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
August 16-17, 2022

Tuesday, August 16, 2022

Lyn Montgomery called the Meeting to order at 0905. 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 August 2022 Executive Board Meeting due to personal reasons.

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

TWU Local 556 Legal Counsel Denis Engel and Adam Greenfield were guests at the Meeting.

TWU International Vice President-Air Division Director Gary Peterson was a guest at the Meeting.

Correspondences

- African American Irish Diaspora Network
- Member Correspondences

The Executive Board entered Executive Session at 0915 with TWU Local 556 Legal Counsel Denis Engel, Adam Greenfield, and TWU International Vice President-Air Division Director Gary Peterson.

The Executive Board exited Executive Session with Denis Engel, Adam Greenfield, and Gary Peterson at 1053.

Guests Denis Engel, Adam Greenfield, and Gary Peterson exited the meeting at 1053.

The Executive Board took a break at 1054 and reconvened at 1115.

Minutes

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

Attendance Report

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

Voting Record

Ashley Breuer presented the **July 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 **July 2022 Financial Report** for review.

The Executive Board went to lunch at 1226 and reconvened at 1401.

Lyn Montgomery called the Meeting to order at 1401. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Gayle Middleton from today's afternoon session of the August 2022 Executive Board Meeting due to Union Business.

David Jackson was excused for personal reasons.

PM Roll Call:			
Montgomery, President	PRESENT	Head (ATL)	PRESENT

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

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

The Executive Board agreed to start reviewing the 2022-2023 Operating Budget at the September Executive Board Meeting. Budgets are due on September 1, 2022.

Gayle Ross Middleton entered the Meeting at 1435.

Unfinished Business
A discussion was held about the Vacation Pay Committee. Gayle Ross Middleton would like to continue to serve on the Committee but will step down as the Chairperson of the Committee. Ashley Breuer will now serve as the Chairperson of the Vacation Pay Committee.

Josh Rosenberg made a **motion (2)** that the Union will not "back out vacation pay." Vacation will be paid during the period it is awarded, for all Members who work for the Union with the exception of the Grievance Team. Corliss King **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	YEA	West (BWI)	YEA
King, 2nd VP	YEA	Scarbrough (DAL)	NAY
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	ABSTAIN	Jackson (HOU)	EXCUSED

Hogan, BMAL	YEA	Orozco (LAS)	YEA
Loucks, BMAL	YEA	Torrez (LAX)	YEA
Marsh, BMAL	ABSTAIN	Shy (MCO)	YEA
Miller, BMAL	NAY	Keith (MDW)	YEA
Modelo, BMAL	NAY	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	NAY	DiPippa (PHX)	YEA

The motion **carried**.

Ashley Breuer made a **motion (3)** to update the P&G to strike the last paragraph of the Vacation section 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." Mark Torrez **seconded** the motion.

Michael Massoni made an **amendment (4)** to amend the motion by inserting at the end of the last sentence: "Any unused vacation days will be reimbursed as approved by the Executive Board." 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	YEA	West (BWI)	NAY
King, 2nd VP	NAY	Scarbrough (DAL)	NAY
Leyva, Financial Sec.	ABSTAIN	Simpson (DEN)	NAY
Breuer, Recording Sec.	NAY	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	YEA	Rosenberg (OAK)	NAY
Ross Middleton, BMAL	YEA	DiPippa (PHX)	NAY

The motion **failed**.

The Executive Board voted by roll call on **motion (3)** to update the P&G to strike the last paragraph of the Vacation section 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.”

Montgomery, President	**CHAIR**	Head (ATL)	YEA
Massoni, 1st VP	YEA	West (BWI)	YEA
King, 2nd VP	YEA	Scarbrough (DAL)	NAY
Leyva, Financial Sec.	ABSTAIN	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 1547 and reconvened at 1402.

The Executive Board Agreed by unanimous consent to accept the fully adopted strategic plan from the Strategic Planning session held April 12-14, 2022.

