



The Union of  
Southwest Airlines Flight Attendants  
**TWU LOCAL 556**

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**TWU Local 556**  
**Executive Board Meeting Synopsis**  
**October 11-13, 2022**  
**Virtual**

**Tuesday, October 11, 2022**

Lyn Montgomery called the Meeting to order at 1002. 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 the October 2022 Executive Board Meeting due to personal reasons.

| <b>AM Roll Call:</b>   |         |                  |         |
|------------------------|---------|------------------|---------|
| 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 |

Drew Shy made a **motion (1)** to suspend the agenda. Bryan Orozco **seconded** the motion. The Executive Board agreed by unanimous consent.

A discussion was held about President Lyn Montgomery's interview with Tomi Lahren.

The Executive Board took a break at 1106 and reconvened at 1116.

### **Correspondences**

- Letter to all TWU Local Officers and Staff from International President John Samuelson regarding International Staff Changes
- Letter from International Vice President, Air Division Director Gary Peterson regarding the 10-hour rest rule for Flights Attendants
- Member correspondence

### **Minutes**

Ashley Breuer presented the **September 2022 Executive Board Meeting Minutes** for review.

### **Financial Report**

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

Mark Torrez was away attending to Union Business.

TWU Local 556 Grievance Team Member Brandon Hillhouse entered the meeting at 1213.

### **Grievance Report**

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

Gayle Ross Middleton and Grievance Team Member Brandon Hillhouse presented to the Executive Board a settlement for a Grievance.

The Executive Board agreed by unanimous consent to accept the settlement offer regarding Scheduling Committee Assistance with LODO Line Building.

### **Grievance Review Committee**

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

Mark Torrez entered the meeting at 1250.

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

The Executive Board went to lunch at 1256 and reconvened at 1402.

Lyn Montgomery called the Meeting to order at 1402. Quorum was established.

| PM Roll Call:          |         |                   |         |
|------------------------|---------|-------------------|---------|
| Montgomery, President  | PRESENT | Head (ATL)        | PRESENT |
| Massoni, 1st VP        | PRESENT | West (BWI)        | PRESENT |
| King, 2nd VP           | PRESENT | Scarborough (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 |

David Jackson was excused for personal reasons.

### Unfinished Business

Ashley Breuer made a **motion (2)** to extend the Grievance Review Committee Proposal trial, to be re-evaluated at the January 2023 Executive Board Session. Kristen Loucks **seconded** the motion. The Executive Board **agreed** by unanimous consent. The motion **carried**.

A discussion was held about Grievance Team call monitoring. Gayle will bring information to the Executive Board to review at the November Executive Board Meeting.

Corliss King made a **motion (3)** that TWU Local 556 remove the current COVID-19 accommodation protocol in place and revisit and reimplement it in the future should the CDC or other authorities deem the cases dictate a need to reestablish one as needed. 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)        | YEA |
| Massoni, 1st VP       | YEA   | West (BWI)        | YEA |
| King, 2nd VP          | YEA   | Scarborough (DAL) | NAY |

|                        |         |                 |         |
|------------------------|---------|-----------------|---------|
| Leyva, Financial Sec.  | ABSTAIN | Simpson (DEN)   | YEA     |
| Breuer, Recording Sec. | YEA     | Jackson (HOU)   | EXCUSED |
| Hogan, BMAL            | NAY     | Orozco (LAS)    | YEA     |
| Loucks, BMAL           | NAY     | Torrez (LAX)    | YEA     |
| Marsh, BMAL            | NAY     | Shy (MCO)       | YEA     |
| Miller, BMAL           | NAY     | Keith (MDW)     | NAY     |
| Modelo, BMAL           | NAY     | Rosenberg (OAK) | YEA     |
| Ross Middleton, BMAL   | ABSTAIN | DiPippa (PHX)   | NAY     |

The motion **carried**.

Josh Rosenberg made a **motion (4)** to approve any vacation reimbursements requested for the calendar year 2022 after an audit is performed by the treasurer. All reimbursement requests must be received no later than December 31, 2022. Ashley Breuer **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

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

The motion **failed**.

The Executive Board took a break at 1535 and reconvened at 1550.

## **New Business**

Drew Shy made a **motion (5)** to approve instituting a cyber insurance policy through Fidelity Benefits and insurance services for an annual premium of \$4170.00. Bryan Orozco **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

|                              |              |                   |         |
|------------------------------|--------------|-------------------|---------|
| <b>Montgomery, President</b> | <b>CHAIR</b> | Head (ATL)        | YEA     |
| Massoni, 1st VP              | YEA          | West (BWI)        | YEA     |
| King, 2nd VP                 | YEA          | Scarborough (DAL) | NAY     |
| 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                  | NAY          | Shy (MCO)         | YEA     |
| Miller, BMAL                 | YEA          | Keith (MDW)       | YEA     |
| Modelo, BMAL                 | NAY          | Rosenberg (OAK)   | YEA     |
| Ross Middleton, BMAL         | YEA          | DiPippa (PHX)     | NAY     |

The motion **carried**.

