



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting
June 14-15, 2021
Synopsis**

Tuesday, June 14

Lyn Montgomery called the Meeting to order at 0903. Quorum was established.

Michael Massoni read aloud the **TWU Membership Pledge**.

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

The Executive Board agreed by unanimous consent to excuse Kristie Scarbrough from the June 2021 Executive Board Meeting due to personal reasons.

AM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Michael Massoni, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, Charla Miller, Gayle Ross Middleton, Danny Modelo, Alison Head, Damion West, Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

Correspondences

- TWU International Convention Call to the 26th Constitutional Convention
- TWU International 26th Constitutional Convention Delegate Hotel Reservations

Guest TWU Local 556 Grievance Team Member Brandon Hillhouse entered the meeting at 0906.

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

The Executive Board entered executive session at 0910 and exited at 0921.

The Executive Board **agreed** by unanimous consent to approve Dedra Bass as a full-time Grievance Team Member per the Grievance Chairperson's recommendation.

Gayle Ross Middleton and Grievance Team Member Brandon Hillhouse presented to the Executive Board a settlement for a Group Grievance. The settlement in its entirety will be presented for a formal vote later in the meeting.

A discussion was held regarding Executive Boardroom confidentially.

The **Grievance Review Committee Report** was presented by Gayle Ross Middleton and Brandon Hillhouse.

Jamie Simpson made a **motion (1)** to proceed on a Grievance. Ashley Breuer **seconded** the motion. The motion **failed**.

The Executive Board reviewed the consent calendar and accepted it as presented by unanimous consent.

The Executive Board took a break at 1027 and reconvened at 1048.

Termination Grievances

Guest TWU Local 556 Grievance Team Member Brandon Hillhouse entered the meeting at 1048.

Guests TWU Local 556 Grievance Team Members Marcy Vinyard, Beth Ross, and Barbara Fitzhugh entered the meeting via Zoom at 1048 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1107 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1135.

A Grievant entered the meeting via Zoom at 1156 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1216.

The Executive Board went to lunch at 1217 and reconvened at 1346.

Lyn Montgomery called the Meeting to order at 1346. Quorum was established.

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Michael Massoni, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, Charla Miller, Gayle Ross Middleton, Danny Modelo, Alison Head, Damion West, Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

Kristie Scarbrough was excused for personal reasons.

Guests: TWU Local 556 Grievance Team Members Brandon Hillhouse, Marcy Vinyard, Beth Ross, and Barbara Fitzhugh.

Lyn Montgomery briefed the Executive Board on Southwest Airlines' technology issues that are causing operational disruptions.

Termination Grievances

A Grievant entered the meeting via Zoom at 1404 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1420.

Guest TWU Local 556 Grievance Team Member Tiffany Padilla entered the meeting via Zoom at 1430 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1440 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1450.

Guest Tiffany Padilla exited the meeting at 1453.

Damion West made a **motion (2)** not to proceed on a Grievance. Kristen Loucks **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1521 and reconvened at 1533.

Guest TWU Local 556 Grievance Team Member Tiffany Padilla entered the meeting via Zoom at 1533 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1538 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1552.

John DiPippa made a **motion (3)** to proceed on a Grievance. Ashley Breuer **seconded** the motion. The motion **carried**.

Guest TWU Local 556 Grievance Team Member John Moore entered the meeting at 1614 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1627 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1637.

Jamie Simpson made a **motion (4)** to proceed on a Grievance. Bryan Orozco **seconded** the motion. The motion **failed**.

Damion West made a **motion (5)** not to proceed on a Grievance. Ashley Breuer **seconded** the motion. The motion **carried**.

Damion West made a **motion (6)** not to proceed on a Grievance. Josh Rosenberg **seconded** the motion. The motion **carried**.

Damion West made a **motion (7)** not to proceed on a Grievance. Josh Rosenberg **seconded** the motion. The motion **carried**.

Gayle Ross Middleton made a **motion (8)** to accept the settlement offer regarding Animal Allergy Accommodations. Kristen Loucks **seconded** the motion. The Executive Board agreed by consensus. The motion **carried**.

Lyn Montgomery recessed the Meeting at 1724.

Wednesday, June 16

Michael Massoni called the Meeting to order at 0901. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Lyn Montgomery from the Wednesday AM session of the June 2021 Executive Board Meeting for Union Business.

