



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Executive Board Meeting Synopsis
July 19, 2022
Virtual Meeting**

Tuesday, July 19, 2022

Lyn Montgomery called the Meeting to order at 1004. 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 July 2022 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Kristie Scarbrough from today's morning session of the July 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, Danny Modelo, Alison Head, Damion West, Jamie Simpson, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

TWU International Vice President Thom McDaniel was a guest at the Meeting.

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

TWU Local 556 Legal Counsel Adam Greenfield and Ed Cloutman were guests at the Meeting.

Correspondences

- TWU Joint Divisions Presidents' and Officers Council Meeting
- TWU International Committee on Appeals

The Executive Board entered Executive Session at 1008.

The Executive Board exited Executive Session at 1147.

The Executive Board took a break at 1147 and reconvened at 1200.

Minutes

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

Attendance Report

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

Voting Record

Ashley Breuer presented the **June 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 **June 2022 Financial Report** for review and answered Executive Board Member questions.

Kristie Scarbrough entered the Meeting at 1224.

Grievance Report

TWU Local 556 Grievance Committee Chairperson Gayle Ross Middleton submitted the **Grievance Report** for review, and it is attached.

The Executive Board went to lunch at 1333 and reconvened at 1430.

Lyn Montgomery called the Meeting to order at 1430. 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, Bryan Orozco, Mark Torrez, Drew Shy, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

David Jackson was excused for personal reasons.

Grievance Review Committee

Gayle Ross Middleton presented to the Executive Board a settlement for a Grievance.

Ashley Breuer made a **motion (1)** to accept the settlement offer for a Grievance. Gayle Middleton **seconded** the motion. The motion **carried**.

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

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

Unfinished Business

- 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.

Lyn exited the Meeting to attend to Union Business.

Michael Massoni chaired the Meeting.

Ashley Breuer made a **motion (2)** to accept the TWU Local 556 Executive Board Meeting Special Rules of Order as presented. Alison Head **seconded** the motion. The Executive Board approved by unanimous consent. The motion **carried**.

- 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.

Lyn Montgomery entered the Meeting at 1526.

Lyn Montgomery chaired the Meeting.

At the July 2022 Executive Board Meeting, The Procedures and Guidelines Committee submitted proposed changes to the Executive Board for review.

Michael Massoni made a **motion (3)** I move to strike the last paragraph of the vacation section of the presented P&G and replace it with:

Vacation days should be used before the end of December. Vacation days do not roll over to the following year. All full-time Executive Board Members and Staff should be conscientious of the spacing of their vacation days. Any unused vacation days will be reimbursed at the rate of 3.75

TFP per day (26.25 TFP per week). Ashley Breuer **seconded** the motion. There was discussion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **failed**.

Mark Torrez made a **motion (4)** to approve the Procedures & Guidelines as amended, approval subject to legal review. Drew Shy **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	Scarborough (DAL)	YEA
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	YEA	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

- 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 Members 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.

Corliss King made a **motion (5)** that TWU Local 556 will discontinue the practice of backing out Southwest Airlines earned vacation for Executive Board Members and allow the pay to be recognized in the month Southwest pays it. Michael Massoni **seconded** the motion. There was discussion.

Ashley Breuer made an **amendment (6)** to insert "and full-time staff" after "Executive Board Members" so that the motion reads:

TWU Local 556 will discontinue the practice of backing out Southwest Airlines earned vacation for Executive Board Members and full time staff and allow the pay to be recognized in the month Southwest pays it.

Michael Massoni **seconded** the motion. There was discussion. The Executive Board voted by roll call on the motion of the floor:

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

The motion **failed**.

The Executive Board voted by roll call on **motion (5)** that TWU Local 556 will discontinue the practice of backing out Southwest Airlines earned vacation for Executive Board Members and allow the pay to be recognized in the month Southwest pays it.

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

The motion **failed**.

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

The Executive Board took a break at 1643 and reconvened at 1701.

New Business

The Executive Board agreed to readjust the 2021-2022 budget, as needed, at the August Executive Board Meeting.

Bryan Orozco made a **motion (7)** that the TWU Local 556 executive board start the budget process for the fiscal year of 2022-2023 in the August executive board meeting. Michael Massoni **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Bryan Orozco made a **motion (8)** to discontinue the utilization of the former Treasurer, who is now serving as a paid assistant to our current treasurer. Drew Shy **seconded** the motion. There was discussion. The Executive Board voted by roll call on the motion of the floor:

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

The motion **failed**.

Michael Massoni exited the Meeting.

Good of the Order

A discussion was held about the 2022 Third Membership Meeting.

A discussion was held about Executive Board Member attendance.

Melissa Leyva exited the Meeting.

A discussion was held about retiree access to the TWU Local 556 Website.

Ashley Breuer exited the Meeting at 1833 due to Union Business.

Drew Shy served as Secretary Pro Tem

A discussion was held about Sonya Lacore and New Hire Flight Attendants.

A discussion was held about the California Meal and Rest Law

A discussion was held about the new ruling regarding families sitting together on the aircraft.

Lyn Montgomery adjourned the Meeting at 1850.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.

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