



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

**TWU Local 556
Executive Board Meeting
July 13–14, 2021
Synopsis**

Tuesday, July 13

Lyn Montgomery called the Meeting to order at 0905. Quorum was established.

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

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

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, Kristie Scarbrough, 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 Committee on Appeals (2)

Guest TWU Local 556 Grievance Team Members Brandon Hillhouse, Marcy Vinyard, and Barbara Fitzhugh entered the meeting at 0907.

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

The Executive Board **agreed** by unanimous consent to re-visit a Grievance.

Kay Hogan made a **motion (1)** to proceed on a Grievance. Corliss King **seconded** the motion. The motion **carried**.

A discussion was held in regards to Grievance Team staffing.

The **Grievance Review Committee Report** was presented by Gayle Ross Middleton, Brandon Hillhouse, Marcy Vinyard, and Barbara Fitzhugh. Due to time constraints, the Grievance Review Committee Report will be continued later in the meeting.

The Executive Board took a break at 1026 and reconvened at 1047.

Termination Grievances

Guest TWU Local 556 Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh, and Marcy Vinyard entered the meeting at 1047.

Guest TWU Local 556 Grievance Team Member Beth Ross entered the meeting at 1049 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1106 to discuss the merits of the Grievance

The Grievant exited the meeting at 1122.

Josh Rosenberg made a **motion (2)** to proceed on a Grievance. Jamie Simpson **seconded** the motion. The motion **carried**.

Guest Beth Ross exited the meeting at 1124.

Guest TWU Local 556 Grievance Team Member Tye Shirley entered the meeting at 1126 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1131 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1211.

David Jackson made a **motion (3)** not to proceed on a Grievance. Jamie Simpson **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1217 and reconvened at 1347.

Lyn Montgomery called the Meeting to order at 1347. 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, Kristie Scarbrough Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

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

Termination Grievance

Grievance Chairperson Gayle Middleton and Grievance Team Member Renda Marsh discussed the merits of a grievance.

Damion West made a **motion (4)** not to proceed on a Grievance. Kristie Scarbrough **seconded** the motion. The motion **carried**.

The **Grievance Review Committee Report** was presented by Gayle Ross Middleton, Brandon Hillhouse, Marcy Vinyard, and Barbara Fitzhugh.

Corliss King made a **motion (5)** to proceed on a Grievance. Jamie Simpson **seconded** the motion. The motion **carried**.

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

Termination Grievance

Guest TWU Local 556 Grievance Team Member John Moore entered the meeting at 1423 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1431 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1501.

Corliss King made a **motion (6)** not to proceed on a Grievance. Ashley Breuer **seconded** the motion. The motion **carried**.

Guests John Moore, Brandon Hillhouse, Marcy Vinyard, and Barbara Fitzhugh exited the meeting at 1503.

Minutes

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

Attendance Report

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

Voting Record

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

2021 Second Quarter Executive Board Flying Report

Name:	Date:	Pairing:	Excusal:
Lyn Montgomery	June 29, 2021	DS1O	
Michael Massoni	June 25, 2021	PS1E	
Corliss King	June 21, 2021	MS6P	
Melissa Leyva	June 27, 2021	PS1M	
Ashley Breuer	June 29, 2021	DS1O	
Kay Hogan	April 25, 2021	DS1E	
Kristen Loucks	April 5, 2021	LA6W	
Renda Hobbs Marsh	June 26, 2021	DS12	
Gayle Ross Middleton	April 25, 2021	DS1H	
Charla Miller	June 2, 2021	XA1V	
Danny Modelo	June 7, 2021	DACX	
Alison Head	June 29, 2021	AA7K	
Damion West	June 24, 2021	BS3S	
Donna Keith	May 4, 2021	MS1D	
Kristie Scarbrough			Excused by unanimous consent
Jamie Simpson	June 2, 2021	CA3Z	
David Jackson	June 29, 2021	HS1F	
Bryan Orozco	May 23, 2021	LS3X	
Mark Torrez	April 9, 2021	XASX	
Drew Shy	May 19, 2021	FALA	
Josh Rosenberg	June 30, 2021	OA6L	
John DiPippa	June 26, 2021	PANV	

The Executive Board **agreed** by unanimous consent to excuse Kristie Scarbrough from 2nd Quarter flying requirements for personal reasons.

The Executive Board took a break at 1512 and reconvened at 1531.

Financial Report

Melissa Leyva presented the **June 2021 Financial Report** for review.

Ashley Breuer made a **motion (7)** that TWU Local 556 donate to the 9/11 Memorial and Museum Plaza Level Corporate Sponsorship at the cost of \$15,000 per year. Michael Massoni **seconded** the motion. The Executive Board voted by roll call on the motion of the floor:

Montgomery, President	CHAIR	Head (ATL)	YEA
Massoni, 1st VP	YEA	West (BWI)	YEA
King, 2nd VP	YEA	Scarbrough (DAL)	YEA
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

The motion **carried**.

Renda Hobbs-Marsh made a **motion (8)** to add an additional \$5,000 to the 9/11 Memorial and Museum donation for a total of \$20,000 for the fiscal year. Drew Shy **seconded** the motion. The Executive Board voted by roll call on the motion of the floor:

Montgomery, President	CHAIR	Head (ATL)	YEA
Massoni, 1st VP	YEA	West (BWI)	YEA
King, 2nd VP	NAY	Scarbrough (DAL)	YEA
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

The motion **carried**.

