed Union pins, different types of Union pins to make available, and their use in mobilization and various campaigns for the future. A **consensus** was made to have future Union pin concepts be reviewed/strategized by the Mobilizations/Organization Committee.

John Parrott submitted the **New Hire Committee Report** on behalf of Chairperson Joe Skotnik:

Joe reports since the last New Hire Committee Report, he has spoken with Classes 385, 386, 387, and 388. Prairie Firkus attended the graduation of Class 385 and 386. Josh

Rosenberg attended the graduation of Class 387 and 388. On May 4th, Joe was informed Training is planning on adding three classes before the end of the year and is switching the class sizes from 60 back down to 50. There are now 15 classes left before the end of 2018. Joe would like to thank Prairie Firkus, Alison Hare, and Liz Howayak for their continued help making the New Hire folders. Joe would also like to thank Lyn Montgomery for her welcome letter to the New Hires and Charla Miller for her help in making the dinner more festive and fun.

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

Applications are currently being accepted for the four scholarships offered by TWU Local 556. The scholarships include the Paul Gaynor Scholarship, the Madeleine Howard Scholarship, the Robert "Trebor" McDowell-Akins Scholarship, and the Gwen York Scholarship. Notification of scholarships was sent to our Members via email on April 3. On May 13, Jessica requested that scholarship notification be posted on the TWU Local 556 Website and Facebook Page and a link to scholarship applications and essay questions be included in the scholarship section of the Website. Applications and essay questions must be postmarked by June 30 in order to be eligible. Applications will be judged and awarded by the TWU Local 556 Scholarship Committee consisting of the Local President, Scholarship Committee Chairperson, and one individual from the academic or labor communities. Awards will be announced by August 20 and notice of the winners will be published on the TWU Local 556 Facebook Page and Website.

The Executive Board discussed the current number of scholarships, how the scholarships are named, notification of AFL-CIO scholarship availability, and information regarding the Stacey Martin scholarship.

Chad Kleibscheidel presented the **Veterans Committee Report** on behalf of Chairperson Brendon Ramezas.

Jessica Parker (DEN) submitted the **WISE Committee Report**:

Jessica attended the TWU International Working Women's Committee (WWC) Meeting on April 26 and 27 in Washington, D.C. Other TWU Local 556 Members present at the Meeting were incoming Board Members Lyn Montgomery, LaTonia Paul Benoit, and Charla Miller. Also present were outgoing Board Member and WISE Member Heather Kelly-Gray and Oakland Flight Attendant and WISE Member Julie Sadowski. Aaron True, Membership and Field Organizer for Pride at Work, did an informative and educational presentation at the Meeting. Aaron also spoke about the upcoming Pride at Work Convention in Phoenix, August 23-25. Jessica continues to share and encourage signatures on the Stop Sexual Harassment and Assault on Airplanes Petition. The petition was originally published on April 12 and currently has 461 signatures. The FAA Reauthorization Bill which passed in the House on April 27 includes language on addressing sexual misconduct on flights. The language currently includes Flight Attendant Training, reporting procedures, and tracking incidents of sexual misconduct. The Bill goes to the Senate next for consideration. In addition to language that addresses sexual

misconduct on flights, the Bill also includes language on banning voice calls on planes, promoting women in aviation, requiring privacy for nursing in the airport, banning electronic cigarette smoking on planes, and protecting Customer Service Agents from assault among other important issues. It has been a privilege to serve as the Chairperson of the WISE Committee for the past year and a half and it would be an honor to be reappointed and continue to serve in that capacity. Jessica would like to thank all of the WISE Warrior Women who have helped to guide and inspire her along the way, especially the late Gwen York. Gwen was a friend and mentor and was a fierce Advocate for all workers, especially women.

Andrew Longan presented the **Communications Committee Report** on behalf of Cuyler Thompson. Due to length, the Executive Board agreed by **consensus** to review the report individually:

The month of April 2018 was quite a busy month for the Union's Communication Committee with many outbound communication pieces, printing and distribution of Unity Magazine, a rollout of a new iOS and Android App, and the completion of other projects.

In addition, on Wednesday and Thursday, April 25 and 26, Cuyler Thompson, Erich Schwenk, Drew Kennedy, Chad Kleibscheidel and Thom Reeder met in Dallas to share and transfer knowledge and duties for the new Communications Team. Andrew Longan attended portions of the training as well.

