

Executive Board Meeting
Synopsis
June 16-17, 2020
Virtual Meeting
Due to COVID-19 restrictions

Tuesday; June 16th

1103 Call to Order- Lyn Montgomery, President

We appear to have a quorum

TWU International Pledge- Chad Kleibscheidel

Pledge of Allegiance- Executive Board Members

The Executive Board agreed by consensus regarding **motion (1)** to excuse LaTonia Paul Benoit from the June 2020 Executive Board Meeting due to personal reasons.

The Executive Board agreed by consensus regarding **motion (2)** to excuse John Parrott from the Tuesday AM session due to personal reasons.

The Executive Board agreed by consensus regarding **motion (3)** to excuse Pamila Forte from the Tuesday AM and PM session due to personal reasons.

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

Termination Grievances

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

Josh Rosenberg made a **motion (4)** to proceed with grievance case. Rachel Brownfield **seconded** the motion. The motion **fails**.

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

Chantil Huskey made a **motion (6)** to proceed with grievance case. Chad Kleibscheidel **seconded** the motion. The motion **carries**.

Chad Kleibscheidel made a **motion (7)** to proceed with grievance case. Kay Hogan **seconded** the motion. The motion **carries**.

The Executive Board went to lunch at 1415
Lyn Montgomery called the Meeting to order at 1446

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, 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. LaTonia Paul Benoit was excused from the Meeting.

The **Grievance Review Committee Report** was presented by Gayle Ross Middleton. Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh and Marcy Vinyard were also present. The Executive Board reviewed the consent calendar and accepted it as amended by consensus.

Rachel Brownfield made a **motion (8)** to proceed with grievance case. Josh Rosenberg **seconded** the motion. The motion **carries**.

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

Guest Gentry PR Firm: Representatives Rachel Hedstorm, Suzanne Flodin and Dawn Wilson. A presentation was provided to the Executive Board regarding services offered. Negotiations Team Members Denny Sebesta, LaShaye Hutchinson and Liz Howayeck were present as guests.

Grievance Report cont.

The Executive Board agreed by consensus regarding **motion (9)** to accept the settlement offer regarding the group grievance on Additional Vacation Opentime Slots.

Trish Damstra made a **motion (10)** to accept the Letter of Agreement for Advance Notice Daily Release time with 7-day and 2-day notice. Chad Kleibscheidel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

*The Executive Board took a break at 1712
Lyn Montgomery called the Meeting to order at 1721*

John Parrott presented the **May 2020 Financial Reports** for review.

KeyAnder Early made a **motion (11)** that any spending over the approved 2019-2020 fiscal year budget, must be approved by the 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
Kleibscheidel, 1 st VP	NAY	D. West (BWI)	NAY
Paul Benoit, 2 nd VP	EXCUSED	Scarborough (DAL)	NAY
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley – BMAL	NAY	Brownfield (LAS)	AWAY
Hogan – BMAL	NAY	Damstra (LAX)	AWAY
Huskey – BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	NAY	Keith (MDW)	YEA
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	YEA
Weis – BMAL	NAY	DiPippa (PHX)	YEA

The motion **fails**.

Minutes

KeyAnder Early presented the **April 2020 Executive Board Conference Call Meeting Minutes** for review. The minutes were approved as amended by consensus.

KeyAnder Early presented the **May 2020 Executive Board Conference Call Meeting Minutes** for review. The minutes were approved as presented by consensus.

KeyAnder Early presented the **May 2020 Executive Board Meeting Minutes** for review. The minutes were approved as presented by consensus.

Attendance Report

KeyAnder Early presented the **March Executive Board Conference Call Meetings Attendance Report** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **April Executive Board Conference Call Meetings Attendance Report** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **May Executive Board Conference Call Meeting Attendance Report** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **May Executive Board Meeting Attendance Report** for review. The voting record and tally was approved as presented by consensus.

Voting Record

KeyAnder Early presented the **March Executive Board Conference Call Meetings Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **April Executive Board Conference Call Meetings Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **May Executive Board Conference Call Meetings Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus.

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

Wednesday; June 17th

1101 Call to Order- Lyn Montgomery, President

AM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, 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. LaTonia Paul Benoit was excused.

Negotiations Committee Report: The Executive Board entered executive session at 1105 and exited at 1130 with guest Denny Sebesta, LaShaye Hutchinson and Liz Howayeck.