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

President's Report – Lyn Montgomery presented a report for review.

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.

Lyn Montgomery recessed the Meeting at 1659.

Wednesday, July 14

Lyn Montgomery called the Meeting to order at 0904. Quorum was established.

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, Kristie Scarbrough Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

Guests TWU Local 556 Negotiating Committee Members LaShaye Hutchinson, Liz Howayeck, and Denny Sebesta entered the meeting via Zoom at 0910.

Guest: TWU Local 556 Negotiating Committee

Lyn Montgomery, LaShaye Hutchinson, Denny Sebesta, and Liz Howayeck presented a report for review.

The Executive Board entered executive session at 0914 and exited at 0948 with LaShaye Hutchinson, Denny Sebesta, and Liz Howayeck.

Guests LaShaye Hutchinson, Liz Howayeck, and Denny Sebesta exited the meeting at 0948.

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.
- 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.

Mobilization/Organizing Committee – Lyn Montgomery and Corliss King submitted a report for review.

Professional Standards – Kurtis Beggs submitted a report for review.

Safety Committee – Michael Massoni submitted and presented a report for review.

The Executive Board took a break at 1028 and reconvened at 1100.

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

Safety Committee (cont.) – Michael Massoni submitted and presented a report for review.

Health Committee / CTF – Michael Massoni presented a report for review. No written report was submitted.

Scheduling Committee – Xander Ricker submitted a report for review.

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

Damion West made a **motion (9)** to approve the Shop Steward Proposed Training/Operational Budget as submitted. Drew Shy **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Uniform Committee – Jamaul Peacock and Mel Powe-Tuzun submitted a report for review.

The Executive Board went to lunch at 1156 and reconvened at 1232.

Lyn Montgomery called the Meeting to order at 1232. 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, Kristie Scarbrough Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

Guest TWU Local 556 Bylaws Committee Member Lucy White-Lehman entered the meeting via Zoom at 1235.

Guests TWU Local 556 Bylaws Committee Members David Kirtley and Jannah Dalak entered the meeting at 1236.

Guest TWU Local 556 Bylaws Committee Member Barbara Fitzhugh entered the meeting at 1239.

Guest: TWU Local 556 Bylaw Committee

Lucy White-Lehman, David Kirtley, Jannah Dalak, Barbara Fitzhugh, Corliss King, Renda Hobbs Marsh, Ashley Breuer, Lyn Montgomery, Donna Keith, and Michael Massoni presented a report for review.

Guests Lucy White-Lehman, David, Kirtley, Barbara Fitzhugh, and Jannah Dalak exited the meeting at 1336.

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

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

LODO – Lyn Montgomery submitted a report for review.

Lyn Montgomery **presented** one (1) Letter of Interest, submitted by TWU Local 556 Member Claudio Adams, in which he volunteered to serve as Chairperson of the Language of Destination Origin (LODO) Committee. The Executive Board reviewed and discussed the Letter of Interest.

The Executive Board **agreed** by unanimous consent that Claudio Adams would serve as Chairperson of the TWU Local 556 Language of Destination Origin (LODO) Committee.

The Executive Board **agreed** by unanimous consent that Danny Modelo and Melissa Leyva would serve as the Language of Destination Origin (LODO) Committee Liaison.

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

Corliss King made a **motion (10)** for TWU Local 556 to provide \$2,000 to the New Hire Committee for New Hire Dinners. Michael Massoni **seconded** the motion. The Executive Board **agreed** by unanimous consent. The motion **carried**.

Satellite Bases – Lyn Montgomery submitted a report for review.

Scholarship Committee – Genesis DaVoy 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 – Danette Foster submitted a report for review.

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

Unfinished Business

Ashley Breuer made a **motion (11)** that TWU Local 556 renew the Negotiating Team apartment lease for an additional twelve (12) month term at an expense of \$1739 per month (includes parking space and monthly fees) plus associated utility costs per month. Corliss King **seconded** the motion. The Executive Board voted by roll call on the motion of the floor:

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

The motion **carried**.

The Executive Board took a break at 1427 and reconvened at 1500.

Unfinished Business (cont.)

The Executive Board **agreed** by unanimous consent that Kristie Scarborough would serve as Chairperson of the TWU Local 556 Care and Concern Committee.

New Business

A discussion was held about Emergency Sick Call Procedures (ESCP) and TWU Local 556 processes when ESCP is declared by Southwest Airlines.

Michael Massoni made a **motion (12)** to remove the requirement for Office Staff to fly a multi-day pairing on a quarterly basis due to it conflicting with the need to perform Union Business. Kristie Scarborough **seconded** the motion. The Executive Board voted by roll call on the motion of the floor:

Montgomery, President	CHAIR	Head (ATL)	YEA
Massoni, 1st VP	YEA	West (BWI)	YEA
King, 2nd VP	YEA	Scarborough (DAL)	YEA
Leyva, Financial Sec.	YEA	Simpson (DEN)	NAY
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

The motion **carried**.

A discussion was held about a Cabin Crew Coalition/Assault-Free Zone bag tag.

A discussion was held in regards to the September Board Meeting due to scheduling conflicts with the International Delegate Convention. The Executive Board **agreed** by unanimous consent to hold the next scheduled Executive Board Meeting in October 2021.

Lyn Montgomery adjourned the Meeting at 1623.

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
TWU Local 556 Recording Secretary