Instruction was provided regarding the TWU Local 556 Website, databases, permissions, Mobile App, Twitter account, Facebook account, Mailchimp account, Unity Magazine production, Glass Case Posters, Communications Calendar, Salesforce, AppleTree Media, and more. Together, we practiced building and sending an email (Veterans), publishing it on the Website, and sharing it to the Facebook Page and Official Group.

It was a very productive training, and we believe the new Communications Team is set up for success. As previously communicated, per the TWU Local 556 Bylaws, all current Chairpersons remained available to assist the new Communications Team until new Chairpersons could be appointed by the Executive Board. We were available to assist the new Team to ensure the smooth transition continued for our Members.

On May 1, all administrative access was removed from Cuyler Thompson and Erich Schwenk, leaving the Communications Committee unable to communicate with the Membership and complete their duties. On the evening of May 2, John Parrott notified Erich Schwenk that the duties previously assigned his Committee were now being conducted by the newly created Tech Services Committee. The Communications Committee recommends to the TWU Local 556 Executive Board review the Communications Committee budget and re-adjust as necessary.

We offer our appreciation to the Tech Services Committee for their assistance with gathering the metrics necessary to complete the majority of this Board Report.

The Executive Board discussed the **Communications Committee**. A discussion was held regarding the current Committee Chairperson and Co-Chairperson, the current structure of the Committee, and the transfer of knowledge that occurred on May 1, 2018.

The Executive Board held discussion about Facebook/social media and protecting our Members. Solutions were discussed about preventing public harassment of our Members on social media.

The Executive Board went to lunch at 1202 and reconvened at 1330.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

Attorney Edward “Ed” B. Cloutman III, TWU Local 556 Legal Counsel, was a guest.

Jimmy West (MCO) made a **motion (3)** to enter Executive Session. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board entered **Executive Session** at 1336.

Jimmy West (MCO) made a **motion (4)** to exit Executive Session. Pamila Forte-Oak (ATL) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA

Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board exited **Executive Session** at 1558.

Attorney Edward “Ed” B. Cloutman III, TWU Local 556 Legal Counsel, was excused at 1559.

The Executive Board took a break at 1559 and reconvened at 1620.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

Kay Hogan made a **motion (5)** to dismiss the lawsuit against Jeanna Jackson. Chad Kleibschedel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	ABSTAIN
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board discussed when the decision to dismiss the Jeanna Jackson lawsuit should be communicated to the Membership.

The Executive Board reached a **consensus** to: a) direct legal counsel to dismiss the lawsuit against Jeanna Jackson, b) place a phone call to Jeanna Jackson informing her of the status of the lawsuit, c) place a short message, password-protected on our website informing the Membership that the Executive Board voted to dismiss the Jeanna Jackson lawsuit.

A discussion was held regarding questions regarding the TWU Local 556 Facebook Page. A **consensus** was reached to have the **Communications Committee** research ongoing issues with the TWU Local 556 Facebook Page.

John DiPippa (PHX) submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Report** on behalf of Co-Chairpersons Natalie Salser and Tom Spillers.

FADAP was in charge of writing an article in the TWU556 April Unity Magazine for Alcohol Awareness Month. MDW Base Coordinator Greer Steinke, attended the MDW Safety Fair April 11. Natalie and Tom attended Critical Incident Stress Management Training (CISM) April 17-19. The Houston, Baltimore and Atlanta Safety Fairs were covered by Erik Waterman, Lori Andrus, and Tom Spillers April 17, 20, and 25.

Lyn Montgomery discussed the purpose of the **Right to Work Committee**. Lyn Montgomery presented the **Right to Work Committee's In-depth Report** on behalf of Matt Hettich and Sam Wilkins.

A discussion was held on the **Right to Work Committee's** relationship to the **COPE Committee**.

Lyn Montgomery presented an **Inflight Info On The Go** dated May 18, 2018 entitled *Inflight Satellite Base Test Update* regarding extension of Satellite Base opt-outs. A discussion was held about the extension of the opt-out period for Satellite Base crewmembers who are concerned to changes regarding vacation bidding procedures.

John Parrott made a **motion (6)** to recess. Chad Kleibschedel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA

Huskey - BMAL	NAY	DiPippa (PHX)	YEA
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The motion **carried**.

