



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
November 15-17, 2022

Tuesday, November 15, 2022

Lyn Montgomery called the Meeting to order at 0900. Quorum was established.

The Executive Board agreed by unanimous consent to excuse John DiPippa from the November 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	Scarborough (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)	EXCUSED

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

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

Correspondences

- TWU Veterans Committee 4th Quarter Meeting Notice
- TWU Veterans Committee Officer Election

- Member Correspondence

Minutes

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

Financial Report

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

A discussion was held regarding letters of notification and the ramifications of non-payment of Union dues (Article 11) to Members who are in arrears on dues.

Grievance Report

TWU Local 556 Scheduling Committee Vice-Chairperson Mark Torrez presented to the Executive Board information regarding the New Hire Letter of Agreement (LOA).

The Executive Board took a break at 0951 and reconvened at 1002.

TWU Local 556 Grievance Team Members Brandon Hillhouse and Marcy Vinyard were present.

Grievance Report (cont.)

Discussion continued regarding the New Hire Letter of Agreement (LOA) and deficiencies that are being seen across the system. The Union continues to have ongoing discussions and meetings with Southwest Airlines Management on how the New Hire training and onboarding process can be made better.

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

The Executive Board took a break at 1045 and reconvened at 1100.

Guest Lee Stokes and Teresa Wilking were present.

Guest: Fidelity Benefits and Insurance Services

Teresa Wilking and Lee Stokes discussed Fidelity's role with TWU Local 556, 2022 enrollment result summary, and products offered (Unum, 5 Star, Cancer Insurance by APL, MYLO home and auto insurance discounts, etc.). Open enrollment for 2023 will be from January 30, 2023, to February 17, 2023.

Guests Lee Stokes and Teresa Wilking exited the meeting at 1142.

Unfinished Business

A discussion was held about supplemental insurance providers and future offerings to TWU Local 556 Members.

A discussion was held about Grievance Team call monitoring. Gayle Middleton will bring information to the Executive Board to review at the February 2023 Executive Board Meeting.

The Executive Board went to lunch at 1159 and reconvened at 1330.

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

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

John DiPippa was excused for personal reasons.

TWU Local 556 Grievance Team Members Brandon Hillhouse and Marcy Vinyard were present.

Grievance Review Committee

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

Michael Massoni entered the meeting at 1335.

Michael Massoni made a **motion (1)** not to proceed on a Grievance. Kristen Loucks **seconded** the motion. The motion **carried**.

Kristie Scarbrough made a **motion (2)** not to proceed on a Grievance. Charla Miller **seconded** the motion. There was discussion.

Ashley Breuer made a **motion (3)** to postpone motion (2) not to proceed on a Grievance, until the December 2022 Executive Board Meeting. Kristen Loucks **seconded** the motion. The motion **carried**.

Jamie Simpson made a **motion (4)** to accept the settlement offer on a Grievance. Alison Head **seconded** the motion. The motion **carried**.

Josh Rosenberg made a **motion (5)** to proceed on a Grievance. Ashley Breuer **seconded** the motion. The motion **carried**.

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

Guests Brandon Hillhouse and Marcy Vinyard exited the meeting at 1412.

Lyn Montgomery exited the meeting at 1414.

Michael Massoni chaired the meeting.

New Business

Kristen Loucks made a **motion (6)** to adopt the TWU Local 556 Executive Board Meeting Special Rules of Order as amended. Renda Marsh **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

The Executive Board agreed by unanimous consent not to accept the California Meal and Rest Break language presented by Southwest Airlines Management.

Lyn Montgomery entered the Meeting at 1454.

The Executive Board took a break at 1456 and reconvened at 1508.

Unfinished Business (cont.)

A discussion was held about in-house legal counsel. Lyn Montgomery presented a candidate to the Executive Board to discuss possible utilization for future legal matters.

Lyn Montgomery recessed the Meeting at 1519.

The Executive Board assisted MOBORG with sorting and boxing NT SWAG for the remainder of the day and attended the last New Hire dinner of 2022.

Wednesday, November 16, 2022

Pairing Generation and Line Building

The Executive Board attended a Meeting at Headquarters to learn about Pairing Generation and Line Building. The Executive Board also met with Mike Sims and Sonya Lacore during this time.

Lyn Montgomery called the Meeting to order at 1300. Quorum was established.

John DiPippa 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	Scarborough (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)	EXCUSED

Damion West submitted his resignation as Baltimore Domicile Executive Board Member, to the Executive Board, effective immediately.

Alison made a **motion (7)** to accept the resignation of Baltimore Domicile Executive Board Member Damion West. Kristen Loucks **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

The Executive Board took a break at 1311 and reconvened at 1331.

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

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

A discussion was held in regard to the California Meal and Rest Break rules. The Executive Board voiced concerns that the language presented during Tuesday's session was not accepted because it was presented as a work rule, and the Executive Board would like to see negotiated language. Lyn Montgomery and Michael Massoni will bring a drafted Letter of Agreement (LOA) language back to the Executive Board for the December 2022 Executive Board Meeting.

Michael Massoni exited the meeting at 1402.

