The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
July 16-19, 2019
Synopsis

TUESDAY
July 16, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0901.

GUEST: Parliamentarian Kay Crews

TWU MEMBERSHIP PLEDGE: Chad Kleibscheidel

PLEDGE OF ALLEGIANCE: Executive Board Members

We appear to have a quorum

Trish Damstra made a **motion (1)** to excuse Charla Miller from the July Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Rachel Brownfield made a **motion (2)** to excuse Kristie Scarbrough from the Executive Board Meeting on Friday; July 19th for personal reasons. John Parrott **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Chantil Huskey made a **motion (3)** to excuse Gayle Ross Middleton from the July Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller and Gayle Ross Middleton were excused.

Executive Session: The Executive Board entered executive session at 0905 and exited executive session at 1110.

The Executive Board took a break at 1110
Lyn Montgomery called the Meeting to order at 1130

Executive Session: The Executive Board entered executive session at 1131 and exited executive session at 1137.

CORRESPONDENCE: (2) TWU International Committee on Appeals

Rachel Brownfield made a **motion (4)** to suspend the agenda and move directly to trial preparations. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

TRIAL PREPARATIONS:

Sean Cooley recused himself and was away during all discussions of this matter.

Trish Damstra made a **motion (5)** to enter Executive Session for trial preparations. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **fails**.

The Executive Board went to lunch at 1300

Lyn Montgomery called the Meeting to order at 1436

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller and Gayle Ross Middleton were excused. Sean Cooley was post excused.

TRIAL PREPARATIONS CONT'D:

Sean Cooley recused himself and was away during all discussions of this matter.

Executive Session: The Executive Board entered executive session at 1505 and exited at 1815.

The Executive Board took a break at 1730

Lyn Montgomery called the Meeting to order at 1748
Josh Rosenberg served as Recording Secretary Pro-term

Lyn Montgomery Recessed the Meeting at 1815

WEDNESDAY
July 17, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0900.

GUEST: Parliamentarian Kay Crews

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller and Gayle Ross Middleton were excused.

TRIAL PREPARATIONS CONT'D:

Sean Cooley recused himself and was away during all discussions of this matter.

Lyn Montgomery informed the Executive Board that per TWU International, there would be only one trial regarding this matter.

Rachel Brownfield made a **motion (6)** to suspend Sean Cooley from the position of Board Member at Large pending trial under TWU Article XIX Section 4 of the International Constitution. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	**CHAIR**	Forte (ATL)	YEA
Kleibscheidel, 1st VP	NAY	D. West (BWI)	YEA
Paul Benoit, 2nd VP	NAY	Scarbrough (DAL)	NAY

Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	AWAY	Brownfield (LAS)	YEA
Hogan - BMAL	NAY	Damstra (LAX)	NAY
Huskey - BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	EXCUSED	Keith (MDW)	YEA
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis - BMAL	NAY	DiPippa (PHX)	YEA

Requires a 2/3 vote

The motion **fails**.

The Executive Board took a break at 0940
Lyn Montgomery called the Meeting to order at 1006

GRIEVANCES:

Guest Grievance Team Member Brandon Hillhouse, Barbara Fitzhugh, and Marcy Vinyard entered the Meeting at 1005 and left the Meeting at 1215.

Jessica Parker made a **motion (7)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

John Parrott made a **motion (8)** to not proceed with the grievance case. Jimmy West **seconded** the motion. The motion **carries**.

John Parrott made a **motion (9)** to not proceed with the grievance case. David Jackson **seconded** the motion. The motion **carries**.

Jimmy West made a **motion (10)** to not proceed with the grievance case. John DiPippa **seconded** the motion. The motion **carries**.

John DiPippa made a **motion (11)** to not proceed with the grievance case. David Jackson **seconded** the motion. The motion **carries**.

Eric Weis made a **motion (12)** to not proceed with the grievance case. John DiPippa **seconded** the motion. The motion **carries**.

The Executive Board went to lunch at 1215
Lyn Montgomery called the Meeting to order at 1305

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller and Gayle Ross Middleton were excused.

Lyn Montgomery left the Meeting
Chad Kleibscheidel chaired the Meeting

MINUTES:
KeyAnder Early presented the **June 2019 Executive Board Meeting Minutes** for review. The minutes were approved as amended by consensus.