Lyn Montgomery recessed the Meeting at 1727.

Wednesday May 16, 2018

Lyn Montgomery called the meeting to order at 0902.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

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

There was a brief discussion regarding Membership perception of Company communications.

Becky Parker explained grievance procedures and distributed grievance handouts.

Brandon Hillhouse explained and distributed a second grievance handout.

The Executive Board discussed current procedures and possible future alternatives for grievance meetings.

The Executive Board took a break at 0947 and reconvened at 1001.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

Grievance Committee Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Team Member Renda Marsh were guests at the Meeting to discuss the merits of a Grievance. They entered at 1003.

A Grievant entered the Meeting at 1008 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1031.

Renda Marsh entered at 1035 to observe the deliberations.

Jimmy West (MCO) made a **motion (7)** to not proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

Renda Marsh was excused at 1050.

Grievance Team Member John Moore entered the Meeting at 1054 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via Conference Call at 1106 regarding the merits of the Grievance.

The Conference Call with the Grievant ended at 1127.

David Jackson (HOU) made a **motion (8)** not to proceed on a Grievance. Jessica Parker (DEN) **seconded** the motion. The motion **carried**.

John Moore was excused at 1140.

Grievance Team Member Renda Marsh entered the Meeting at 1143 to discuss the merits of a Grievance.

Renda Marsh exited the Meeting at 1148 to meet the Grievant.

Renda Marsh entered in the Meeting with a Grievant at 1150 to discuss the merits of a Grievance.

Renda Marsh and the Grievant were excused at 1209.

Renda Marsh entered at 1211 to observe to deliberations.

Jimmy West (MCO) made a **motion (9)** not to proceed on a Grievance. John Parrott **seconded** the motion. The motion **carried**.

John Parrott made a **motion (10)** not to proceed on a related Grievance. David Jackson (HOU) **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1226 and reconvened at 1403.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

Grievance Committee Chairpersons Becky Parker and Brandon Hillhouse were guests at the Meeting to discuss the grievances.

John Parrott made a **motion (11)** to proceed as per the recommendations of the Grievance Review Committee (GRC), on several Grievances. Chad Kleibscheidel **seconded** the motion. The motion **carried**.

John DiPippa (PHX) made a **motion (12)** to not to proceed as per the recommendations of the Grievance Review Committee (GRC), on several Grievances. Jimmy West (MCO) **seconded** the motion. The motion **carried**.

John Parrott made a **motion (13)** to not proceed on a Grievance. Jessica Parker (DEN) **seconded** the motion. The motion **carried**.

John Parrott made a **motion (14)** to not proceed on a Grievance. Josh Rosenberg (OAK) **seconded** the motion. The motion **carried**.

Jessica Parker (DEN) made a **motion (15)** to proceed on a Grievance. John DiPippa (PHX) **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1505 and reconvened at 1512.

Josh Rosenberg (OAK) made a **motion (16)** to not proceed on a Grievance. John DiPippa (PHX) **seconded** the motion. The motion **carried**.

A discussion was held regarding *Inflight Information on the Go* publications.

Jessica Parker (DEN) made a **motion (17)** to accept the *Letter of Agreement* regarding the *Inflight Satellite Base Update Opt Out Procedures for July 2018 Bid Period*. John DiPippa (PHX) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA

Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

There was discussion regarding AMFA Support, TWU International support of AMFA, and issues concerning protected speech in the workplace.

There was discussion regarding our ongoing, now quarterly meetings with Management.

The Executive Board took a break at 1602 and reconvened at 1617.

The Executive Board began the process of appointing Chairpersons and Co-Chairpersons to Union Committees.

Jimmy West (MCO) made a **motion (18)** to appoint Eileen Rodriguez as Chairperson of the CISM Committee. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Donna Keith (MDW) liaison to the CISM Committee.

Josh Rosenberg (OAK) made a **motion (19)** to appoint Natalie Salser as Co-Chairperson of the Flight Attendant Drug and Alcohol Program (FADAP) Committee. Jimmy West (MCO) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschaidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Josh Rosenberg (OAK) made a **motion (20)** to appoint Tom Spillers as Co-Chairperson of the Flight Attendant Drug and Alcohol Program (FADAP) Committee. Pamela Forte-Oak (ATL) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschaidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Charla Miller liaison to the Flight Attendant Drug and Alcohol Program (FADAP) Committee.

