



**TWU Local 556
Executive Board Meeting
June 12-15, 2018
Synopsis**

**Tuesday
June 12, 2018**

Lyn Montgomery called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, 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.

Gayle Ross was excused from the Meeting for personal reasons.

John Parrott and Andrew Longan were not present.

Gary Shults, Training Coordinator at Transport Workers Union of America International Union was present as a Guest.

Lyn Montgomery chaired the Meeting.

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

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

The Executive Board had a discussion regarding Boardroom Confidentiality, harassment, and retaliation.

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

Jimmy West (MCO) requested a moment of silence to reflect on the anniversary of the Pulse Nightclub tragedy that occurred June 12, 2016 in Orlando, Florida.

Jimmy West (MCO) made a **motion (1)** to suspend the Agenda to speak about a time-sensitive issue. 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	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board had a discussion regarding a Negotiating Committee Applicant's travel arrangements.

Kay Hogan made a **motion (2)** to excuse John Parrott from the Executive Board Meeting this week for personal reasons. 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.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Chad Kleibschedel made a **motion (3)** to excuse Andrew Longan from the Executive Board Meeting this week for personal reasons. 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.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Charla Miller made a **motion (4)** to excuse Kristie Scarborough (DAL) from the Executive Board Meeting this week for the Friday *PM Session* for personal reasons. Sean Cooley **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.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Rachel Brownfield (LAS) made a **motion (4a)** to amend the motion to strike “at noon” and insert “PM Session”. 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.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA

Ross - BMAL	EXCUSED	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 1042 and reconvened at 1110.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Andrew Longan was present at the meeting by Conference Call at 1105.

Lyn Montgomery chaired the Meeting.

Andrew Longan previously submitted the **May 2018 Executive Board Meeting Minutes, Attendance Report, and Voting Record and Tally** for review.

The Executive Board made corrections and changes to the **May 2018 Executive Board Meeting Minutes, Attendance Report, and Voting Record and Tally**.

Andrew Longan agreed to make corrections to **May 2018 Executive Board Meeting Minutes and Voting Record and Tally** as directed. He also agreed to upload the **Amended May 2018 Minutes and Voting Record and Tally** to Google Drive for additional Executive Board review by Thursday.

The Executive Board, including Training Coordinator at Transport Workers Union of America International Union Guest Gary Shults, held a discussion regarding concerns over cost and time spent on applying style elements, punctuation, and grammar to the Meeting Minutes.

The Executive Board went to lunch at 1242 and reconvened at 1404.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Gary Shults, Training Coordinator at Transport Workers Union of America International Union was present as a Guest.

Lyn Montgomery chaired the Meeting.

The Executive Board held a discussion regarding procedures for Negotiating Committee interviews.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1420.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1438.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1440.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1459.

Gary Shults, Training Coordinator at Transport Workers Union of America International Union left the meeting.

The Executive Board took a break at 1500 and reconvened at 1515.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

A Negotiating Committee Candidate was contacted via Conference Call for a Negotiating Committee interview at 1516.

The Executive Board interviewed, via Conference Call, the Negotiating Committee Candidate.

The Negotiating Committee Candidate interview was concluded at 1542.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1544.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1552.

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

On June 2nd Kristie held a Polynesian themed lounge mobilization. Steven Hobbs Education Chairperson was present along with Board Member at Large Charla Miller and Kay Hogan. They set up the table with palm trees, a grass umbrella, a grass table cloth and provided leis for everyone to wear. Charla provided Hawaiian music. Kristie prepared non-alcoholic frozen strawberry daiquiris with fresh pineapple pieces on top. They passed out Union Pins and cards. They answered questions and addressed concerns as well as assisted New Hires on the computer.

Kristie filled 140 requests for Union Pins that were made on her Dallas Union Connection page by stuffing boxes. Kristie attended Executive Board meetings in May and June. Kristie was informed by a few fa's that a crew was stuck in the elevator and the 10-digit code was causing problems with the door and elevator. Management is aware of the situation.

Kristie has updated the Union Glass Case with a list of the executive board and contact information as well as the calendar, Negotiating Committee letter from Will Browne, Pride Poster, FADAP and CISM contact information. Kristie hung the Professional Standards poster on the wall next to the red rack. Kristie continues to do fact finding meetings with an emphasis on delay of flight and late to the gate. Kristie is seeing some improvement in the outcome of fact finding meetings in regard to delay of flight and late to gate concerning erroneous coding.

Kristie has addressed the issue with a few FAs regarding the Meeting Date that is scheduled on a VJA day. Kristie put out flyers in the lounge with information of the Union meeting date for DAL on one side and "Talk it Out" info on back.

Kristie initiated a poll on the DAL Union Connection page asking if the members of this page wanted to open it up to the entire Membership, Flight Attendants that are out of base but fly primarily out of Dallas or keep it exclusive. The majority voiced their opinion and they felt keeping it exclusive was the most beneficial, due to the growing base size and the need to stay informed with base specific information. Kristie explained she was always open to options and they could revisit the subject at a later date.

Charla Miller 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 389, 390, and 391. Prairie Firkus attended the graduation of Class 389 and 390. 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 the Executive Board for his appointment to the Committee again and Charla Miller as his liaison to the Board.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1605.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1622.

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

Jessica attended the Executive Board Meeting in Dallas May 15-18. Jessica, Denver Shop Steward Jamie Simpson, and Denver Flight Attendant Ryan Wagner attended the Denver Area Labor Federation (DALF) Meeting on May 24. On May 29, Jessica and Jamie volunteered to help make signs for Denver PrideFest at the Service Employees International Union (SEIU) Local 105 Union Hall. Jessica published an E-Connection on June 1. On June 5, Jessica, Jamie Simpson, Board Member at Large Chantil Huskey, and Education Committee Chairperson Steven Hobbs conducted a Lounge Mobilization in the Denver Flight Attendant Lounge. Jessica would like to thank Oakland Shop Steward Sam Wilkins for assisting Denver Flight Attendants with a point reduction plan. Sam has offered to help any Flight Attendant whose points are high and get them on a plan so that they do not end up at termination level. Jessica encourages all Domicile Executive Board Members to utilize Sam's knowledge and experience so that we can better assist our Members. Jessica continues to answer Members' emails, calls, and texts and meets regularly with Denver Inflight Leadership to discuss issues specific to the Denver Base. Jessica has represented Members in Fact-Finding Meetings and Step Two Meetings as well as updated the Union Glass Case with current material and tidied the Union Red Rack.

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

David reports he attended the Executive Board Meeting on May 15-18 in Dallas. David served as Emergency Officer On-Call May 14-21. He attended Hospitality training in Dallas on May 23 and sent an E-Connection in May. David conducted several Fact-Finding Meetings, straightened the Union Red Rack and updated the glass case.

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 training in Dallas the week of May 7. Donna attended the Executive Board Meeting in Dallas the week of May 14. Donna served as Emergency Officer on Call the week of June 4. Donna has represented Flight Attendants in Fact-Finding, Step 2 Meetings. Donna has met with and had conversations with Management several times during the month to discuss issue and concerns of Flight Attendants. Donna has been in communication with Shop Stewards. Donna has spent time in the lounge and been available to the Chicago Members. All publications have been distributed, the red rack tidied, and the glass case has been updated.

Charla Miller submitted her **Board Member at Large Report**:

Charla accepted Board Liaison positions for our Flight Attendant Drug and Alcohol Program Committee and our New Hire Committee. Charla assisted, as member of the Communications Committee, with the 556 Facebook Page, Twitter, Facebook Live Video, and other Board and Committee Chairperson's communication needs. Charla assisted the DAL DEBM, Mob/Org and Education Committees with obtaining handout materials and pins for upcoming Lounge Mobs. Charla obtained and researched four bids for Board and Committee Chairperson photos for the 556 Website and attended meetings and arranged details with the photographer that was awarded the task. Charla attended the Dallas AFL-CIO's Central Labor Council's May Meeting. Charla, with the New Hire Committee, assisted with and decorated for all our New Hire Dinners, welcoming our newest Flight Attendants, answering questions, and educating on some of the most common pitfalls to avoid and the supportive resources that are available to assist them in being successful. Charla trained in the office to schedule and document fact finding meetings with the Grievance Team. Charla met with a representative of AMFA and discussed their current AIP and continued to cultivate the relationship between our unions. Charla, as Board Member Liaison to the Flight Attendant Drug and Alcohol Program Committee, attended their first ever training in Dallas. Charla participated in the DAL DEBM's Lounge Mobilization on June 2nd alongside other volunteers, Board Members, and the Education Committee Chairperson. Charla spent time with our Members, listening to concerns and ideas, answered Contract Q&A, showed new FA's how to bid their schedule and bid RT on the lounge computers, explained to probationary about Contract provisions, spoke about relationships with Management, how to protect themselves and utilize the union, and explained that they could attend meetings. Handed out pins, helped with overlap questions and more, demonstrated with a member how to use their bidding app, how to order uniforms, helped load the Contract app on several phones, showed two their new domicile detailed information on SWALife, helped one download another FA app program, called the Grievance Team and the NOC for the Base Manager on Duty on behalf of two Members to ensure that they were being treated justly and would not face discipline issues with our punitive, new Work Rules, walked a Member through accessing and completing an ASAP report, answered questions about committees, had volunteers inquire about offering their service and how they could become involved in the union, talked to a Member about their privacy concerns and social media, explained to another Member the structure of the NT and how it was formed, spoke with a Member that asked for help that was struggling with a personal issue, met with new SWA Base leadership, networked with new committee volunteers and forged new relationships, explained and demonstrated countless other topics face-to-face and learned more about countless specific issues and challenges that the Membership is having to endure and face every day. Charla took daily Member's phone calls, texts, messages, and emails, assisting with Contract Questions and more.

Damion West (BW1) submitted the Shop Steward Committee Report:

Shop Steward Committee Chairpersons, Lucy White-Lehman and Damion West, took over the committee on June 1st. Chairperson immediately started working on preparing a budget and searching for facility options for the upcoming Shop Steward training. A main

goal for the Chairpersons is to streamline the election acceptance process, making it more efficient for this election as well as moving forward in the future. In addition, a Shop Steward job duties/expectations guide has been created and will be available to Members interested in the position. This is to ensure Members have a clear understanding of the position. Chairpersons have also prepared a survey for the newly elected Stewards that will assist in curriculum preparation. Chairpersons met on June 8th to discuss future communications with Shop Stewards and scheduled conference call date for July 9th. Also, discussed different communications options and ideas to increase Shop Steward participation. A meeting has been scheduled for June 19th-20th with Grievance Committee Chairpersons (Gayle Ross, Becky Parker and Brandon Hillhouse) to discuss the needs of the Grievance Team regarding Fact Finding Meetings and the role of the Shop Stewards in that process. Chairpersons will also meet with Drew Kennedy to discuss Shop Stewards Salesforce access. A welcome video will be sent out in June introducing the new Committee Chairpersons to the Shop Stewards. That video will also include top trending meetings system wide and hot topics.