AM Roll Call: TWU Local 556 Executive Board Members Michael Massoni, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, Charla Miller, Gayle Ross Middleton, Danny Modelo, Alison Head, Damion West, Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

Kristie Scarbrough was excused for personal reasons.

Gayle Ross Middleton updated the Executive Board Board in regards to Office Staffing due to Southwest Airlines' Irregular Operations.

Minutes

Ashley Breuer presented the **May 2021 Executive Board Meeting Minutes** for review. The minutes were approved as amended by unanimous consent.

Attendance Report

Ashley Breuer presented the **May 2021 Executive Board Meeting Attendance Report** for review. The report was approved as presented by unanimous consent.

Voting Record

Ashley Breuer presented the **May 2021 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as presented by unanimous consent.

Guest John Parrott entered the meeting via conference call at 0926.

Financial Report

Melissa Leyva and John Parrott presented the **April 2021 and May 2021 Financial Reports** for review.

Guest John Parrott exited the meeting at 1001.

The Executive Board took a break at 1003 and reconvened at 1012.

Guests Teresa Wilking and Lee Stokes entered the meeting at 1012.

Guest: Fidelity Benefits and Insurance Services

Teresa Wilking and Lee Stokes discussed 2021 TWU Local 556 Voluntary Insurance Products offerings.

Guests Teresa Wilking and Lee Stokes exited the meeting at 1052.

The Executive Board took a break at 1052 and reconvened at 1103.

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

1st Vice President – Michael Massoni presented a report for review. No written report was submitted.

2nd Vice President – Corliss King submitted a report for review.

Recording Secretary – Ashley Breuer submitted a report for review.

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

Kay Hogan submitted a report for review.

Renda Hobbs-Marsh submitted a report for review.

Kristen Loucks submitted a report for review.

Charla Miller submitted a report for review.

Gayle Ross Middleton submitted a report for review.

Danny Modelo presented a report for review. No written report was submitted.

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

Atlanta – Alison Head 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 – Jamie Simpson submitted a report for review.
Houston – David Jackson submitted a report for review.
Las Vegas – Bryan Orozco submitted a report for review.
Los Angeles – Mark Torrez submitted a report for review.
Oakland – Josh Rosenberg submitted a report for review.
Orlando – Drew Shy submitted a report for review.
Phoenix – John DiPippa submitted a report for review.

Standing Committee Reports (All written reports that were submitted are attached for April)

Civil and Human Rights Committee (CHRC) – Pamila Forte submitted a report for review.

Bryan Orozco, Civil and Human Rights Vice-Chairperson, discussed sending eleven (11) TWU Local 556 Members to attend Labor Council for Latin America Advancement Convention through the Civil and Human Rights Committee. There was discussion amongst the Executive Board.

CISM – Eileen Rodriguez submitted a report for review.
Communications Committee – Ashley Breuer submitted a report for review.
COPE – Lyn Montgomery and Damion West submitted a report for review.
Education Committee – Josh Rosenberg, Amanda Gauger, and Angie Kilbourne submitted a report for review.
Health Committee – Michele Moore submitted a report for review.
Mobilization/Organizing Committee – Corliss King submitted a report for review.
Professional Standards – Kurtis Beggs submitted a report for review.
Safety Committee – Michael Massoni submitted a report for review.

The Executive Board went to lunch at 1230 and reconvened at 1400.

Lyn Montgomery called the Meeting to order at 1400. Quorum was established.

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Michael Massoni, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, Charla Miller, Gayle Ross Middleton, Danny Modelo, Alison Head, Damion West, Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

Kristie Scarbrough was excused for personal reasons.

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

President Report – Lyn Montgomery submitted and presented a report for review.

Standing Committee Reports (All written reports that were submitted are attached for April)

Scheduling Committee – Xander Ricker submitted a report for review.

Uniform Committee – No written report was submitted.

Lisa Happer did not accept her re-appointment as Chairperson of the Uniform Committee, creating a vacancy on the Uniform Committee. The Board agreed by unanimous consent to appoint Mel Powe-Tuzun and Jamaul Peacock as both Co-Chairpersons of the Uniform Committee.

Kristie Scarbrough did not accept her appointment as the Uniform Committee liaison. Ashley Breuer made a **motion (9)** to appoint Kristen Loucks and Jamie Simpson as the liaisons for the Uniform Committee. Michael Massoni **seconded** the motion. The Executive Board agreed by consensus. The motion **carried**.

Shop Steward Committee – Damion West submitted a report for review.

Communications Presentation

Ashley Breuer and Drew Shy presented Communications Procedures to the Executive Board.