Jimmy West (MCO) made a **motion (21)** to appoint Kurtis Beggs as Chairperson of the Professional Standards Committee. Donna Keith (MDW) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschaidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA

Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Jimmy West (MCO) liaison to the Professional Standards Committee.

Josh Rosenberg (OAK) made a **motion (22)** to appoint Michael Massoni as the Chairperson on the Safety Committee. John DiPippa (PHX) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

John Parrott made a **motion (23)** to appoint Jannah Dalak as Co-Chairperson of the Safety Committee. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	NAY
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	NAY
Huskey - BMAL	YEA	DiPippa (PHX)	NAY

The motion **carried**.

A **consensus** was reached to make John Parrott liaison to the Safety Committee.

Jimmy West (MCO) made a **motion (24)** to recess. Pamila Forte-Oak (ATL) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	NAY	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	NAY	D. West (BWI)	YEA
Parrott, Financial Sec.	NAY	Scarborough (DAL)	NAY
Longan, Recording Sec.	NAY	Parker (DEN)	NAY
Weis - BMAL	NAY	Jackson (HOU)	NAY
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	NAY	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	NAY
Huskey - BMAL	NAY	DiPippa (PHX)	NAY

The motion **failed**.

The Executive Board took a break at 1748 and reconvened at 1804.

Josh Rosenberg (OAK) made a **motion (25)** to appoint Michele Moore as Chairperson of the Health Committee. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Gayle Ross liaison to the Health Committee.

John Parrott made a **motion (26)** to appoint Drew Kennedy as Chairperson of the Technical Services Committee. John DiPippa (PHX) **seconded** the motion. The Executive Board voted by roll call on the

motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make John Parrott liaison to the Technical Services Committee.

Jimmy West (MCO) made a **motion (27)** to appoint Jessica Parker as the Chairperson of the Scholarship Committee. Pamela Forte-Oak (ATL) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	ABSTAIN
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

John Parrott made a **motion (28)** to appoint Chantil Huskey as the Co-Chairperson of the Mobilization and Organization Committee. Chad Kleibschedel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA

Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Josh Rosenberg (OAK) made a **motion (29)** to appoint Patti Phillips as Co-Chairperson of the Mobilization and Organization Committee. Jessica Parker (DEN) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	NAY	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	NAY	D. West (BWI)	NAY
Parrott, Financial Sec.	ABSTAIN	Scarbrough (DAL)	NAY
Longan, Recording Sec.	NAY	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	NAY	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	NAY

The motion **failed**.

A discussion was held regarding transferring E-Membership Meeting Committee responsibilities into the Technical Services Committee.

Jessica Parker (DEN) made a **motion (30)** to appoint VeAnne Reeder as Chairperson of the Survey Committee. Jimmy West (MCO) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	ABSTAIN
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA

Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	ABSTAIN

The motion **carried**.

Jimmy West (MCO) made a **motion (31)** to appoint Lucy White-Lehman as Chairperson of the Shop Steward Committee. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

John Parrott made a **motion (32)** to appoint Damion West as Co-Chairperson of the Shop Steward Committee. Jessica Parker (DEN) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Jessica Parker (DEN) made a **motion (33)** to recess. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	NAY
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

Lyn Montgomery recessed the Meeting at 1857.

Thursday May 17, 2018

Lyn Montgomery called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul-Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte, Damion West, Kristie Scarborough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John Di Pippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

There was a discussion held about Executive Board room confidentially.

Grievance Committee Chairpersons Becky Parker and Brandon Hillhouse, and Grievance Team Member Barbara Fitzhugh were guests at the Meeting to discuss the merits of a Grievance. They entered at 0918.

John Parrott left the meeting to attend to union business at 0942.

A Grievant entered the Meeting at 0944 to discuss the merits of a Grievance.

Barbara Fitzhugh and the Grievant were excused at 1031.

Barbara Fitzhugh entered at 1037 to observe to deliberations.

Jessica Parker (DEN) made a **motion (34)** to proceed on the Grievance. John DiPippa (PHX) **seconded** the motion. The motion **carried**.

Barbara Fitzhugh was excused at 1050.

Grievance Team Member Barbara Fitzhugh entered the Meeting at 1057 to discuss the merits of a Grievance.