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.

Kay Hogan made a **motion (8)** to appoint Melissa Grube as the Baltimore Domicile Executive Board Member. Jamie Simpson **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)	RESIGNED
King, 2nd VP	YEA	Scarbrough (DAL)	NAY
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	YEA	Jackson (HOU)	YEA
Hogan, BMAL	YEA	Orozco (LAS)	YEA
Loucks, BMAL	NAY	Torrez (LAX)	YEA
Marsh, BMAL	ABSTAIN	Shy (MCO)	YEA
Miller, BMAL	YEA	Keith (MDW)	NAY

Modelo, BMAL	YEA	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	YEA	DiPippa (PHX)	EXCUSED

The motion **carried**.

Recording Secretary Ashley Breuer will send a communication to the Membership pursuant to the TWU Local 556 Bylaws regarding the changes to the Executive Board.

The Executive Board took a break at 1424 and reconvened at 1437.

Michael Massoni chaired the meeting.

Renda Marsh and Gayle Middleton entered the meeting at 1444.

Kay Hogan entered the meeting at 1449.

Domicile Executive Board Member Reports cont. (All written reports that were submitted are attached.)

Chicago – Donna Keith submitted a report for review.

Dallas – Kristie Scarbrough submitted a report for review.

Denver – Jamie Simpson submitted a report for review.

A discussion was held about Professional Standards and probationary Flight Attendants. Gayle Middleton will set up a meeting with SWA Management to clarify expectations and will discuss this with the Executive Board at the December 2022 Executive Board Meeting.

Lyn Montgomery entered the meeting at 1453.

Lyn Montgomery chaired the meeting.

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 – No written report was submitted.

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

Civil and Human Rights Committee (CHRC) – Pamila Forte submitted a report for review.

The Executive Board committed to sending CHRC and Working Women's Committee (WWC) representatives to the TWU International Martin Luther King Jr. Conference in Houston and the AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference in Washington, DC.

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.

A discussion was held about the Shop Steward Virtual Meeting Test.

Josh Rosenberg made a **motion (9)** to approve the Shop Steward Virtual Meeting Test as presented with the provisions presented in Proposal #2. 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)	RESIGNED
King, 2nd VP	YEA	Scarbrough (DAL)	YEA
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	YEA	Jackson (HOU)	YEA
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)	EXCUSED

The motion **carried**.

The Executive Board agreed by unanimous consent that Drew Shy and Melissa Grube will serve as Co-Chairpersons of the TWU Local 556 Shop Steward Committee.

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) – No written report was submitted.

New Hire – Joe Skotnik submitted a report for review.

Negotiations – Lyn Montgomery submitted a report for review.

Satellite Bases – Lyn Montgomery submitted a report for review.

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.

TWU Local 556 Technical Services Chairperson Drew Kennedy entered the meeting at 1524 to present a budget breakdown to the Executive Board regarding Google Workspace due to an increase in costs for 2023.

Corliss King made a **motion (10)** to accept the Tech Services recommendation for the Google Workspace 36-month enterprise contract. Danny Modelo **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Guest Drew Kennedy exited the meeting at 1529.

Veterans – Danette Foster submitted a report for review.

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

The Executive Board took a break at 1536 and reconvened at 1605.

A discussion was held about the open Vice-Chairperson vacancy on COPE.

A discussion was held in regard to Committees and untimely submissions for holidays and annual events (graphics, write-ups, etc.).

A discussion was held about 2023 Flight Attendant new hire classes.

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.

Good of the Order

A discussion was held about the 2023 First Membership Meeting.

A discussion was held about ENS notifications.

A discussion was held about Executive Board shirts.

Lyn Montgomery recessed the Meeting at 1647.

Thursday, November 17, 2022

Lyn Montgomery called the Meeting to order at 0907. Quorum was established.

The Executive Board agreed by unanimous consent to excuse Michael Massoni from today's session of the November 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 November 2022 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Donna Keith from today's session of the November 2022 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Charla Miller from today's session of the November 2022 Executive Board Meeting due to personal reasons.

John DiPippa was excused for personal reasons.

AM Roll Call:			
Montgomery, President	PRESENT	Head (ATL)	PRESENT
Massoni, 1st VP	EXCUSED	West (BWI)	RESIGNED
King, 2nd VP	PRESENT	Scarbrough (DAL)	EXCUSED
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	EXCUSED	Keith (MDW)	EXCUSED
Modelo, BMAL	PRESENT	Rosenberg (OAK)	PRESENT
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	EXCUSED

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

Guests Suzanne Flodin, Rachel Hedstrom, and Dawn Wilson from The Gentry Agency were present.

Guest: TWU Local 556 Negotiating Committee

The Negotiating Committee and the Executive Board facilitated a Brainstorming Session to collectively brainstorm, collaborate with, and aid the Negotiating Committee to shape and form a road map to handle the current and future stages of Membership involvement for negotiations. Ideas were shared and developed in a group setting as a collective team to aid in guiding the Negotiating Committee with plans.

Lyn Montgomery adjourned the Meeting at 1206.

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