

Executive Board Meeting December 10-12, 2019 Synopsis

Tuesday; December 10

0900 Call to Order– Chad Kleibschedel, First-Vice President

TWU International Pledge- LaTonia Paul Benoit

Pledge of Allegiance- Executive Board Members

We appear to have a quorum.

Rachel Brownfield made a **motion (1)** to excuse Donna Keith from the Tuesday AM session of the December Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (2)** to excuse Lyn Montgomery from Tuesday and Wednesday of the December Executive Board Meeting for union business. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (3)** to excuse Gayle Ross Middleton from the Wednesday PM session and Thursday of the December Executive Board Meeting for union business. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (4)** to excuse Chad Kleibschedel from Thursday of the December Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

Correspondences-

TWU International: Secretary-Treasurer Program

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

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

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

GRIEVANCES

(Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh and Marcy Vinyard were present)

Gayle Ross Middleton submitted the **Grievance Review Committee Report**

John Parrott made a **motion (5)** to proceed with the grievance case. Eric Weis seconded the motion. The motion **carries**.

Jessica Parker made a **motion (6)** to proceed with the grievance case. John DiPippa **seconded** the motion. The motion **carries**.

Kristie Scarbrough made a **motion (7)** to proceed with the grievance case. Josh Rosenberg **seconded** the motion. The motion **fails**.

The consent calendar was accepted as amended by consensus.

The Executive Board revisited the group grievance case regarding Non-Revenue Travel. A Letter of Understanding was presented. John Parrott made a **motion (8)** to accept the settlement offer for the case. Sean Cooley **seconded** the motion. The motion **carries**.

*The Executive Board took a break at 1015
Chad Kleibscheidel called the Meeting to order at 1030*

Eric Weis made a **motion (9)** to proceed with the grievance case. Chantil Huskey **seconded** the motion. The motion **carries**.

Eric Weis made a **motion (10)** to not proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

*The Executive Board went to lunch at 1245
Chad Kleibscheidel called the Meeting to order at 1400*

PM ROLL CALL: : TWU Local 556 Executive Board Members Chad Kleibscheidel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, Gayle Ross Middleton, 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. Lyn Montgomery was excused.

John Parrott made a **motion (11)** to proceed with the grievance case. Jimmy West **seconded** the motion. The motion **fails**.

Jessica Parker made a **motion (12)** to not proceed with the grievance case. David Jackson **seconded** the motion. The motion **carries**.

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

Guest: Michael Massoni- Safety Chairperson: Informed the Executive Board of the Fatigue Risk Management Program that will take effect January 1, 2020. This program comes from the FAA Reauthorization Bill. The Company will be releasing an RBF this evening regarding the program to the Flight Attendants.

*The Executive Board took a break at 1536
Chad Kleibscheidel called the Meeting to order at 1556*

Executive Board Briefing: Chad Kleibscheidel provided the Executive Board with a copy of the Company's proposed RBF regarding the "A" flight attendant asking the other flight attendants if they have their IEFB. The EB does not think this should be a joint communication. The EB also does not feel this RBF satisfies the concern we have regarding the role of the "A" F/A and future discipline. This matter will be further discussed during the management meeting on Thursday.

Gayle Ross Middleton submitted the **Grievance Report** for review, and it is attached.

The Executive Board prepared **Management Meeting Discussion Topics** for the Quarterly Meeting. The topics to be presented: Missing Trips/MRT, IEFB and the updated PA announcement RBF.

Chad Kleibscheidel Recessed the Meeting at 1732

Wednesday, December 11

0903 Call to Order- LaTonia Paul Benoit, Second-Vice President

Guest Parliamentarian Al Gage was present at the Meeting.

Charla Miller made a **motion (14)** to excuse Chad Kleibscheidel from Wednesday of the December Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM Session Roll Call: TWU Local 556 Executive Board Members, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller Gayle Ross Middleton, 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. Lyn Montgomery and Chad Kleibscheidel were excused.

Officer Reports: *(All written reports that were submitted are attached.)*

1st Vice-President Report – Chad Kleibscheidel submitted a report for review.

