



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
March 15-17, 2022

Tuesday, March 15, 2022

Lyn Montgomery called the Meeting to order at 0903. 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 David Jackson from today's session of the March 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, Kristen Loucks, Renda Marsh, Gayle Ross Middleton, Charla Miller (via Zoom), Danny Modelo, Alison Head, Damion West, Kristie Scarbrough Jamie Simpson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg, and John DiPippa (via Zoom) were present at the Meeting.

TWU Local 577 President Krista Gifford was a guest at the Meeting.

Correspondences

- Letter from Civil and Human Rights Department Director Terry Daniel
- Letter to all Air Division Locals from International Vice President Gary Peterson
- Letter from CBTU International President Rev. Terrence L. Melvin

Lyn Montgomery exited the meeting at 0911 to attend to Union Business.

Michael Massoni chaired the Meeting.

Termination Grievances

Guest TWU Local 556 Grievance Team Members Brandon Hillhouse and Barb Fitzhugh entered the meeting at 0915.

Donna Keith made a **motion (1)** not to proceed on a Grievance. Kristen Loucks **seconded** the motion. The motion **carried**.

Termination Grievances (cont.)

Guest TWU Local 556 Grievance Team Member Lauren Childs entered the meeting at 0935 to discuss the merits of a Grievance.

A Grievant entered the meeting at 0949 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1002.

Jamie Simpson made a **motion (2)** not to proceed on a Grievance. Alison Head **seconded** the motion. The motion **carried**.

Guest Lauren Childs exited the meeting at 1008.

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

Corliss King made a **motion (3)** to proceed on a Grievance. Josh Rosenberg **seconded** the motion. The motion **failed**.

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

The Executive Board took a break at 1047 and reconvened at 1112.

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

Corliss King made a **motion (5)** to proceed on a Grievance. Josh Rosenberg **seconded** the motion. The motion **failed**.

Kay Hogan made a **motion (6)** to proceed on the Group Grievance regarding Holiday Pay protection for Flight Attendants pulled for a COVID-19 work exposure. Ashley Breuer **seconded** the motion. The motion **carried**.

Termination Grievances (cont.)

Guest TWU Local 556 Grievance Team Member Tye Shirley entered the meeting at 1157 to discuss the merits of a Grievance.

A Grievant entered the meeting at 1215 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1243.

The Executive Board went to lunch at 1244 and reconvened at 1345.

Michael Massoni called the Meeting to order at 1347. Quorum was established.

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

David Jackson was excused for personal reasons.

Lyn Montgomery was excused for Union Business.

Guests TWU Local 556 Grievance Team Members Tiffany Padilla (via Zoom), Brandon Hillhouse, and Barbara Fitzhugh were present.

Termination Grievances (cont.)

Guest TWU Local 556 Grievance Team Member Tiffany Padilla discussed the merits of a Grievance.

Kristie Scarbrough and Jamie Simpson entered the Meeting at 1351.

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

The Grievant exited the meeting at 1414.

Gayle Ross Middleton made a **motion (7)** not to proceed on a Grievance. Kristen Loucks **seconded** the motion. The motion **carried**.

Guest TWU Local 556 Grievance Team Member Tiffany Padilla discussed the merits of a Grievance.

Michael Massoni exited the Meeting at 1421.

Corliss King chaired the Meeting.

Michael Massoni entered the Meeting at 1432 and chaired the Meeting.

A Grievant entered the meeting at 1434 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1452.

Josh Rosenberg made a **motion (8)** not to proceed on a Grievance. Drew Shy **seconded** the motion. The motion **carried**.

Guest Tiffany Padilla exited the meeting at 1455.

Guest TWU Local 556 Grievance Team Member Tye Shirley entered the Meeting at 1502.

Gayle Ross Middleton made a **motion (9)** to table a Grievance. Bryan Orozco **seconded** the motion. The motion **carried**.

Guest Tye Shirley exited the meeting at 1517.

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

Corliss King made a **motion (10)** to proceed on the Group Grievance regarding Per Diem pay. Kristen Loucks **seconded** the motion. The motion **failed**.

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

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

Lyn Montgomery entered the Meeting at 1539.

Lyn Montgomery chaired the Meeting.

The Executive Board agreed by unanimous consent to no longer use the services of Lucas Middlebrook.

Lyn Montgomery recessed the Meeting at 1555.

Wednesday, March 16, 2022

Lyn Montgomery called the Meeting to order at 0907. 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, Gayle Ross Middleton, Charla Miller (via Zoom), Danny Modelo, Alison Head, Damion West, Kristie Scarbrough Jamie Simpson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg, and John DiPippa (via Zoom) were present at the Meeting.

