



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting Synopsis
June 14-16, 2022**

Tuesday, June 14, 2022

Lyn Montgomery called the Meeting to order at 0902. 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 Corliss King from today's session of the June 2022 Executive Board Meeting due to Union Business.

The Executive Board agreed by unanimous consent to excuse Danny Modelo from today's session of the June 2022 Executive Board Meeting due to personal reasons.

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

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

Correspondences

- TWU Joint Divisions Presidents' and Officers Council Meeting
- Letter to All Air Division Local Presidents from International Vice President, Air Division Director Gary Peterson
- Updated 2021 TWU International Constitution
- Working Women's Committee Meeting Registration
- Letter to all TWU Local Officers and Members from International Executive Vice President Alex Garcia regarding TWU International 2022 Scholarship Winners
- Letters from TWU Local 556 Members (8)

Charges

The Executive Board entered Executive Session at 0911 with TWU Local 556 Legal Counsel Denis Engel.

The Executive Board exited Executive Session with Denis Engel at 0931.

Denis Engel exited the meeting at 0931.

A Member submitted two (2) sets of Article XIX Charges. The charges were reviewed by the Executive Board, and both charges were deemed improper.

Minutes

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

Attendance Report

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

Voting Record

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

Unfinished Business

None

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 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.

At the June 2022 Executive Board Meeting, The Procedures and Guidelines Committee submitted proposed changes to the Executive Board for review. The Committee will continue to meet to discuss other Executive Board Member change requests.

The Executive Board took a break at 1011 and reconvened at 1023.

2022 Strategic Planning (cont.)

The Executive Board continued to review and update 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.

At the June 2022 Executive Board Meeting, Alison Head and Ashley Breuer submitted proposed changes to the Executive Board for review. The Committee will continue to meet to discuss other Executive Board Member change requests.

- 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 include Gayle Middleton, Mark Torrez, Alison Head, Kristen Loucks, and Corliss King.

Michael Massoni made a **motion (1)** to accept the Grievance Review Committee Proposal as presented. Charla Miller **seconded** the motion. There was discussion.

Michael Massoni asked for unanimous consent on a motion to withdraw from consideration the motion to accept the Grievance Review Committee Proposal as presented. There were no objections, and the motion was withdrawn.

Drew Shy made a **motion (2)** to accept the Grievance Review Committee Proposal in June 2022 as amended, to be re-evaluated at the October 2022 Executive Board Session. John DiPippa **seconded** the motion. The Executive Board **agreed** by unanimous consent. The motion **carried**.

The Executive Board went to lunch at 1201 and reconvened at 1330.

Lyn Montgomery called the Meeting to order at 1330. Quorum was established.

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

Danny Modelo was excused for personal reasons.

Corliss King was excused for Union Business.

2022 Strategic Planning (cont.)

The Executive Board continued to review and update the 2022 Strategic Plan.

- 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.

The Committee will continue to meet to discuss other Executive Board Member change requests.

- 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.
- As part of the Strategic Plan, the Executive Board agreed to fill 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, 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 discussion about the 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 that a 10-minute break each hour be built into the agenda.

TWU International Assault Won't Fly Campaign

A discussion was held about the TWU International Assault Won't Fly Campaign. TWU Local 556 Leaders will be at Dallas Love Field on Wednesday, June 15, 2022, to distribute Assault Won't Fly information postcards and wristbands from 0900–1100.

New Business

A discussion was held about the 2022 TWU Local 556 Third Membership Meeting.

The Executive Board entered into Executive Session at 1424.

The Executive Board exited Executive Session at 1448.

The Executive Board took a break at 1448 and reconvened at 1505.

A discussion was held about the TWU Local 556 Investment Committee.

The TWU Local 556 Investment Committee Members are Melissa Leyva, Gayle Middleton, and John Parrott.

The Executive Board entered into Executive Session at 1511.

The Executive Board exited Executive Session at 1525.

Financial Report

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

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

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

The Executive Board took a break at 1650 and reconvened at 1702.

Guests Auditor Hector Gutierrez and Nick Lee entered the meeting via Zoom at 1703.