2nd Vice-President Report- LaTonia Paul Benoit submitted a report for review.

Recording Secretary Report- KeyAnder Early submitted a report for review.

Board Members at Large Reports –Sean Cooley submitted a report for review.

Kay Hogan submitted a report for review.

Gayle Ross Middleton submitted a report for review.

Domicile Executive Board Member Reports *(All written reports that were submitted are attached.)*

Atlanta – Pamila Forte submitted a report for review.

Baltimore – Damion West submitted a report for review.

Chicago – Donna Keith submitted a report for review.

Dallas – Kristie Scarbrough submitted a report for review.

Denver – Jessica Parker submitted a report for review.

Houston – David Jackson submitted a report for review.

Las Vegas – Rachel Brownfield submitted a report for review.

Los Angeles- Trish Damstra submitted a report for review.

Orlando – Jimmy West submitted a report for review.

Oakland – Josh Rosenberg submitted a report for review.

Phoenix – John DiPippa submitted a report for review.

Standing Committee Reports *(All written reports that were submitted are attached.)*

COPE - Lyn Montgomery and LaTonia Paul Benoit provided a verbal report.

CISM – Eileen Rodriguez submitted a report for review.

Scheduling Committee– Xander Ricker submitted a report for review.

Safety Committee- Michael Massoni submitted a report for review.

Education Committee- Amanda Gauger submitted a report for review.

Professional Standards – Kurtis Beggs submitted a report for review.

Uniform Committee – Lisa Happer submitted a report for review.

Communications Committee – KeyAnder Early and Charla Miller submitted a report for review.

The Executive Board took a break at 1040
LaTonia Paul Benoit called the Meeting to order at 1100

Mobilization/Organizing Committee– Lyn Montgomery and Chantil Huskey submitted a report for review. The committee also verbally reported that there will be a conference call held on January 10th and a Lounge Mob regarding Social Media on January 22nd.

Civil and Human Rights Committee (CHRC) – Pamila Forte, LaTonia Paul Benoit and Heather Kelly-Gray submitted a report for review. The committee presented the Executive Board with a proposal for training 50 people for Diversity Training.

Shop Steward Committee – Lucy White-Lehman and Damion West submitted a report for review.

Special Committee Reports *(All written reports that were submitted are attached.)*

Flight Attendant Drug and Alcohol Program (FADAP) – Natalie Salser and Tom Spillers submitted a report for review.

LODO- Lyn Montgomery submitted a report for review.

New Hire Committee – Joe Skotnik submitted a report for review.

Satellite Bases- Lyn Montgomery submitted a report for review.

Survey Committee- VeAnne Reeder submitted a report for review.

Technical Services- Drew Kennedy submitted a report for review.

Veterans Committee – Chris Sullivan and Wayne Tipton submitted a report for review.

Strategic Plan Review

The Executive Board reviewed and updated the 2019 Strategic Plan.

- Website: The Executive Board was asked to send examples of websites they like and what they like about the website in order to determine a point of reference for design and functionality to the subcommittee by the end of the year.
- PR Firm: Cost has been a concern for the subcommittee. The subcommittee will continue to research this matter.

The Executive Board went to lunch at 1200
LaTonia Paul Benoit called the Meeting to order at 1340

Guest Parliamentarian Al Gage was present at the Meeting.

PM Session Roll Call: TWU Local 556 Executive Board Members, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Lyn Montgomery, Chad Kleibscheidel and Gayle Ross Middleton were excused.

John Parrott presented the October 2019 **Financial Report** for review.

Unfinished Business

- Boeing: The Executive Board entered executive session from 1408-1458 to discuss.
- Max 8 Return to Service Plan: No update or more information currently.

New Business

- Diversity & Inclusion Strategy: Kay Hogan will let the Executive Board know if the Company has incorporated diversity and inclusion into recurrent training.
- Quarterly Flying: Questions were asked regarding motions 29 and 30 from the November Executive Board meeting regarding the lounge mob exception for quarterly flying to gain clarification.