Kay Hogan submitted her Board Member at Large Report:

Kay attended the DAL FA Lounge MOB on June 2nd. Kay met with and talked to FA's during the Lounge MOB listening to FA's concerns for upcoming negotiations. Kay also met several brand new FA's and was able to assist them with bidding and answering questions about using CWA. Kay also distributed Union pins to FA's who previously had not been wearing a Union pin. Kay also talked to new FA's about the importance of attending the July Union Meetings and encouraged them to get involved by volunteering.

Damion West (BWI) submitted the Baltimore Base Report:

Damion attended Executive Board training on May 8 - 11 and the Executive Board Meeting May 15 - 18. From May 1st to June 7th Damion represented 14 Members in Fact-Finding Meetings and 1 Member in a meeting she requested with Management over a social media incident. Damion spent time in the lounge speaking with Members and met with BWI Base Leadership on several occasions. Topics of discussions BWI leaders being called to the gate on international flights to settle disagreements between Members and Ops, Management starting to call Members still using unauthorized WiFi codes for non-disciplinary warnings. On May 28th Damion spoke with BWI Assistant Manager John Roiy about how the flooding in the BWI area over Memorial Weekend would be handled. Damion spoke with 2 Flight Attendants about property damage and made sure their needs were being met by the Base leadership. Damion had a meet and greet lunch with BWI CISM Representative Rose Kirkpatrick and BWI Base Manager and 2 Asst Managers. Damion had a lounge mob on June 8th to celebrate Pride Month.

Jimmy West (MCO) submitted the Orlando Base Report:

Jimmy reported that Fact-Finding Meetings have slowed down the past month. Jimmy reported that while there are still Fact-Finding Meetings resulting from delay of flight and late to gate, the number of meetings is far below the months of February, March, and April.

Jimmy reported the new Orlando lounge officially opened on June 7, 2018. Jimmy reported that while the space is the same due to structural walls, the new layout feels and look more spacious. Jimmy reported there was a delay of the opening of the new quiet room due to an emergency lighting system, but that issue was resolved on Friday, June 8, 2018. Jimmy would like to thank HOU DEBM David Jackson for shipping five boxes of the latest Unity Magazine to Orlando. Jimmy reported those magazines have been distributed. Jimmy reported he has met with Orlando Base Management to discuss various topics. Jimmy reported the Union Glass Case and Union Red Rack will remain in the same place they were located prior to the lounge construction. Jimmy reported the that July Membership meeting notice has been posted and the letter from the Board of Education has been posted, also. Jimmy reported that an e-Connection was sent on May 30, 2018.

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

Professional Standards Activity Report for May 2018

April 2018

COMPANY POLICY 1

May 2018

WITHDRAWN 5

C.R.M. 12

I.R. FILED 5

NOT TAKEN 2

PILOT 4

COMPANY POLICY 1

SOCIAL MEDIA 1

IN PROGRESS 1

TOTAL CASES 31

POSITIVE RESOLUTION 15

UNRESOLVED 3

BASE

ATL 2

DEN 4

BWI 6

MDW 5

OAK 2

HOU 4

DAL 2

MCO 3

LAS 2

PHX 1

Donna Keith (MDW) submitted the **CISM Committee Report** on behalf of Chairperson Eileen Rodriguez:

The CISM Team responded to a total of 123 incidents that were called in to our CISM hotline and we assisted 221 Flight Attendants during the month of May. The type of incidents we assisted with are outlined below.

CISM Chairperson Eileen Rodriguez attended Media training with the SWA crew of 1380 to prep them for the upcoming media appearances. CISM Chairperson Eileen Rodriguez escorted the SWA crew of flight 1380 to New York City for a guest appearance on CBS This Morning Show. CISM Chairperson Eileen Rodriguez presented the CISM program to the New Hire Flight Attendant training classes 389 and 390 and attended the FADAP yearly training session in Dallas.

CISM Team Member Jennifer Shaddock- Lewis represented CISM at the DEN Safety Fair and presented CISM information to all employees that attended.

<i>Aircraft Incident</i>	<i>3</i>
<i>Assault</i>	<i>4</i>
<i>Bomb Threat</i>	<i>1</i>
<i>Calls Related to Natural Disaster</i>	<i>2</i>
<i>Crew Member Illness</i>	<i>1</i>
<i>Death on Board</i>	<i>2</i>
<i>Debriefing- Team Member</i>	<i>3</i>
<i>Decompression</i>	<i>2</i>
<i>Diversion</i>	<i>3</i>
<i>FADAP Team Referral</i>	<i>1</i>
<i>Flight Attendant Death</i>	<i>2</i>
<i>Flight Attendant Death of Family Member</i>	<i>9</i>
<i>Flight Attendant Illness</i>	<i>2</i>
<i>Flight Attendant Injury</i>	<i>5</i>
<i>Flight Attendant Involved in Incident - Off Duty</i>	<i>2</i>
<i>Fire on Aircraft</i>	<i>1</i>
<i>Flight 1380</i>	<i>1</i>
<i>Mechanical</i>	<i>4</i>
<i>Medical Emergency</i>	<i>18</i>
<i>New Hire Class Presentation</i>	<i>2</i>
<i>Passenger Injury</i>	<i>2</i>
<i>Passenger Misconduct</i>	<i>5</i>
<i>Personal Issue</i>	<i>37</i>
<i>Pet Onboard Event</i>	<i>1</i>
<i>Safety Fair DEN</i>	<i>1</i>
<i>Sexual Harassment or Assault</i>	<i>1</i>
<i>Smoke or Fumes in Aircraft</i>	<i>1</i>
<i>Suicide</i>	<i>1</i>

<i>Suicide Attempt of a Family Member</i>	<i>1</i>
<i>Suicide of a Family Member</i>	<i>1</i>
<i>Turbulence</i>	<i>2</i>
<i>Other**</i>	<i>2</i>
 <i>Total</i>	 <i>123</i>
 <i>FAs Assisted</i>	 <i>221</i>

**Altercation between FA & Provo Agent*

***Lodo Witness HAV Incident*

Chad Kleibscheidel submitted **Communications Committee Report:**

The TWU Local 556 Website is continuously updated with current events, Board of Election required items and Base news. Communication and Tech Services are working in tandem to provide our Members with up to date information; COM being content, and Tech Services behind the screen delivering the finished product to electronic sources (technical aspect). Our Facebook page traffic during the past month has been at an all-time high. Some stats are reporting an increase of over 1000% Our official Facebook page is proving to be a tremendous success and is a quick, inexpensive way to connect with our Members. "Likes," "Followers" and unique interactions are also at a record high for the month. The live video of our President, Lyn Montgomery, and Education Committee Steven Hobbs resulted in well over 50% of our Membership watching live, or post-production. FANTASTIC JOB! COM and Tech Services also launched a new app for the Members in April and will evaluate its function and ways to improve as our needs change. The app has the ability of "live chat" with a Member of the Grievance Staff. E-Connections are a valuable tool to our Members. A new protocol, expectation, and procedure will be introduced shortly. These minor changes, will streamline the process and ensure our Members are getting fast and correct information. The COM Chairperson will select a new editorial team, and work on Unity will begin soon to have a late summer edition distribution. COM approved the CHRC Pride poster and created one as well. Charla Miller, Board Member at Large, has been working behind the scenes assisting with graphics, monitoring our Facebook page, and organizing photos.

Also, COM will be working on building relationships with local and national media. We must begin to show our strength, tell our story, and communicate with communities coast to coast. It is essential that the Labor Movement, our ideas, and our agenda are known across this nation. We are the face of this airline and now more than ever, we must be seen and heard.

It is imperative that we begin to advertise that we are more than servers. We are Safety Professionals, Customer Service experts, and we are active in our hometowns. We are gifted, charitable, talented individuals that have helped shape this airline. If you have ideas, a story to tell, or photos, please submit them to communcaitons@twu556.org.

The Executive Board discussed various issues regarding procedures with the Communications Committee.

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

The Executive Board took a break at 1646 and reconvened at 1701.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

The Executive Board continued with the Negotiating Team Interview process.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1705.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1729.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1731.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1748.

Donna Keith (MDW) made a **motion (5)** to recess. 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.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	NAY
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA

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

The motion **carried**.

Lyn Montgomery recessed the Meeting at 1750.

Wednesday **June 13, 2018**

Lyn Montgomery called the Meeting to order at 0900.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

The Executive Board continued with the Negotiating Team Interview process.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 0903.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 0930.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 0933.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 0954.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 0956.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1007.

Charla Miller submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Committee Report** on behalf of Co-Chairperson Natalie Salser and Co-Chairperson Tom Spillers:

Tom Spillers and Natalie Salser accepted the Co-Chairpersons positions on the Flight Attendant Drug and Alcohol Peer (FADAP) Team for another term. Tom, Natalie, And Sarah attended the Denver Safety Fair with CISM and Outreach May 15. McArthur attended the Phoenix Safety Fair May 22. Mikel Kendle and Sandie Pietz joined our team at a FADAP one day New Member Training in Baltimore May 23. The 1st FADAP Team Training was held in Dallas May 30-31.

Sean Cooley presented the **Scheduling Committee Report** on behalf of Chairperson Xander Ricker and Co-Chairperson Laurie Calvagno.

The number of line positions that a Flight Attendant could be awarded for the month of July increased by 95-line positions from 9462 in June to 9557 in July. The Scheduling Committee left 2018 positions in Open Time for the month of July in comparison to 1985 left in June. 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 102.64 TFP average work days were 14.26. The contractual numbers above do not include the two Satellite Bases of Austin and Fort Lauderdale.

The Austin Satellite Base had an average of 100% pure Lines, 47% weekend off and 0% Lines containing 3-on/off or 48-hour breaks. The average Lines paid 99.91. The Fort Lauderdale Satellite base had an average of 91% pure Lines, 46% weekend off and 4% Lines containing 3-on/off or 48-hour breaks. The average Line paid 97.45.