KeyAnder Early presented the **June 2019 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **June 2019 Executive Board Meeting Attendance Report** for review. The report was approved as presented by consensus.

QUARTERLY FLYING REPORT:

NAME	DATE	PAIRING
Lyn Montgomery	6/30/2019	DS2D
Chad Kleibscheidel	6/27/2019	HS2R
LaTonia Benoit	6/26/2019	HS2D
John Parrott	6/23/2019	DAER
KeyAnder Early	6/09/2019	AS3C
Sean Cooley	6/04/2019	CA71
Kay Hogan	6/02/2019	DS1B
Chantil Huskey	5/24/2019	BB5Q
Charla Miller	Motion 20	
Gayle Ross Middleton	Motion 19	
Eric Weis	4/24/2019	MS9J
Pamila Forte	6/14/2019	AS1H
Damion West	4/11/2019	BAIF
Kristie Scarbrough	6/08/2019	DS1K
Jessica Parker	6/18/2019	CS1J

David Jackson	6/24/2019	HS1V
Rachel Brownfield	6/04/2019	LS1R
Trish Damstra	Motion 29	
Jimmy West	6/03/2019	FS38
Donna Keith	4/12/2019	MS1Q
Josh Rosenberg	6/25/2019	OS1F
John DiPippa	6/01/2019	PS1E

GRIEVANCES CONT'D:

Guest Grievance Team Member Brandon Hillhouse and Marcy Vinyard entered the Meeting at 1338 and left the Meeting at 1450.

Jimmy West made a **motion (13)** to proceed with the grievance case. Josh Rosenberg **seconded** the motion. The motion **carries**.

Rachel Brownfield made a **motion (14)** to proceed with the grievance cases. Jimmy West **seconded** the motion. The motion **carries**.

John Parrott made a **motion (15)** to proceed with the grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

Rachel Brownfield made a **motion (16)** to proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

The Executive Board took a break at 1450
Chad Kleibscheidel called the Meeting to order at 1525

Chad Kleibscheidel left the Meeting to conduct Union Business
John Parrott chaired the Meeting

Rachel Brownfield made a **motion (17)** to call the roll. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

PM ROLL CALL 2: TWU Local 556 Executive Board Members John Parrott, KeyAnder Early, Eric Weis, Pamila Forte, Damion West, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Charla Miller and Gayle Ross Middleton were excused. Chad Kleibscheidel and Sean Cooley were post excused. LaTonia Paul Benoit, Kay Hogan, Chantil Huskey, Kristie Scarbrough and Trish Damstra were unexcused.

Jimmy West made a **motion (18)** excuse Lyn Montgomery from the Wednesday PM session of the July Executive Board Meeting for personal reasons. Rachel Brownfield **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

QUARTERLY FLYING REPORT CONT'D:
Jimmy West made a **motion (19)** to excuse Gayle Ross Middleton from second quarter flying. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Rachel Brownfield made a **motion (20)** to excuse Charla Miller from second quarter flying. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **fails**.

The Meeting went into inquorate at 1600. Expect Chad Kleibscheidel to return from Union Business.

Rachel Brownfield made a motion **(21)** to recess in one half hour at 1735. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	NAY
Kleibscheidel, 1st VP	P. EXCUSED	D. West (BWI)	NAY
Paul Benoit, 2nd VP	UNEXCUSED	Scarbrough (DAL)	UNEXCUSED
Parrott, Financial Sec.	**CHAIR**	Parker (DEN)	NAY
Early, Recording Sec.	NAY	Jackson (HOU)	NAY
Cooley - BMAL	P. EXCUSED	Brownfield (LAS)	NAY
Hogan - BMAL	UNEXCUSED	Damstra (LAX)	UNEXCUSED
Huskey - BMAL	UNEXCUSED	J. West (MCO)	NAY
Miller- BMAL	EXCUSED	Keith (MDW)	NAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	NAY
Weis - BMAL	AWAY	DiPippa (PHX)	NAY

The motion **fails**.

Jessica Parker made a motion **(22)** to recess. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

John Parrott Recessed the Meeting at 1807

THURSDAY
July 18, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0832.

