



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
January 11-12, 2022
Virtual Meeting

Tuesday, January 11, 2022

Lyn Montgomery called the Meeting to order at 1001. Quorum was established.

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

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

The Executive Board agreed by unanimous consent to excuse Kristen Loucks from today's session of the January 2022 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, Renda Marsh, Gayle Ross Middleton, Charla Miller, 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 President John Samuelsen
- TWU International Civil and Human Rights Committee
- TWU International COPE Director
- Fidelity Benefits and Insurance Services
- TWU International Working Women's Committee

Termination Grievances

Guests TWU Local 556 Grievance Team Members Marcy Vinyard, Brandon Hillhouse, and Barbara Fitzhugh entered the meeting at 1009.

Guest TWU Local 556 Grievance Team Member Beth Ross entered the meeting at 1010 to discuss the merits of a Grievance.

Guest Beth Ross exited the meeting at 1014.

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

Corliss King made a **motion (1)** to proceed on a Grievance. Danny Modelo **seconded** the motion. The motion **failed**.

Corliss King made a **motion (2)** to proceed on a Grievance. Drew Shy **seconded** the motion. The motion **failed**.

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

Termination Grievances (cont.)

Guest TWU Local 556 Grievance Team Member Tye Shirley entered the meeting at 1054 to discuss the merits of a Grievance.

A Grievant entered the meeting at 1112 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1151.

Guest Tye Shirley exited the meeting at 1152.

Guest TWU Local 556 Grievance Team Member and Board Member at Large Renda Marsh discussed the merits of a Grievance.

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

The Grievant exited the meeting at 1218.

David Jackson made a **motion (3)** not to proceed on a Grievance. Drew Shy **seconded** the motion. The motion **failed**.

The Executive Board went to lunch at 1236 and reconvened at 1332.

Lyn Montgomery called the Meeting to order at 1332. Quorum was established.

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Michael Massoni, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Renda Marsh, Gayle Ross Middleton, Charla Miller, 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 Marcy Vinyard, Brandon Hillhouse, Barbara Fitzhugh, and Beth Ross

Kristen Loucks was excused for personal reasons.

Termination Grievances (cont.)

Guest TWU Local 556 Grievance Team Member Beth Ross discussed the merits of a Grievance.

A Grievant entered the meeting at 1353 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1421.

Guest Beth Ross exited the meeting at 1423.

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

A Grievant entered the meeting at 1424 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1453.

Damion West made a **motion (4)** to proceed on a Grievance. Kristie Scarbrough **seconded** the motion. The motion **carried**.

Guest Trish Damstra exited the meeting at 1514.

Guest TWU Local 556 Grievance Team Member Beth Ross entered the meeting at 1514 to discuss the merits of a Grievance.

Lyn Montgomery exited the meeting at 1514 to attend to Union Business.

Michael Massoni Chaired the Meeting.

A Grievant entered the meeting at 1516 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1527.

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

Lyn Montgomery entered the Meeting at 1536 and Chaired the Meeting.

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

Guest Beth Ross exited the meeting at 1541.

Guest TWU Local 556 Grievance Team Member Tye Shirley entered the meeting at 1541.

Corliss King made a **motion (7)** to proceed on a Grievance. Drew Shy **seconded** the motion. The motion **failed**.

Guest Tye Shirley exited the meeting at 1603.

Corliss King made a **motion (8)** to proceed on a Grievance. Jamie Simpson **seconded** the motion. The motion **carried**.

The Executive Board took a break at 1626 and reconvened at 1656.

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

Financial Report

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

Minutes

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

Attendance Report

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

Voting Record

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

Lyn Montgomery recessed the Meeting at 1806.

Wednesday, January 12, 2022

Lyn Montgomery called the Meeting to order at 1003. Quorum was established.

Moment of Silence

A moment of silence was observed in honor of TWU Local 556 Member CJ Bostic.

AM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, Gayle Ross Middleton, Charla Miller, 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.

The Executive Board agreed by unanimous consent to excuse Michael Massoni from today's morning session of the January 2022 Executive Board Meeting due to personal reasons.

Guests Sonya Lacore, Rachel Loudermilk, and Mike Sims entered the Meeting at 1008.