The Line Writers for the July Primary Lines were: Shelley Taylor, Richard Locher, Janet Lamy, Chase Goldman, and Don Shipman.

The Line Writers for July Secondary Lines were: Shelley Taylor, Kay Mc Curley, Janet Lamy, Richard Locher and Alexander Ricker.

Chad Kleibscheidel submitted the **Uniform Committee Report** on behalf of Chairperson Lisa Happer:

June 19 Lisa and Chad met with key uniform players in the new Wings bldg. in DALLAS. Those in attendance were: Steve Murtoff: Dir. IF Safety Compliance, Suzanne Ferrier: Mgr. Onboard Supply, Jamie Dotson: Employee Insight (LINK), Reina Torres: Onboard Experience, and John Andros: Dir. Safety Programs. They discussed with Lisa and Chad their roles with the uniform. Discussion included the increase in allergic reactions and available alternative options. The importance of going through the process with ACT and Elise May for these issues was discussed as the Company's only means for seeing the "numbers" of the actual problem. Uniform issues not relating to health or safety were asked to go through LINK. Lisa and Chad opened dialogue regarding discipline/points

for those whom had to call out sick on/for trips due to reactions with the uniform and the possibility of lessening the friction for those who need/desire the cotton option. Both topics will be revisited in the coming months.

June 28 Lisa was in attendance at the Cintas location in Chicago. She along with others in the wear test were able to see and feel the tested items for the first time. Lisa felt that a big step was made in the cotton alternative pieces. They are more cohesive with the current line. The cotton options that are currently available are from a third-party vendor and not made by Cintas. Lisa was able to discuss several concerns with Cintas including possible toxins in the materials as well as defects in the finished products. Chrissy Cicero-Johnson: Acct Mgr. told Lisa that returns/replacements would be available to any items including altered items if it was due to defect or quality control. Return labels would be sent if employee called customer service. Toxins in the materials was addressed. Cintas is open to the discussion of material testing through InterTech Labs. Lisa will be following up with Cintas this week.

Jessica Parker (DEN) submitted the Scholarship Committee Report:

Applications are currently being accepted for the four scholarships offered by TWU Local 556. Jessica included information about the scholarships offered by the Local in her Denver E-Connection published on June 1. Jessica sent all Domicile Executive Board Members (DEBMs) the same information to be included in their E-Connections. Applications and essay questions must be postmarked by June 30 in order to be eligible. Awards will be announced by August 20.

Chantil Huskey submitted the Mobilization/Organization Committee Report:

May 30, 2018 (Mob/Org Chairperson) Mobilization/Organizing Committee Co-Chairperson Chantil Huskey began the "Push the Pin" Lounge Mobilization with "Push the Pin" postcards created by Member Robert Shepard. The Midway (MDW) Lounge Mobilization was held from 12:00 to 22:00 and Mob/Org Chairperson Chantil Huskey was assisted by TWU556 Member Joe Braun. Together Mob/Org Chairperson Chantil Huskey and Member Joe Braun were able to speak with many of our Members about the upcoming Association of Flight Attendants (AFA) TooHotTooCold joint effort campaign, the FAA Re-Authorization Bill, helped Members download the TWU556 Contract app and showed them how to use the chat feature, directed them to the TWU556 Facebook, informed Members of the upcoming Membership Meetings and the importance of attending them, and informed them of the upcoming FB LIVE with President Montgomery and Education Chairperson Steven Hobbs.

May 31, 2018 Mob/Org Co-Chairperson Chantil Huskey began (HOU) Houston Lounge Mobilization with TWU556 Member Darlene Smith-Sain from 14:00 to 20:00. While in the lounge we continued to "Push the Pin" Mobilization. Chantil Huskey was able to assist Flight Attendants with overlap questions and inform them of upcoming events. Many Members were concerned that unlike other Bases they do not have a set parking discounted price.

June 1, 2018 Chantil Huskey began the (BWI) Baltimore Lounge Mob from 14:00 to 20:00. Chantil Huskey was able to meet with DEBM Damion West as he updated his Union Board and was able to engage Flight Attendants while watching the Facebook Live with President Lyn Montgomery and Education Chairperson Steven Hobbs.

June 2, 2018 Chantil Huskey took a flight from Baltimore to Phoenix (PHX) to meet with Education Chairperson Steven Hobbs and DEBM John DiPippa to begin our Lounge Mobilization. While in the PHX lounge we had the opportunity to speak with many Flight Attendants and we were able to walk the terminal to meet even more Flight Attendants from around the system. This gives us some insight on what to expect as we face Section 6 Negotiations this coming November.

June 3, 2018 Chantil Huskey and Steven Hobbs flew from Phoenix to Oakland (OAK) where we met DEBM Josh Rosenberg and Shop Steward Sam Wilkins to begin the Lounge Mobilization at 1300. I flew on flight 3357 PHX OAK with Education Chairperson Steven Hobbs. Along with the "Push the Pin" mobilization DEBM Rosenberg created flyers addressing the upcoming Membership meetings and calling Professional Standards instead of turning our Co-hearts into Management. Chantil Huskey and Steven Hobbs requested DEBM Rosenberg to send the flyer prototype to the DEBMS in our future Lounge Mobilization cities. In Oakland we were able to speak with many New Hire Flight Attendants and answer many questions concerning our reserve system. Steven Hobbs was able to "airdrop" the New Hire Handbook created by the Education Committee to the Members in the lounge.

June 4, 2018 Chantil Huskey and Steven Hobbs began the (LAS) Las Vegas Lounge Mobilization. While in the LAS lounge we met with Shop Steward Rickie Spand and Shop Steward Mark Anthony Reyes. Both Shop Stewards were of assistance in setting up the TWU556 banner and reaching Members in the terminal while Chantil Huskey and Steven Hobbs addressed the Members in the lounge. It really was a team effort and we would like to recognize them for their help. We had the opportunity to speak to past Negotiator Kevin Onstead where he addressed the importance of our Mobilization efforts as we go into Negotiations.

June 5, 2018 Chantil Huskey and Steven Hobbs flew from LAS to (DEN) Denver where we began our Lounge Mobilization with DEBM Jessica Parker and Shop Steward Jamie Simpson. DEBM Jessica Parker was able to provide not only the flyers regarding Membership Meetings/Professional standards but the Denver PRIDE event on June 17, 2018.

June 6, 2018 Chantil Huskey and Steven Hobbs flew to (ATL) Atlanta to begin our Lounge Mobilization. While in the lounge we were able meet with CISIM and FADAP Chairpersons and Co-Chairperson. DEBM Pamila Forte-Oak was able to assist as she updated her glass case. This was a very productive Lounge Mobilization as we had many of our leadership available.

June 7, 2018 Chantil Huskey and Steven Hobbs began our Lounge Mobilization in (MCO) Orlando at 13:00. We were fortunate to be able to meet many Members in the newly renovated Crew Lounge. When the lounge became empty we were able to reach more of our Members throughout the terminal.

The following are the issues or concerns our Flight Attendants brought Chantil Huskey and Steven Hobbs attention:

- A more user-friendly web page.
- The TWU556 Contract app they have to sign into it every time they go on there and they would like it to just remain signed in.
- Vomit cleanup has become an issue as to who is to clean it up. Ops has begun to refuse to call cleaners.
- Flight attendants have begun to notice that SWA does not recycle in every Base or outstation. BWI and MCO being two of the Bases that were addressed to us. The Flight Attendants feel that it is misleading our customers.
- There has been an influx of Scheduling not giving hotels on four hour sits or more out of Bases. Or rerouting Flight Attendants without having hotels available in the rerouted city. The Flight Attendants would really like this to be addressed in the future Contract. As well as if you have a four hour sit or more in a Base that is NOT yours you should still receive a hotel.
- Ground time seems to be a bigger and bigger issue out there. We met many Flight Attendants that were on scheduled 2-5 hour scheduled ground sits.
- Scheduling has begun telling the Flight Attendants that they can't see the seniority when assigning positions to rsv's. Example; three Flight Attendants on AMR all assigned same trip, senior Flight Attendant calls to ask for different position and is told they can't see the seniority therefore they can't change the position.
- Scheduling has begun taking overlaps illegally.
- Houston Flight Attendants do not seem to have a negotiated price on parking.
- Flight Attendants would like to see a new short-term disability Company. The current one seems to be expensive and somewhat complicated when using then.
- A rise in OJI issues and not getting assistance from the Company.
- There are concerns about the IFEB check in and whether or not we would see in the future of us having to do PROVO orders through this method?
- Concerns about the device they are testing in DEN and FLL to communicate between us and the OPS. How are we to provide POS and pay attention to messages OPS is sending us. Is this device coming due to the pilots not required to be there during boarding to assist us with communications?
- How hot is too hot to board the aircraft? Will there be ramification if we refuse to board the AC if we feel it is too hot?
- Many Flight Attendants do not have Facebook at all and were unaware of the new chat app thru the TWU556 app.
- Many would like to see more pay for the A Flight Attendant as we are beginning to deal with more (i.e. OPS communication, more UM's, and wheelchairs).

- *Many Flight Attendants would like to see the Company pay you time and a half for rerouted trips when you are a line holder as the pilots do.*
- *Flight Attendants would like to see a new RR system as we are becoming a 24hr operation. There were many different suggestions on how to address this issue such as three 8 hr blocks or two 12 hr blocks.*
- *Flight Attendants would like to know why AMR is compensated when they don't return from a trip before 18:00 yet PMR is not compensated for anything when returning after 00:00?*
- *They would like us to address the "babysitting" issue of our passengers. As we are sitting with them sometimes up to an hour and a half. Should they be required to get off the aircraft if the turn of ac is less than 45 minutes?*
- *Has the 45 minutes to the AC for boarding been addressed?*
- *Should we be addressing the passengers using video to tape us as we do our jobs? The Flight Attendants feel like they are being left out there with no backing from both the union and the Company.*
- *There seems to be some concern on using Professional Standards Committee. The Flight Attendants feel that when they call them it is not private or confidential. As many times the Professional Standards person calls the Flight Attendant in "question" while they are all on the same trip. They feel that then there is retaliation from the other crew Member for the remainder of the trip.*
- *There seems to be a rise of IR requests for frivolous passenger complaints. Should we be addressing this with the Company as this is now against a work rule if you do not reply to the IR in a timely manner?*
- *There has also been reports of Scheduling parking trips on retired Flight Attendant's Boards. As one was called last month to work a trip and it she has been retired for two years.*
- *There also has been a rise in the AMR and PMR Flight Attendants getting their self-assigned trips taken from them and then seeing the trip being put into open time with VJA. This has been happening during non-irregular ops situations as well.*
- *Scheduling has also begun assigning the first rsv on the list APSB then the next fa a trip. When said fa comes in to check in Scheduling is now taking the trip from the said fa and giving it to the APSB person above them and putting the fa that was assigned the trip on APSB. This makes sense as now they are using another fa to be available longer. However, should they truly be taking an assignment away from an FA and now assigning "out of order"?*

The Executive Board took a break at 1032 and reconvened at 1047.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1050.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1105.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1108.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1136.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1141.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1207.

