



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Executive Board Meeting Synopsis
March 14, 2023
Virtual

Tuesday, March 14, 2023

Lyn Montgomery called the Meeting to order at 1000. Quorum was established.

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

AM Roll Call:			
Montgomery, President	PRESENT	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)	EXCUSED
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

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

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

Correspondences

- Letter to Representative Meeks from International President John Samuelson regarding the proposed JetBlue hostile acquisition of Spirit Airlines
- Working Women's Committee Meeting cancelation
- Letter from Shirley Duff, TWU International Civil and Human Rights Dept., Director announcing the TWU Working Women's Committee in Washington, DC, March 28-30, 2023.

A discussion was held about the upcoming FAA Safety Summit.

Guests Mike Sims, Sonya LaCore, and Rachel Loudermilk entered the meeting at 1011.

Guests: Southwest Airlines Management - VP Inflight Sonya Lacore, Sr. Director Base Operations Mike Sims, and MD Base Ops & Employee Engagement Rachel Loudermilk

A discussion was held about staffing. The last class is currently in session. There will be a break in classes in April and May break. Once the move to the LEAD Center is complete, normal hiring will resume. Ground Ops and Pilots are working on their staffing as well.

A discussion was held about Winter Storm Elliott. The Company now understands some root causes and what SWA is doing to mitigate this in the future. Work is under way preparing for next winter. Some of that work has already been completed. The driver was the cascading cancelations, overwhelmed stations, crew networks, etc. The system was too strained for technology to recover.

Categories for Recovery:

1. Accelerate operational investments towards technology (1.3 million), crew scheduling, and customer phone systems. Upgraded for higher call volumes.
2. Winter Operations - not having enough de-icing trucks, pads, fluid.
3. Ground Staffing - making sure the certain location will be over-staffed because of the amount of times they needed to trade out in extreme weather conditions.
4. NOC and Network Planning will be under one umbrella.

Payroll issues/computation errors have been at the forefront and addressed as quickly as possible. If there is an overpayment, the Company will not try to recover that overpayment. The Labor Team has been asked to expedite requests of contract interpretation that is currently going through the grievance process.

A discussion was held about COVID-19 pay protections.

A discuss was held about the concerns of tribalism.

Guests Mike Sims, Sonya Lacore, and Rachel Loudermilk exited the meeting at 1106.

Minutes

Ashley Breuer presented the **February 2023 Executive Board Meeting Minutes** for review. The minutes were approved as presented by unanimous consent.

Financial Report

Melissa Leyva presented the **February 2023 Financial Report** for review.

The Executive Board took a break at 1153 and reconvened at 1158.

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.

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

David Jackson made a **motion (1)** to accept the settlement offer on behalf of a Grievance. Kristen Loucks **seconded** the motion. The motion **carried**.

The Executive Board went to lunch at 1238 and reconvened at 1340.

Lyn Montgomery called the Meeting to order at 1340. Quorum was established.

PM Roll Call:			
Montgomery, President	PRESENT	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	AWAY	Rosenberg (OAK)	EXCUSED
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

Josh Rosenberg was excused for personal reasons.

Danny Modelo was away attending to Union Business.

Guests Matt Hettich, TWU Legislative and Political Representative, TWU Local 556 Negotiating Team Members Liz Howayeck, LaShaye Hutchison, Denny Sebesta, and Joe Skotnik entered the meeting at 1344.

Unfinished Business

A discussion was held about the California Meal and Rest Break legislation.

Kristie Scarbrough exited the meeting at 1425.

The Executive Board agreed by unanimous consent to allow the Negotiating Team (NT) to negotiate rules under provisions for meal and rest breaks.

Guest Matt Hettich exited the meeting at 1442.

Guests Liz Howayeck, LaShaye Hutchinson, Denny Sebesta, and Joe Skotnik exited the meeting at 1443.

Ashley Breuer made a **motion (2)** to accept the Grievance Review Committee Proposal as presented. Kristen Loucks 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	Grube (BWI)	YEA
King, 2nd VP	YEA	Scarbrough (DAL)	AWAY
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)	EXCUSED
Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

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

Ashley Breuer made a **motion (3)** to have legal counsel and the parliamentarian at the First Membership Meeting of 2023. Charla Miller **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

New Business

A discussion was held about Member non-payment of dues.

The Executive Board took a break at 1510 and reconvened at 1520.

A discussion was held about donation requests.

Good of the Order

A discussion was held about AAPI TWU Local 556 Pins. The TWU Local 556 Executive Board will ask CHRC to handle this and bring a proposed pin back to the Executive Board for approval.

A discussion was held about LMRDA requirements in regard to labor union financials.

A discussion was held about motions made at the 2022 Third Membership Meeting.

A discussion was held about Flight Attendant Education Cards.

A discussion was held about 401k changes.

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.

Kristie Scarbrough entered the meeting at 1638.

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.

Guest TWU Local 556 Uniform Chairperson Crystal Williams entered the meeting at 1645.

Guest: TWU Local 556 Uniform Committee

Crystal Williams presented the monthly Committee Report to the Executive Board.

Guest Crystal Williams exited the meeting at 1711.

The Executive Board took a break at 1712 and reconvened at 1722.

Lyn Montgomery and Michael Massoni are away attending to Union Business.

Corliss King chaired the meeting.

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 – No written report was submitted.

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) – Pamila Forte submitted a report for review.

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

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 – Crystal Williams presented 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) – Lyn Montgomery submitted a report for review.

New Hire – Danny Modelo presented a report for review. 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.

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 submitted a report for review.

Reschedule Research and Analysis Committee – Mark Torrez submitted a report for review.

Investment Committee – Melissa Leyva submitted a report for review.

IROP Task Force – Drew Shy submitted a report for review.

Parliamentary Committee – Jamie Simpson submitted a report for review.

Corliss King adjourned the Meeting at 1754.

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