



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

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**TWU Local 556
Executive Board Meeting Synopsis
May 16-17, 2023**

Tuesday, May 16, 2023

Corliss King called the Meeting to order at 0900. Quorum was established.

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

The Executive Board agreed by unanimous consent to excuse Michael Massoni from the May 2023 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Alison Head from the May 2023 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Renda Marsh from the May 2023 Executive Board Meeting due to personal reasons.

AM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	EXCUSED
Massoni, 1st VP	EXCUSED	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	EXCUSED	Shy (MCO)	PRESENT
Miller, BMAL	PRESENT	Keith (MDW)	PRESENT
Modelo, BMAL	PRESENT	Rosenberg (OAK)	PRESENT

Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT
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The Executive Board recited the **Pledge of Allegiance**.

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

Correspondences

- Letter from Andrew Sutton, TWU International Vice President - Air Division Director, to all TWU Local regarding the Future Leaders Organizing Committee Meeting that is being held in conjunction with the TWU Legislative and COPE conference July 9-12, 2023.

Minutes

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

Financial Report

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

Grievance Report

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

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 the COVID-19 Group Grievance.

The Executive Board took a break at 1015 and reconvened at 1031.

Grievance Review Committee

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

Gayle Middleton made a **motion (2)** not to proceed on a Grievance. David Jackson **seconded** the motion. The motion **carried**.

Jamie Simpson made a **motion (3)** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **failed**.

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

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

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

Kay Hogan made a **motion (4)** that in response to SWA's refusal to bargain acceptable terms to the CBA, decisive action must be taken. Should the TWU Local 556 Negotiating Committee believe they have reached an impasse with the company accordingly, the Executive Board of TWU Local 556 grants the Local 556 Negotiating Committee permission to commence strike authorization procedures against SWA pursuant to Article XXVI of the TWU Constitution. Ashley Breuer **seconded** the motion. There was discussion.

Drew Shy made a **motion (5)** to postpone the main motion until the Executive Board has been briefed by the Negotiating Committee about the status of negotiations. Bryan Orozco **seconded** the motion. There was discussion.

Ashley Breuer made a **motion (6)** to close debate until after the lunch break. Josh Rosenberg **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

The Executive Board went to lunch at 1228 and reconvened at 1400.

Corliss King called the Meeting to order at 1401. Quorum was established.

PM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	EXCUSED
Massoni, 1st VP	EXCUSED	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	EXCUSED	Shy (MCO)	PRESENT
Miller, BMAL	PRESENT	Keith (MDW)	PRESENT
Modelo, BMAL	PRESENT	Rosenberg (OAK)	PRESENT
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

Lyn Montgomery was excused for Union Business.

Michael Massoni was excused for personal reasons.

Alison Head was excused for personal reasons.

Renda Marsh was excused for personal reasons.

The Executive Board convened a conference call with President Lyn Montgomery to address the status of negotiations.

Discussion continued on **motion (5)** to postpone the main motion until the Executive Board has been briefed by the Negotiating Committee about the status of negotiations. The Executive Board voted on the motion on the floor by show of hands. The motion **failed**.

Yea - 0 Nay - 17

Mark Torrez made an **amendment (4a)** to strike “....grants TWU Local 556 Negotiating Committee permission to...” and insert “will” so that the motion reads:

“In response to SWA’s refusal to bargain acceptable terms to the CBA, decisive action must be taken. Should the TWU Local 556 Negotiating Committee believe they have reached an impasse with the company accordingly, the Executive Board of TWU Local 556 will commence strike authorization procedures against SWA pursuant to Article XXVI of the TWU Constitution.”

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)	EXCUSED
Massoni, 1st VP	EXCUSED	Grube (BWI)	YEA
King, 2nd VP	CHAIR	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	EXCUSED	Shy (MCO)	YEA
Miller, BMAL	YEA	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**.

Discussion continued on amended **motion (4)** which states “In response to SWA’s refusal to bargain acceptable terms to the CBA, decisive action must be taken. Should the TWU Local 556 Negotiating Committee believe they have reached an impasse with the company accordingly, the Executive Board of TWU Local 556 will commence strike authorization procedures against SWA pursuant to Article XXVI of the TWU Constitution.”. There was discussion. The Executive Board voted by roll call on the motion of the floor:

Montgomery, President	EXCUSED	Head (ATL)	EXCUSED
Massoni, 1st VP	EXCUSED	Grube (BWI)	YEA
King, 2nd VP	CHAIR	Scarborough (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	EXCUSED	Shy (MCO)	YEA
Miller, BMAL	YEA	Keith (MDW)	YEA
Modelo, BMAL	YEA	Rosenberg (OAK)	YEA
Ross Middleton, BMAL	YEA	DiPippa (PHX)	YEA

The motion **carried**

The Executive Board took a break at 1506 and reconvened at 1530.

Guest Crystal Williams was present.

Guest: TWU Local 556 Uniform Committee

TWU Local 556 Uniform Committee Chairperson Crystal Williams presented the monthly Committee Report to the Executive Board.

Guest Crystal Williams exited the meeting at 1623.

A discussion was held about mediation and the presentation of a letter to Bob Jordan and the Southwest Airlines Negotiating Team.

The Executive Board convened another conference call with President Lyn Montgomery for an update on the status of negotiations.

The Executive Board took a break at 1734 and reconvened at 1750.

The Executive Board drafted a letter addressed to Bob Jordan and the Southwest Airlines Negotiating Team, which will be verbally presented by the Executive Board and subsequently distributed to the TWU Local 556 Membership.

