The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
2nd Membership Meeting
August 17 – 21, 2015
Minutes

Oakland

August 17, 2015

TWU Local 556 1st Vice President Todd Gage called the Oakland Session of the Meeting to order at 1201.

Executive Board Members Todd Gage, Cuyler Thompson, Matt Hettich and Sam Wilkins were present at the Meeting.

TWU Local 556 Negotiating Team Member Bill Holcomb was present at the Meeting.

TWU Local 556 Education Committee Co-Chairpersons Josh Rosenberg and Angie Kilbourne were present at the Meeting.

Todd Gage explained that TWU Local 556 Membership Meetings were considered private and were open only to Union Members. Todd noted that photographing, videotaping or otherwise recording the day's proceedings was prohibited. He explained that in accordance with the TWU Local 556 Bylaws, the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Member review. Todd reviewed the day's Meeting Agenda with those Members present.

Cuyler Thompson submitted the **1st Membership Meeting 2015 Minutes** for review.

Eric Hironymous made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Sam Wilkins **seconded** the motion. The motion **carried.**

Todd Gage presented the **June 2015 TWU Local 556 Financial Report** for review. There was discussion regarding the Financial Report.

Todd Gage explained the election process and duties of the TWU Local 556 Board of Election (BOE). Todd opened the floor to nominations for Members to serve on the Board of Election.

Sam Wilkins **nominated** Erich Schwenk, Karen Jaburek, Brad Voyik, Stephen Grimaldi, Julie Murphy, Stacey Labauve, Stacy Madison, Courtney Davis and Mario Galileo-Cendejas to serve on the Board of Election.

Todd Gage closed the floor to further nominations.

Todd Gage reported that Las Vegas Flight Attendant Mark Anthony Reyes had recently been appointed by the Executive Board to serve as the Chairperson of the TWU Local 556 Shop Steward Committee. Todd noted that Houston Flight Attendant Crystal Reven had been appointed as the Co-Chairperson of the Committee. Todd explained the election process and duties of TWU Local 556 Shop Stewards. There was discussion regarding the upcoming training for Shop Stewards.

There was discussion regarding the TWU Local 556 Mobilization/Organizing Committee and TWU Local 556 Ambassadors.

Todd opened the floor to nominations for Members to serve as Shop Stewards.

Matt Hettich nominated Jeanette Lanning, Jeffrey Costello, Sam Wilkins, Josh Rosenberg, Cuyler Thompson, Todd Gage, Eric Hironymous, Angie Kilbourne, Mario Galileo-Cendejas, Annmarie Mota, Carlene Raymond, Redd Degenova, Kevin Daniels, Joachim Ramirez, Shelley LeFebvre, Matt Trenery, Matt Hettich, Jonna Zeizak, Anna Shoop and Nicole Abalayan to serve as TWU Local 556 Shop Stewards.

Todd Gage closed the floor to further nominations.

Those Members present **agreed** that Dallas-based Flight Attendant Wendy Aschebrock would tabulate the results of the Shop Steward Election, which would be verified by Oakland Domicile Executive Board Member Matt Hettich.

Recording Secretary Cuyler Thompson distributed secret ballots to the Oakland-based Members present. After Members had cast their votes, Cuyler collected the ballots and presented them to Wendy for tabulation.

Those Members present **agreed** to proceed through the Meeting Agenda.

Oakland Domicile Executive Board Member Matt Hettich updated those Members present regarding the fact that the emergency telephones in the Employee Parking Lot had been repaired and were now functioning properly. Matt invited all those present to attend the Labor Day picnic in Alameda, California. There was discussion regarding the benefits Union Members reap when becoming involved in national, state and local politics. Matt reported on the progress in obtaining SIDA Badges for Oakland- based Flight Attendants so that they may receive discounted fares on the BART Connector.

