



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
December 13-14, 2022
Virtual

Tuesday, December 13, 2022

Michael Massoni called the Meeting to order at 1000. Quorum was established.

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

Ashley Breuer read aloud the **TWU Membership Pledge**.

The Executive Board agreed by unanimous consent to excuse Lyn Montgomery from the December 2022 Executive Board Meeting due to Union Business.

The Executive Board agreed by unanimous consent to excuse John DiPippa from the December 2022 Executive Board Meeting due to personal reasons.

AM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	PRESENT
Massoni, 1st VP	PRESENT	Grube (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)	EXCUSED

The Executive Board entered Executive Session at 1004.

The Executive Board exited Executive Session 1007.

Correspondences

- Passing of Denise Romano - TWU International Staff
- Letter to TWU Locals from International Vice President, Air Division Director, Andre Sutton
- 3 Kings Sponsorship
- Letter to Local Executive Boards and Union Officers from Texas AFL-CIO regarding support for Striking Fort Worth NewsGuild Members at Star-Telegram

Jamie Simpson made a **motion (1)** to support the striking Fort Worth NewsGuild Members at Star-Telegram. Renda Marsh **seconded** the motion. The Executive Board agreed by unanimous consent. The motion carried.

Minutes

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

Financial Report

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

The Executive Board took a break at 1050 and reconvened at 1100.

Grievance Report

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

Grievance Review Committee

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

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

The Executive Board agreed by unanimous consent to accept the settlement regarding Orlando Flight Attendants, who were affected by a vehicle wreck on July 9, 2022, which caused a blocked entrance at the MCO airport.

Josh Rosenberg made a **motion (2)** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **failed**.

Kristie Scarbrough made a **motion (3)** not to proceed on a Grievance. Charla Miller **seconded** the motion. The motion **carried**.

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

The Executive Board took a break at 1201 and reconvened at 1211.

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 – Melissa Grube 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 – 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.

Communications – Ashley Breuer and Drew Shy submitted a report for review.

Committee on Political Education (COPE) – No written report was submitted.

Jamie Simpson made a **motion (4)** that the Executive Board appoint Bryan Orozco as the Vice-Chairperson of the Committee On Political Education (COPE). Mark Torrez **seconded** the motion. There was discussion.

Kristen Loucks made a **motion (5)** to postpone motion (4) that the Executive Board appoint Bryan Orozco as the Vice-Chairperson of the Committee on Political Education (COPE), until the January 2023 Executive Board Meeting. Kristie Scarbrough **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

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

The motion **failed**.

Kristen Loucks made an **amendment (6)** to the main motion to strike “Bryan Orozco” and insert “LaTonia Paul Benoit.” Kristie Scarbrough **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

Montgomery, President	EXCUSED	Head (ATL)	NAY
Massoni, 1st VP	CHAIR	Grube (BWI)	NAY
King, 2nd VP	NAY	Scarbrough (DAL)	YEA
Leyva, Financial Sec.	YEA	Simpson (DEN)	NAY
Breuer, Recording Sec.	NAY	Jackson (HOU)	NAY
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	YEA	Rosenberg (OAK)	NAY
Ross Middleton, BMAL	YEA	DiPippa (PHX)	EXCUSED

The motion **failed**.

The Executive Board **voted** by roll call on the main motion (4) that the Executive Board appoint Bryan Orozco as the Vice-Chairperson of the Committee On Political Education (COPE):

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

The motion **carried**.

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 – No written report was submitted.

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

Professional Standards – Kurtis Beggs submitted a report for review.

Safety – No written report was submitted.

Scheduling – Xander Ricker submitted a report for review.

Shop Steward – Drew Shy and Melissa Grube submitted a report for review.

Uniform – Jamaul Peacock submitted a report for review.

The Executive Board went to lunch at 1355 and reconvened at 1455.

Michael Massoni called the Meeting to order at 1458. Quorum was established.

PM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	PRESENT
Massoni, 1st VP	PRESENT	Grube (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)	EXCUSED

Lyn Montgomery was excused for Union Business.

John DiPippa was excused for personal reasons.

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 – No written report was submitted.

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.

The Executive Board reviewed the results of the 2022 Annual Membership Survey.

The Executive Board agreed by unanimous consent that the results of the 2022 Annual Membership Survey have been reviewed. Communications will work with Technical Services to post the results on the TWU Website.

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 – No written report was submitted.

Reschedule Research and Analysis Committee – No written report was submitted.

Investment Committee – No written report was submitted.

Unfinished Business

Michael Massoni presented a drafted Letter of Agreement (LOA) to the Executive Board regarding Flight Attendant meal and rest break considerations during flight. The Executive Board continued to voice concerns in regard to the language presented and the need for more protections in the language for TWU Local 556 Flight Attendants. The Executive Board will discuss this again at the January 2023 Executive Board Meeting.

Alison Head made a **motion (7)** to task Josh Rosenberg and Mark Torrez to work with TWU International on the California Meal and Rest Break Legislation. Drew Shy **seconded** the motion. There was discussion. The Executive Board agreed by unanimous consent. The motion **carried**.

The Executive Board took a break at 1551 and reconvened at 1600.

New Business

Jamie Simpson made a **motion (8)** to appoint David Jackson as Sargeant at Arms for the TWU Local 556 Executive Board Meetings. Drew Shy **seconded** the motion. The Executive Board agreed by unanimous consent. There was discussion. The motion **carried**.

Jamie Simpson made a **motion (9)** that the weekly Executive Board Touch Base meetings can only be canceled or modified by a majority vote of the Executive Board. Ashley Breuer **seconded** the motion. There was discussion.

