

**Executive Board Meeting**  
**Minutes**  
**September 15-17, 2020**  
*\*Virtual Meeting\**

**Tuesday; September 15<sup>th</sup>**

**1100 Call to Order-** Lyn Montgomery, President

*We appear to have a quorum*

**TWU International Pledge-** LaTonia Paul Benoit

**Pledge of Allegiance-** Executive Board Members

The Executive Board agreed by consensus to excuse Chad Kleibscheidel from the Tuesday session of the September 2020 Executive Board Meeting for Union Business.

The Executive Board agreed by consensus to excuse Kristie Scarbrough and John DiPippa from the Tuesday session of the September 2020 Executive Board Meeting due to personal reasons.

**AM 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, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith and Josh Rosenberg were present at the Meeting. Chad Kleibscheidel, Kristie Scarbrough, and John DiPippa were excused from the Meeting.

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

**Termination Grievances**

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

Josh Rosenberg made a **motion (1)** to proceed on the grievance. Rachel Brownfield **seconded** the motion. The motion **fails**.

Trish Damstra made a **motion (2)** to proceed on the grievance. Rachel Brownfield **seconded** the motion. The motion **carries**.

Josh Rosenberg made a **motion (3)** to proceed on the grievance. Jimmy West **seconded** the motion. The motion **fails**.

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 presented by consensus.

The Executive Board agreed by consensus to accept the settlement offer for the group grievance case regarding SIP Pairing Error.

*The Executive Board went to lunch at 1402-1500*

*Lyn Montgomery called the Meeting to order at 1500*

**PM 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, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith and Josh Rosenberg were present at the Meeting. Chad Kleibscheidel, Kristie Scarbrough, and John DiPippa were excused from the Meeting.

John Parrott presented the **August 2020 Financial Reports** for review. The Executive Board began preparing the 2020-2021 budget.

*The Executive Board took a break at 1651-1707  
Lyn Montgomery called the Meeting to order at 1707*

The Executive Board resumed working on the 2020-2021 budget for the remainder of the Meeting.

*Lyn Montgomery recessed the Meeting at 1840*

## **Wednesday; September 16<sup>th</sup>**

**1102 Call to Order-** Lyn Montgomery, President

**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, 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.

### **Correspondences:**

TWU International: Appeal 20-06

TWU International: 9/11 Anniversary Letter

TWU International: COVID-19

### **Minutes**

KeyAnder Early presented the **July 7<sup>th</sup> Executive Board Conference Call Meeting Minutes** for review. The minutes were approved as presented by consensus.

KeyAnder Early presented the **July 21<sup>st</sup> Executive Board Conference Call Meeting Minutes** for review. The minutes were approved as presented by consensus.

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

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

### **Attendance Report**

KeyAnder Early presented the **July 7<sup>th</sup> Executive Board Conference Call Meetings Attendance Report** for review. The voting record and tally were approved as presented by consensus.

KeyAnder Early presented the **July 21<sup>st</sup> Executive Board Conference Call Meetings Attendance Report** for review. The voting record and tally were approved as presented by consensus.

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

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

### **Voting Record**

KeyAnder Early presented the **July 7<sup>th</sup> Executive Board Conference Call Meetings Voting Record and Tally** for review. The voting record and tally were approved as presented by consensus.

KeyAnder Early presented the **July 21<sup>st</sup> Executive Board Conference Call Meetings Voting Record and Tally** for review. The voting record and tally were approved as presented by consensus.

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

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

*Parliamentary Break 1231-1246*

John Parrott made a **motion (4)** to reconsider the Executive Board Meeting minutes dated July 14-15, 2020. John DiPippa **seconded** the motion. The motion **carries**.

The Executive Board reviewed the Meeting minutes dated July 14-15, 2020.

*The Executive Board went to lunch at 1343-1445  
Lyn Montgomery called the Meeting to order at 1445*

**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, 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.

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

*President Report* – Lyn Montgomery submitted a report for review.

*1<sup>st</sup> Vice-President Report* – Chad Kleibscheidel submitted a report for review.

*2<sup>nd</sup> Vice-President Report* - LaTonia Paul Benoit presented a report.