The **Auditors Report** was presented by guests Hector Gutierrez and Nick Lee with Cornwell Jackson, PLLC. The report covered the fiscal years ending September 30, 2021 and 2020.

Guests Hector Gutierrez and Nick Lee exited the meeting at 1748.

Ashley Breuer made a **motion (3)** to approve the financial audit report presented on June 14, 2022, for the fiscal years ending September 30, 2021 and 2020. Drew Shy **seconded** the motion. The Executive Board **agreed** by unanimous consent. The motion **carried**.

Lyn Montgomery recessed the Meeting at 1751.

Wednesday, June 15, 2022

Michael Massoni called the Meeting to order at 1302. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Renda Marsh from today's session of the June 2022 Executive Board Meeting due to personal reasons.

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

The Executive Board agreed by unanimous consent to excuse Danny Modelo from today's session of the June 2022 Executive Board Meeting due to personal reasons.

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

Budgets

The Executive Board discussed the 2021-2022 TWU Local 556 Operating Budget.

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

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 1503 and reconvened at 1524.

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

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 for April)

Civil and Human Rights Committee (CHRC) – Pamila Forte submitted a report for review.
Communications – Ashley Breuer and Drew Shy submitted a report for review.
Committee on Political Education (COPE) – Lyn Montgomery and Damion West submitted a report for review.
Critical Incident Stress Management (CISM) – Eileen Rodriguez submitted a report for review.
Education – Josh Rosenberg, Amanda Gauger, and Angie Kilbourne submitted a report for review.
Health – No written report was submitted.
Mobilization/Organizing – Lyn Montgomery submitted a report for review.
Professional Standards – Kurtis Beggs submitted a report for review.
Safety – Michael Massoni submitted a report for review.
Scheduling – Xander Ricker submitted a report for review.
Shop Steward – Damion West submitted a report for review.
Uniform – Jamaul Peacock submitted a report for review.

The Executive Board took a break at 1642 and reconvened at 1654.

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

Care and Concern – Kristie Scarbrough submitted a report for review.
Flight Attendant Drug and Alcohol Program (FADAP) – Tom Spillers submitted a report for review.
Future Leaders Organizing Committee (FLOC) – Alison Head submitted a report for review.
Language of Destination Origin (LODO) – Lyn Montgomery submitted a report for review.
New Hire – Danny Modelo submitted a report for review.
Negotiations – Lyn Montgomery submitted a report for review.
Satellite Bases – No written report was submitted.
Scholarship – Genesis DaVoy submitted a report for review.
Survey – VeAnne Reeder submitted a report for review.
Technical Services – Drew Kennedy submitted a report for review.

Veterans – No written report was submitted.

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

Other Reports

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

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

Reschedule Research and Analysis Committee – Mark Torrez presented and submitted a report for review

Office Analysis Committee – Jamie Simpson submitted a report for review.

Good of the Order

A discussion was held about the SWAPA picket which will be held on Tuesday, June 21, 2022.

A discussion was held about Member emails regarding the Federal Mask Mandate.

A discussion was held about the DEBM Roadshow in August and the August Executive Board Meeting.

A discussion was held about the TWU Local 556 Extreme Irregular Operations Response Plan Team (EIORP). Jamie Simpson will head up the Committee

A discussion was held about the Assault Won't Fly Campaign that was held at Dallas Love Field.

Michael Massoni recessed the Meeting at 1738.

Thursday, June 16, 2022

Michael Massoni called the Meeting to order at 0901. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Renda Marsh from today's session of the June 2022 Executive Board Meeting due to personal reasons.

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

The Executive Board agreed by unanimous consent to excuse Kay Hogan from today's session of the June 2022 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Kristie Scarbrough from today's session of the June 2022 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Danny Modelo from today's session of the June 2022 Executive Board Meeting due to personal reasons.