The Executive Board spoke with a Grievant via Conference Call at 1103 regarding the merits of the Grievance.

The Conference Call with the Grievant ended at 1109.

John DiPippa (PHX) made a **motion (35)** not to proceed on a Grievance. Chantil Huskey **seconded** the motion. The motion **carried**.

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

A Grievant entered the Meeting at 1118 to discuss the merits of a Grievance.

Barbara Fitzhugh and the Grievant were excused at 1203.

Barbara Fitzhugh entered at 1204 to observe to deliberations.

Josh Rosenberg (OAK) made a **motion (36)** to proceed on a Grievance. Jimmy West (MCO) **seconded** the motion.

While discussion was being held, John Parrott returned to the Executive Board meeting at 1210.

The motion **carried**.

Barbara Fitzhugh was excused at 1229.

The Executive Board took a break at 1229 and reconvened at 1234.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

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

A Grievant entered the Meeting at 1253 to discuss the merits of a Grievance.

Barbara Fitzhugh and the Grievant were excused at 1311.

Barbara Fitzhugh entered at 1312 to observe to deliberations.

Jessica Parker (DEN) made a **motion (37)** to not proceed on a Grievance. Chantil Huskey **seconded** the motion. The motion **carried**.

Barbara Fitzhugh was excused at 1316.

The Executive Board went to lunch at 1316 and reconvened at 1416.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

The Executive Board continued with the process of appointing Committee Chairpersons and Co-Chairpersons to TWU Local 556 Union Committees.

Eric Weis made a **motion (38)** to appoint LaTonia Paul Benoit to Co-Chairperson of the COPE Committee. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Josh Rosenberg (OAK) made a **motion (39)** to appoint Matt Hettich as Co-Chairperson of the COPE Committee. John DiPippa (PHX) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	NAY	Forte-Oak (ATL)	ABSTAIN

Paul Benoit, 2 nd VP	NAY	D. West (BWI)	YEA
Parrott, Financial Sec.	ABSTAIN	Scarborough (DAL)	NAY
Longan, Recording Sec.	NAY	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	NAY	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **failed**.

Pamila Forte-Oak (ATL) made a **motion (40)** to appoint Jabari Smith as Chairperson of the Uniform Committee. David Jackson (HOU) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	NAY		
Kleibschaidel, 1 st VP	NAY	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	NAY
Longan, Recording Sec.	NAY	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	NAY	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	ABSTAIN

The motion **failed**.

Kay Hogan made a **motion (41)** to appoint Lisa Happer as the Chairperson of the Uniform Committee. Sean Cooley **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschaidel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	ABSTAIN
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	ABSTAIN	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board agreed by **consensus** to have Chad Kleibschedel be the Uniform Committee liaison.

LaTonia Paul Benoit made a **motion (42)** to appoint Pamila Forte-Oak as Chairperson of the Civil and Human Rights (CHRC) Committee. Chad Kleibschedel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Jessica Parker (DEN) made a **motion (43)** to appoint LaTonia Paul Benoit as Co-Chairperson of the Civil and Human Rights (CHRC) Committee. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Jessica Parker (DEN) made a **motion (44)** to appoint Heather Kelly-Gray as Co-Chairperson of the Civil and Human Rights (CHRC) Committee. Jimmy West (MCO) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board took a break at 1539 and reconvened at 1602.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte-Oak, Damion West, Kristie Scarborough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

The Executive Board continued with the process of appointing Committee Chairpersons and Co-Chairpersons to TWU Local 556 Union Committees.

Josh Rosenberg (OAK) made a **motion (45)** to appoint Joe Skotnik as Chairperson of the New Hire Committee. Jimmy West (MCO) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Charla Miller liaison to the New Hire Committee.

Sean Cooley made a **motion (46)** to appoint Chris Sullivan as the Chairperson of the Veterans Committee. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	YEA		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	NAY
Parrott, Financial Sec.	YEA	Scarborough (DAL)	ABSTAIN
Longan, Recording Sec.	YEA	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	NAY
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	ABSTAIN	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	NAY
Huskey - BMAL	ABSTAIN	DiPippa (PHX)	NAY

The motion **carried**.

Chantil Huskey made a **motion (47)** to appoint Wayne Tipton as Co-Chairperson of the Veterans Committee. John DiPippa (PHX) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Eric Weis liaison to the Veterans Committee.

