



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 Synopsis
May 10-11, 2022

Tuesday, May 11, 2022

Michael Massoni called the Meeting to order at 0909. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Lyn Montgomery from today's morning session of the May 2022 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Kristen Loucks from today's morning session of the May 2022 Executive Board Meeting due to personal reasons.

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

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

Alison Head read aloud the **TWU Membership Pledge**.

Correspondences

- Letter to All Air Division Locals from International Vice President, Air Division Director Gary Peterson
- TWU Joint Divisions Presidents' and Officers Council Meeting

Termination Grievance

Guests TWU Local 556 Grievance Team Members Marcy Vinyard and Brandon Hillhouse entered the meeting at 0914.

Guest TWU Local 556 Grievance Team Member Tiffany Padilla entered the meeting via Zoom at 0914 to discuss the merits of a Grievance.

Guest TWU Local 556 Grievance Team Member Barbara Fitzhugh entered the meeting at 0919.

A Grievant entered the meeting via Zoom at 0919 to discuss the merits of the Grievance.

The Grievant exited the meeting at 0945.

David Jackson made a **motion (1)** not to proceed on a Grievance. Danny Modelo **seconded** the motion. The motion **carried**.

Guest Tiffany Padilla exited the meeting at 0953.

The Executive Board took a break at 0954 and reconvened at 1011.

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

Termination Grievance

Guest TWU Local 556 Grievance Team Member Lauren Childs entered the meeting at 1013 via Zoom to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1021 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1045.

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

Guest Lauren Childs exited the meeting at 1048.

Grievance Review Committee

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

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

The Executive Board took a break at 1057 and reconvened at 1111.

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

Grievance Report

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

Grievance Committee Members Brandon Hillhouse, Barbara Fitzhugh, and Gayle Ross Middleton presented to the Executive Board a settlement for a Group Grievance.

Damion West made a **motion (3)** to accept the settlement offer on the Group Grievance regarding Dallas Base Open Time. Gayle Middleton **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

The Executive Board went to lunch at 1217 and reconvened at 1317.

Michael Massoni called the Meeting to order at 1317. 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 (via Zoom), Danny Modelo, Alison Head, Damion West, Kristie Scarbrough Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg, and John DiPippa (via Zoom) were present at the Meeting.

Minutes

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

Attendance Report

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

Voting Record

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

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.

Lyn Montgomery chaired the Meeting.

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.

Alison Head will be making a donation of \$556 from the Atlanta Domicile Executive Board Member Budget to the Crisis Text Line.

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.
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.
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 1430 and reconvened at 1445.

Corliss King chaired the Meeting.

Standing Committee Reports cont. (All written reports that were submitted are attached for April)
Mobilization/Organizing Committee – Lyn Montgomery and Corliss King submitted a report for review.
Scheduling Committee – Xander Ricker 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.

Lyn Montgomery entered the Meeting at 1454.

Lyn Montgomery chaired the Meeting.

Michael Massoni entered the Meeting at 1458.

Charla Miller made a **motion (4)** to increase the Flight Attendant Drug and Alcohol Program Committee budget for the FADAP Leadership to attend the Labor Assistance Professional Conference at a cost of \$5,062.98 for their continuing certifications in 2022. Kristen Loucks **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Charla Miller made a **motion (5)** to increase the Flight Attendant Drug and Alcohol Program Committee budget for the Annual National FADAP Conference for 2022 at a cost of \$14,095.62. Kristen Loucks **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Mark Torrez exited the Meeting to attend to Union Business.

- LODO – Lyn Montgomery submitted a report for review.
- Satellite Bases – No written report was submitted.
- Scholarship Committee – Genesis DaVoy submitted a report for review.
- Survey Committee – VeAnne Reeder 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.

The Executive Board took a break at 1557 and reconvened at 1638.

Danny Modelo was away attending to Union Business.

Special Committee Reports cont. (All written reports that were submitted are attached.)
Future Leaders Organizing Committee (FLOC) – Alison Head submitted a report for review.

Alison Head made a **motion (6)** that TWU Local 556 pay for three members to attend FLOC Conference in June 2022 with lost time not to exceed \$4500. Hotels will be provided for an amount not to exceed \$4500. Ashley Breuer **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

The Executive Board agreed by unanimous consent to form the Future Leaders Organizing Committee (FLOC) as a Special Committee.

New Hire Committee – Danny Modelo submitted a report for review.

Technical Services – Drew Kennedy submitted a report for review.

Other Reports

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

The Executive Board agreed by unanimous consent to form the Office Analysis Committee. Committee Members will consist of Damion West, Gayle Middleton, Drew Shy, Jamie Simpson, Michael Massoni, Josh Rosenberg, and Mark Torrez.

Profit-Sharing and 401k Committee – No written report was submitted.

Reschedule Research and Analysis Committee – Mark Torrez *presented* a report for review. No written report was submitted.

Lyn Montgomery recessed the Meeting at 1731.

Wednesday, May 11, 2022

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

The Executive Board agreed by unanimous consent to excuse Michael Massoni from today's morning session of the May 2022 Executive Board Meeting due to Union Business.

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 (via Zoom), Danny Modelo, Alison Head, Damion West, Kristie Scarbrough Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg, and John DiPippa (via Zoom) were present at the Meeting.

Unfinished Business

None

New Business

The Executive Board agreed by unanimous consent to have Denis Engle and Al Gage present at the 2nd Membership Meeting of 2022.

A discussion was held about having a Member of International TWU at the 2nd Membership Meeting of 2022.

