The Union of
Southwest Airlines Flight Attendants
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TWU Local 556
Executive Board Meeting Synopsis
January 10-11, 2023

Tuesday, January 10, 2023

Michael Massoni called the Meeting to order at 0909. Quorum was established.

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

Donna Keith read aloud the **TWU Membership Pledge**.

The Executive Board agreed by unanimous consent to excuse Lyn Montgomery from the January 2023 Executive Board Meeting due to Union Business.

The Executive Board agreed by unanimous consent to excuse Josh Rosenberg from the January 2023 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Charla Miller from the January 2023 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	EXCUSED	Keith (MDW)	PRESENT

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

President Lyn Montgomery was present.

Guests TWU Local 579 President Tyesha Best and TWU Local 579 Recording Secretary Elizabeth Smith were present.

Guest TWU International Vice President Thom McDaniel entered the Meeting at 0913.

Oath of Office
International Vice President Thom McDaniel administered the Oath of Office to Baltimore Domicile Executive Board Member Melissa Grube, who was appointed at the November 2022 Executive Board Meeting.

Guest Thom McDaniel exited the Meeting at 0916.

Lyn Montgomery exited the Meeting at 0916 to attend to Union Business.

Correspondences

- Member Correspondence

New Business
A discussion was held about the Make I-T Right / Make IT Right Resolution that was presented at the Executive Board Meeting.

Drew Shy made a **motion (1)** to form the TWU Local 556 IROP Task Force. Alison Head **seconded** the motion. There was discussion. The Executive Board agreed by unanimous consent. The motion **carried**.

Drew Shy will serve as the Chairperson of the TWU Local 556 IROP Task Force.

A discussion was held about Executive Board Polo Shirts.

Drew Shy made a **motion (2)** to approve the TWU Local 556 polo shirt proposal as presented, not to exceed $1500. 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	**CHAIR**	Grube (BWI)	YEA

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

The motion **carried**.

The Executive Board agreed by unanimous consent that the February Executive Board Meeting will be a virtual Meeting held February 14-15, 2023.

The Executive Board agreed by unanimous consent to move the July Executive Board Meeting due to the 2023 Legislative and Political Conference.

The July Executive Board Meeting will be held July 18-19, 2023.

The Executive Board took a break at 0959 and reconvened at 1017.

Unfinished Business

The Executive Board agreed by unanimous consent to extend the GRC trial process until the February 2023 Executive Board Meeting.

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

Good of the Order

A discussion was held about Winter Storm Elliott and the Southwest Airlines (SWA) meltdown.

A discussion was held about Executive Board decorum.

Jamie Simpson made a **motion (3)** to form a special committee, with legal and parliamentarian advice, to outline sanctioning procedures in the Board Room. Mark Torrez **seconded** the motion. There was discussion.

Kristie Scarbrough made a **motion (4)** to postone motion (3) to form a special committee, with legal and parliamentarian advice, to outline sanctioning procedures until the February 2023 Executive Board Meeting. John DiPippa **seconded** the motion. There was discussion. The Executive Board voted on the motion on the floor by show of hands. The motion **failed**.

Yea - 6 **Nay - 18**

John DiPippa made a **motion (5)** to postone indefinitely motion (3) to form a special committee, with legal and parliamentarian advice, to outline sanctioning procedures indefinitely. Kristie Scarbrough **seconded** the motion. There was discussion. The Executive Board voted on the motion on the floor by show of hands. The motion **failed**.

Yea - 4 **Nay - 10**

Gayle Middleton made an **amendment (6)** to strike "sanctioning" and insert the word "parliamentary" so the motion reads "..to form a special committee, with legal and parliamentarian advice, to outline parliamentary procedures in the Board Room." Kristen Loucks **seconded** the motion. There was discussion. The Executive Board voted on the motion on the floor by show of hands. The motion **carried**.

Yea - 15 **Nay - 3**

The Executive Board voted by roll call on the amended motion on the floor to form a special committee, with legal and parliamentarian advice, to outline parliamentary procedures in the Board Room:

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

The motion **carried**.

Jamie Simpson will be the Chairperson of the newly formed Committee. The Committee will provide an update at the February 2023 Executive Board Meeting.

A discussion was held about the Emergency Sick Call Procedures (ESCP) Arbitration and notification to the Membership.

Alison Head made a **motion (7)** to accept Randy Jamaul Peacock's resignation from all roles and responsibilities within TWU Local 556. Mark Torrez **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Corliss King made a **motion (8)** to create a supplemental insurance committee to review the providers and broker and Member issues that may arise. Alison Head **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)	NAY
King, 2nd VP	YEA	Scarbrough (DAL)	NAY
Leyva, Financial Sec.	NAY	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	EXCUSED	Keith (MDW)	NAY
Modelo, BMAL	NAY	Rosenberg (OAK)	EXCUSED
Ross Middleton, BMAL	NAY	DiPippa (PHX)	NAY

The motion **failed**.

The Executive Board went to lunch at 1210 and reconvened at 1340.

Michael Massoni called the Meeting to order at 1341. 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	EXCUSED	Keith (MDW)	PRESENT
Modelo, BMAL	PRESENT	Rosenberg (OAK)	EXCUSED
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

Lyn Montgomery was excused for Union Business.