The Executive Board went to lunch at 1207 and reconvened at 1333.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1334.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1351.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1354.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1427.

The Executive Board took a break at 1427 and reconvened at 1432.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1434.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1457.

The Executive Board took a break at 1500 and reconvened at 1530.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

A Negotiating Committee Candidate entered the Executive Boardroom for an interview at 1531.

The Executive Board interviewed the Negotiating Committee Candidate.

The Negotiating Committee Candidate exited the Executive Boardroom at the conclusion of the interview at 1553.

The Executive Board completed the Negotiating Committee Interview process.

The Executive Board had a discussion regarding the process of selecting the Negotiating Committee appointments.

The Executive Board came to a **consensus** regarding the methods for selecting the Negotiating Committee Members.

The Executive Board took a break at 1623 and reconvened at 1635.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

The Executive Board continued to discuss the methods for selecting the Negotiating Committee Members.

The Executive Board began the process of selecting Negotiating Committee Members.

Chad Kleibscheidel made a **motion (6)** to recess. 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.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis – BMAL	YEA	Jackson (HOU)	YEA
Hogan – BMAL	YEA	Brownfield (LAS)	YEA
Cooley – BMAL	YEA	J. West (MCO)	YEA
Ross – BMAL	EXCUSED	Keith (MDW)	YEA
Miller – BMAL	YEA	Rosenberg (OAK)	YEA
Huskey – BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Lyn Montgomery recessed the meeting at 1900.

Thursday
June 14, 2018

Lyn Montgomery called the Meeting to order at 0901.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

Sean Cooley made a **motion (7)** to appoint Joe Rivera to the Negotiating Committee. Kay Hogan **seconded** the motion. The motion was temporarily tabled – see **motion (8)**.

Rachel Brownfield (LAS) made a **motion (8)** to temporarily table the previous motion. 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	NAY	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	NAY	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	YEA
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

Damion West (BWI) made a **motion (9)** to enter Executive Session. 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)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	EXCUSED	Scarbrough (DAL)	NAY
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA

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

The motion **carried**.

The Executive Board entered **Executive Session** at 0905.

Rachel Brownfield (LAS) made a **motion (10)** to exit Executive Session. 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	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	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 1042.

Damion West (BWI) made a **motion (11)** to appoint LaShaye Hutchinson to the Negotiating 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.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Josh Rosenberg (OAK) made a **motion (12)** to appoint Denny Sebesta to the Negotiating 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.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Josh Rosenberg (OAK) made a **motion (13)** to excuse Eric Weis from Friday's PM Executive Board Session 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		
Kleibschedel, 1 st VP	YEA	Forte-Oak (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	EXCUSED	Scarborough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

A Board Member at Large Report by Eric Weis was presented. There was no written report.

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

Jessica participated in SafeHouse Denver's #WeekOfWhy Campaign which raised money to support victims of domestic violence and their families. The week-long campaign raised \$15,260.00 which is enough funding to provide a full seven nights of safety for all 30

residents currently in the emergency shelter. Jessica and the Denver Women's Issues, Service, and Education (WISE) Committee Point Person Christina Johnson are currently organizing a group of WISE volunteers for the Book Bonanza, benefiting SafeHouse Denver. The Book Bonanza, which will have over 2,000 attendees and 130 authors, is on July 20-21.

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

Pamila reports Fact-Finding Meetings and Step-2 Meetings are on the rise. The week of May 22, Atlanta had as many as six meetings in one day. The meetings are for Social Media Violations, attendance points, late to the gate and delay of flight. Pamila attended the TWU Local 556 Executive Board training May 7-11. The training was facilitated by Gary Schultz and Nick Bedell of the TWU International. Pamila attended the Executive Board Meeting May 14-18. Pamila volunteered phone banking with the Atlanta North Georgia Labor Council, for the 2018 Georgia Primary Elections. Pamila attended the Wear Your Pin with Pride Lounge Mobilization with Committee Chairperson Steven Hobbs and Board Member At Large Chantil Huskey, in Atlanta June 6. Pamila, Civil and Human Rights Co-Chairperson Heather Kelly-Gray and Angie Kilbourne created a poster for the Union glass case to share with all of the Domicile Executive Board Members. Pamila, and Shop Steward's Eric McCulley, Rasheeda Malik, Jabari Smith and Atlanta Flight Attendant Lakenya Johnson, Celebrated National Pride Month in the Atlanta Crew Lounge June 8. Pamila wrote an E-Connection. Pamila attended the conference call with International Vice President Thom McDaniel and Civil and Human Rights Co-Chairperson Heather Kelly-Gray June 5, to discuss the Membership drive for Pride at Work Texas and future involvement with the TWU International Civil and Human Rights Committee. Pamila updated the glass case and tidied the red rack. Pamila continues to answer questions for the Members via text message, email, and phone calls.

Rachel Brownfield (LAS) submitted the Las Vegas Base Report:

Rachel reports that after two months, Las Vegas has a new Base Manager in Brandon Durbin. Rachel looks forward to working with Brandon on issues involving Flight Attendants in Las Vegas. Rachel would like to thank Las Vegas Shop Stewards Mark Anthony Reyes and Rickie Spand for spending time in the Las Vegas Lounge since she was unable to be present with Mobilization/Organization Committee Co-Chairperson Chantil Huskey and Education Committee Chairperson Steven Hobbs during the Lounge Mobilization. Rachel would like to thank Mark Anthony and Rickie for updating the Union Glass Case and for distributing flyers about the upcoming Membership Meeting and Professional Standards. Rachel was the Executive Emergency Officer On-Call (EOOC) for the last week of May. She received several calls through the EOOC phone line as well as outreach calls from the Education Committee Members who were working the Official Facebook Group where Members reached out to them for immediate assistance with issues. Rachel would like to thank the Admins of the Official Facebook Group for assisting the Membership. It is because of them that three No Shows were immediately removed without having to go through the Grievance Process saving the Members' time and unnecessary stress. Rachel spent time in the Lounge answering multiple Contract questions and

distributing Union Pins. Rachel stayed in contact with Las Vegas Base Leadership. Rachel reviewed all Grievances in advance of the Executive Board Meeting. Rachel reports that many Las Vegas Members are concerned about availability to get food throughout their day particularly early in the morning on East Coast AM Trips. Rachel continues to discuss this health and safety issue with Southwest Airlines Leaders to understand this and to prevent Members from being disciplined for being late to the gate or delaying a flight for getting food. This issue continues to be the number one reason Las Vegas Flight Attendants continue to be called in for Fact-Finding Meetings. Members are also concerned that the Professional Standards Committee only works with the Flight Attendants and Pilots. Rachel will be asking the Executive Board to consider the feasibility of extending the program to include other Employees such as Customer Service Agents, Operations Agents, and Provisioning Agents. Rachel hopes that this promotes healthy conversations and eliminate numerous write ups for Crew Conflict.

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

In May after the monthly Executive Board Meeting, John did 3 Fact-Finding Meetings and was in the lounge. John also sat Emergency Officer on Call on May 21-May 28.

In June, John did a lounge mobilization emphasizing the importance of wearing your Union pin with Board Member at Large Chantil Huskey and Education Committee Chairperson Steven Hobbs. John also was in the lounge the week prior to the monthly Executive Board Meeting to gauge Members concerns.

John watched the Facebook Live video that President Lyn Montgomery participated in and wrote his June E-Connection with responses from Lyn to various questions that she addressed in that video.

John placed the Pride poster, Membership Meeting notice, and a Board of Election flyer in the glass case.

John wrote his Base report and reviewed Grievances for the upcoming Board Meeting.

John reviewed all of the Letters of Interest sent in by Flight Attendants hoping to be appointed to the Negotiating Team.

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.

Donna Keith (MDW) submitted the **Survey Committee Report** on behalf of Chairperson VeAnne Reeder:

VeAnne reports she is working on a demographic survey to be sent out to the Membership. She will be contacting tech services to assist in emailing out a link to all eligible Flight Attendants.

Lyn Montgomery submitted the President's Report:

Lyn chaired the May Executive Board meeting. Lyn negotiated a longer timeframe for those who wished to opt out of the Satellite Base Program due to the fact that vacations will be bid in the Satellite Base. This was approved by the Executive Board.

On May 31, Lyn spoke to the FADAP training class. She thanked them for the incredible work that they did and spoke of the benefits FADAP provides to all Members. She commended Committee Chairpersons, Natalie Salser and Thom Spillers. She encouraged all FDAP volunteers to continue performing great work.

Lyn and Vice President LaTonia Paul Benoit met with Management, Steve Murtoff and Brendan Conlon and was briefed about the previous testing of snack service on board the aircraft.

On May 22, Lyn attended a Step 2 meeting to assist a Member. Lyn and 1st Vice President Chad Kleibschedel attended a working lunch meeting at the WINGS building with Vice President Labor Relations, Russell McCrady and Senior Director Labor Relations, Brendan Conlon. Lyn informed Management that we will be ready to negotiate the Contract this November. Lyn informed Management that we look forward to productive and expeditious negotiations. Lyn relayed that she wanted to foster positive, productive relationships with Management. In order to achieve this, she stated that meetings and business could not be done during Happy hours or while drinking cocktails. Lyn informed Management that she represents over 16,000 Members and she takes the task very seriously. She discussed the fact that she would need to be able to maintain open lines of communication with the Membership during Negotiations.

Lyn met with the Grievance Committee and explained the new structure of the team which configures the team into specialized segments. A Call Center, Grievance Filers, BOA and Arbitration team, History, and OJI and leaves. The team reports to Grievance Chairperson Gayle Ross. Three new leadership roles were created. Discipline Coordinator, Contract Coordinator, OJI/Leave Coordinator and Arbitration and BOA Coordinator.