Todd Gage reported that in accordance with the TWU Local 556 Bylaws, motions to amend the Bylaws may only be offered during the 2nd Membership Meeting of odd-numbered years, to be voted upon during the 3rd Membership Meeting of the same year. Todd explained that at the conclusion of all sessions of the Meeting, all motions to amend the Bylaws would be presented to legal counsel and TWU International for review. Motions to amend the Bylaws would be published with the Meeting Agenda for review on the TWU Local 556 Website at least 45 days prior to the 3rd Membership Meeting of 2015.

Todd Gage opened the floor for amendments to the TWU Local 556 Bylaws.

MOTION (OAK1*):
Brent Kaspar made a **motion** to amend *the following two Bylaws as one joint Bylaw amendment.*

Bylaw amendment A: to amend Article VI (k) that says, "The President shall preside at all negotiations" and add the following language, "unless and until a tentative agreement is voted down."

Bylaw amendment B: to amend Article IX (K) to add the following language.

In the event a proposed tentative agreement is not approved for ratification by that Membership the following *language will go into effect.*

A failed tentative agreement may effectively be considered a vote of no-confidence in the negotiation team. As such, the following steps will go into effect.

The Executive Board will enact a system wide election just as we do with Officer elections, (voting by both Internet and phone), asking the Membership to vote to approve or not approved a vote of no-confidence in the Negotiating Team that negotiated the failed T.A.

If the Membership votes in favor of no-confidence, the entire Negotiating Team will be replaced and cause a new nomination and ballot election by the Membership to take place as per the following. All five Members including the former negotiators are eligible as per Federal law to be elected to the new negotiating team. The President and former lead negotiator will oversee and work with the new Negotiating team with all details and processes required for the transition. The President will fulfill all other duties as President as required to effectively empower the newly elected Contract negotiators as per these Bylaws. Vacancies shall be filled by the nominees with the next highest vote total. The Executive Board will only appoint vacancies when no other nominees are available. All new Contract Negotiators must be on the SWA In-flight seniority list for not less than a period of one (1) year at the time of nominations. Any former Negotiator who holds another position within the Union will remain seated in those positions. (Example: The President will stay on as President of the Local.

SYNOPSIS:
Currently there is no language that addresses what happens when a TA is not approved by the Members. This bylaw amendment will address that

RATIONALE:
Each NT Member is (at this time) paid highline plus 15 percent (149 TFP) and over the course of a year or two the cost of a failed T.A. can be significant. It is difficult to believe that any NT Member can then go back to Management and negotiate a benefit the second time that they failed to negotiate the first time. New ideas, new negotiating tactics, new negotiating strategies will be needed. Doing the same thing over and over and expecting different results will only cost the Membership more money and more time.

Malinda Hart **seconded** the motion.

MOTION (OAK2*):
Brent Kaspar made a **motion** to amend *Article IV, Responsibilities of Members, to add a new section, the Local 556 Treasurer will not allow manipulation of the compensatory system within our Local to allow for Union Double Dipping (excluding jet way trades) also known as collecting compensation from the company while collecting compensation from the Union for the same period of time. Therefore, excluding any jet way trades, Union compensation will be withheld and not paid to anyone who is being paid by the company for the same period of time they claim they are doing Union work. The Local 556 Treasurer will not pay at Union leader if the Union leader is also being paid by the company for the same period of time.*

SYNOPSIS:
Currently a select group of Union leaders are double dipping. This bylaw amendment will change that.

RATIONALE:
Over the years many of our Membership have inadvertently viewed Crew Web Access screenshots that clearly displayed Union leaders with a Union Pull bar that overlapped a trip. How is it possible to perform the work of the Union while flying a trip? This isn't just about Union leaders picking up a trip to fulfill a bylaw requirement. This is about them getting paid for both, when they should be deducting

the trip pay from their Union pay. This bylaw amendment will allow our workgroup to better define unacceptable unethical behavior by not allowing members to manipulate the system. Paying Union funds derived from Union dues to pay someone to perform a Union task when being paid by the company for the same period of time is highly questionable if not completely unethical and not fair to dues paying Members of Local 556.

Cuyler Thompson **seconded** the motion.