GUEST: Parliamentarian Kay Crews

Chantil Huskey made a **motion (23)** to excuse Sean Cooley from the reminder of the July Executive Board Meeting. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Sean Cooley, Charla Miller and Gayle Ross Middleton were excused.

GRIEVANCES CONT'D:

Guest Grievance Team Member Brandon Hillhouse, Barbara Fitzhugh, and Marcy Vinyard entered the Meeting at 0840 and left the Meeting at 1021.

Grievance Review Committee Report:
Jessica Parker made a **motion (24)** to proceed with the grievance. Rachel Brownfield **seconded** the motion. The motion **carries**.

John DiPippa made a **motion (25)** to proceed with the grievance. John Parrott **seconded** the motion. The motion **carries**.

John Parrott made a **motion (26)** to proceed with the grievance. Chantil Huskey **seconded** the motion. The motion **carries**.

John Parrott made a **motion (27)** to not proceed with the grievance. Josh Rosenberg **seconded** the motion. The motion **carries**.

Grievance Review Committee Recommendations: The consent calendar with the Grievance Review Committee recommendations was accepted by general consent.

Brandon Hillhouse and Marcy Vinyard submitted the **Grievance Report** for review, and it is attached.

Rachel Brownfield made a **motion (28)** to suspend the agenda and move to trial preparations. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

The Executive Board took a break at 1037
Lyn Montgomery called the Meeting to order at 1046

TRIAL PREPARATIONS CONT'D:
Executive Session: The Executive Board entered executive session at 1047 and exited at 1250.

The Executive Board took a break at 1250
Lyn Montgomery called the Meeting to order at 1305

Executive Session: The Executive Board entered executive session at 1306 and exited executive session at 1337.

The Executive Board went to lunch at 1337
Lyn Montgomery called the Meeting to order at 1446

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Sean Cooley, Charla Miller and Gayle Ross Middleton were excused.

MANAGEMENT MEETING:
Guest Wayne Shaw, Liz Howayeck, Joe Skotnik, LaShaye Hutchinson and Brandon Hillhouse entered the Meeting at 1450 and exited the Meeting at 1600.

Wayne Shaw introduced the app Crew Bit to the Executive Board and discussed the Southwest Airlines technology roadmap regarding In-Flight. The presentation touched on how the Company would like to integrate a system that is less redundant and enhancements that would allow the Customers and the Employees to see the same information. There was also discussion on prioritizing in-flight projects, crew hub enhancements, the option for a buyback program of the current iPad and the replacement IEFB process. The replacement IEFB process is slated to begin in October.

MANAGEMENT MEETING:
Guest Wayne Shaw, Devan Webb, Sonya LaCore, Cetta Larabee, Mike Sims and Bob Strahm entered the Meeting at 1602 and exited the Meeting at 1715.

Management provided the Executive Board with a Max 8 briefing.

The Executive Board took a break at 1715
Lyn Montgomery called the Meeting to order at 1730

TRIAL PREPARATIONS CONT'D:

Executive Session: The Executive Board entered executive session at 1733 and exited at 1930.

Lyn Montgomery Recessed the Meeting at 1933

FRIDAY
July 19, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0800.

GUEST: Parliamentarian Al Gage

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel LaTonia Paul Benoit, John Parrott, KeyAnder Early, Kay Hogan, Chantil Huskey, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Sean Cooley, Charla Miller and Gayle Ross Middleton were excused.

QUARTERLY FLYING REPORT CONT'D:
Chantil Huskey made a **motion (29)** to excuse Trish Damstra from the second quarter quarterly flying requirement. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **fails**.

Pamila Forte made a **motion (30)** to enter Executive Session. John DiPippa **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Executive Session: The Executive Board entered executive session at 0829 and exited at 1104.

OFFICERS' REPORTS: *(All written reports that were submitted are attached.)*
Lyn Montgomery submitted the **President's Report** for review.

Max 8 Return to Service Plan:

- The Board agreed to conduct domicile lounge visits.
- The President will call a special meeting to discuss and establish a plan and strategy around the 737 Max 8 with Executive Board Members and Committee Chairpersons.
- The Survey Committee is tasked to create a survey around the 737 Max 8 by the next board meeting. The survey will focus on determining how our Members feel about the Max 8.
- The Executive Board reached a consensus to accept the Presidents recommendations for the Max 8 return to service plan.