On June 1, Lyn made herself available to those Members who are on Facebook and hosted a FACEBOOK live question and answer session. She answered questions for 45 minutes along with Education Committee Chairperson Steven Hobbs. Lyn answered questions in a press conference style format. The response was highly positive and over 8,000 views to date. Lyn plans on hosting more FACEBOOK live sessions.

On May 24, Lyn attended the Monthly Grievance Meeting with Director of Labor Relations, Tammy Shaffer and other Members of Inflight leadership. Lyn discussed the overlegalization of the grievance process and stressed the fact that settlements where

another discipline is applied are incongruent with the purpose of the grievance process. Lyn discussed the settlements and last chance agreements that have changed significantly since she was the Executive Grievance Chairperson in 2014. She informed the Company that a grievant should not be referred to as a claimant and that the process has become too legalized. The grievance process is an out of court method of finding solutions and should not be used to obtain legal disclaimers. Lyn agreed to talk with Management more on this matter. Lyn, Gayle Ross, Becky Parker, Barbara Fitzhugh, Brandon Hillhouse all worked to obtain settlements during this monthly grievance meeting.

Lyn has been in discussion with Management concerning the check in app and is researching digital privacy.

The **Office Manager's Report** was not submitted or presented due to an excused absence.

The **Officers' Report** was presented by Chad Kleibscheidel. There was no written report submitted.

The **Officers' Report** by LaTonia Paul Benoit was not submitted or presented.

The **Board Member at Large Report** by Sean Cooley was not submitted or presented.

The **Board Member at Large Report** by Gayle Ross was submitted:

Gayle attended Officer Training May 7-11, 2018 and Executive Boards May 15-18, 2018, in Dallas, Texas. Since being appointed Grievance Chair, she has been meeting with the Grievance Staff regarding restructuring. On May 24, 2018, she attended the Management Grievance Meeting which was held at the Transport Workers Union Local 556 office.

Gayle has assisted the staff with numerous grievance issues and has been working on several "hot topics." Ann Claire Crawford and Gayle have been developing a plan of action for an On the Job Injury project. Gayle appreciates the Executive Board's approved absence from June Executive Boards due to her wedding and honeymoon.

The **Board Member at Large Report** by Chantil Huskey was submitted:

May 7 – 11, 2018

Chantil Huskey attended the leadership training provided by TWU International Representatives Gary Shultz and Nick Bedell. This training was very informative touching Base on how we as leaders can better mobilize and organize. At this training Chantil learned the RingCentral, Salesforce, and Gmail systems. The Wednesday of this week we as leaders took the TWU Oath.

May 14 – 18, 2018

This week Chantil Huskey attended my first Executive Board where we elected new Officers, heard grievances, and spoke about new business. The last day of this week Sean

Cooley and Chantil Huskey took it upon themselves to sit in the DALLAS Lounge for five hours meeting and speaking with our Members. Chantil Huskey then reported the lounge visit to the Executive Board upon coming home.

May 21 – 25, 2018

Chantil Huskey spent this week conducting phone calls to many of our applicants that did not get a Chair position. As we discussed in our Executive Board that we would try to reach out to some of those that applied to see what other capacity they would be willing to still assist our union. After reaching out to Robert Shepard who had put in for Communication Chair he gratefully assisted me in creating the PRIDE “push pin” cards we used as a tool to get our Members to wear their pins. He also assisted me in creating a flyer with us taking our Oath that was not used during our Lounge Mob's. He is going to continue to assist me with further endeavors and is creating a card for me in July. Chantil Huskey reached out to Justin Cullipher who put in for Shop Stew Committee to see if he would be willing to further assist in volunteering time in the lounges as we go into negotiations. He agreed to help us in any capacity needed. Chantil Huskey also reached out to our newly elected Education Chair, Uniforms Chair, and Shop Stew Chair. After conversation with Education Chair Steven Hobbs and President Lyn Montgomery we began to try to set up possible dates to do a “push the pin” campaign.

May 29 – 31, 2018

Chantil Huskey began Lounge Mob's. Please see my Mobilization/Organizing Co-Chair report.

The Oakland Base Report by Josh Rosenberg (OAK) was submitted:

Josh attended the May Executive Board Meeting from May 15 - 18. Per President Lyn Montgomery's instruction, Josh spoke with Amanda Gauger about not being re-appointed to the Education Committee. Josh thanked her for her service and dedication to the Members and hopes she stays involved. Josh spoke with Angie Kilbourne about being reappointed as Education Committee Co-Chairperson. Josh thanked her for all she has done and will continue to do for the Members. Josh spoke with new Education Committee Chairperson, Steven Hobbs to talk about the Education Committee, responsibilities as Chairperson, and that Josh is there to support him as his Executive Board Liaison and that if he has any questions or needs anything he should reach out to Josh.

Josh spent time in the Oakland Lounge talking to Members about Oakland Sick Leave, New Hires coming and going into Oakland, and reminding them to stay involved and aware as the next Membership Meeting is coming up and Negotiating Committee Elections are coming up as well. Josh also spent time doing Base Orientations for New Hires in Oakland. Josh Attended the Union Pin Lounge Mobilization with Board Member at Large Chantil Huskey and Steven Hobbs. Josh would like to thank Oakland-based Member Sam Wilkins for volunteering her time and attending the Union Pin Lounge Mobilization. Josh made a flyer for Oakland Members notifying them of the next Union Meeting and also to utilize Professional Standards. After receiving interest from other Domicile Executive Board

Members (DEBM), Josh made a similar flyer for each Base for the respective DEBM to use if they wish.

Josh attended the Alameda Labor Council Unionist of the Year Dinner where Rome Aloise from Teamsters Local 853 was honored for his contributions to the Labor Movement. Josh would like to thank Oakland Shop Steward Matt Hettich for attending the dinner as well. Josh and Matt Hettich also attended the 6th Annual Rob Bonta Chili Cook-off where we met with numerous labor friendly candidates running for office and continued to build relationships within the California labor and political communities. Josh's chili took 4th place out of 14 entries. It was a beef and pork chili with no beans.

Josh has been working with Oakland Members, Julie Sadowski and Eric Hironymous, to get Oakland Members to participate in the San Francisco Pride Parade on June 24. Josh would like to thank them for their work in mobilizing the Members.

Josh updated the Union Glass Case with Membership Meeting dates, Board of Election (BOE) supplied information, and a Pride Month poster that was provided by Atlanta Domicile Executive Board Member Pam Oak-Forte and the Civil and Human Rights Committee with assistance from Angie Kilbourne. Josh also kept the Union Red Rack in order and did numerous Fact-Finding Meetings for Oakland Members.

The COPE Report by LaTonia Paul Benoit was submitted:

*LaTonia attended Dallas County Central Labor Council Meeting.
LaTonia attended Harris County Central Labor Council Meeting
LaTonia attended Harris County Executive Board Meeting.
LaTonia chaired TWU Texas/Oklahoma State Conference Meeting.
LaTonia was elected TWU Texas/Oklahoma State Conference Co-Chairperson.*

The Grievance Committee Report by Becky Parker was presented. There was no written report submitted.

The Safety Committee Report by Chairperson Michael Massoni and Co-Chairperson Jannah Dalak was submitted:

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety Action Program (ASAP) – Reports Under ERC Review: 93

<i>ID</i>	<i>Event Date</i>	<i>Status</i>	<i>Summary</i>
<i>5845</i>	<i>4/10/2018</i>	<i>Sent to ERC for review</i>	<i>AIRCRAFT DOOR/SLIDE/ARMING</i>
			<i>PROCEDURE - Failed to arm fwd entry door</i>
<i>5887</i>	<i>4/18/2018</i>	<i>Sent to ERC for review</i>	<i>AIRCRAFT DOOR/SLIDE/PARTIAL</i>
			<i>SLIDE DEPLOYMENT - Slide dropped out of housing</i>

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

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

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,

5974 5/8/2018 Sent to ERC for review CABIN AIR QUALITY/ODOR - Aircraft Maintenance-Safety-

5990 5/12/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES RESPONSIBILITIES/OTHER - Un none concern

5991 5/10/2018 Sent to ERC for review IEFB/MISSING IEFB - discovered that I di not have my Ipad

5999 5/14/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES RESPONSIBILITIES/OTHER - Requested to leave ac for food

6001 5/15/2018 Sent to ERC for review IEFB/MISSING IEFB - Left my work ipad on my deadhead

6013 5/19/2018 Sent to ERC for review ALCOHOL/CONSUMED OWN ALCOHOL - DELAY/PASSENGER CONSUMPTION OF PERSONAL ALCOHOL ONBOARD

6015 5/20/2018 Sent to ERC for review IEFB/MISSING IEFB - I did not have my iPad

6024 5/20/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/PARTIAL SLIDE DEPLOYMENT - The slide fell on the galley floor

6026 5/19/2018 Sent to ERC for review CABIN EQUIPMENT/COMMUNICATION SYSTEM - Notified ac does not have a working Pa system

6028 5/21/2018 Sent to ERC for review IEFB/LOW BATTERY - 30 minutes before leaving hotel my iPad began alerting me of low battery. It was plugged in but charger did not charge

6029 5/21/2018 Sent to ERC for review ALCOHOL/CONSUMED OWN ALCOHOL - Personal Alcohol Consumption

6031 4/13/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES RESPONSIBILITIES/OTHER - Hot mic in aft galley, passenger had music playing from iPhone and music played over pa

6032 5/20/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/DISARMING PROCEDURE - I received a call from a supervisor that doors on my aircraft were left armed.

6040 5/22/2018 Sent to ERC for review JUMPSEAT/NOT SECURED IN JUMPSEAT TAKEOFF/LANDING - I was unable to make it to my assigned jumpseat before takeoff.