MOTION (OAK3*):
Brent Kaspar made a **motion** to amend *Article IV (f) to add the following language*

"because our job description inhibits our ability to attend Membership meetings, Members who are unable to attend meetings may write & legible motions and bylaw amendments complete with date, employee number, base and contact information and send them to the Recording Secretary certified or registered mail to be received and signed for at least one week prior to the start of the first session of the first upcoming meeting for presenting and seconding at the next upcoming meeting. The Recording Secretary will read and present the motion or bylaw amendment on behalf of the Member and ask for a second on behalf of that Member."

SYNOPSIS:
Currently Members are present when making motions and bylaw amendments. This will allow the Members to not be present.

RATIONALE:
Sometimes our very job description defeats our ability to attend membership meetings. Yet every member deserves a voice. This is not proxy voting, as members are still required to be present while voting. The bylaw amendment will allow for the Members not present to have a voice and required the According Secretary to present the motion or bylaw amendment in their stead. The motion or bylaw amendments must be signed and dated in must be postmarked as per the requirements written above to ensure its timeliness. If the Recording Secretary has questions the contact information must be included as written.

Cuyler Thompson **seconded** the motion.

MOTION (OAK4*):
Matt Hettich made a **motion** to amend a motion on the floor **(OAK2)** *by adding the words "and vacation bar" after the word trades and before the word also.*

SYNOPSIS:
Add words vacation bar to exclude Company paid vacation from the prohibition

RATIONALE:
Shop Stewards would be unable to represent Members if the Shop Steward was on a vacation.

Sam Wilkins **seconded** the motion.

MOTION (OAK5*):
Sam Wilkins made a **motion** to amend Article IX-Elections by adding *to (e) "At the time of nominations candidates for domicile executive board members must provide verification of current base and residency in order to be eligible for the position."*

SYNOPSIS:
DEBM's have specified duties associated with their domicile thus they need to live in base.

RATIONALE:
In 2011 our membership voted down striking the word reside. Our members have made it clear that they want their DEBM's to reside in the domicile to which they represent.

Angie Kilbourne **seconded** the motion.

MOTION (OAK6*):
Todd Gage made a **motion** to amend the motion on the floor **(OAK5)** *by striking the words "of nominations candidates for DEBM" and add a "new" DEBM is elected, they*

SYNOPSIS:
If a DEBM is not elected they shouldn't have to move to a new Domicile.

RATIONALE:
No one should be forced to move if they lose the election, however should be enough time to move if necessary

Angie Kilbourne **seconded** the motion.

MOTION (OAK7*):
Matt Hettich made a **motion** to amend *Article VII, (h) to add the following verbiage: "The Executive Board meeting chairperson shall cast a vote only in the event of a deadlock of the Executive Board."*

SYNOPSIS:
clearly define the voting of the Executive Board meeting chairperson to allow a vote only in the event of a tie vote on the Executive Board.

RATIONALE: None.

Wendy Aschebrock **seconded** the motion.

Todd Gage closed the floor to further amendments to the TWU Local 556 Bylaws.

Todd Gage reported that Members were welcome to submit motions to amend the Bylaws via email to Cuyler Thompson prior to the adjournment of the 2nd Membership Meeting of 2015 on Friday, August 21, 2015.

Todd Gage announced the results of the TWU Local 556 Shop Steward Election and thanked Member Wendy Aschebrock for assisting with the tabulation of votes.

Todd Gage reported that Flight Attendants Brandon Hillhouse and Paul Sweetin had recently resigned from the TWU Local 556 Negotiating Team. Todd explained that the Executive Board was currently accepting Letters of Interest and resumes from TWU Local 556 Members interested in an appointment to serve on the Negotiating Team.

Todd Gage introduced Negotiating Team Member Bill Holcomb.

Bill Holcomb answered questions regarding the recent failure of a Tentative Agreement between TWU Local 556 and Southwest Airlines. Bill distributed a brief Negotiations pre-Survey to those Members present and solicited input regarding how the Union should proceed in the fight to reach a Contract with Management.

There was discussion regarding how TWU Local 556 conducts Membership Meetings.

Matt Hettich made a **motion** to recess. Jeff Gentile **seconded** the motion. The motion **carried**.