Guest Commerce House PR Firm: Representatives Steven Krakauer, Ashley Watson and Mark Denesuk provided a presentation to the Executive Board regarding services offered. Negotiations Team Members Denny Sebesta, LaShaye Hutchinson and Liz Howayeck were present as guest.

Guest VIP Insurance: Representatives Lori Whitaker and Teresa Wilking provided a presentation to the Executive Board regarding the insurance options available while utilizing the voluntary separation programs. The Executive Board approved the VIP flyers to send to the Membership.

*The Executive Board went to lunch at 1255
Lyn Montgomery called the Meeting to order at 1333*

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, 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. LaTonia Paul Benoit and Chad Kleibscheidel were excused.

The Executive Board agreed by consensus regarding **motion (12)** to excuse Chad Kleibscheidel from the Tuesday PM session due to personal reasons.

Correspondences:

TWU International Administrative Committee: NAN's March on Washington Announcement

TWU International Administrative Committee: Upcoming Meetings & Events Notice

PR Firm Discussion: The Executive Board reviewed the proposals from Commerce House and Gentry Public Relations firms.

Jimmy West made a **motion (13)** that using a Public Relations Firm be deferred and revisited during the January 2021 Executive Board Meeting. Jessica Parker **seconded** the motion. The Executive Board entered a discussion.

Gayle Ross Middleton made an **amendment (14)** to replace January 2021 with October 2020. Kristie Scarbrough **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

The Executive Board voted regarding the amended **motion (13)** I move that using a Public Relations Firm be deferred and revisited during the October 2020 Executive Board Meeting. The Executive Board voted by hand. The motion **carries**.

*The Executive Board took a break at 1526
Lyn Montgomery called the Meeting to order at 1541*

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

President Report – Lyn Montgomery submitted a report for review.

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

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

KeyAnder Early and Chantil Huskey presented the Executive Board with a proposed TWU Local 556 Racial Equality Resolution. Chantil Huskey made a **motion (15)** that TWU Local 556 adopt the Resolution in support of racial equality after final editing of grammar has been reviewed by email. Eric Weis **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

The Executive Board discussed the Second Membership Meeting of 2020 plans. During the discussion, the Executive Board agreed by general consent **motion (16)** that the Second Membership Meeting be held via virtual platform.

KeyAnder Early made a **motion (17)** that we cancel the remaining sessions of the 2020 First Membership Meeting due to COVID-19. Eric Weis **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	EXCUSED	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	NAY
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley – BMAL	YEA	Brownfield (LAS)	NAY
Hogan – BMAL	YEA	Damstra (LAX)	AWAY
Huskey – BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	NAY
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	NAY
Weis – BMAL	YEA	DiPippa (PHX)	AWAY

The motion **carries**.

KeyAnder Early presented to the Executive Board proposed language regarding electronic meetings per Roberts Rules of Order. Chantil Huskey made a **motion (18)** to include and adopt the proposed TWU Local 556 Executive Board Special Rules of Order regarding electronic meetings language. John DiPippa **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

Due to the concern of time, Jessica Parker made a **motion (19)** that we extend the Executive Board Meeting an additional day to June 18th. Josh Rosenberg **seconded** the motion. The Executive Board discussed this matter. The motion was **amended (20)** to strike “additional day to June 18th” and replace with a half day on June 23rd. The Executive Board voted by hand. The motion **carries**.

The Executive Board voted regarding the amended **motion (19)** that we extend the Executive Board Meeting a half day on June 23rd. The Executive Board voted by hand. The motion **fails**.

Board Members at Large Reports *(All written reports that were submitted are attached.)*

Sean Cooley- presented the report.
Kay Hogan- submitted a report for review.
Chantil Huskey- submitted a report for review.
Charla Miller- submitted a report for review.
Gayle Ross Middleton- submitted a report for review.
Eric Weis- 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.)*

CISM – Eileen Rodriguez submitted a report for review.
Scheduling Committee- Xander Ricker submitted a report for review.
Health Committee- Michele Moore submitted a report for review.
Safety Committee- Michael Massoni and Jannah Dalak 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.
Civil and Human Rights Committee (CHRC)- Pamila Forte, LaTonia Paul Benoit and Heather Kelly-Gray submitted a report for review.

