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 Synopsis
February 15-16, 2022
Virtual Meeting

Tuesday, February 15, 2022

Lyn Montgomery called the Meeting to order at 1009. 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, 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.

TWU Local 556 Legal Counsel Denis Engel was a guest at the Meeting.

Correspondences
- Letter to Michael Arthur from International Vice President Gary Peterson
- TWU International Memorandum from International Vice President John Samuelsen (2)
- Queens County St. Patrick's Day Parade & Cultural Committee
- TWU International Memorandum from International Executive Vice President Alex Garcia
- Letter to Air Division Local Presidents from International Vice President Gary Peterson (2)
- TWU Veterans Committee 1st Quarter Meeting Notice
- TWU Working Women's Committee Meeting Notice

Michael Massoni chaired the Meeting.

The Executive Board entered Executive Session at 1009.

Lyn Montgomery chaired the Meeting

Michael Massoni exited the Meeting at 1211.

The Executive Board exited Executive Session at 1215.

The Executive Board went to lunch at 1215 and reconvened at 1315.

Lyn Montgomery called the Meeting to order at 1315. Quorum was established.

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

PM 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.

Minutes

Ashley Breuer presented the **January 2022 Executive Board Meeting Minutes** for review. The minutes were approved as presented by unanimous consent.

Ashley Breuer presented the **January 5, 2022, 2021, Executive Board Special Meeting Minutes** for review. The minutes were approved as presented by unanimous consent.

Ashley Breuer presented the **January 6, 2022, Executive Board Special Meeting Minutes** for review. The minutes were approved as presented by unanimous consent.

Attendance Report

Ashley Breuer presented the **January 2022 Executive Board Meeting Attendance Report** for review. The report was approved as presented by unanimous consent.

Ashley Breuer presented the **January 5, 2022, Executive Board Special Meeting Attendance Report** for review. The report was approved as presented by unanimous consent.

Ashley Breuer presented the **January 6, 2022, Executive Board Special Meeting Attendance Report** for review. The report was approved as presented by unanimous consent.

Voting Record

Ashley Breuer presented the **January 2022 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as amended by unanimous consent.

Ashley Breuer presented the **January 5, 2021, Executive Board Special Meeting Voting Record and Tally** for review. The voting record and tally was approved as amended by unanimous consent.

Financial Report
Melissa Leyva presented the **January 2022 Financial Report** for review.

Melissa Leyva presented to the Executive Board a Letter of Intent for for administrative rights to the Vanguard Investments Funds Account. Melissa Leyva will be added as the administrator of the Vanguard Investment Funds account, transferring the administrative rights from previous secretary treasurer John Parrot. The following Executive Board Members will serve as authorized signers on the Vanguard Investment Funds Account:

Lyn Montgomery
Michael Massoni
Melissa Leyva

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

The Executive Board agreed by unanimous consent to require a monthly Office Manager's report to be submitted to the Executive Board for review.

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.

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.

The Executive Board agreed by unanimous consent to requesting one round-trip Company Union pass travel for Mark McDermott, an Economic Justice and Labor Educator that would like to hold classes at the end of March or April for the Colorado AFL-CIO Members free of charge.

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) – No written report was submitted.
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.
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.

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.
Negotiations Committee Report - Lyn Montgomery presented a report for review. No written report was submitted.

The Executive Board entered Executive Session at 1450.

The Executive Board exited Executive Session at 1513.

Satellite Bases – No written report was submitted.
Scholarship Committee – Genesis DaVoy submitted a report for review.
Survey Committee – No written report was submitted.

Technical Services – Drew Kennedy submitted a report for review.
Veterans Committee – Danette Foster submitted a report for review.

Josh Rosenberg made a **motion (1)** that TWU Local 556 makes a donation in honor of Gwen Dunivent York in the amount of $1000 to Trusted World. Drew Shy **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Care and Concern Committee – Kristie Scarbrough submitted a report for review.
Future Leaders Organizing Committee (FLOC) – Alison Head submitted a report for review.

The Executive Board took a break at 1525 and reconvened at 1545.

Charla Miller exited the Meeting at 1546.

Special Committee Reports (cont.) (All written reports that were submitted are attached.)
New Hire Committee – Joe Skotnik submitted a report for review.

Donna Keith made a **motion (2)** to appoint Danny Modelo as Vice Chairperson to the New Hire Committee replacing Bryan Orozco who is stepping down from his position as the current Vice-Chairperson of the Committee. Renda Marsh **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

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

Unfinished Business
The Executive Board agreed by unanimous consent that Executive Board Strategic Planning will take place April 11-14, 2022. The April 2022 Board Meeting will be held as a Special Meeting on Tuesday, April 19, 2022 to accommodate Executive Board business.

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

Jamie Simpson made a **motion (3)** to resume all in-person Executive Board Meetings starting in March 2022. Ashley Breuer **seconded** the motion. There was discussion.

Josh Rosenberg made a **motion (4)** to postpone motion (3) to the April 2022 Executive Board Meeting. David Jackson **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

The Executive Board agreed by unanimous consent to extend the COVID-19 Task Force (CTF) through March 31, 2022.

The Executive Board entered Executive Session at 1720.

The Executive Board exited Executive Session at 1721.

A discussion was held about Full-Time Officer and Staff Vacation Policy and Procedures.