Todd Gage recessed the Oakland Session of the Meeting at 1544.

Las Vegas
August 18, 2015

TWU Local 556 1st Vice President Todd Gage called the Las Vegas Session of the Meeting to order at 1209.

Executive Board Members Todd Gage, Cuyler Thompson and Rachel Brownfield were present at the meeting.

TWU Local 556 Negotiating Team Member Bill Holcomb was present at the Meeting.

TWU Local 556 Education Committee Chairperson Amanda Gauger was the present at the Meeting.

TWU Local 556 Veterans Committee Chairperson Chris Sullivan was present at the Meeting.

TWU Local 556 Committee on Political Education (COPE) Co-Chairperson Bryan Orozco was present at the Meeting.

TWU Local 556 Shop Steward Committee Chairperson Mark Anthony Reyes was present at the Meeting.

Todd Gage explained that TWU Local 556 Membership Meetings were considered private and were open only to Union Members. Todd noted that photographing, videotaping or otherwise recording the day's proceedings was prohibited. He explained that in accordance with the TWU Local 556 Bylaws, the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that three copies of the procedures were available for Member review. Todd reviewed the day's Meeting Agenda with those Members present.

Cuyler Thompson submitted the **1st Membership Meeting 2015 Minutes** for review.

Rachel Brownfield made a **motion** to dispense with reading the minutes aloud and to approve them as presented. VeAnne Reeder **seconded** the motion. The motion **carried.**

Todd Gage presented the **June 2015 TWU Local 556 Financial Report** for review. There was discussion regarding the Financial Report.

Todd Gage explained the election process and duties of the TWU Local 556 Board of Election (BOE). Todd read aloud those who had been nominated during previous Sessions of the Meeting and opened the floor to nominations for Members to serve on the Board of Election.

Chris Sullivan **nominated** Ian Johnson and Jason Arnold-Burke to serve on the Board of Election.

Kevin Onstead **nominated** Susan Johnson to serve on the Board of Election.

Fred Commo **nominated** Will Browne and Lori Lochelt to serve on the Board of Election.

Todd Gage closed the floor to further nominations.

Todd Gage reported that Las Vegas Flight Attendant Mark Anthony Reyes had recently been appointed by the

Executive Board to serve as the Chairperson of the TWU Local 556 Shop Steward Committee. Todd noted that Houston Flight Attendant Crystal Reven had been appointed as the Co-Chairperson of the Committee. Todd explained the election process and duties of TWU Local 556 Shop Stewards. There was discussion regarding the upcoming training for Shop Stewards.

There was discussion regarding the TWU Local 556 Mobilization/Organizing Committee and TWU Local 556 Ambassadors.

Those Members present **agreed** that Denver-based Flight Attendant Chris Sullivan would tabulate the results of the Shop Steward Election, which would then be verified by Las Vegas Domicile Executive Board Member Rachel Brownfield.

Todd opened the floor to nominations for Members to serve as Shop Stewards.

Rachel Brownfield **nominated** Kristen Loucks, Amanda Gauger, Herman JJ Baker, Jeffrey Frey, Gretchen Rodgers, Addie Crisp, Courtney Davis, Anne Rowley, Devin Johnson, Patrick Lucas, Tiera Broome, Troy Gearhardt, Kevin Barber, Kevin Onstead, Steve Guardado, Dana Suechting, Rick Harton-Flynn, Eric Brothers, Sarah Hecox, Mark Anthony Reyes, Rickie Spand and Patti Phillips to serve as TWU Local 556 Shop Stewards.

Thom Reeder **nominated** VeAnne Reeder and Paul Buchheit to serve as TWU Local 556 Shop Stewards.

Denise Sullivan **nominated** Chad Wareing and Thom Reeder to serve as a TWU Local 556 Shop Steward.

VeAnne Reeder **nominated** Jessica Zimmerman to serve as a TWU Local 556 Shop Steward.

Fred Commo **nominated** Wes Holmes to serve as a TWU Local 556 Shop Steward.