### **Good of the Order**

A discussion was held about hotel sign-in sheets.

A discussion was held about the upcoming 2022 Third Membership Meeting.

A discussion was held about TWU Local 556 supplemental insurance open enrollment.

A discussion was held about the Orlando (MCO) informational picket and Hurricane Ian.

A discussion was held about Gentry Agency, Public Relations Firm. Gentry will speak to the Executive Board at the November Executive Board Meeting.

A discussion was held about in-house legal counsel. Lyn Montgomery will present a candidate to the Executive Board for review during the November Executive Board Meeting.

A discussion was held about an upcoming Education Committee communication.

A discussion was held about Unity Days.

Lyn Montgomery recessed the Meeting at 1641.

## **Wednesday, October 12, 2022**

Lyn Montgomery called the Meeting to order at 1001. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Kay Hogan from today's morning session of the October 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 October 2022 Executive Board Meeting due to union business.

David Jackson was excused for personal reasons.

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

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

### **Legal Update**

The Executive Board entered Executive Session at 1003 with TWU Local 556 Legal Counsel Denis Engel.

The Executive Board exited Executive Session with Denis Engel at 1016.

Guest Denis Engel exited the meeting at 1016.

### **Minutes**

Ashley Breuer presented the **September 2022 Executive Board Meeting Minutes** for review. The minutes were approved as amended 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.

### **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)

Civil and Human Rights Committee (CHRC) – No written report was submitted.

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) – No written report was submitted.

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 1131 and reconvened at 1146.

A discussion was held about Boardroom confidentiality.

**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.

The Executive Board agreed by unanimous consent that TWU Local 556 will co-host the March 2023 FLOC Meeting with TWU Local 555.

Language of Destination Origin (LODO) – Claudio Adams submitted a report for review.

New Hire – No written report was submitted.

Negotiations – 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 – Mark Torrez submitted a report for review.

Office Analysis Committee – No written report was submitted.

Investment Committee – No written report was submitted.

The Executive Board went to lunch at 1234 and reconvened at 1336.

Lyn Montgomery called the Meeting to order at 1336. Quorum was established.

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

The Executive Board agreed by unanimous consent to excuse Kay Hogan from today's afternoon session of the October 2022 Executive Board Meeting due to union business.

David Jackson was excused for personal reasons.

Danny Modelo was excused for Union Business.

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.

Kay Hogan entered the meeting at 1345.

The Executive Board entered Executive Session at 1342 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

The Executive Board exited Executive Session at 1401 with LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik.

Guests LaShaye Hutchinson, Denny Sebesta, Liz Howayeck, and Joe Skotnik exited the meeting at 1401.

Guest John Parrott entered the meeting at 1403.

#### **2022-2023 Budget Planning (cont.)**

The Executive Board continued working on the 2022-2023 budget.

The Executive Board took a break at 1607 and reconvened at 1628.

#### **2022-2023 Budget Planning (cont.)**

The Executive Board continued working on the 2022-2023 budget.

Lyn Montgomery recessed the Meeting at 1711.

### **Thursday, October 13, 2022**

Lyn Montgomery called the Meeting to order at 1003. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Danny Modelo from today's session of the October 2022 Executive Board Meeting due to union business.

David Jackson was excused for personal reasons.

| <b>AM Roll Call:</b>   |         |                   |         |
|------------------------|---------|-------------------|---------|
| Montgomery, President  | PRESENT | Head (ATL)        | PRESENT |
| Massoni, 1st VP        | PRESENT | West (BWI)        | PRESENT |
| King, 2nd VP           | PRESENT | Scarborough (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         | EXCUSED | Rosenberg (OAK) | PRESENT |
| Ross Middleton, BMAL | PRESENT | DiPippa (PHX)   | PRESENT |

### 2022-2023 Budget Planning (cont.)

The Executive Board continued working on the 2022-2023 budget.

John Parrott entered the meeting at 1033.

The Executive Board took a break at 1050 and reconvened at 1102.

### 2022-2023 Budget Planning (cont.)

The Executive Board continued working on the 2022-2023 budget.

Damion West made a **motion (6)** that the TWU Local 556 Executive Board schedule two (2) day meetings for the 2022 - 2023 fiscal year. Drew Shy **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

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

The motion **carried**.

Ashley Breuer made a **motion (7)** to approve the proposed TWU Local 556 Operating Budget for October 2022 to September 2023 as presented. Kristie Scarbrough **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Josh Rosenberg made a **motion (8)** that TWU Local 556 donate the contents of the current Union-leased apartment, that was leased for NT purposes. Drew Shy **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Michael Massoni made a **motion (9)** to adjourn. Corliss King **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

**Lyn Montgomery adjourned the Meeting at 1156.**

To the best of my knowledge, these Minutes are an accurate account of these proceedings. All Officer and Committee reports submitted are attached.

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