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

The Executive Board agreed by unanimous consent to excuse Bryan Orozco from today's session of the June 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 (via Zoom), Gayle Ross Middleton, Charla Miller (via Zoom), Alison Head, Damion West, Jamie Simpson, David Jackson, Mark Torrez, Drew Shy, Donna Keith (via Zoom), Josh Rosenberg (via Zoom), and John DiPippa (via Zoom) were present at the Meeting.

Guest TWU Local 556 Grievance Team Member Brandon Hillhouse entered the meeting at 0905.

Grievance Review Committee

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

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

Grievance Report

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

Guest TWU Local 556 Grievance Team Member Barbara Fitzhugh entered the Meeting at 0920.

The Executive Board took a break at 1003 and reconvened at 1020.

Termination Grievance

Guest TWU Local 556 Grievance Team Member Tiffany Padilla entered the meeting via Zoom at 1021 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1024 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1037.

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

Termination Grievance

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

The Executive Board took a break at 1052 and reconvened at 1106.

A Grievant entered the meeting via Zoom at 1107 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1117.

Jamie Simpson made a **motion (5)** not to proceed on a Grievance. Gayle Middleton **seconded** the motion. The motion **carried**.

Guest Tiffany Padilla exited the meeting at 1120.

Guest Barbara Fitzhugh exited the meeting at 1123.

Good of the Order (cont.)

A discussion was held about the July Executive Board Meeting.

Drew Shy made a **motion (6)** to change the July 19, 2022 virtual Executive Board Meeting to an in-person Meeting. Corliss King **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands.

Yea - 10

Nay - 2

The motion **carried**.

A discussion was held about Board Member attendance.

The Executive Board went to lunch at 1151 and reconvened at 1325.

Michael Massoni called the Meeting to order at 1329. Quorum was established.

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

Lyn Montgomery was excused for personal reasons.

Kay Hogan was excused for personal reasons.

Kristen Loucks was excused for personal reasons.

Renda Marsh was excused for personal reasons.

Danny Modelo was excused for personal reasons.

Kristie Scarbrough was excused for personal reasons.

Bryan Orozco was excused for personal reasons.

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

Termination Grievance

Guest TWU Local 556 Grievance Team Member Trish Damstra discussed the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1335 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1348.

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

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

Termination Grievance

Guest TWU Local 556 Grievance Team Member Trish Damstra discussed the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1417 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1428.

Josh Rosenberg made a **motion (9)** not to proceed on a Grievance. Ashley Breuer **seconded** the motion. The motion **carried**.

Guest Trish Damstra exited the meeting at 1432.

The Executive Board took a break at 1433 and reconvened at 1507.

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

Termination Grievance

Guest TWU Local 556 Grievance Team Member Beth Ross entered the meeting via Zoom at 1510 to discuss the merits of a Grievance.

A Grievant entered the meeting via Zoom at 1518 to discuss the merits of the Grievance.

The Grievant exited the meeting at 1530.

Corliss King made a **motion (10)** not to proceed on a Grievance. Alison Head **seconded** the motion. The motion **carried**.

Guests Beth Ross, Marcy Vinyard, and Barbara Fitzhugh exited the meeting at 1533.

Good of the Order (cont.)

A discussion was held about the Negotiating Team (NT) Roundtable.

Ashley Breuer made a **motion (11)** to reconsider the vote on motion (6) from the June 2022 Executive Board Meeting. Mark Torrez **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands.

Yea -11

Nay - 2

The motion **carried**.

The Executive Board voted on the reconsidered **motion (12)** to change the July 19, 2022 virtual Executive Board Meeting to an in-person Meeting. The Executive Board voted on the motion on the floor by show of hands.

Yea - 2 Nay - 10

The motion **failed**.

The July 2022 Executive Board Meeting will be a virtual one-day Meeting held on Tuesday, July 19, 2022.

A discussion was held about the TWU Local 556 Bylaws and Board Member attendance.

A discussion was held about the TWU Local 556 Procedures and Guidelines and Executive Board Special Rules.

Gayle Middleton made a **motion (13)** to adjourn. Drew Shy **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands.

Yea - 12 Nay - 0

The motion **carried**.

Michael Massoni adjourned the Meeting at 1552.

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