Dana Suechting **nominated** Diana Williams to serve as a TWU Local 556 Shop Steward.

Chris Schroeder **nominated** Daniel Brady and Michael Haverson to serve as TWU Local 556 Shop Stewards.

Danielle Merson **nominated** Chris Schroeder to serve as a TWU Local 556 Shop Steward.

Rickie Spand **nominated** Patrick Lucas and Brandon Martin to serve as TWU Local 556 Shop Stewards.

Nicole Perez **nominated** Mark Minelli, Mark Patlan and Audrey Stone to serve as TWU Local 556 Shop Stewards.

Wes Holmes **nominated** Ryan King to serve as a TWU Local 556 Shop Steward.

Dana Suechting **nominated** Bryan Orozco to serve as a TWU Local 556 Shop Steward.

VeAnne Reeder **nominated** Rachel Brownfield to serve as a TWU Local 556 Shop Steward.

Todd Gage closed the floor to further nominations.

Recording Secretary Cuyler Thompson distributed secret ballots to the Las Vegas-based Members present. After Members had cast their votes, Cuyler collected the ballots and presented them to Chris Sullivan for tabulation.

Those Members present **agreed** to proceed through the Meeting Agenda.

TWU Local 556 Shop Steward Committee Chairperson Mark Anthony Reyes updated those Members present regarding the upcoming Shop Steward Training.

Todd Gage reported that in accordance with the TWU Local 556 Bylaws, motions to amend the Bylaws may only be offered during the 2nd Membership Meeting of odd-numbered years, to be voted upon during the 3rd Membership Meeting of the same year. Todd explained that at the conclusion of all sessions of the Meeting, all motions to amend the Bylaws would be presented to legal counsel and TWU International for review. Motions to amend the Bylaws would be published with the Meeting Agenda for review on the TWU Local 556 Website at least 45 days prior to the 3rd Membership Meeting of 2015.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made at previous Sessions of the Meeting.

Todd Gage opened the floor for amendments to the TWU Local 556 Bylaws.

MOTION (LAS1*):
Rickie Spand made a **motion** *to strike out the 2nd Vice President from Article VII*.

> **SYNOPSIS**: Self Explanatory.
>
> **RATIONALE**: There is no job description for 2nd VP and BMAL position should encompass that.

Robert Lopez **seconded** the motion.

MOTION (LAS2*):
Brent Kaspar made a **motion** to amend *Article XIII (a) by adding the following language.*
The voting for bylaw amendments will be by secret ballot.

> **SYNOPSIS**: Currently the vote is by a show of hands which exposes everyone's vote. This bylaw amendment will make the voting process a secret ballot vote which protects an honors everyone's right to privacy while voting.
>
> **RATIONALE**: this bylaw amendment will offer the same protection of voting privacy for members when voting for our Shop Stewards, when voting for our Executive Board and when voting for the Board of Election. Why would we conduct any voting process for those Members any differently than we would conduct the voting process for bylaw amendments? The Department of Labor requires that voting be done by secret ballot on all Officer elections and all Contract Ratification voting because they know that an exposed vote may also be a compromised vote. Any exposed vote is a vote subject to possible outside influence or manipulation. In years past when there were are lots of attendees at meetings it can be difficult to count all the hands going up late or being lowered early, this will also ensure the vote count is accurate and reliable.

Chris Schroeder **seconded** the motion.

MOTION (LAS3*):
Brent Kaspar made a **motion** to *amend Article IV to add a new section. For member review, the Local 556 Policies and Procedures Manual (or any Union manual with a similar name that addresses this) will be posted on the Local website. Any changes will be updated monthly and dated as such.*

> **SYNOPSIS**: Currently the 556 Policies and Procedures manual not disclosed to the Membership. This bylaw amendment will correct this.