John Parrott made a **motion (48)** to appoint Chad Kleibschedel as the Chairperson of the Communications Committee. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

David Jackson (HOU) made a **motion (49)** to appoint Jessica Parker (DEN) to Chairperson of the Women's Issues, Service, and Education Committee (WISE). Josh Rosenberg (OAK) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	ABSTAIN	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	ABSTAIN	Scarborough (DAL)	ABSTAIN
Longan, Recording Sec.	NAY	Parker (DEN)	ABSTAIN
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	ABSTAIN	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	ABSTAIN

The motion **carried**.

There was discussion regarding the structure and organization of the Grievance Committee.

Kristie Scarborough (DAL) made a **motion (50)** to appoint Gayle Ross as the Chairperson of the Grievance Committee. Chad Kleibschedel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA

Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board took a break at 1715 and reconvened at 1730.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield was excused for personal reasons.

Lyn Montgomery chaired the meeting.

There was discussion about the Education Committee and its function and role within the organization.

Chantil Huskey made a **motion (51)** to reduce the Education Committee from two (2) Co-Chairpersons to one (1) Co-Chairperson. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	NAY
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	NAY
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	NAY
Huskey - BMAL	YEA	DiPippa (PHX)	NAY

The motion **carried**.

Josh Rosenberg (OAK) made a **motion (52)** to appoint Amanda Gauger as Chairperson of the Education Committee. Jessica Parker (DEN) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	NAY	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	NAY	D. West (BWI)	YEA
Parrott, Financial Sec.	NAY	Scarborough (DAL)	NAY
Longan, Recording Sec.	NAY	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	NAY	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	NAY

The motion **failed**.

Josh Rosenberg (OAK) made a **motion (53)** to appoint Angie Kilbourne as Chairperson of the Education Committee. John DiPippa (PHX) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	NAY		
Kleibschedel, 1 st VP	NAY	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	ABSTAIN	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	NAY
Longan, Recording Sec.	NAY	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	NAY	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **failed**.

Sean Cooley made a **motion (54)** to appoint Steven Hobbs as Chairperson of the Education Committee. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	NAY
Parrott, Financial Sec.	ABSTAIN	Scarborough (DAL)	ABSTAIN
Longan, Recording Sec.	YEA	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	NAY
Hogan - BMAL	ABSTAIN	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY

Miller - BMAL	YEA	Rosenberg (OAK)	NAY
Huskey - BMAL	YEA	DiPippa (PHX)	ABSTAIN

The motion **carried**.

The Executive Board took a break at 1814 and reconvened at 1825.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamila Forte-Oak, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

John Parrott made a **motion (55)** to appoint Angie Kilbourne as Co-Chairperson of the Education Committee. LaTonia Paul Benoit **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	ABSTAIN	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to make Josh Rosenberg (OAK) liaison to the Education Committee.

Jessica Parker (DEN) made a **motion (56)** to appoint Alexander Ricker as Chairperson of the Scheduling Committee. Pamila Forte-Oak (ATL) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	ABSTAIN	Scarbrough (DAL)	YEA
Longan, Recording Sec.	ABSTAIN	Parker (DEN)	YEA

Weis - BMAL	ABSTAIN	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Chantil Huskey made a **motion (57)** to appoint Laurie Calvagno to Co-Chairperson of the Scheduling Committee. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	ABSTAIN	Parker (DEN)	YEA
Weis - BMAL	ABSTAIN	Jackson (HOU)	ABSTAIN
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	ABSTAIN
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Jessica Parker (DEN) made a **motion (58)** to recess. Jimmy West (MCO) **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	NAY
Parrott, Financial Sec.	NAY	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	EXCUSED
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

Lyn Montgomery recessed the Meeting at 1847.

Friday May 18, 2018

Lyn Montgomery called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschneider, LaTonia Paul-Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John Di Pippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

There was discussion about yesterday's voting and Board Member interactions.

There was discussion regarding concerns with the new procedure of boarding aircraft without pilots.

There was discussion regarding creating a specific Negotiating Team email where Members could send in ideas/suggestions about Negotiations.

There was discussion regarding upcoming Membership Meetings. A **consensus** was reached to have Membership Meetings at each base for the upcoming sessions.