Guests: Southwest Airlines Management - VP Inflight Sonya Lacore, Director Base Operations Rachel Loudermilk, and Sr. Director Base Operations Mike Sims

Sonya, Rachel, and Mike presented to the Executive Board regarding service procedures and alcohol service, at home COVID testing, and operational updates from Southwest Airlines.

Michael Massoni entered the Meeting at 1021.

Guests Sonya Lacore, Brendan Conlon, and Mike Sims exited the Meeting at 1103.

The Executive Board took a break at 1104 and reconvened at 1110.

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

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

1st Vice President – Michael Massoni submitted a report for review.

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

Recording Secretary – Ashley Breuer submitted a report for review.

The Executive Board took a break at 1130 and reconvened at 1145.

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 submitted a report for review.

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)

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

Bryan Orozco made a **motion (9)** that the Executive Board approve a MLK Scholarship Fund in the amount of \$2500.00 for a Member or a dependent of a Member that attends a Historical Black College or University, in honor of CJ Bostic. Alison Head **seconded** the motion. The Executive Board discussed the motion on the floor.

Corliss King made an **amendment (10)** to strike “\$2500.00” and replace with “\$5,000.00 per awardee, issued annually over the course of a maximum of four years, per awardee”. Josh Rosenberg **seconded** the motion. There was discussion. 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)	YEA
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	NAY	Jackson (HOU)	YEA
Hogan, BMAL	YEA	Orozco (LAS)	YEA
Loucks, BMAL	NAY	Torrez (LAX)	YEA
Marsh, BMAL	YEA	Shy (MCO)	YEA

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 agreed by unanimous consent on the amended **motion (9)** that the Executive Board approve a MLK Scholarship Fund in the amount of \$5,000.00 per awardee, issued annually over the course of a maximum of four years, per awardee, for a Member or a dependent of a Member that attends a Historical Black College or University, in honor of CJ Bostic. The motion **carried**.

CISM – Eileen Rodriguez submitted a report for review.

Communications Committee – Ashley Breuer and Drew Shy submitted a report for review.

COPE – Lyn Montgomery and Damion West submitted a report for review.

The Executive Board went to lunch at 1255 and reconvened at 1355.

Lyn Montgomery called the Meeting to order at 1401. 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, Gayle Ross Middleton, Charla Miller, 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, Denny Sebesta, Liz Howayeck, and Joe Skotnik entered the meeting at 1403.

Guest: TWU Local 556 Negotiating Committee

Lyn Montgomery, LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik presented the monthly Committee Report to the Executive Board.

The Executive Board entered executive session at 1403 and exited at 1450 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

Guests LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik exited the meeting at 1450.

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

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.

Health Committee / CTF – Michelle Moore submitted a report for review.

Scheduling Committee – Xander Ricker submitted a report for review.

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

Uniform Committee – Jamaul Peacock submitted a report for review.

The Executive Board took a break at 1535 and reconvened at 1551.

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

Flight Attendant Drug and Alcohol Program (FADAP) – 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.

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 – Dannette Foster submitted a report for review.

Working Women's Committee (WWC) – Renda Marsh submitted a report for review.

Care and Concern Committee – Kristie Scarbrough submitted a report for review.

Future Leaders Organizing Committee (FLOC) – Alison Head submitted a report for review.

Unfinished Business

A discussion was held about strategic planning.

A discussion was held about TWU Local 556 Policies and Guidelines.

A discussion was held about the TWU Local 556 2021 Bylaws.

A discussion was held about the Vote of No Confidence letter to Bob Waltz.

New Business

A discussion was held about the COVID-19 Task Force (CTF).

A discussion was held about Vaccine Accommodation Concerns.

A discussion was held about Grievance Team Member phone calls.

The Executive Board entered Executive Session at 1735.

The Executive Board exited Executive Session at 1740.

A discussion was held about Grievance Review Committee (GRC).

A discussion was held about guests in Executive Session.

A discussion was held about Special Board Meeting Rules.

Lyn Montgomery adjourned the Meeting at 1803.

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 black ink that reads "ASHLEY BREUER". The letters are cursive and slightly slanted to the right.

Ashley Breuer
TWU Local 556 Recording Secretary