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

*Lyn Montgomery left the Meeting  
Chad Kleibscheidel chaired the Meeting*

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

*Sean Cooley*- submitted a report for review.

*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.  
*COPE*- Lyn Montgomery and LaTonia Paul Benoit presented the report.  
*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.  
*Shop Steward Committee*- Lucy White-Lehman and Damion West submitted a report for review.  
*Negotiations Committee*- Lyn Montgomery submitted a report for review.

*Lyn Montgomery returned to the Meeting*  
*Lyn Montgomery chaired the Meeting*

**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.  
*Satellite Bases*- Lyn Montgomery submitted a report for review.  
*Scholarship Committee*- Jessica Parker  
*Survey Committee*- VeAnne Reeder  
*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  
*Covid-19 Task Force (CTF)*- Chantil Huskey and Michelle Moore

**Unfinished Business**

- Racial Equality Resolution

The Executive Board agreed to reschedule the conference call to discuss racial equality and create a plan of action.

- CISM Suicide Workshop

The Executive Board agreed to schedule the workshop. The date is TBD.

John Parrott made a **motion (5)** to recess the meeting. Kristie Scarbrough **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

*Lyn Montgomery recessed the Meeting at 1832*

## **Thursday; September 17<sup>th</sup>**

**1102 Call to Order-** Lyn Montgomery, President

**AM Roll Call:** TWU Local 556 Executive Board Members Lyn Montgomery, 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, Donna Keith, Josh Rosenberg and John DiPippa were present at the Meeting.

*Lyn Montgomery relinquished the Chair  
Chad Kleibschedel chaired the Meeting*

Jessica Parker made a **motion (6)** to censure President Lyn Montgomery for referring to LAS Domicile Executive Board Member as an obstructionist. Josh Rosenberg **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

*Lyn Montgomery chaired the Meeting*

### **New Business**

- Trial Transcript

John DiPippa made a **motion (7)** to go into Executive Session. John Parrott **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

Kristie Scarbrough made a **motion (8)** that upon completion of the grievance, the Local will release the trial transcripts to the parties via certified mail. Chantil Huskey **seconded** the motion. The Executive Board discuss the motion.

Rachel Brownfield made an **amendment (9)** to strike the words, " Upon completion of the Grievance". Jimmy West **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

The Executive Board voted on **motion (8)** that upon completion of the grievance, the Local will release the trial transcripts to the parties via certified mail. The Executive Board voted by hand. The motion **carries**.

Josh Rosenberg made a **motion (10)** to postpone the matter of releasing the transcripts until after consulting with our legal counsel. Kristie Scarbrough **seconded** the motion. The Executive Board voted by hand. The motion **fails**.

Josh Rosenberg made a **motion (11)** to permit viewing the transcripts in the same manner that the last transcripts are available to be viewed. David Jackson **seconded** the motion. The Executive Board discussed the motion.

Chantil Huskey made an **amendment (12)** to strike “in the same manner that the last transcripts are available to be viewed” and add after transcripts “by appointment at the Dallas Union office after the grievance process has ended and both parties have been given the transcripts.” Sean Cooley seconded the motion. The Executive Board voted by roll call.

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

The motion **carries**.

The Executive Board voted on the amended **motion (11)** to permit viewing the transcript by appointment at the Dallas Union office after the grievance process has ended and both parties have been given the transcripts. The Executive Board voted by roll call.

<b>Montgomery, President</b>	<b>CHAIR</b>	Forte (ATL)	YEA
Kleibschedel, 1 <sup>st</sup> VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 <sup>nd</sup> VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	ABSTAIN
Early, Recording Sec.	ABSTAIN	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	YEA	Rosenberg (OAK)	YEA
Weis – BMAL	NAY	DiPippa (PHX)	YEA

The motion **carries**.

*The Executive Board went to lunch at 1343-1445  
Lyn Montgomery called the Meeting to order at 1446*

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

## **2020-2021 Budget Planning Part TWO**

*The Executive Board took a break at 1639-1655  
Lyn Montgomery called the Meeting to order at 1658*

The Executive Board continued working on the 2020-2021 budget.

Eric Weis made a **motion (13)** to adjourn the meeting. Chantil Huskey **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

**Lyn Montgomery adjourned the Meeting at 1819**

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