Executive Session: The Executive Board entered executive session at 1235 and exited at 1240.

Damion West made a **motion (31)** to adjourn the July Executive Board Meeting. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Lyn Montgomery Adjourned the Meeting at 1243

To the best of my knowledge, these Minutes are an accurate account of these proceedings. All Officer and Committee reports submitted are attached.

KeyAnder R Early

KeyAnder Early
TWU Local 556 Recording Secretary

The Union of
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JULY 2019
OFFICERS REPORTS

President Report:

Executive Board Meeting/ Negotiations

June 11- 13, Lyn led the Negotiating Committee as the team attended another session of bargaining. Lyn was unable to chair the June 2019 Executive Board meeting due to this negotiation's session.

Satellite Base Testing Agreement

On June 11, President Montgomery, Negotiators Denny Sebesta and Liz Howayeck, Scheduling Committee Chairperson Xander Ricker and Scheduling Committee Member Don Shipman presented a Satellite Base Testing Agreement proposal to the Executive Board for approval. On June 24, Lyn and Negotiators met with Brendan Conlon. Claire Taitte and Brianna Grant and Wayne Shaw to review the Questions and Answers to the new Satellite Base Testing Agreement. A further review was needed, and analysis by all involved continued. Finalizations did not occur until late Friday afternoon. Lyn wants to thank Denny, Xander, Don, and Liz for their work during this time. For the Satellite Base Testing Agreement and more information See Satellite Base Report

Membership Meetings

Lyn provided the following message to be read at this session of Membership Meetings:

" *I regret that I and the entire NT are not able to attend the Membership Meetings this session due to scheduling conflicts and workload. As we have become a larger organization, scheduling becomes more difficult in all areas. Scheduling negotiation dates with the Company and ensuring we have enough time for preparation is currently a priority for the team. We did our best to schedule the sessions with Membership meetings in mind. However, it was simply not possible to get enough sessions scheduled without conflicts. Fortunately, our bylaws provide the ability for other Officers to be able to chair the meetings and tend to other important matters. I have confidence in the Members of this Executive Board to be able to run the meetings so negotiations can continue without delays. I do regret being unable to attend the meetings; please know this is not a decision made lightly.*

The Negotiating Committee is always available via email and via phone should any Member need to speak with us. We are planning on some other ways to communicate with Members. There will be or details about these events soon.

I am always happy and available to speak to Members anywhere anytime. Your voice and input are what drives our asks at the table."

Negotiations

On June 25 and 26, a Negotiating Session was scheduled. The team presented Article 33 with a ground commuter policy for all Members. Management countered Article 25 Health and Safety. The team needed to caucus to allow further review of the outstanding articles. This caucus allowed Lyn to attend the DOT Sexual Misconduct Inflight Task Force Meeting. See attached report below. Lyn continued to work with the Negotiating Committee writing contract language and preparing for talks at the table. The committee is also working on ways to reach Members with an upcoming campaign and scheduled a conference call to hear directly from Members concerning parental challenges. For more information, see the Negotiating Committee Report.

Communication to Members

On June 21, Lyn was invited by the TWU Air Division to record a podcast. Brian Parker interviewed Lyn about the MAX 8 grounding and the current state of 556 negotiations. Lyn wants to thank Brian Parker for inviting her to the studio in Southlake, Texas. Lyn hopes to be invited back to record another podcast soon. To hear the podcast visit http://podcast.twu.org/e/discussion-with-twu-556-president-lyn-montgomery/

On June 17, Lyn held a conference call with the Communication Committee Chairpersons to review needed information concerning the functioning of the committee. Lyn wants to Congratulate Chad Kleibscheidel for being the recipient of TEXAS AFL CIO communication award for Unity magazine. Lyn wants to thank Chad for his service to TWU Local 556 communications.

Quarterly Fly

On June 30, Lyn flew a multi-day pairing in compliance with the bylaws. Lyn chooses to fly trips that interfere as little as possible with her Union schedule. This can prove to be challenging. Lyn enjoys flying and being online seeing Members face to face.