There was discussion regarding answering concerns about Austin Satellite Base via email from our Members. A **consensus** was reached by the Executive Board on how emails to the Executive Board would be handled.

There was discussion about the OAK New Hire Emails/Concerns regarding the reserve rotation and outflow of new hires from OAK.

There was a discussion about mass text messaging for getting information to Members.

There was a discussion about changing procedures on Officer Reports/Committee Reports. A **consensus** was reached to experiment with using the Google Drive system to submit Officer Reports/Committee Reports for our June Board meetings.

A discussion was held regarding the EOOO Calendar and sign up/roster for Emergency Officer On-Call program.

A discussion was held about Union portrait pictures for the website. A **consensus** was reached to have the pictures taken at the June Executive Board Meeting and reach out to a Member with previous experience in taking Union photos to take the headshots.

A discussion was held about the Safety Committee's Accident Response Drill/Manual Training and when the Board could have that training. John Parrott agreed to contact Safety Chairperson Michael Massoni to find out the details and schedule at a later time.

A discussion was held about maintaining the lease, relinquishing the lease, or an outright purchase of a Union vehicle.

Sean Cooley made a **motion (59)** to purchase the 2015 Buick *to be used for Union business*. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	NAY
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**

John DiPippa (PHX) made a **motion (59a)** to amend the original motion to add “...*to be used for Union business*,” after the word “Buick” in the original motion. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	NAY
Ross - BMAL	YEA	Keith (MDW)	NAY
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

There was a discussion regarding Negotiating Team House furniture and its disposition.

Eric Weis made a **motion (60)** to donate the beds of the Union House to charity. Andrew Longan **seconded** the motion. The motion was tabled – see **motion (61)**.

John Parrott made a **motion (61)** to table the previous motion. John DiPippa (PHX) **seconded** the motion.

The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	NAY
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

A **consensus** was reached to store the Negotiating House furniture until we have more information about future housing needs. A **consensus** was reached that John Parrott will handle this matter.

The Executive Board took a break at 1045 and reconvened at 1101.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Andrew Longan, John Parrott, Eric Weis, Kay Hogan, Sean Cooley, Gayle Ross, Charla Miller, Chantil Huskey, Pamela Forte-Oak, Damion West, Kristie Scarborough, Jessica Parker, David Jackson, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Rachel Brownfield (LAS) was excused for personal reasons.

Lyn Montgomery chaired the meeting.

There was a discussion regarding the creation and implementation of an OJI Support Team. A handout was passed out relating to an OJI Support Team. A **consensus** was reached for Gayle Ross to begin working on the implementation of an OJI support team and to report back to the Executive Board on its progress.

There was discussion on the FAA Reauthorization Bill. A **consensus** was reached to support the pending FAA Reauthorization Bill, with specific support of the 10-hour rest provision, that is currently moving through Congress.

There was discussion about the 2HOT2COLD mobilization campaign created by the Association of Flight Attendants (AFA) and whether we should participate. An **agreement** was reached to participate in the 2HOT2COLD campaign.

There was discussion regarding the order of appointment vs. election of Negotiating Team Members.

There was discussion regarding the Crew Operations and Flight Attendant Improving Relations (COFAIR) program. LaTonia Paul Benoit was tasked with researching more information on the COFAIR program.

There was discussion about having Union representation at Townhall and Shareholder Meetings.

Andrew Longan submitted the **Las Vegas Base Report** May 2018 on behalf of Rachel Brownfield (LAS):

