The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
September 13-15, 2022

Tuesday, September 13, 2022

Lyn Montgomery called the Meeting to order at 0902. Quorum was established.

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)	PRESENT
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 was a guest at the Meeting.

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

Michael Massoni read aloud the **TWU Membership Pledge**.

Correspondences
- International Committee on Appeals
- Air Division - New Address

- Letter to All Air Division Secretary Treasurers from International Vice President, Air Division Director Gary Peterson

Charges
The Executive Board entered Executive Session at 0907 with Denis Engel.

The Executive Board exited Executive Session at 1145 with Denis Engel.

A Member submitted three (3) sets of Article XIX Charges. The charges were reviewed by the Executive Board, and all charges were deemed proper.

A Member submitted five (5) sets of Article XIX Charges. The charges were reviewed by the Executive Board, and all charges were deemed improper.

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

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

Ashley Breuer presented the **August 3, 2022 Special Executive Board Meeting Minutes** for review. The minutes were approved as presented by unanimous consent.

Officer Reports (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.

Damion West made a **motion (1)** that with understanding that the reasonable accommodation process must be observed the TWU Local 556 Executive Board discontinues hybrid Executive Board Meetings. Drew Shy **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

Yea - 14 **Nay - 6**

The Executive Board went to lunch at 1246 and reconvened at 1417.

Lyn Montgomery called the Meeting to order at 1417. Quorum was established.

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.	AWAY	Simpson (DEN)	PRESENT
Breuer, Recording Sec.	PRESENT	Jackson (HOU)	PRESENT
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 cont. (All written reports that were submitted are attached.)
President's Report – Lyn Montgomery submitted a report for review.

The Executive Board entered Executive Session with Denis Engle at 1423.

Melissa Leyva entered the meeting at 1426.

The Executive Board exited Executive Session with Denis Engle at 1439.

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

The Executive Board took a break at 1511 and reconvened at 1521.

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.

Moment of Silence

A moment of silence was observed in honor of TWU Local 556 Members who have recently passed away.

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

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.
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 1616 and reconvened at 1632.

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) – No written report was submitted.

The Executive Board **agreed** by unanimous consent that Alison Head would serve as Chairperson of the TWU Local 556 Future Leaders Organizing Committee (FLOC).

New Hire – Danny Modelo submitted a report for review.
Negotiations – No written report was submitted. The committee presented 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 – Danette Foster submitted a report for review.
Working Women's Committee (WWC) – Renda Marsh submitted a report for review.

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 – Corliss King presented a report. No written report was submitted.
Reschedule Research and Analysis Committee – No written report was submitted.
Office Analysis Committee – No written report was submitted. The committee presented a report for review.
Investment Committee – No written report was submitted.

Lyn Montgomery recessed the Meeting at 1721.

Wednesday, September 14, 2022

Lyn Montgomery called the Meeting to order at 0901. Quorum was established.

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)	PRESENT
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 Grievance Team Member Brandon Hillhouse was present.

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 amended by unanimous consent.

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

A discussion was held about monitoring incoming grievance team calls. The Executive Board agreed that Grievance Chairperson Gayle Middleton will work on creating a policy to bring back to the Executive Board for review and approval.

The Executive Board went into Executive Session to discuss Grievance Team staffing.

The Executive Board exited Executive Session.

The Executive Board **agreed** to approve Alice Watkins and Trish Damstra as full-time Grievance Team Members per the President's recommendation.

The Executive Board took a break at 1016 and reconvened at 1032.

Guests TWU Local 556 Negotiating Team Members Denny Sebesta, Liz Howayeck, LaShaye Hutchison, and Joe Skotnik entered the meeting at 1044.

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 at 1044 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

The Executive Board exited Executive Session at 1122 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

Guests LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik exited the meeting at 1122.

Unfinished Business
A discussion was held about in-house legal counsel.

A discussion was held about the TWU Local 556 Confidentiality Agreement.

A discussion was held about the SWAPA MOU.

The Executive Board entered Executive Session at 1133.

The Executive Board exited Executive Session at 1140.

Good of the Order
A discussion was held about the new Crew Scheduling phone options.

A discussion was held about the lack of technology for LODO Flight Attendants.

New Business
Bryan Orozco made a **motion (2)** that the December 2022 Executive Board Meeting be changed from in-person to virtual. Danny Modelo **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Corliss King made a **motion (3)** that the Executive Board develop and distribute a procedure and policy for requesting and processing accommodation requests for Executive Board meetings. Kristen Loucks **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

Yea - 18 Nay - 3

The Executive Board went to lunch at 1219 and reconvened at 1403.

Lyn Montgomery called the Meeting to order at 1403. Quorum was established.

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)	PRESENT
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

Good of the Order cont.
A discussion was held about vacation pay exceptions.

The Executive Board took a break at 1429 and reconvened at 1445.

John DiPippa made a **motion (4)** to amend a motion previously adopted from the August 2022 Executive Board Meeting that says, **"***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"* to say *"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* *and the Negotiating Team."* Donna Keith **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)	YEA
Leyva, Financial Sec.	ABSTAIN	Simpson (DEN)	NAY
Breuer, Recording Sec.	NAY	Jackson (HOU)	NAY
Hogan, BMAL	NAY	Orozco (LAS)	NAY
Loucks, BMAL	NAY	Torrez (LAX)	NAY
Marsh, BMAL	NAY	Shy (MCO)	NAY
Miller, BMAL	YEA	Keith (MDW)	YEA
Modelo, BMAL	NAY	Rosenberg (OAK)	NAY
Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA

The motion **failed**.

A discussion was held about the apartment move out, inventory of items, and storage of items.

The Executive Board took a break at 1519 and reconvened at 1545.

A discussion was held about SWAG.

A discussion was held about Executive Board hotels.

2022-2023 Budget Planning
The Executive Board began preparing the 2022-2023 budget.

Lyn Montgomery recessed the Meeting at 1753.

Thursday, September 15, 2022

Lyn Montgomery called the Meeting to order at 0931. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Gayle Middleton from today's session of the September 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)	PRESENT
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

2022-2023 Budget Planning (cont.)
The Executive Board continued working on the 2022-2023 budget.

The Executive Board took a break at 0954 and reconvened at 1021.

Michael Massoni chaired the Meeting.

2022-2023 Budget Planning (cont.)
The Executive Board continued working on the 2022-2023 budget.

Lyn Montgomery entered the Meeting at 1045.

Lyn Montgomery chaired the Meeting.

Bryan Orozco made a **motion (5)** to adjourn. The Executive Board voted on the motion on the floor by show of hands. The motion **failed**.

Yea - 8 **Nay - 11**

2022-2023 Budget Planning (cont.)
The Executive Board continued working on the 2022-2023 budget.

Damion West made a **motion (6)** to adjourn. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

Yea - 15 **Nay - 4**

Lyn Montgomery adjourned the Meeting at 1153.

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