New Business
A discussion was held about Membership Dues.

Ashley Breuer made a **motion (5)** that the 2nd Membership Meeting of 2022 be held as a one-day Meeting. Damion West **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

The 2nd Membership Meeting of 2022 will be held on Tuesday, May 17, 2022 with an emergency backup day in the same week.

A discussion was held about Delay of Flights.

A discussion was held about paper copies of the Contract.

A discussion was held about New Hire welcome letters amongst the Domicile Executive Board Members.

Corliss King made **motion (6)** to set the duration of monthly Executive Board Meetings to 2.5 days to provide additional time as needed to conduct the business of the Union. Mark Torrez **seconded** the motion. There was discussion. The Executive Board voted by roll call on the motion of the floor:

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

Ross Middleton, BMAL	NAY	DiPippa (PHX)	NAY

The motion **carried**.

The Executive Board took a break at 1849 and reconvened at 1700.

The Executive Board agreed by unanimous consent to accept the Emergency Sick Call Procedures (ESCP) Letter of Agreement (LOA).

Mark Torrez exited the meeting at 1930 to attend to Union Business.

A discussion was held about SWAPA and pilot relations.

Corliss King made a **motion** to recess. Kay Hogan **seconded** the motion. The Board **agreed** by unanimous consent. The motion **carried**.

Lyn Montgomery recessed the Meeting at 2020.

Wednesday, February 16, 2022

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

The Executive Board agreed by unanimous consent to excuse Gayle Ross Middleton from today's session of the February 2022 Executive Board Meeting due to personal reasons.

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

AM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, 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 Sonya Lacore, Steve Murtoff, and Mike Sims entered the Meeting at 1004.

Guests: Southwest Airlines Management - VP Inflight Sonya Lacore, Senior Director Inflight Safety, Standards and Regulatory Compliance Steve Murtoff, and Sr. Director Base Operations Mike Sims

Sonya, Steve, and Mike presented to the Executive Board regarding service procedures and alcohol service, pilot relations, and operational updates from Southwest Airlines.

Guests Sonya Lacore, Steve Murtoff, and Mike Sims exited the Meeting at 1059.

A discussion was held about the Federal Mask Mandate.

The Executive Board took a break at 1116 and reconvened at 1130.

Termination Grievances
Guest TWU Local 556 Grievance Team Members Barb Fitzhugh and Marcy Vinyard entered the meeting at 1130.

Guest TWU Local 556 Grievance Team Member Lauren Childs entered the meeting at 1130 to discuss the merits of a Grievance.

A Grievant entered the meeting at 1134 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1145.

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

Guest Lauren Childs exited the meeting at 1158.

The **Grievance Review Committee Report** was presented by Marcy Vinyard and Barbara Fitzhugh.

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

Marcy Vinyard and Barbara Fitzhugh submitted the **Grievance Report** for review, and it is attached.

Termination Grievances (cont.)
Marcy Vinyard discussed the merits of a Grievance.

Guest TWU Local 556 Grievance Team Member Tiffany Padilla entered the meeting at 1245 to discuss the merits of a Grievance.

Guest Tiffany Padilla exited the meeting at 1306.

The Executive Board went to lunch at 1306 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, Corliss King, Melissa Leyva, Ashley Breuer, Kay Hogan, Kristen Loucks, Renda Marsh, 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.

Gayle Ross Middleton was excused for personal reasons.

Michael Massoni was excused for personal reasons.

Guests TWU Local 556 Grievance Team Members Marcy Vinyard and Barbara Fitzhugh were present.

Termination Grievances (cont.)
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 1405 to discuss the merits of the Grievance.

Ashley Breuer exited the Meeting at 1425.

Drew Shy served as the Recording Secretary pro tem.

The Grievant exited the meeting at 1440.

Corliss King made a **motion (8)** to proceed on a Grievance. Kristen Loucks **seconded** the motion. The motion **failed**.

Guest TWU Local 556 Grievance Team Member Tiffany Padilla entered the meeting at 1500 to discuss the merits of a Grievance.

A Grievant entered the meeting at 1504 to discuss the merits of the Grievance.

Ashley Breuer entered the Meeting at 1508 and served as Recording Secretary.

The Grievant exited the meeting at 1515.

John DiPippa made a **motion (9)** not to proceed on a Grievance. Alison Head **seconded** the motion. The motion **carried**.

Guest Tiffany Padilla exited the meeting at 1518.

Guest TWU Local 556 Grievance Team Member Trish Damstra entered the meeting at 1530 to discuss the merits of a Grievance.

The Executive Board took a break at 1541 and reconvened at 1600.

Guests TWU Local 556 Grievance Team Members Marcy Vinyard, Barbara Fitzhugh, and Trish Damstra were present.

Termination Grievances (cont.)
A Grievant entered the meeting at 1602 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1638.

Kristie Scarbrough made a **motion (10)** to proceed on a Grievance. John DiPippa **seconded** the motion. The motion **carried**.

Guests Marcy Vinyard, Barbara Fitzhugh, and Trish Damstra exited the meeting at 1701.

New Business (cont.)

A discussion was held about the CJ Bostic Scholarship. The Scholarship Committee will report back to the Executive Board, outlining suggested requirements for the newly established scholarship.

Lyn Montgomery adjourned the Meeting at 1719.

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