*The Executive Board took a break at 1530
LaTonia Paul Benoit called the Meeting to order at 1600*

Damion West made a **motion (15)** to recess until tomorrow morning at 9 am. Eric Weis **seconded** the motion. The Executive Board agreed my consensus. The motion **carries**.

LaTonia Paul Benoit Recessed the Meeting at 1602

Thursday, December 12

0900 Call to Order- Lyn Montgomery, President

Guest Parliamentarian Al Gage was present at the Meeting.

AM Session Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Chad Kleibscheidel and Gayle Ross Middleton were excused.

SWA Management Meeting- Guest Rachel Loudermilk & Steve Murtoff

Disappearing Trips/MRT

- Three departments are working together on this. There have been many cases reported directly to the company. The Company believes they are close to figuring it out.
- Tips to tell the Flight Attendants:
 - Do not give your password to anyone
 - Encourage us to change our password frequently
 - Avoid using sites that use our password to access crew web

Kay Hogan asked questions on behalf of the executive board regarding this topic. She shared flight attendant's loss of income concerns and acknowledged the company's efforts thus far. She encouraged the Company to address this right now as flight attendants need to regain confidence. Management feels they are close to resolving this issue. The company currently does not approve third party apps. MRT concerns were addressed regarding it appearing on bids that flight attendants state they did not submit. Management encourages flight attendants to review the bids prior to submitting and to take a picture of the bid. Management cannot find a connection between the two issues. The company currently has cases that have been reported and they have not

found anything unusual. Kay shared the need to resolve the issue because flight attendants are being harmed. Information will be sent to the Union regarding the calls some flight attendants have received from Mexico investigating this matter.

Safety/IEFB

- Jumpseat briefing cards have been added to the aircrafts. The Company feels they have seen great results from the implementation of the cards.
- The aircraft door procedures change was discussed.
- The FAM 2.0 rollout will take place in January.
- An advisory circular will be put out regarding the change in the passenger briefing for emergencies.
- Turbulence injuries seem to happen most during final decent.
- The Company is currently reviewing the minimum crew requirements on the ground.

IEFB compliance check- Rachel Brownfield shared the concern that flight attendants have with being disciplined as the “A” flight attendant. The company holds firm that this is not intended to discipline the “A” flight attendant. Management just wanted to implement a check in place for when aircraft swaps occur and on overnights to ensure that everyone has their IEFB. Management states they are not asking the “A” to physically see the IEFB, but just to ask. According to Management, Flight Attendants have provided feedback asking that a check be added regarding the IEFB. Flight Attendants not in compliance, are fined directly by the FAA and not the airline or any other working flight attendant when caught in violation. There has been a drop in IEFB reports since this has been put in place. RBFs are only released when there has been an uptick in something.

PA RBF

The recent change to the announcement encourages passengers to report behaviors of other passengers to the flight attendants. What is managements intent for this message? This statement is in response to the sexual misconduct and human trafficking initiative. There will be training provided, and new procedures will be coming soon. The Company will be communicating this to us. What are flight attendants to do with what is reported? The Company stated flight attendants are to use our current procedure. The next communication will provide more information. Lyn Montgomery and Jessica Parker spoke to the tools that are needed to address this matter and how the training is needed prior to this being put into place. KeyAnder Early shared some concerns with reporting criminal activity and there are some differences that do require additional training and resources. Management was encouraged to establish a defined protocol on how the company wants flight attendants to address and approach this type of situation compared to others we typically experience.

The Executive Board entered Executive Session at 1040 and exited at 1100 to review the **Negotiations Committee Report** with the committee members present.

The Executive Board entered Executive Session at 1100 and exited at 1245.

*The Executive Board went to lunch at 1245
Lyn Montgomery called the Meeting to order at 1415
LaTonia Paul Benoit served as Recording Secretary Pro-Term briefly*

Guest Parliamentarian Al Gage was present at the Meeting.

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, LaTonia Paul Benoit, John Parrott, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, Eric Weis, Pamela 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. Chad Kleibscheidel, KeyAnder Early and Gayle Ross Middleton were excused.