6049 5/24/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/DISARMING PROCEDURE - Haven't disarmed doors yet and PAX comes back to use lav. I said wait She said she was F/A. Disregarded all I said

6050 5/24/2018 Sent to ERC for review CHILD RESTRAINT
SYSTEM/IMPROPER PLACEMENT - car seat in the row in front of the emergency exit row

6051 5/24/2018 Sent to ERC for review SPECIAL PAX/UMs - Um paperwork

6052 5/24/2018 Sent to ERC for review IEFB/MISSING IEFB - Left my IEFB charging in the lounge

6053 5/23/2018 Sent to ERC for review AIRCRAFT
DOOR/SLIDE/DISARMING PROCEDURE - questioned failure to disarm forward service door

6054 5/25/2018 Sent to ERC for review AIRCRAFT
DOOR/SLIDE/DISARMING PROCEDURE - FAC did not properly disarm door

6055 5/25/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/ANNOUNCEMENTS\DEMO - Flight Attendant non-compliance

6056 5/26/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/ANNOUNCEMENTS\DEMO - I forgot to make arrival announcement

6057 5/26/2018 Sent to ERC for review FATIGUE - Duty day on 05/25/18
quash 10:40. Overnight was 09:39.

6058 5/26/2018 Sent to ERC for review OWWE/OWWE BRIEFING NOT
DELIVERED AT ALL - I don't believe the exit row was briefed. Per PAX complaint.

6059 5/25/2018 Sent to ERC for review CABIN
EQUIPMENT/COMMUNICATION SYSTEM - Intercom/PA system not usable as we boarded without pilots and plane not properly "turned on"

6060 5/26/2018 Sent to ERC for review CABIN EQUIPMENT/EMERGENCY
EQUIPMENT - Unable to locate and access medical headset

6061 5/25/2018 Sent to ERC for review IEFB/MISSING IEFB - Lost Flight
Attendant Manual IEFB

6062 5/25/2018 Sent to ERC for review IEFB/MISSING IEFB - Lost flight
attendant manual

6063 5/26/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/ARMING
PROCEDURE - After closing Fwd entry door crew noticed plastic bottle left by cleaners was wedged in seal

6064 5/25/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - Multiple Deficiencies with A and B Flight Attendants

6065 5/27/2018 Sent to ERC for review IEFB/MISSING IEFB - Flew without
Flight Attendant Manual (IEFB)

6066 5/27/2018 Sent to ERC for review OWWE/PAX DID NOT MEET EXIT
SEAT CRITERIA - Child under age in the emergence exit row.

6067 5/27/2018 Sent to ERC for review OWWE/OWWE BRIEFING NOT
DELIVERED AT ALL - Failure to brief OWWE

6068 5/27/2018 Sent to ERC for review IEFB/MISSING IEFB - I forget my
IEFB on the plane

6069 5/29/2018 Sent to ERC for review BOARDING/AGENT INITIATED
BOARDING WITHOUT CREW COORDINATION - Started boarding with all 3 Flight
Attendants still cleaning

6070 5/28/2018 Sent to ERC for review SECURITY/FLIGHT DECK
ACCESS PROCEDURES - Unintentional violation of flight deck procedures inflight

6071 5/29/2018 Sent to ERC for review OWWE/PAX BRIEFED AFTER
TAKEOFF - Failed to brief passenger in exit row

6072 5/28/2018 Sent to ERC for review IEFB/MISSING IEFB - Dead
heading and did not have EFB but got a printed copy before flight departed.

6073 5/28/2018 Sent to ERC for review OWWE/OWWE BRIEFING NOT
DELIVERED AT ALL - Failure to brief exit rows

6074 5/25/2018 Sent to ERC for review SPECIAL PAX/UMs - UM transfer

6075 5/25/2018 Sent to ERC for review IEFB/MISSING IEFB - IEFB left on
FWD galley counter while cleaning IB plane and not discovered until on LAS-BWI OB
flight

6076 5/27/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - Flight Attendants blatant disregard for policy and
procedures

6077 5/27/2018 Sent to ERC for review FATIGUE - FAR illegal

6078 5/26/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - Passenger Misconduct,

6079 5/30/2018 Sent to ERC for review CABIN READINESS/GALLEY NOT
SECURE - Cabin wasn't secured for landing

6080 5/30/2018 Sent to ERC for review OWWE/PAX BRIEFED AFTER
DOOR CLOSURE - count discrepancy then an issue with a bin closing I missed briefing
over wing was able to brief right after door close

6081 5/31/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/ARMING
PROCEDURE - PAX count, mid cabin when the A came on PA saying the door closed,
arm doors, woman purse on floor in front A said OK

6082 5/31/2018 Sent to ERC for review MINIMUM CREW/BOARDING -
Ops started boarding when I was still at gate D8 with UMs

6083 5/30/2018 Sent to ERC for review IEFB/MISSING IEFB - I realized
when I was about to do service that my IEFB was not in my bag on the flight from MCO
to Islip.

6084 5/31/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - My watch was not functional for a gate check

6085 5/31/2018 Sent to ERC for review AIRCRAFT
DOOR/SLIDE/DISARMING PROCEDURE - Distractions on crosschecking C's door
upon arrival.

6086 5/31/2018 Sent to ERC for review CABIN PET/OTHER - Pet outside of
paid pet carrier

6087 6/1/2018 Sent to ERC for review OWWE/OWWE BRIEFING NOT
DELIVERED AT ALL - Forgot to brief the overwing

6088 6/1/2018 Sent to ERC for review JUMPSEAT/NOT SECURED IN
JUMPSEAT TAKEOFF/LANDING - I was throwing away trash when Captain asked us
to take our seats due to turbulence, landed in the aft jumpseat.

6089 6/2/2018 Sent to ERC for review OWE/PAX BRIEFED AFTER
DOOR CLOSURE - Failure to brief one PAX at OWE

6090 5/31/2018 Sent to ERC for review SECURITY/TSA CHECK POINT-
RELATED - I was stopped by several TSA agents for a recheck of my food bag on my way
to my assigned gate...

6091 6/1/2018 Sent to ERC for review IEFB/MISSING IEFB - left efb on
the airplane

6092 5/20/2018 Sent to ERC for review BOARDING/AGENT INITIATED
BOARDING WITHOUT CREW COORDINATION - Ops agent sent passengers down the
jet bridge before inbound crew was off and we, the outbound weren't on!

6093 6/2/2018 Sent to ERC for review CABIN READINESS/CARRYONS
NOT STOWED - Customer with an instrument in a paid seat was not in the bulkhead
seating. Customer seated in row 3 seat E item in F

6094 5/31/2018 Sent to ERC for review IEFB/MISSING IEFB - No iPad for
this flight

6095 6/2/2018 Sent to ERC for review IEFB/NON-FUNCTIONING - Flight
delayed due to FA inability to contact tech support for iPad issue

6096 6/3/2018 Sent to ERC for review OWE/PAX BRIEFED AFTER
DOOR CLOSURE - Did not brief exit row until after doors were closed

6097 6/3/2018 Sent to ERC for review AIRCRAFT DOOR/SLIDE/DOOR
PROCEDURE - OTHER DEPARTMENT - Provo agent failed to look for red flag before
opening aft door to plane. She tried to open the door before disarmed

6098 6/3/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - I heard passengers went to departure gate instead
of customs but were sent to customs

6099 6/3/2018 Sent to ERC for review SPECIAL PAX/UMs - Flight
Attendant (me) inadvertently allowed an unaccompanied minor to deplane unattended.

6100 5/20/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - Customer Experience

6101 5/19/2018 Sent to ERC for review POTENTIAL INJURY HAZARD -
Pax expected fa to lift heavy bag

6102 6/4/2018 Sent to ERC for review IEFB/MISSING IEFB - I
accidentally left my iPad in the LAS inflight lounge so I did not have my IEFB onboard
for duty.

6103 5/30/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES
AND RESPONSIBILITIES/OTHER - FA A advised me to bring my bags & place in fwd
lav to leave as soon as door opened to make commute FLT FA was ok with

6104 6/4/2018 Sent to ERC for review OWE/PAX BRIEFED AFTER
TAKEOFF - Didn't verify that OWE briefing was done until forward entry door was
closed C briefed right after I reminded her

6105 6/5/2018 Sent to ERC for review PREFLIGHT DUTIES/EQUIPMENT
CHECKS - I accidentally forgot to check my safety info cards in EMR exit row. my
mistake.

6106 6/4/2018 Sent to ERC for review IEFB/MISSING IEFB - left IEFB at
crew hotel

6107	6/5/2018	Sent to ERC for review	OWWE/PAX BRIEFED AFTER DOOR CLOSURE - Closed door before exit row brief
6108	6/3/2018	Sent to ERC for review	ALCOHOL/CONSUMED OWN ALCOHOL - PASSENGER CONSUMPTION OF PERSONAL ALCOHOL ONBOARD
6109	6/5/2018	Sent to ERC for review	IEFB/MISSING IEFB - Crew member working without IEFB
6110	6/6/2018	Sent to ERC for review	CABIN READINESS/PAX NOT SEATED - there was a mother who wouldn't make her 2+age child put her seat belt on.
6111	6/6/2018	Sent to ERC for review	BOARDING/AGENT INITIATED BOARDING WITHOUT CREW COORDINATION - Boarding before safety and security completed
6112	6/6/2018	Sent to ERC for review	GROUND OPS COMMUNICATION\PROCEDURES/AGENT CLOSED DOOR BEFORE CABIN SECURED - Boarding door closed BEFORE all PAX were seated and bags stowed
6113	6/6/2018	Sent to ERC for review	CABIN READINESS/POC PLACEMENT\USE - Use of POC, did it restrict access to aisle
6114	6/6/2018	Sent to ERC for review	CABIN READINESS/POC PLACEMENT\USE - Passenger using Portable Oxygen Concentrator seated on aisle
6115	6/3/2018	Sent to ERC for review	BOARDING/PRELOADING THE JETBRIDGE - OPS Agent and CA wanted to board before FAs were ready.
6116	6/2/2018	Sent to ERC for review	GROUND OPS COMMUNICATION\PROCEDURES/OTHER - OPS unaware of how to print Specials Report
6117	6/6/2018	Sent to ERC for review	OWWE/PAX BRIEFED AFTER TAKEOFF - failure to brief exit rows
6118	6/7/2018	Sent to ERC for review	JUMPSEAT/NOT SECURED IN JUMPSEAT TAKEOFF\LANDING - Just sat down and buckled in jumpseat as the aircraft was landing.
6119	6/7/2018	Sent to ERC for review	GROUND OPS COMMUNICATION\PROCEDURES/AGENT CLOSED DOOR BEFORE PAX COUNT VERIFIED - Ops agent closed forward entry door without accurately verifying the count.
6121	6/7/2018	Sent to ERC for review	CABIN READINESS/PAX NOT SEATED - Passenger landed in lavatory
6122	6/7/2018	Sent to ERC for review	GROUND OPS COMMUNICATION\PROCEDURES/AGENT CLOSED DOOR BEFORE CABIN SECURED - OPS agent did not confirm head count with A and tried to close door when PAX were up and be in aft lav
6123	6/7/2018	Sent to ERC for review	CABIN READINESS/PAX NOT SEATED - Pax's landed in front lav

ASAP Reports received 2018 Year-to-Date:	735
Accepted Reports Year-to-Date:	595
Excluded Reports to date:	13
Open Reports:	93
Total Reports Received in 2017	947

Total Reports Received over the Life of Program 7473

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 05/11/18 through 06/9/18 = 219

Emergencies Declared for Period = 15

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

The Health Committee Report by Chairperson Michele Moore was submitted:

ASAP

The Inflight ASAP ERC attended a full day Risk Mitigation Training class in May. The class walked through the process the Company uses to assess and mitigate risk. This process is followed prior to any changes being made to policies, procedures or practices. The class also reviewed the current risk matrix as well as how the other ASAP groups assign risks. The Inflight ASAP ERC will be conducting a "test" on the current risking process and the proposed risking process. The purpose is to see if the final outcome is the same with both risking processes. The Inflight ASAP ERC is concerned that changing the way of assessing risk mid-year could skew the result. If the final result is the same, the process will most likely change.