Pamila Forte presented the Executive Board with a resolution in support of Black Lives Matter. Josh Rosenberg made a **motion (21)** that TWU Local 556 adopt the Civil and Human Rights Committee Resolution in support of Black Lives Matter. Rachel Brownfield **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

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

The Executive Board discussed how to address Member compensation while utilizing the ETO Program. Josh Rosenberg made a **motion (22)** to rescind Motion 3 made on the April 3, 2020 Executive Board Conference Call. 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	EXCUSED	Scarborough (DAL)	YEA
Parrott, Financial Sec.	NAY	Parker (DEN)	YEA
Early, Recording Sec.	NAY	Jackson (HOU)	YEA
Cooley – BMAL	NAY	Brownfield (LAS)	YEA
Hogan – BMAL	NAY	Damstra (LAX)	AWAY
Huskey – BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	YEA
Weis – BMAL	NAY	DiPippa (PHX)	NAY

Requires a 2/3 vote

The motion **fails**.

John Parrott made a **motion (23)** to prohibit Members from receiving Union Compensation for any month(s) the Member is awarded the EXTO Program, but this does not prohibit the Member from volunteering their time during his/her awarded EXTO month(s). Sean Cooley **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)	NAY
Paul Benoit, 2 nd VP	EXCUSED	Scarborough (DAL)	NAY
Parrott, Financial Sec.	YEA	Parker (DEN)	NAY
Early, Recording Sec.	YEA	Jackson (HOU)	NAY
Cooley – BMAL	YEA	Brownfield (LAS)	NAY
Hogan – BMAL	NAY	Damstra (LAX)	YEA
Huskey – BMAL	NAY	J. West (MCO)	NAY
Miller- BMAL	AWAY	Keith (MDW)	AWAY
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	NAY
Weis – BMAL	YEA	DiPippa (PHX)	YEA

The motion **fails**.

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.

The Executive Board reviewed information regarding the 2020 FADAP Training. Jessica Parker made a **motion (24)** to cover lost time expenses for two days of FADAP training. Jimmy West **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	EXCUSED	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA

Cooley – BMAL	YEA	Brownfield (LAS)	YEA
Hogan – BMAL	YEA	Damstra (LAX)	AWAY
Huskey – BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis – BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

LODO- Lyn Montgomery submitted a report for review.

Scholarship Committee- Jessica Parker submitted a report for review.

Survey Committee- VeAnne Reeder submitted a report for review.

Technical Services- Drew Kennedy submitted a report for review.

Veteran's Committee- Chris Sullivan and Wayne Tipton submitted a report for review.

Women's Issues, Service, and Education Committee (WISE)- Jessica Parker submitted a report for review.

New Business

- **Anti-Racism/Diversity**

Josh Rosenberg made a **motion (25)** that TWU Local 556 will observe Juneteenth as an official Holiday. The first year that the office will be closed in observance will be in 2021. Jessica Parker **seconded** the motion. The Executive Board agreed by unanimous consent.

- **Emails**

Josh Rosenberg made a **motion (26)** that the practice of using a “no-reply” email address shall be discontinued. 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	NAY	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	EXCUSED	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	AWAY	Parker (DEN)	YEA
Early, Recording Sec.	NAY	Jackson (HOU)	YEA
Cooley – BMAL	NAY	Brownfield (LAS)	YEA
Hogan – BMAL	NAY	Damstra (LAX)	NAY
Huskey – BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	NAY	Keith (MDW)	AWAY
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	YEA
Weis – BMAL	NAY	DiPippa (PHX)	YEA

The motion **fails**.

- **Elections**

Josh Rosenberg made a **motion (27)** that TWU Local 556 shall task the Board of Election and Recording Secretary with researching the feasibility of developing an informational candidate website, as well as debate platform for the 2021 TWU Local 556 Executive Board Election. Rachel Brownfield **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

Trish Damstra made a **motion (28)** to adjourn the meeting. Chad Kleibscheidel **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

- **Disciplinary Procedures**

Josh Rosenberg made a **motion (29)** that any suspension of an Executive Board Member from Union duties shall be communicated to the Executive Board as soon as possible. If an Executive Board Member is unable to attend an Executive Board Meeting due to suspension of Union Duties, the Chair of the Meeting will announce that fact at the beginning of the meeting and it will be noted in the minutes. Rachel Brownfield **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

Eric Weis made a **motion (30)** to adjourn the meeting. Kay Hogan **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

Lyn Montgomery adjourned the Meeting at 1955

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



KeyAnder Early
TWU Local 556 Recording Secretary