RATIONALE: The Policy and Procedures Manual reveals how the Union spends the dues they collect from the Members Yet they won't reveal those policies to those who financially pay for those policies. Why would an honest Union, not want membership to know how it spends its dues money. Why would this be confidential, non disclosed to those who pay for it? The Union policy and procedures manual included rules such as a receipt reimbursement, Union cell phone policy, Union credit cards policy, Union triple policy, Union double dipping policy, Union travel expense policy, Union office conduct policy, Union weather policy, Union tardy policy, Union comp time policy, Union sick time policy, Union daily expenses policy, Union interview policy and the Union office duties policy are just a few examples of how the Union conducts its office but does not allow the Members to over view how they conduct the office.

Daniel Brady **seconded** the motion.

MOTION (LAS4*):
Brent Kaspar made a **motion** *to amend Article II c by adding. "Such democratic institutions will include the rights of members votes at membership meetings to be confidential and so expressed by secret ballot when voting on motions that were submitted in writing in advance at previous Membership meetings to be voted on at the next Membership meeting. The secret ballot will be on paper, marked I vote to approve or I vote not to approve. The secret ballot will be secured after each session of the meeting and at the end of the last session of the meeting until the tabulation has ended.*

SYNOPSIS: Currently members expose their votes by raising their hand at most all membership meetings.

RATIONALE: 556 Members just like American citizens have the right to vote privately, how we vote is confidential. Any time any 556 members votes by a show of hands or roll call they are subjecting themselves to outside influence. Voting by secret ballot on main motions (or motions submitted in writing, in advance) will NOT slow down the meeting process, ensure accuracy and improved participation. Main motions do not include incidental motions such as motion to recess, adjourn, approve or dispense with reading of the minutes.

Marilyn Biles **seconded** the motion.

MOTION (LAS5*):
Chris Schroeder made a **motion** *to remove the need for a synopsis and rationale for each motion made during bylaw amendment meetings*.

SYNOPSIS: Amendments should not need to be summarized

RATIONALE: Some members won't introduce amendments as the process requires added thought to synopsis and rationale

Rickie Spand **seconded** the motion.

MOTION (LAS6*):
Rachel Brownfield made a **motion** to amend Article V (j*) to strike the words "three" and replace it with the word "one" before the word "loaner."*

SYNOPSIS: Carting three copies of the Roberts Rules of Order is cumbersome.

RATIONALE: Rarely does anyone touch the books and one will suffice.

VeAnne Reeder **seconded** the motion.

MOTION (LAS7*):
Rachel Brownfield made a **motion** to amend Article VI (u). *No officer of the TWU Local 556 Executive Board (EB) may be under the influence of alcohol while being paid by the Members or volunteering their time while the EB is in session. Failure to comply will be considered behavior unbecoming an Officer and grounds for removal from office.*

> **SYNOPSIS**: Officers working or volunteering on behalf of the Members trusted with doing the business of the Membership should be sober and clear-headed while being trusted with Members dues monies.
>
> **RATIONALE**: The office of the TWU Local 556 is one of honor and integrity and must be trusted to Officers acting ethically.

VeAnne Reeder **seconded** the motion.

MOTION (LAS8*):
Rebecca Hofstetter made a **motion** to amend Article VI b to add the language, *"Residency will be defined as within two hour driving distance of the domicile. Residency will be determined by address on driver's license and a copy of the lease or utility bill with a matching address. Each elected DEBM must present proof before taking office.*

> **SYNOPSIS**: Requires specific requirements to establish residency to prevent confusion.
>
> **RATIONALE**: To clarify residency requirements for all DEBMs now heavy and establish fair application of the requirement.

Todd Gage **seconded** the motion.

MOTION (LAS9*):
Bryan Orozco made a **motion** to amend a motion on the floor **(LAS4)** *to strike "I vote to approve or I vote not to approve" from the motion.*

> **SYNOPSIS**: to not be confused to abstain.
>
> **RATIONALE**: it may seem that I have to vote to approve or not approve.

Thom Reeder **seconded** the motion.

MOTION (LAS10*):
Rickie Spand made a **motion** to amend Article V and add a letter m: *Membership Meetings to be spread out in each base with the President and 1st VP are able to meet with the members. 1 base per day.*

> **SYNOPSIS**: self-explanatory
>
> **RATIONALE**: effective communication

Danielle Merson **seconded** the motion.