2022 Strategic Plan
The Executive Board reviewed and updated the 2022 Strategic Plan.

- 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 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 form a Grievance Review Committee for review and to make recommendations to the Executive Board of any proposed changes to how Grievances are presented during the Executive Board Meetings. Committee Members will include Gayle Middleton, Mark Torrez, Alison Head, Kristen Loucks, and Corliss King.

  The Executive Board voted at the June 2022 Executive Board Meeting to accept the Grievance Review Committee Proposal as amended, to be re-evaluated at the October 2022 Executive Board Session.

- 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 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.

  The Executive Board voted at the July 2022 Executive Board Meeting to approve the Procedures & Guidelines as amended, approval subject to legal review.

- 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.

  The Executive Board voted at the July 2022 Executive Board Meeting to accept the TWU Local 556 Executive Board Meeting Special Rules of Order as Presented.

- 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.

- 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 556 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 Executive Board voted at the August 2022 Executive Board Meeting that the Union will not "back out vacation pay." Vacation will be paid during the period it is awarded, for all Members who work for the Union with the exception of the Grievance Team.

New Business
A discussion was held about legal proceedings. Michael Massoni will serve as the designated point person to brief the Executive Board, with legal counsel, in regards to legal matters.

The Executive Board entered Executive Session at 1613.

The Executive Board exited Executive Session at 1632.

A discussion was held about in-house legal counsel.

A discussion was held that the Recording Secretary will send all Executive Board correspondences after the Communications Committee has edited for Elements of Style (EOS).

Good of the Order
A discussion was held about distractions and fiduciary responsibility.

A discussion was held about Executive Session confidentiality.

A discussion was held about the response letter from Alan Kasher in regards to the Vote of No Confidence against Sonya Lacore.

A discussion was held about the Negotiating Team Phone Banking and Executive Board notification.

A discussion was held about the SWAPA EFB MOU.

Lyn Montgomery recessed the Meeting at 1601.

Wednesday, August 17, 2022

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

David Jackson was excused for personal reasons.

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

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.

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 took a break at 1004 and reconvened at 1023.

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 – Michele Moore submitted a report for review.
Mobilization/Organizing – Lyn Montgomery submitted a report for review.

The Executive Board took a break at 1123 and reconvened at 1147.

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

Guest: TWU Local 556 Negotiating Committee
Lyn Montgomery, LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik presented the monthly Committee Report to the Executive Board.

The Executive Board entered Executive Session with at 1147 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

The Executive Board exited Executive Session at 1242 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

Guests LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik exited the meeting at 1242.

The Executive Board went to lunch at 1242 and reconvened at 1400.

Lyn Montgomery called the Meeting to order at 1400. Quorum was established.

David Jackson was excused for personal reasons.

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

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

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.

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.
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.

Guest TWU Local 556 Grievance Team Member Brandon Hillhouse entered the Meeting at 1459.

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

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

Ashley Breuer made a **motion (5)** to accept the settlement offer regarding the 2018 Open Time Issue. Josh Rosenberg **seconded** the motion. The Executive Board agreed by consensus. The motion **carried.**

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

Guest Brandon Hillhouse left the meeting at 1508.

The Executive Board took a break at 1509 and reconvened at 1527.

Good of the Order (cont.)
A discussion was held about the Executive Board Evaluations.

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

Other Reports
Care and Concern – Kristie Scarbrough submitted a report for review.
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 – No written report was submitted.
Office Analysis Committee – Damion West submitted a report for review.
Investment Committee – No written report was submitted.

Good of the Order (cont.)
A discussion was held about the informational picket being held on September 27, 2022.

A discussion was held about building security.

Ashley Breuer made a **motion (6)** not to renew the lease on the apartment that is utilized by the Negotiating Team (NT). Kristen Loucks **seconded** the motion. The Executive Board **voted** by roll call on the motion of the floor:

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

The motion **carried**.

A discussion was held about Cannabis concerns brought to the Executive Board from a Member correspondence.

Lyn Montgomery adjourned the Meeting at 1649.

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