Josh Rosenberg was excused for personal reasons.

Charla Miller was excused for personal reasons.

Kristen Loucks made a **motion (9)** to adopt the Make I-T Right / Make IT Right Resolution as amended. Danny Modelo **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

The Make I-T Right / Make IT Right Resolution will be emailed and mailed to the Southwest Airlines Board of Directors, Bob Jordan, TWU International President John Samuelsen, the TWU Local 556 Membership.

Minutes

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

Ashley Breuer presented the **December 7, 2022 Special Executive Board Meeting Minutes** for review. The minutes were approved as amended by unanimous consent.

Ashley Breuer presented the **December 10, 2022 Special Executive Board Meeting Minutes** for review. The minutes were approved as presented by unanimous consent.

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

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

Guests TWU Local 556 Grievance Team Member Brandon Hillhouse entered the meeting at 1420.

Guests TWU Local 556 Technical Services Chairperson Drew Kennedy entered the meeting at 1426.

Brandon Hillhouse and Drew Kennedy presented the "Elliott Form" to the Executive Board, to help assist with grievances that will arise from the SWA meltdown.

The Executive Board took a break at 1449 and reconvened at 1516.

Guest 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 presented by unanimous consent.

A discussion was held about gratitude pay and the Company's Q&A regarding the premium pay. Gayle Middleton and Brandon Hillhouse have been trying to work with the company to get them to provide a better Q&A. However, the Company is refusing to cooperate or to provide an updated document.

Guest Brandon Hillhouse exited the Meeting at 1533.

A discussion was held about having the Reschedule Research and Analysis Committee audit trips for TWU Local 556 Members that were affected by the SWA meltdown.

Mark Torrez made a **motion (9)** to approve the RAC proposal of up to three (3) full-time pulls for one (1) month to audit pairings affected from December 21-31, 2022, as identified by a Member. Alison Head **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	ABSTAIN	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	AWAY	Shy (MCO)	YEA
Miller, BMAL	EXCUSED	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	EXCUSED
Ross Middleton, BMAL	YEA	DiPippa (PHX)	ABSTAIN

The motion **carried**.

Michael Massoni recessed the meeting at 1614.

Wednesday, January 11, 2023

Michael Massoni called the Meeting to order at 0902. Quorum was established.

Lyn Montgomery was excused for Union Business.

Josh Rosenberg was excused for personal reasons.

Charla Miller 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	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	EXCUSED	Keith (MDW)	PRESENT
Modelo, BMAL	PRESENT	Rosenberg (OAK)	EXCUSED
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

Guests TWU Local 556 Legal Counsel Adam Greenfield and Ed Cloutman were present.

The Executive Board entered Executive Session at 0905.

The Executive Board exited Executive Session at 0932.

Guests Adam Greenfield and Ed Cloutman exited the Meeting at 0932.

Guests TWU Local 579 President Tyesha Best and TWU Local 579 Recording Secretary Elizabeth Smith entered the Meeting at 0936.

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 – John DiPippa submitted a report for review.

The Executive Board took a break at 0956 and reconvened at 1016.

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.

Ashley Breuer made a **motion (10)** that the Communications Committee will discontinue the use of sending TWU Local 556 informational emails to @WNCO.com domain email addresses. Bryan Orozco **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Committee on Political Education (COPE) – Bryan Orozco 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 – Drew Shy and Melissa Grube submitted a report for review.
Uniform – No written report was submitted.

Drew Shy made a **motion (11)** to appoint Crystal Williams as the Chairperson of the Uniform Committee. Ashley Breuer **seconded** the motion. There was discussion. The Executive Board agreed by unanimous consent. The motion **carried**.

A discussion was held about the Colorado AFL-CIO Labor Lobby Corp.

TWU Local 556 Professional Standards Chairperson Kurtis Beggs entered the Meeting at 1117.

The Executive Board thanked Kurtis Beggs for the recent update to the Professional Standards program that now allows the acceptance of probationary cases.

Guest Kurtis Beggs exited the Meeting at 1120.

The Executive Board took a break at 1120 and reconvened at 1134.

Guest TWU Local 556 Technical Services Chairperson Drew Kennedy was present.

Drew Shy made a **motion (12)** to approve the renewal recommendation for Salesforce, as presented. Danny Modelo **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)	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	EXCUSED	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	EXCUSED

Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

The Executive Board went to lunch at 1156 and reconvened at 1353.

Michael Massoni called the Meeting to order at 1353. 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	EXCUSED	Keith (MDW)	PRESENT
Modelo, BMAL	PRESENT	Rosenberg (OAK)	EXCUSED
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

Lyn Montgomery was excused for Union Business.

Josh Rosenberg was excused for personal reasons.

Charla Miller 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) – Joe Skotnik submitted a report for review.

New Hire – No written report was submitted.

Negotiations – Joe Skotnik submitted a report for review.

Satellite Bases – Joe Skotnik 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.
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 – Mark Torrez submitted a report for review.
Investment Committee – No written report was submitted.

A discussion was held regarding TWU Local 556 financial information.

Michael Massoni adjourned the Meeting at 1429.

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