Corliss King recessed the meeting at 1855.

Wednesday, May 17, 2023

Corliss King called the Meeting to order at 1010. Quorum was established.

Lyn Montgomery was excused for Union Business.

Michael Massoni was excused for personal reasons.

Alison Head was excused for personal reasons.

Renda Marsh was excused for personal reasons.

AM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	EXCUSED
Massoni, 1st VP	EXCUSED	Grube (BWI)	PRESENT
King, 2nd VP	CHAIR	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	EXCUSED	Shy (MCO)	PRESENT
Miller, BMAL	PRESENT	Keith (MDW)	PRESENT
Modelo, BMAL	PRESENT	Rosenberg (OAK)	PRESENT
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

There was a discussion regarding the morning's presentation of the letter addressed to Bob Jordan and the Southwest Airlines Negotiating Team.

A discussion was held regarding the agenda.

Legal Update

The Executive Board entered Executive Session at 1017.

The Executive Board exited Executive Session 1018.

Officer Reports Cont. (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 presented a report for review. No written report was submitted.
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 - No written report was submitted.
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 – No written report was submitted.
Orlando – Drew Shy submitted a report for review.

There was a discussion regarding AAPI Union Pins, and the Executive Board unanimously agreed to accept the first version among the presented options.

Phoenix – John DiPippa submitted a report for review.

TWU Local 556 COPE Report

TWU Local 556 Vice-Chairperson Bryan Orozco presented the monthly Committee Report to the Executive Board.

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 and submitted a report for review.

The Executive Board took a break at 1118 and reconvened at 1136.

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) – No written report was submitted.

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

New Hire – Joe Skotnik and Danny Modelo presented and submitted a report for review.

Negotiations – No written report was submitted.

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 – No written report was submitted

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

John DiPippa made a **motion (7)** to have the 2023 July Executive Board meeting held as a virtual meeting to assist with funding the RAC Committee. 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)	EXCUSED
Massoni, 1st VP	EXCUSED	Grube (BWI)	NAY
King, 2nd VP	CHAIR	Scarbrough (DAL)	YAY
Leyva, Financial Sec.	NAY	Simpson (DEN)	NAY

Breuer, Recording Sec.	YAY	Jackson (HOU)	NAY
Hogan, BMAL	NAY	Orozco (LAS)	NAY
Loucks, BMAL	NAY	Torrez (LAX)	NAY
Marsh, BMAL	EXCUSED	Shy (MCO)	NAY
Miller, BMAL	YAY	Keith (MDW)	YAY
Modelo, BMAL	NAY	Rosenberg (OAK)	NAY
Ross Middleton, BMAL	NAY	DiPippa (PHX)	YAY

The motion **failed**.

Investment Committee – Melissa Leyva submitted a report for review.

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

Parliamentary Committee – No written report was submitted

The Executive Board agreed by unanimous consent to dissolve the Parliamentary Committee.

The Executive Board went to lunch at 1245 and reconvened at 1320.

Corliss King called the Meeting to order at 1323. Quorum was established.

PM Roll Call:			
Montgomery, President	EXCUSED	Head (ATL)	EXCUSED
Massoni, 1st VP	EXCUSED	Grube (BWI)	PRESENT
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	EXCUSED	Torrez (LAX)	PRESENT
Marsh, BMAL	EXCUSED	Shy (MCO)	PRESENT
Miller, BMAL	EXCUSED	Keith (MDW)	EXCUSED
Modelo, BMAL	PRESENT	Rosenberg (OAK)	PRESENT
Ross Middleton, BMAL	PRESENT	DiPippa (PHX)	PRESENT

Lyn Montgomery was excused for Union Business.

Michael Massoni was excused for personal reasons.

Alison Head was excused for personal reasons.

Renda Marsh was excused for personal reasons.

The Executive Board agreed by unanimous consent to excuse Kristie Scarbrough from the afternoon session of the May 2023 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Kristen Loucks from the afternoon session of the May 2023 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Charla Miller from the afternoon session of the May 2023 Executive Board Meeting due to personal reasons.

The Executive Board agreed by unanimous consent to excuse Donna Keith from the afternoon session of the May 2023 Executive Board Meeting due to personal reasons.

Unfinished Business

A discussion was held about Non-payment of dues. Drew Shy will bring information to the Executive Board to review at the June 2023 Executive Board Meeting.

A discussion was held about dual roles with the Company and TWU Local 556. Gayle Middleton, Drew Shy, and Melissa Grube will bring information to the Executive Board to review at the June 2023 Executive Board Meeting.

The Executive Board entered Executive Session at 1329.

The Executive Board exited Executive Session 1337.

There was discussion regarding main motion (5) from the April 2023 Executive Board Meeting to donate part of the office furniture, not being used, to a local charity. The Executive Board agreed by unanimous consent. The motion **carried**.

New Business

Ashley Breuer made a **motion (8)** to move the September 2023 Executive Board Meeting to September 19-20, 2023. Drew Shy **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Good of the Order

A discussion was held about application of California Reimbursement Requirements. Josh Rosenberg will bring more information to review at the June 2023 Executive Board Meeting.

Gayle Middleton will take on research for labor lawyers in base states as a resource for legal issues around state specific leaves/legislations outside of our contract.

David Jackson made a **motion (9)** to adjourn. Danny Modelo **seconded** the motion. The Executive Board agreed by unanimous consent. The motion **carried**.

Corliss King adjourned the Meeting at 1406.

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 slightly slanted and connected in a cursive-like style.

Ashley Breuer
TWU Local 556 Recording Secretary