TWU International

On July 8, Lyn flew to Oakland to meet with International Vice President Mike Mayes and discussed the current status of negotiations with him. Lyn also shared a plan to increase the power of TWU Flight Attendant Unions through enhanced communication, more promotion of Flight Attendant legislation and the development of a coalition amongst Allegiant, Jet Blue, Southwest and FSI. We will be a stronger, more powerful vice when we ban together. Vice President Mayes shares this vision, and Lyn looks forward to working with him in this venture.

TWU International Future Leaders Organization Committee (FLOC)
A Future Leaders Organization Committee has now been established at TWU International. The following report was written by attendee Carolyn Jainarayan (BWI 126690).

I*'m happy to report that a committee has been officially formed with TWU International and the goal will be to educate, mentor, and motivate young members of our locals.*
This April was the first meeting hosted to establish the committee. We began by first creating its bylaws, electing our chair-members, and also discussed strategies on how to connect with our members. We want to encourage young workers to be fearless toward learning the contract and to become activists within our local. We are hoping that this becomes an opportunity to connect our elected board and union representatives with members on a smaller scale to make them feel further incorporated. This will serve as an investment for our union, making sure that young workers are educated, involved, and taking action.
The greater goal behind creating this group is to help young members develop the skills necessary to become active in the union and play a role in shaping its future. From creating this committee, we will be able to unite members throughout TWU international and potentially evolve a wide range of diversity, energy, and talent. Together with other locals, we intend on providing the best resources and tools for our members who want to be involved but don't know whom to talk to or where to begin.
Overall the Future Leaders Organization Committee works to educate and empower the next generation of TWU workers. Having this organization will help recruit young workers with the potential to mobilize and make our union stronger. Laboring activism will become less of a challenge because a strong committee such as this one has the power to increase attendance at union events, eliminate questions such as "What is the union is doing for me" and start promoting questions such as "How can I help my union and fellow workers succeed?"
My opinion of FLOC is that it will be extremely beneficial for our local. I hope this gives you a brief insight of what took place, and I hope going forward 556 may consider it as an option to get young members involved. Again, I wanted to extend my gratitude for trusting that both Meg and I would be a great representation of 556. We both look forward to working on this project should it become a part of our career at Southwest. I'm certain you'll be hearing more about this committee in the upcoming weeks. TWU International Representative Heather Laverty has been working with FLOC and will be meeting with all the local presidents to discuss the outlook of this committee in depth. If you have any questions, please feel free to reach out to me.
The next scheduled meeting is set for August 6-8 in Miami.

MAX 8
President Montgomery has been in contact with Vice President of Inflight Sonya LaCore concerning the MAX 8 safety issues and return to service. Lyn is encouraged that Sonya understands the critical role Flight Attendants have as Aviation's First Responders. Flight Attendants must be included and advised, and our faith must be restored before the MAX 8 returning to service. Lyn has requested that Management address the TWU Local 556 Executive Board so that the Local 556 officials can be fully updated on the Company's progress. Lyn has also been in contact with John Maloney from the government affairs department at Boeing. On July 10 she had a phone meeting with Mr. Maloney to facilitate Boeing representatives to come to Dallas and meet with the Executive Board in August. Lyn feels it is imperative that the entire board be able to ask tough questions directly to Boeing. Lyn prepared a plan for the local to follow for the MAX 8 aircraft return to service and will present it during the July 2019 Executive Board Meeting.

Sexual Misconduct Inflight Task Force
Lyn attended the June 26-27, Department for Transportation Task Force meeting. Currently the force which is a subcommittee of the Aviation Consumer Protection Advisory Committee (ACPAC) has met four times. The meetings are closed to the public due to the sensitive nature of the subject matter.
Lyn presented the Task Force with a presentation on Inflight Sexual Misconduct as it applies to Flight Attendants. Lyn used research from surveys, interviews with Flight Attendants, information from Flight Attendant Union leaders across the nation, statements and interviews from victims and actual knowledge based on her twenty seven years as a Flight Attendant. Lyn spoke of two separate passenger to passenger incidents of inflight sexual misconduct she encountered as a working Flight Attendant. Lyn talked about the different phases of flights and how different actions may be taken by Flight Attendants based on stage of flight. Lyn commented that Flight Attendants are incredible at maintaining a safe cabin environment and current training teaches them to deescalate incidents. However more needs to be done to train Flight Attendants to identify, respond and report onboard incidents of a sexual nature.
Lyn also gave a presentation on actual real-life practices Flight Attendants perform. She stressed that 68% of Flight Attendants report being targets of inflight sexual misconduct. Her second presentation to the task force focused on