Rachel reports that she was unable to attend the Executive Board Training Week May 8-11 as well as the May 2018 Executive Board Meeting due to a family emergency. Rachel reports that Fact-Finding Meetings and Step Two Meetings in Las Vegas continue to be in regard to Flight Attendants getting food. In the April 2018 Executive Board Meeting there was a lot of discussion regarding this very issue between the Executive Board and the Southwest Airlines Management Representatives present. Mike Sims assured the Executive Board that if an Irregularity Report detailed the circumstances surrounding a delay code that not every Flight Attendant would be called in for a Mandatory Meeting. Rachel followed up with Mike Sims to ask about many of the Mandatory Meetings being held in Las Vegas and is waiting on Mike Sims to follow up with her. Many of the Mandatory Meetings in Las Vegas involve Crews who lobby on the East Coast at times such as 4:30 am East Coast time which is 1:30 West Coast Time. Hotels often times do not provide food or coffee at that hour. Many of these same Crews arrive at the airport without KCM then find themselves standing in long lines at both the security checkpoint as well as the limited food or coffee vendors present in smaller airports at that hour. Rachel references the conversation documented in the October 2014 Executive Board Meeting during every Mandatory Meeting where Southwest Airlines Inflight Leader Steven Murtoff told the Executive Board that Flight Attendants would not be disciplined for getting food. Steve Murtoff's statement came after many months of ongoing discussion between the TWU Local 556 Executive Board and Southwest Airlines Inflight Leaders as far back as May 2014 in the Executive Board Meeting Minutes housed on the TWU Local 556 Union Website. Rachel also references the memo from former Vice President Inflight Mike Haffner in 2008 regarding the Minimum Crew Requirements. The Q and A portion of that memo suggests that Flight Attendants ask Pilots to assist them with getting food. Many times, Pilots are busy with other duties or unable to run for food and in one particular recent case the Pilot told the Crew that he would not assist them. Rachel feels this is a health and safety concern as Flight Attendants are responsible for the safety of Customers and may need to assist in a rapid decompression, evacuation, or CPR and should be given the opportunity to nourish themselves throughout the day. Rachel has also been receiving many calls about trips in Open Time reporting at 2400 hours Central Time which is 2200 hours West Coast Time. These trips show up on the wrong calendar day in the CWA system. Flight Attendants attempt to trade in or out of these trips only to be given an error code. Many Flight Attendants call Crew Scheduling for assistance and are told that there is nothing that Crew Scheduling can do to assist them. This affects the ability to trade which is a violation of the Contract. Rachel would like the Executive Board to consider filing a Group Grievance as this affects all Flight Attendants who are either trying to trade into or out of one of these trips or Flight Attendants attempting to drop a trip into Open Time and are unable to because one of these trips is in the wrong calendar day and preventing more than the eight trips currently allowed in Las Vegas Open Time. Rachel has been in contact with the Las

Vegas Base regarding the Zero Level Employee Parking lot and the multiple burned-out lights. One night, Rachel counted sixteen lights that were burned-out many of them in row "L". Rachel reports that the lights have not been replaced and it has been more than one month since first reporting the issue. Rachel feels this is a security issue and there may also need to be Grievance filed per Article 25. Rachel also met with the Las Vegas Inflight Leaders to discuss more Flight Attendants being moved from the remote Economy Parking Lot to the Zero Level Employee Lot at the beginning of Summer as was agreed upon in Rachel's last meeting with the McCarran Parking Office. Rachel would like to thank Las Vegas Shop Steward Mark Anthony Reyes for spending time in the lounge distributing the Unity Magazines and being available to answer Members' questions. Rachel would also like to thank the TWU Local 556 CISM Committee Chairperson Eileen Rodriguez for her special assistance with a Las Vegas Member in need. Rachel attended the "Donuts with Dina" event held at the Las Vegas AFL-CIO Office May 4 along with Las Vegas Union Advocates Addie Crisp Johnson and Steve Johnson. Many Union Leaders from across the valley attended this informal morning meeting with Congresswoman Dina Titus to discuss issues affecting Union Workers in Nevada. Amongst the many topics of discussion was the FAA Reauthorization Bill including the ten-hour rest rule for Flight Attendants. There was also discussion regarding the On-the-Job Injuries (OJI) Laws in Nevada and the improvements needed to protect Nevada workers. Rachel spent time in the lounge answering questions and tidying the Union Red Rack and updating the Union Glass Case.

There was a discussion about having a proposed introductory meeting between the new Executive Board and Inflight Management.

A discussion was held regarding the Union's policy on car rental fuel. A **consensus** was reached for the Union to pay for car rental fuel.

A **consensus** was reached to make Sean Cooley liaison to the Scheduling Committee.

Chad Kleibscheidel made a **motion (62)** to adjourn. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	Chair		
Kleibscheidel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Longan, Recording Sec.	YEA	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	EXCUSED
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	YEA	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Lyn Montgomery adjourned the Meeting at 1249.

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

A handwritten signature in black ink, appearing to read "A. Longan". The signature is stylized with a large, looped initial "A" and a cursive "Longan".

Andrew Longan
TWU Local 556 Recording Secretary