The Executive Board took a break at 0950 and reconvened at 1001.

New Business (cont.)

A discussion was held about Membership Meetings.

Guest Denis Engle entered the meeting via Zoom at 1008.

The Executive Board entered Executive Session with Denis Engle at 1010.

The Executive Board exited Executive Session with Denis Engle at 1106.

Guest Denis Engle exited the meeting at 1106.

The Executive Board took a break at 1106 and reconvened at 1111.

New Business (cont.)

A discussion was held about Membership Meetings and Executive Board Member attendance.

A discussion was held about the TWU International Constitution.

A discussion was held about the TWU International Joint Divisions Presidents' and Officers Meeting.

The Executive Board went to lunch at 1202 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, Kristen Loucks, Renda Marsh, Gayle Ross Middleton, Charla Miller (via Zoom), Danny Modelo, Alison Head, Damion West, Kristie Scarbrough Jamie Simpson, David Jackson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg, and John DiPippa (via Zoom) were present at the Meeting.

New Business (cont.)

Discussion continued about the TWU International Joint Divisions Presidents' and Officers Meeting.

Damion West made a **motion (7)** that the July 2022 Executive Board Meeting be converted to a one-day virtual meeting. Kristen Loucks **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

The July Executive Board Meeting will be held on Tuesday, July 19, 2022.

The Executive Board agreed by unanimous consent that available Executive Board Members will attend the First 2022 Joint Divisions TWU International Presidents and Officers Council Meeting in response to TWU International's invitation.

Financial Report

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

Good of the Order

A discussion was held about TWU Local 556 Committees.

A discussion was held about the TWU Local 556 Scheduling Committee Report and June Reserve lines.

The Executive Board took a break at 1433 and reconvened at 1447.

Good of the Order (cont.)

Discussion continued about the TWU Local 556 Scheduling Committee Report.

A discussion was held about Union Membership Cards.

2022 Strategic Planning

The Executive Board reviewed and updated the 2022 Strategic Plan.

- As part of the Strategic Plan, there was unanimous consent to form a Committee for the TWU Local 556 Executive Board Special Rules of Order for review and to make recommendations to the Executive Board of any proposed changes. Committee Members will include Alison Head and Ashley Breuer.
- As part of the Strategic Plan, the Executive Board agreed to filling out an internal Executive Board Self Evaluation each quarter. This self evaluation is to help gauge how the Executive Board is working together at a group level, as well as how we are working individually within our positions to help build a stronger more effective Executive Board. There was unanimous consent to form a Committee for the TWU Local 556 Internal Executive Board Evaluation. Committee Members will include Damion West, David Jackson, Alison Head, and Donna Keith.
- As part of the Strategic Plan, the Executive Board voted at the April 2022 Executive Board Meeting to discontinue the option of Hybrid Executive Board Meetings when the CDC has deemed the United States at a risk level of two or lower.
- As part of the Strategic Plan, the Executive Board agreed by unanimous consent at the December 2021 Executive Board Meeting to form a TWU Local Vacation and Vacation Pay Committee to create policy recommendations for Full-Time Executive Board Member and Staff Vacation Policy and Procedures. Committee Members will consist of Gayle Middleton, Marcy Vinyard, Melissa Leyva, Ashley Breuer, and John Parrott. This Committee will also be guided by legal counsel.
- As part of the Strategic Plan, there was unanimous consent to accept the Revised Internal Union Charges Procedures document as presented by legal counsel Denis Engel at the April 2022 Executive Board Meeting.
- As part of the Strategic Plan, there was unanimous consent to form a Committee for the TWU Local 556 Procedures and Guidelines for review and to make recommendations to the Executive Board of any proposed changes. Committee Members will include Corliss King, Mark Torrez, Gayle Middleton, Ashley Breuer, and Melissa Leyva.
- As part of the Strategic Plan, the Executive Board agreed to form a Grievance Review Committee for review and to make recommendations to the Executive Board of any proposed changes of how Grievances are presented during the Executive Board Meetings. Committee Members will included Gayle Middleton, Mark Torrez, Alison Head, Kristen Loucks, and

Corliss King.

- As part of the Strategic Plan there was discussion about timeliness of items and being prepared for the Executive Board Meetings. The Executive Board agreed to come to all Executive Board Meetings prepared and to be present. It was also suggested than a 10-minute break each hour be built into the agenda.
- As part of the Strategic Plan the Executive Board agreed to complete a budget check at least once every six (6) months. There was also discussion in regards to a Comptroller budget request.

The Executive Board took a break at 1550 and reconvened at 1601.

Guests TWU Local 556 Negotiating Committee Members LaShaye Hutchison, Denny Sebesta, and Liz Howayeck were present.

The Executive Board entered Executive Session with TWU Local 556 Negotiating Committee Members LaShaye Hutchison, Denny Sebesta, and Liz Howayeck at 1606.

Presentation: Negotiating Committee

The Negotiating Committee presented a report to the Executive Board.

The Executive Board exited Execution Session with TWU Local 556 Negotiating Committee Members LaShaye Hutchison, Denny Sebesta, and Liz Howayeck at 1658.

Guests LaShaye Hutchison, Denny Sebesta, and Liz Howayeck exited the meeting at 1658.

2022 Strategic Planning (cont.)

The Executive Board resumed working on the 2022 Strategic Planning goals.

Good of the Order

A discussion was held about the Company's new announcement regarding overhead bin space.

Lyn Montgomery adjourned the Meeting at 1759.

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