real life practices of Flight Attendants across the industry. Lyn stressed the importance of a Flight Attendant's role in helping victims find justice through proper reporting and collection of information.
Lyn wants to thank Southwest Flight Attendant Nicole Catlett and Allegiant Flight Attendant Raychel Armstrong. Ms. Catlett and Ms. Armstrong are survivors of inflight sexual misconduct who shared their personal stories and experience. These two brave Survivors provided the task force with real life accounts to the subcommittee that was invaluable.
As a member of the task force, Lyn has gained needed insight from all areas that surround the issue including Airline Management, Department of Justice, Federal Bureau of Investigations, Airport Management, Passenger perspective and victim's rights. She is utilizing this information to aid Management in developing criteria for them to consider when establishing a program here at Southwest Airlines.

Administrative and Other Duties
Lyn is scheduling monthly meetings with the TWU Local 556 Vice Presidents, Treasurer and Recording Secretary to review tasks, items that need attention, and to keep one another abreast of current issues. Lyn continues to advise the Grievance Team and Grievance Leaders.

Lyn wants to thank Chad Kleibscheidel, LaTonia Benoit and John Parrott for assisting with duties to enable her to work on negotiations.

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JULY 2019
COMMITTEE REPORTS

Report From:	Grievance
Submitted Report:	

July 2019
Executive Board Report

TOTAL NUMBER OF GRIEVANCES:

206 *total grievances:*

33 terminations
14 group grievances
36 non-term disciplinary
74 Attendance
49 individual contract

Total Contract Grievances on file: 63
Total Discipline Grievances on file: 143

Settled and Withdrawn Report:

Thirteen grievances were settled; of those seven were settled at the Step 2 level. Forty-two grievances were withdrawn without prejudice. Two grievances were accepted by the Company. One Flight Attendant released the Union to proceed on his own.

Of the seventy-four Attendance grievances, thirty-three were No-Shows, seven Unable to Contact, twenty Failure to Report, ten Sick Leave 1, one May Be Late, one SL, and two No-Show Training.

The thirty-six non-term disciplinary grievances consisted of: twenty-one written warnings, six final written warnings, three thirty-day suspensions, two three-day suspensions and four violations falling under the "other" category (pass bureau, discussion log entry, etc.).

Fact-Finding Meetings:
Sixty-four fact-finding meetings were held in the bases, in June 2019.

Chat Apps
1,061 chat app messages received the month of June.

Board of Adjustments:

Aug 27, 2019: FA-Class 3.8

Aug 29, 2019: FA-Class 2.10

Sept 24, 2019: FA-FTR

Arbitration Schedule:

June 25, 2019: FA – Arbitrator Adler. *Settled-Retirement*.

July 18, 2019: FA – Arbitrator Gold. *Settled-Removal of discipline. No pay.*

July 24, 2019: FA – Arbitrator Briggs.

August 6, 2019: FA – Arbitrator Gomez

August 9, 2019: FA – Arbitrator McKee

Arbitration- Proceeding on Their Own:

Flight Attendant released Transport Workers Union Local 556 of representation but has not slated either of her two thirty-day suspension grievances for arbitration.

Flight Attendant released TWU Local 556 and is proceeding on his own regarding his thirty-day suspension for a Social Media Policy infraction.

Flight Attendant released TWU Local 556 and is proceeding on her own for Termination Class 1.17. Arbitration held on June 27, 2019 with Arbitrator Vernon.

Flight Attendant arbitration was held May 16, 2019. They agreed to closing arguments rather than briefs. **Company award**.

Flight Attendant released Union and is proceeding on his own to arbitration, to be heard by Arbitrator Franckiewicz, for Dishonesty/Termination.

Flight Attendant released Union and is proceeding on his own to arbitration for a Written Warning: Class 2.10 Unprofessional Conduct.

Upcoming Grievance Meeting:
The Union and Management will be meeting on July 31, 2019 for our monthly grievance meeting.