Jamie Simpson asked for unanimous consent to withdraw from consideration the motion that the weekly Executive Board Touch Base meetings can only be canceled or modified by a majority vote of the Executive Board. There were no objections, and the motion was withdrawn.

The Executive Board agreed by unanimous consent that Recording Secretary Ashley Breuer will be responsible for maintaining the calendar for the weekly Executive Board Touch Base meetings.

A discussion was held about the International sponsorship of Teatro SEA’s Three Kings Day.

Josh Rosenberg made a **motion (10)** to approve the vacation payout requests submitted in the December 2022 Executive Board Meeting. Mark Torrez **seconded** the motion. There was discussion.

Corliss King chaired the meeting.

Michael Massoni made an **amendment (11)** to the motion by striking “in the December 2022 Executive Board Meeting” and replacing it with “on or before December 31, 2022.” Ashley Breuer **seconded** the motion. There was discussion.

Michael Massoni chaired the meeting.

Ashley Breuer made an **amendment (12)** to the amendment by inserting “...and after an audit has been performed by the treasurer” after “on or before December 31, 2022.” Drew Shy **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

Montgomery, President	EXCUSED	Head (ATL)	YEA
Massoni, 1st VP	CHAIR	Grube (BWI)	YEA
King, 2nd VP	YEA	Scarbrough (DAL)	NAY
Leyva, Financial Sec.	YEA	Simpson (DEN)	YEA
Breuer, Recording Sec.	YEA	Jackson (HOU)	YEA
Hogan, BMAL	NAY	Orozco (LAS)	NAY
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	NAY	DiPippa (PHX)	EXCUSED

The motion **carried**.

The Executive Board **voted** by roll call on the amended amendment (11) to strike “in the December 2022 Executive Board Meeting” and replace it with “on or before December 31, 2022 and after an audit has been performed by the treasurer.”:

Montgomery, President	EXCUSED	Head (ATL)	NAY
Massoni, 1st VP	CHAIR	Grube (BWI)	YEA

King, 2nd VP	YEA	Scarborough (DAL)	NAY
Leyva, Financial Sec.	YEA	Simpson (DEN)	NAY
Breuer, Recording Sec.	YEA	Jackson (HOU)	NAY
Hogan, BMAL	NAY	Orozco (LAS)	AWAY
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	NAY	DiPippa (PHX)	EXCUSED

The motion **failed**.

The Executive Board **voted** by roll call on the motion (10) to approve the vacation payout requests submitted in the December 2022 Executive Board Meeting:

Montgomery, President	EXCUSED	Head (ATL)	YEA
Massoni, 1st VP	CHAIR	Grube (BWI)	YEA
King, 2nd VP	YEA	Scarborough (DAL)	NAY
Leyva, Financial Sec.	ABSTAIN	Simpson (DEN)	NAY
Breuer, Recording Sec.	YEA	Jackson (HOU)	NAY
Hogan, BMAL	NAY	Orozco (LAS)	AWAY
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)	EXCUSED

The motion **failed**.

Good of the Order

A discussion was held about Boardroom confidentiality.

The Executive Board took a break at 1726 and reconvened at 1736.

A discussion was held about the 2023 First Membership Meeting. The Executive Board agreed by unanimous consent that the meeting will be held on Monday, April 17, 2023.

A discussion was held about vacation payouts.

Kristie Scarbrough made a **motion (13)** to recess. Alison Head **seconded** the motion. The motion **carried**.

Michael Massoni recessed the meeting at 1801.

Wednesday, December 14, 2022

Michael Massoni called the Meeting to order at 1003. Quorum was established.

Lyn Montgomery was excused for Union Business.

John DiPippa was excused for personal reasons.

AM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	PRESENT
Massoni, 1st VP	PRESENT	Grube (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

TWU Local 556 Legal Counsel Adam Greenfield was a guest at the Meeting.

The Executive Board entered Executive Session at 1005.

The Executive Board exited Executive Session at 1025.

Guest Adam Greenfield exited the meeting at 1025.

A discussion continued about vacation payouts.

Kristen Loucks made a **motion (14)** to reconsider the previous motion (10) to approve the vacation payout requests submitted in the December 2022 Executive Board Meeting. Danny Modelo **seconded** the motion. There was discussion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

Yea - 10 Nay - 8

David Jackson chaired the Meeting.

Michael Massoni made an **amendment (15)** to the motion to strike “in the December 2022 Executive Board Meeting” and replace it with “on or before December 31, 2022 and after an audit has been performed by the treasurer.” Ashley Breuer **seconded** the motion. There was discussion. The Executive Board **voted** by roll call on the motion of the floor:

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

The motion **carried**.

The Executive Board **voted** by roll call on the amended motion (10) to approve the vacation payout requests submitted on or before December 31, 2022 and after an audit has been performed by the treasurer:

Montgomery, President	EXCUSED	Head (ATL)	YEA
Massoni, 1st VP	YEA	Grube (BWI)	YEA
King, 2nd VP	YEA	Scarborough (DAL)	NAY
Leyva, Financial Sec.	AWAY	Simpson (DEN)	NAY
Breuer, Recording Sec.	YEA	Jackson (HOU)	CHAIR
Hogan, BMAL	YEA	Orozco (LAS)	YEA
Loucks, BMAL	YEA	Torrez (LAX)	YEA
Marsh, BMAL	NAY	Shy (MCO)	YEA

Miller, BMAL	NAY	Keith (MDW)	NAY
Modelo, BMAL	NAY	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	NAY	DiPippa (PHX)	EXCUSED

The motion **carried**.

Michael Massoni chaired the meeting.

Kristen Loucks made a **motion (16)** to adjourn. Alison Head **seconded** the motion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

Michael Massoni adjourned the Meeting at 1058.

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
TWU Local 556 Recording Secretary