The Inflight ASAP ERC did a 4-day promotional visit in Burbank in June. We had conversations regarding ASAP with approximately 150 Flight Attendants during this time frame. The ERC met flights during the day and distributed ASAP pamphlets and treats in the airport. Happy hours were hosted in the evenings. We chose Burbank because the ASAP FAA representative was doing a station audit in Burbank and this enabled them to attend the activities.

There are 2 upcoming quarterly meetings that are not on the calendar yet but will be late June or early July. The first meeting will be attended by all of the ERC Members (primaries and alternates) as well as a separate quarterly meeting that includes the FAA CMO.

ENS Follow-ups:

TWU Local 556 Health and Safety continue to vet every report and work closely with CISM to determine which events need follow up from the Health and Safety Team. The actual numbers of this month's ENS/Mom Reports is available in the Safety Report.

Uniform/Allergy Issues

Following are the numbers of employees that have been granted an exemption from wearing the new uniforms due to health issues for the life of the new uniforms:

February 2017 – May 2018

339 – Company wide
244 – Inflight (this is 1.5% of our workforce)
90 – Ground Operations
5 – Other work groups

This is the data the Company uses to determine the extent of the uniform issue. When a Flight Attendant experiences health issues due to the new uniforms they need to follow the process below. Phone calls and Facebook posts are not data the Company will recognize; they will not act if the issue is not documented through the process outlines below. It is imperative for us to get the Flight Attendants to start documenting their issues so TWU Local 556 can continue to address the issue with the Company.

- *Contact the ACT Team at ACT.Team@wnco.com or 214-792-6943*
- *Paperwork will be emailed to the Flight Attendant*
- *Paperwork has to be completed by the Flight Attendant's physician as well as by the Flight Attendant (I have a copy of the forms if you would like to see the required paperwork)*
- *Once the paperwork is returned to the ACT Team, the exemption is granted (as long as the paperwork is completed and returned, all exemptions have been granted).*
- *Safety Data Sheets for all uniform pieces can be obtained by emailing John.Andrus@wnco.com.*

There are 2 Flight Attendants that are very passionate about this issue and have had their uniforms tested and are concerned about the testing results. They have both said there are thousands of Flight Attendants having issues and it has been reiterated to both of them to ask these Flight Attendants to contact the ACT Team so TWU Local 556 can have data as support when the Company is addressed about the issue but the numbers have not increased. The Flight Attendants stated that they will be contacting the Executive Board asking for reimbursement for the testing cost as well requesting that additional tests be completed at the Union's expense.

The Health Chairperson will be writing an article to be placed on all media platforms to impart the importance of this process to the Flight Attendants.

Hypodermic Needle Stick Injuries

The working group is waiting on the outcome of the recommendation that was submitted to the Company in May.

Door Arming/Disarming

There have been no new developments or meetings of the Slide working group.

Fume Mitigation Working Group

The working group is waiting on the outcome of the recommendation that was submitted to the Company in May.

Flight #1380

Michele Moore, Michael Massoni and Eileen Rodriguez accompanied the crew of Flight #1380 to a media training day in Dallas. The media training was to prep the crew for their upcoming appearance on CBS Good Morning in New York City. Moore, Massoni and Rodriguez accompanied the crew to New York City as well and attended all of the Producers meetings to ensure they had support and representation if the need arose.

Some Members of The Survival Factors Group reconvened in Dallas in May to conduct additional interviews for the ongoing NTSB investigation. Michele Moore was involved in these interviews.

Michele Moore remains in contact with the crew. 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.

A public hearing on Flight #1380 is expected to convene in July or August in Washington, D.C. Moore and Massoni will be expected to attend.

Health and Safety Meeting (HASC)

The following topics were discussed at the HASC Meeting in May:

- *Follow-ups on the current Working Groups; Fumes in the Cabins, Hypodermic Needle Sticks, Door Procedures (Arming/Disarming)*
- *Hot Aircraft Initiatives and reporting tools*
- *Uniform accommodations/Safety Data Sheets/the need for additional cotton pieces*
- *Current MEL procedures*
- *Mechanical issues (rise of events)*
- *Drink service on short hauls (with the upcoming inter island service in Hawaii, this needs to be addressed now)*

- *Flight Attendants being filmed while on duty*
- *Aircraft utilization*
-

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
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

Pamila Forte-Oak (ATL) submitted the Civil and Human Rights Committee (CHRC) Report:

Pamila was appointed to represent the TWU 556 Members as Civil and Human Rights Chairperson in the May Executive Board Meeting. Pamila would like to thank former Civil and Human Rights Chairperson Lori Lochelt for her hard work and dedication to our Members during the 2015-2018 term. Pamila and Civil and Human Rights Co-Chairperson LaTonia Benoit and Baltimore Domicile Executive Board Member Damion West met in Dallas for a CHRC / Diversity and Inclusion meeting. May 30 in Dallas. CHRC Co-Chairperson Heather Kelly-Gray wrote an article for National Pride Month. Pamila facilitated the Pride Celebration in the Atlanta Crew lounge June 8. Pamila helped the TWU JetBlue Flight Attendants prepare for the Pride Parade in New York. Pamila sent Pride shirts, Pride pins, and CHRC stickers to help them in their efforts to support our LGBTQ community.

Eric Weis submitted the Veterans Committee Report on behalf of Chairperson Chris Sullivan and Co-Chairperson Wayne Tipton was submitted:

The Veterans Committee Co-Chairperson, Denver Flight Attendant Chris Sullivan, reports that he plans to attend the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC). The meeting will be held August 7-9 in Chicago, Illinois. Chris would like to thank Chicago Flight Attendant Brendan Remezas for his service to the Membership as the previous Chairperson of the Committee. Chris would also like to thank the TWU Local 556 Executive Board for appointing him to serve the Membership as the Committee Co-Chairperson. Chris is coordinating with Denver Inflight to schedule a taco day fundraiser in the lounge to benefit local Veterans charities. Chris is working to establish a list of volunteers in each domicile to assist the Veterans Committee in their efforts to serve the Membership and their communities. Chris asks the Executive Board to forward him the names of any Members they believe would be interested in participating.

Josh Rosenberg (OAK) presented an **Education Committee Report** on behalf of Education Co-Chairperson Angie Kilbourne. There was no written report submitted.

After the appointment of a new Chair and existing Co-Chair, Steven Hobbs and Angie Kilbourne spent time discussing current Education Committee projects (New Hire Handbook, Official Facebook Group, Contract 101/Facebook LIVES, etc.), and sharing ideas for the next term. Angie created a document explaining the Education Committee Chair/Co-Chair responsibilities when it comes to the Facebook Group and Admin Team. Steven hosted the Facebook LIVE with President, Lyn Montgomery, in DAL on June 1, 2018. The FB LIVE aired on the TWU Local 556 Facebook Page and was shared in the Official TWU Local 556 Facebook Group by BMAL Charla Miller, while LIVE. This FB LIVE was an open-ended discussion with the Membership on a broad range of topics and has been viewed over 7,000 times.

*The *Official* TWU Local 556 Facebook Group continues to grow! In the last 28 days, 197 new Members have been added, bringing the total to 7,387 Members (up 3%). In the same time-period, the number of "Active" Members was 5,480 (74.2% of the Groups Membership). "Active Members" is defined by Facebook as: "Members who viewed, posted, commented on or reacted to group content." The most popular days on the Group for the last month are as follows: Wednesday, Sunday, Monday, Tuesday, Thursday, Friday, Saturday. Questions are submitted and answered on nearly a 24-hour basis, and the Admin Team continues to voluntarily answer questions when not on shift to ensure that questions don't sit in the queue for an extended period. The Admin Team continues to utilize down-time opportunities to post graphics, helpful tips, and quizzes. This resource receives praise from Members of all seniorities daily for its helpfulness, quick response time, and useful information. Steven and Angie have discussed adding to the Admin Team in an organized and paced manner to maintain the Team dynamic and ensure the Group remains consistent.*

Admin Team Bidding and Awards were conducted by Angie and took place on schedule (Bids due 17th by Noon CT – Awards posted in WhenIWork shortly after). Trip pulls, and shifts were emailed by Angie to the TOPS Team on Friday, May 18, 2018. Angie created an Admin Profile for Steven on Wednesday, May 24 2018 and made him an Administrator of the Group. Angie and Admin, Courtney Davis, continue to do all the admissions to the Group to ensure that Salesforce is updated correctly. Payroll reconciliation was finished by Angie and an Excel spreadsheet emailed to TOPS on May 31, 2018.

Steven participated in a Lounge Mobilization Base Tour with BMAL/MOB-ORG Co-Chair, Chantil Huskey from June 2-6, 2018. Bases visited: DAL, PHX, OAK, LAS, DEN, ATL, and MCO. Due to Membership questions, Angie created a graphic containing dates and times of the Base visits and shared it to the Official Group. The graphic was sent in PDF and PNG form to Steven and Chantil and was then shared from the TWU Local 556 Facebook Page as well.

Angie was contacted by Civil & Human Rights Co-Chair, Heather Kelly-Gray, and Chair, Pamela Forte, to create a poster for Pride Month. A PDF and PNG file of an 11x17 poster was created and emailed. Angie also created a standard sized graphic for sharing on Facebook and in email.