The Executive Board entered Executive Session at 1418 and exited at 1439.

Chantil Huskey made **motion (16)** that the TWU Local 556 Executive Board and legal counsel draft and send demand letters on behalf of TWU Local 556 to SWA and Boeing for damages due to the Max 8 losses included on behalf of TWU Local 556 and the Membership. Sean Cooley **seconded** the motion.

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

The motion **carries**.

KeyAnder Early returned to the meeting as Recording Secretary.

The Executive Board entered Executive Session at 1433 and exited at 1512.

The Executive Board agreed to prepare a response to the Members regarding Boeing. Trish Damstra will start the draft response for the Executive Board.

Guest Office Staff: Madeleine Howard, Cliff Mace, Juanita Stangler and Lisa Le were presented with their respective Christmas bonuses and thank you on behalf of the Local.

Officer Reports *(All written reports that were submitted are attached.)*

President Report – Lyn Montgomery submitted a report for review.

The Executive Board discussed the establishment of a **Future Leaders Committee**. Carolyn Jainarayan will be asked to attend the next Executive Board Meeting to further discuss.

Pamila Forte presented the amended Diversity and Inclusion proposal for CHRC. Pamila Forte made a **motion (17)** for the Executive Board to accept the Diversity and Inclusion training proposal as amended. Kristie Scarborough **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley – BMAL	AWAY	Brownfield (LAS)	YEA
Hogan – BMAL	YEA	Damstra (LAX)	YEA

Huskey – BMAL	AWAY	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis – BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

The Executive Board discussed ways to communicate more between board meetings. Suggestions shared included: Weekly updates, Board Members reporting what they are doing in the bases etc., using doodle as a tool, holding conference calls between executive board meetings, the five national officers reporting what has taken place and incorporating their own meeting and better communication overall.

Rachel Brownfield made a **motion (18)** that the TWU Local 556 president or her designee notify the Crews group before 12/20/2019, that the TWU Local 556 will no longer have a parliamentarian attend the TWU Local 556 Executive Board Meetings. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR/NAY	Forte (ATL)	YEA
Kleibschedel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	NAY	Scarbrough (DAL)	ABSTAIN
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	AWAY	J. West (MCO)	YEA
Miller- BMAL	NAY	Keith (MDW)	AWAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis – BMAL	NAY	DiPippa (PHX)	YEA

Requires a 2/3 vote

The motion **fails**.

KeyAnder Early made a **motion (19)** to replace the Crews Group as the parliamentarian and seek another parliamentarian for a cost not to exceed \$2,000 per month. Notice is to be given immediately. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibschedel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd 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)	AWAY
Huskey-BMAL	AWAY	J. West (MCO)	YEA
Miller- BMAL	NAY	Keith (MDW)	AWAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis – BMAL	NAY	DiPippa (PHX)	YEA

The motion **carries**.

The two final sessions of the **Third Membership Meeting** will take place on December 16th in Atlanta and Baltimore. Lyn Montgomery will preside at the Baltimore session and Chad Kleibschedel will preside at the Atlanta session. Baltimore will be considered the last session and conduct the vote tallying.

LaTonia Paul Benoit made a **motion (20)** to adjourn. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	NAY
Kleibschedel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
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)	AWAY
Huskey-BMAL	AWAY	J. West (MCO)	AWAY
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	NAY
Weis – BMAL	YEA	DiPippa (PHX)	NAY

The motion **fails**.

Topics that will be discussed during the Executive Board video for the Shop Stewards will include information from the meeting with Management, Boeing and the Fatigue Reporting Policy.

Rachel Brownfield made a **motion (21)** to name Josh Rosenberg and Trish Damstra as the point of contact for the California Protected Sick Leave and the Oakland lawsuit and have them update the TWU Local 556 Executive Board. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Lyn Montgomery adjourned the Meeting at 1710

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

A handwritten signature in cursive script, reading "KeyAnder B. Early".

KeyAnder Early
TWU Local 556 Recording Secretary