David Jackson was excused for personal reasons.

TWU Local 577 President Krista Gifford was a guest at the Meeting.

Minutes

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

Attendance Report

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

Voting Record

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

Financial Report

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

Guests Cetta Larabee and Rachel Laudermilk entered the Meeting at 1003.

Guests: Southwest Airlines Management - Inflight Director Crew Scheduling & Crew Ops Support Cetta Larabee and Inflight Director Base Base Operations Rachel Laudermilk

Cetta and Rachel presented to the Executive Board regarding operational updates from Southwest Airlines.

Ashley Breuer exited the Meeting at 1021.

Drew Shy served as Recording Secretary Pro Tem.

Guests Cetta Larabee and Rachel Laudermilk exited the Meeting at 1052.

The Executive Board took a break at 1052 and reconvened at 1115.

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.

Bryan Orozco made a **motion (11)** to move and accept the President's recommendation to form the TWU Local 556 Reschedule, Research, and Analysis Committee that will address the Operation's complexities, inefficiencies, and research the impact of rescheduling solutions on the operation and Flight Attendants' quality of life. Kristen Loucks **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

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.

The Executive Board entered Executive Session at 1203.

The Executive Board exited Executive Session at 1210.

The Executive Board went to lunch at 1211 and reconvened at 1340.

Lyn Montgomery called the Meeting to order at 1340. Quorum was established.

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

David Jackson was excused for personal reasons.

Ashley Breuer was excused for personal reasons.

Guest TWU Local 556 CISM Chairperson Eileen Rodriguez entered the meeting at 1355.

Eileen Rodriguez presented the CISM Committee report to the Executive Board. No written report was submitted.

Guest Eileen Rodriguez exited the meeting at 1450.

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

Civil and Human Rights Committee (CHRC) – No written report was submitted.

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 – No written report was submitted.

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 1510 and reconvened at 1540.

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

Other Reports

Office Manager’s Report – Marcy Vinyard submitted a report for review.

The Executive Board entered Executive Session at 1543.

The Executive Board exited Executive Session at 1556.

Unfinished Business

A discussion was held about the upcoming Executive Board Strategic Planning in Washington DC on April 11-14, 2022.

An update was given about the open insurance claim.

A discussion was held about Full-Time Officer and Staff Vacation Policy and Procedures with suggestions from the Vacation Pay Committee.

An update was given from the scholarship committee regarding the CJ Bostic Scholarship.

Lyn Montgomery recessed the Meeting at 1652.

Thursday, March 17, 2022

Lyn Montgomery called the Meeting to order at 0907. 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, Gayle Ross Middleton, Charla Miller (via Zoom), Danny Modelo, Alison Head, Damion West, Kristie Scarbrough Jamie Simpson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg, and John DiPippa (via Zoom) were present at the Meeting.

David Jackson was excused for personal reasons.

Unfinished Business (cont.)

An update was given from the Vacation Pay Committee regarding Full-Time Officer and Staff Vacation Policy and Procedures. The Executive Board agreed by unanimous consent to refer to the Policies and Guidelines Committee and discuss at Strategic Planning.

New Business

The Executive Board agreed by unanimous consent to form the Profit Sharing and 401k Committee per the Collective Bargaining Agreement Article 30.2E. Committee Members will consist of Lyn Montgomery (Chairperson), Corliss King (Designee), Ashley Breuer, Josh Rosenberg, and Drew Kennedy.

The Executive Board agreed by unanimous consent to move the dates of the July Executive Board Meeting. The July Executive Board Meeting will be held July 19-21, 2022.

Good of the Order

A discussion was held about Executive Board email voting.

The Executive Board took a break at 1022 and reconvened at 1040.

A discussion was held in regards to the Federal Mask Mandate and incoming survey results.

Damion West made a **motion (12)** not to publish the survey numbers from the most recent Federal Mask Mandate survey sent to the Membership. Bryan Orozco **seconded** the motion. There was discussion. The Executive Board voted by roll call on the motion on the floor:

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

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

The motion **carried**.

The Executive Board took a break at 1150 and reconvened at 1201.

Bryan Orozco left the meeting at 1200.

Damion West made a **motion (13)** that TWU Local 556 send a statement or letter regarding the results of the mask mandate poll to Transportation Secretary Pete Buttigieg, FAA Administrator Stephen Dickson, TSA Administrator David Pekoske, and a copy to the Membership. Ashley Breuer **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Lyn Montgomery adjourned the Meeting at 1240.

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