Both Steven and Angie would like to thank the Executive Board for this opportunity to serve the Membership as Chair and Co-Chair of the Education Committee. They look forward

to maintaining and expanding valuable resources and creating additional content to provide the Membership with a greater knowledge of our Contract, our Local, and our Union.

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

Since being appointed to the Education Committee Chairperson on May 24, 2018, Steven have been busy familiarizing myself with the procedures and operations of the Education Committee. This has included numerous phone calls with Co-Chairperson Angie Kilbourne and Members of the Executive Board. Steven has also spoken to Members, who have expressed interests in joining the Education Team as Administrators for the TWU 556 Facebook Group. Steven participated in a Facebook Live event with TWU President Lyn Montgomery on June 1, 2018. The live video has been viewed almost 7500 times. Beginning on June 2, 2018, Steven participated in a Lounge Mobilization Event with Mobilization Co-Chairperson Chantil Huskey. June 2-June 7, 2018, Chantil Huskey and Steven visited Phoenix, Oakland, Las Vegas, Denver, Atlanta and Orlando.

The TWU556 Facebook Group continues to be popular among the Membership. 191 Members were added in the past 28 days, with a total of 7,382. This number is expected to continue, as New Hires are added, and additional Members become aware of it. There will be some changes in the Group, to bring it in line with other avenues of communication. This will include reducing the hours of operation with the Admins to 1800-0000 daily. Reducing the daily rate from 6.5 trips for pay to 4 trips for pay. There are also plans to expand the Admin Staff.

In closing, Steven would like to express my sincere appreciation to the Executive Board for the opportunity to serve this Membership. In the past few days, as Steven visited those 7 Bases he felt a tremendous desire for Unity from this Membership. It is Steven's desire to promote that Unity, through Education. A Membership that fully understands and comprehends this Contract will be a Membership ready to fight for the next one.

There was discussion regarding the changing of the hours of the Education Committee Members.

Jessica Parker (DEN) was **tasked** with researching previous Executive Board Meeting Minutes regarding Education Committee pulls for the Education Committee's Facebook Page.

The Executive Board went to lunch at 1138 and reconvened at 1309.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

Grievance Committee Coordinators Becky Parker and Brandon Hillhouse were Guests at the Meeting. They entered at 1310.

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

The Conference Call with the Grievant ended.

Jessica Parker (DEN) made a **motion (14)** not to proceed on a Grievance. Jimmy West (MCO) **seconded** the motion. The motion **carried**.

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

The Grievant was excused.

John DiPippa (PHX) made a **motion (15)** not to proceed on a Grievance. Kristie Scarbrough (DAL) **seconded** the motion. The motion **carried**.

Rachel Brownfield (LAS) made a **motion (16)** not to proceed on a related Grievance. Damion West (BWI) **seconded** the motion. The motion **carried**.

John DiPippa (PHX) made a **motion (17)** not to proceed on Grievances per recommendation of the Grievance Review Committee (GRC). Eric Weis **seconded** the motion. The motion **carried**.

John DiPippa (PHX) made a **motion (18)** to proceed on Grievances per the Grievance Review Committee (GRC). Eric Weis **seconded** the motion. The motion **carried**.

John DiPippa (PHX) made a **motion (19)** to not proceed on a Grievance. Jimmy West (MCO) **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1428 and reconvened at 1500.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

Grievance Committee Co-Chairpersons Becky Parker and Brandon Hillhouse were Guests at the Meeting.

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

The Grievant was excused.

Jimmy West (MCO) made a **motion (20)** not to proceed on a Grievance. Jessica Parker (DEN) seconded the motion. The motion **carried**.

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

The Grievant was excused.

Josh Rosenberg (OAK) made a **motion (21)** to proceed on a Grievance. Kristie Scarbrough (DAL) seconded the motion. The motion **carried**.

There was discussion regarding IEFB check-in app.

The Executive Board reached a **consensus** to refrain from action until Section 6 to write language.

Rachel Brownfield (LAS) made a **motion (22)** 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)	NAY
Parrott, Financial Sec.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	NAY	Brownfield (LAS)	NAY
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	NAY	Rosenberg (OAK)	NAY
Huskey - BMAL	NAY	DiPippa (PHX)	NAY

The motion **failed**.

Damion West (BWI) made a **motion (23)** to start at 0800 for Friday's Executive Board AM Session. Donna Keith (MDW) **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)	NAY
Paul Benoit, 2 nd VP	NAY	D. West (BWI)	YEA
Parrott, Financial Sec.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	NAY

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

The motion **failed**.

John DiPippa (PHX) made a **motion (24)** to motion 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.	EXCUSED	Scarbrough (DAL)	YEA
Longan, Recording Sec.	EXCUSED	Parker (DEN)	NAY
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Lyn Montgomery recessed the meeting at 1800.

Friday

June 15, 2018

Lyn Montgomery called the meeting to order at 0900.

TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, Eric Weis, Kay Hogan, Sean Cooley, Charla Miller, Chantil Huskey, Pamela 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.

Gayle Ross, John Parrott, and Andrew Longan were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

There was discussion regarding onboard food testing.

There was discussion regarding the quarterly Management Executive Boardroom visits and procedures to decide on topics to discuss with Management.

There was a discussion about procedures for answering Member emails.

There was a discussion about e-Connections.

Grievance Committee Coordinators Becky Parker and Brandon Hillhouse, and Grievance Team Member John Moore were guests at the Meeting to discuss the merits of a Grievance. They entered at 0915.

The Executive Board spoke with a Grievant via Conference Call at 0919 regarding the merits of the Grievance.

The Conference Call with the Grievant ended at 0925.

Jimmy West (MCO) made a **motion (25)** not to proceed on a Grievance. Damion West (BWI) **seconded** the motion. The motion **carried**.

The Executive Board spoke with a Grievant via Conference Call at 0940 regarding the merits of the Grievance.

The Conference Call with the Grievant ended at 1025.

Jessica Parker (DEN) made a **motion (26)** not to proceed on a Grievance. Jimmy West (MCO) **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1028 and reconvened at 1045.

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

Gayle Ross, John Parrott, Andrew Longan, and Kristie Scarbrough were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

Grievance Committee Coordinators Becky Parker and Brandon Hillhouse, and Grievance Team Member Ty Shirley were guests at the Meeting to discuss the merits of a Grievance. They entered at 1046.

The Executive Board spoke with a Grievant via Conference Call at 1047 regarding the merits of the Grievance.

The Conference Call with the Grievant ended at 1139.

Jessica Parker (DEN) made a **motion (27)** to proceed on a Grievance. Rachel Brownfield (LAS) **seconded** the motion. The motion **carried**.

There was discussion regarding contacting the Top 5 during weekends and emergencies.

There was discussion regarding Unity Magazine.

There was discussion regarding the Executive Board calendar.

There was discussion regarding Shop Steward Training.

There was a discussion about moving the Executive Board Meeting in September.

Kay Hogan made a **motion (28)** to move Executive Boards in September to the week of September 18th, 2018. 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.	EXCUSED	Scarborough (DAL)	EXCUSED
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

There was discussion about the confidential Procedures and Guidelines (P&G) Manual.

There was discussion about a presentation to the Executive Board from Flight Attendant Drug and Alcohol Program (FADAP).

The Executive Board went to lunch at 1222 and reconvened at 1244.

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

Gayle Ross, John Parrott, Andrew Longan, Kristie Scarbrough, and Eric Weis were excused for personal reasons.

Lyn Montgomery chaired the Meeting.

There was discussion regarding Company retreats.

The Executive Board came to a **consensus** that CHRC would write an article.

There was discussion regarding delay of flight and food issues, including forming a Committee.

There was discussion regarding the Education Committee.

Attorney Ed Cloutman was a guest at the meeting at 1341.

Jessica Parker (DEN) made a **motion (29)** to enter Executive Session. Josh Rosenberg (OAK) **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.	EXCUSED	Scarbrough (DAL)	EXCUSED
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	EXCUSED	Jackson (HOU)	YEA
Hogan - BMAL	AWAY	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	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 1344.

Jessica Parker (DEN) made a **motion (30)** to exit Executive Session. 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.	EXCUSED	Scarbrough (DAL)	EXCUSED
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	EXCUSED	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	YEA	J. West (MCO)	YEA

Ross - BMAL	EXCUSED	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 1443.

Attorney Ed Cloutman exited the Executive Board meeting at 1445.

There was a discussion regarding starting a Professional Standards program with TWU Local 555 and other workgroups on property to prevent write-ups.

Charla Miller agreed to look into the issue.

There was a discussion regarding EEOC guidelines.

There was discussion regarding the Uniform Committee.

Jessica Parker (DEN) made a **motion (31)** to appoint Jabari Smith as Co-Chairperson of the Uniform Committee. Damion West (BWI) **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.	EXCUSED	Scarbrough (DAL)	EXCUSED
Longan, Recording Sec.	EXCUSED	Parker (DEN)	YEA
Weis - BMAL	EXCUSED	Jackson (HOU)	YEA
Hogan - BMAL	YEA	Brownfield (LAS)	YEA
Cooley - BMAL	NAY	J. West (MCO)	YEA
Ross - BMAL	EXCUSED	Keith (MDW)	YEA
Miller - BMAL	YEA	Rosenberg (OAK)	YEA
Huskey - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board took a break at 1522 and reconvened at 1525.

TWU Local 556 Executive Board Members Lyn Montgomery, Sean Cooley, Chantil Huskey, Pamila Forte-Oak, Damion West, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, John DiPippa were present at the Meeting.

Gayle Ross, Andrew Longan, John Parrott, Eric Weis, Kristie Scarbrough were excused for personal reasons.

Chad Kleibscheidel, LaTonia Paul Benoit, Kay Hogan, and Charla Miller were away.

Lyn Montgomery chaired the Meeting.

There was discussion to approve the **May 2018 Executive Board Meeting Minutes, Attendance Report, and Voting Record and Tally** and Financials in a Conference Call.

There was discussion regarding the Minutes Review Committee (MRC).

Damion West (BWI) made a **motion (32)** to adjourn. Sean Cooley **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carried**.

Lyn Montgomery adjourned the Meeting at 1541.

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

(signature needed)


Chantil Huskey (Aug 17, 2018)

Aug 17, 2018

Chantil Huskey
TWU Local 556 Board Member at Large