Special Committee Reports (All written reports that were submitted are attached for April)

CTF – Gayle Ross Middleton presented a report for review. No written report was submitted.

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

Charla Miller made a **motion (10)** to increase the Flight Attendant Drug and Alcohol Program Committee budget by an additional \$2,000 a month for the remainder of the fiscal year. Jamie Simpson **seconded** the motion. The Executive Board discussed the motion on the floor.

Corliss King made an **amendment (11)** to the motion to strike “\$2,000” and insert “\$4,000”. Drew Shy **seconded** the motion. The Executive Board voted by roll call:

Montgomery, President	CHAIR	Head (ATL)	YEA
Massoni, 1st VP	YEA	West (BWI)	YEA
King, 2nd VP	YEA	Scarbrough (DAL)	EXCUSED
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	YEA	Jackson (HOU)	YEA
Hogan, BMAL	YEA	Orozco (LAS)	YEA
Loucks, BMAL	YEA	Torrez (LAX)	YEA
Marsh, BMAL	YEA	Shy (MCO)	YEA
Miller, BMAL	YEA	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	YEA

Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA
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The motion **carried**.

The Executive Board agreed by consensus on the amended **motion (10)** to increase the Flight Attendant Drug and Alcohol Program Committee budget by an additional \$4,000 a month for the remainder of the fiscal year. The motion **carried**.

LODO – Lyn Montgomery submitted a report for review.

New Hire Committee – Bryan Orozco presented a report for review. No written report was submitted.

Bryan Orozco made a **motion (12)** to add \$6,000 to the New Hire Committee budget. Josh Rosenberg **seconded** the motion. The Executive Board agreed by consensus. The motion **carried**.

The Executive Board took a break at 1532 and reconvened at 1600.

Lyn Montgomery, Gayle Ross Middleton, and Corliss King were away attending to Union Business.

Michael Massoni chaired the meeting.

Negotiations Committee Report – Lyn Montgomery submitted a report for review.

Satellite Bases – Lyn Montgomery submitted a report for review.

Scholarship Committee – No written report was submitted.

Survey Committee – VeAnne Reeder submitted a report for review.

Technical Services – Drew Kennedy submitted a report for review.

Veterans Committee – Danette Foster submitted a report for review.

Women’s Issues, Service, and Education Committee (WISE) – Renda Marsh submitted a report for review.

Bryan Orozco made a **motion (13)** to provide \$15,000 to take eleven (11) Members to Labor Council for Latin American Advancement. Mark Torrez **seconded** the motion. The Executive Board agreed by consensus. The motion **carried**.

Unfinished Business

David Jackson made a **motion (14)** to budget no more than \$650 to purchase and ship commemorative plaques for outgoing Executive Board Members from the 2018-2021 term. Danny Modelo **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	AWAY	Head (ATL)	YEA
Massoni, 1st VP	CHAIR	West (BWI)	YEA

King, 2nd VP	AWAY	Scarborough (DAL)	EXCUSED
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	YEA	Jackson (HOU)	YEA
Hogan, BMAL	NAY	Orozco (LAS)	ABSTAIN
Loucks, BMAL	YEA	Torrez (LAX)	YEA
Marsh, BMAL	YEA	Shy (MCO)	NAY
Miller, BMAL	NAY	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	AWAY	DiPippa (PHX)	YEA

The motion **carried**.

Lyn Montgomery, Gayle Ross Middleton, and Corliss King entered the meeting at 1710.

Lyn Montgomery chaired the meeting.

New Business

A discussion was held in regards to the upcoming 2nd Membership Meeting of 2021, scheduled to take place August 23–27, 2021. The Membership Meeting sessions will be held virtually.

A discussion was held in regards to the Bylaw Committee. The Bylaw Committee will meet July 8–9, 2021.

A discussion was held in regards to forming a Virtual Membership Meeting Committee to aid with the upcoming virtual 2nd Membership Meeting of 2021. The Executive Board agreed by unanimous consent to place Ashley Breuer, Alison Head, Damion West, Drew Shy, Jamie Simpson, Josh Rosenberg, and Technical Services on the newly formed TWU Local 556 Virtual Membership Meeting Committee.

Gayle Ross Middleton briefed the Executive Board of the Company's current status regarding irregular operations that are affecting the system.

Lyn Montgomery adjourned the Meeting at 1839.

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

Ashley Breuer

Ashley Breuer
TWU Local 556 Recording Secretary