MOTION (LAS11*):
Paul Yaneza made a motion to amend the motion on the floor **(LAS7)** *to include "and/or drugs (prescribed or not) that would inhibit someone's judgment."*

SYNOPSIS: Officers working or volunteering on behalf of the Members trusted with doing the business of the Membership should be sober and clear-headed while being trusted with Members dues monies.

RATIONALE: The office of the TWU Local 556 is one of honor and integrity and must be trusted to Officers acting ethically.

Fred Commo **seconded** the motion.

MOTION (LAS12*):
Bryan Orozco made a **motion** to amend a motion on the floor **(LAS4)** *to add, after I vote to approve or not approve, "abstain" to the motion.*

SYNOPSIS: to not be confused to abstain.

RATIONALE: it may seem that I have to vote to approve or not approve.

Amanda Gauger **seconded** the motion.

MOTION (LAS13*):
VeAnne Reeder made a **motion** *to amend Article IX (k) to include the only member of the Executive Board that may be on the Negotiating Team is the President.*

SYNOPSIS: To allow a fair vote by the Executive Board without the bias of two team members.

RATIONALE: An Executive Board Member should not vote on a TA they negotiated.

Thom Reeder **seconded** the motion.

Todd Gage closed the floor to further amendments to the TWU Local 556 Bylaws.

Todd Gage reported that Flight Attendants Brandon Hillhouse and Paul Sweetin had recently resigned from the TWU Local 556 Negotiating Team. Todd explained that the Executive Board was currently accepting Letters of Interest and resumes from TWU Local 556 Members interested in an appointment to serve on the Negotiating Team.

Todd Gage introduced Negotiating Team Member Bill Holcomb.

Bill Holcomb answered questions regarding the recent failure of a Tentative Agreement between TWU Local 556 and Southwest Airlines. Bill distributed a brief Negotiations pre-Survey to those Members present and solicited input regarding how the Union should proceed in the fight to reach a Contract with Management.

In response to a Member's question, there was discussion regarding the Board of Election (BOE) and the results of the recent Contract Ratification Vote.

In response to a Member's question, there was discussion regarding the educational materials provided to Members during the recent Contract Ratification Process.

In response to a Member's question, there was discussion regarding the methods by which the leadership of TWU Local 556 communicates with the Membership.

In response to a Member's question, there was discussion regarding the flying practices of Members of the

TWU Local 556 Negotiating Team.

In response to a Member’s question, there was discussion regarding the Contracts of other Unions on Southwest Airlines property.

Todd Gage announced the results of the TWU Local 556 Shop Steward Election and thanked Member Chris Sullivan for assisting with the tabulation of votes.

Rickie Spand made a **motion** to request the resignation of Brett Nevarez as NT Member. Thom Reeder **seconded** the motion.

Las Vegas Domicile Executive Board Member Rachel Brownfield discussed Attendance Points and Passports with those Members present at the Meeting.

Rachel Brownfield explained the importance of utilizing the Professional Standards Committee when necessary.

Chris Schroeder made a **motion** to recess. VeAnne Reeder **seconded** the motion. The motion **carried**.

Todd Gage recessed the Las Vegas Session of the Meeting at 1618.

Denver

August 19, 2015

TWU Local 556 1st Vice President Todd Gage called the Denver Session of the Meeting to order at 1205.

Executive Board Members Todd Gage, Cuyler Thompson and Jessica Parker were present at the meeting.

TWU Local 556 Negotiating Team Member Bill Holcomb was present at the Meeting.

TWU Local 556 Veterans Committee Chairperson Chris Sullivan was present at the Meeting.

Todd Gage explained that TWU Local 556 Membership Meetings were considered private and were open only to Union Members. Todd noted that photographing, videotaping or otherwise recording the day's proceedings was prohibited. He explained that in accordance with the TWU Local 556 Bylaws, the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that three copies of the procedures were available for Member review. Todd reviewed the day's Meeting Agenda with those Members present.

Cuyler Thompson submitted the **1st Membership Meeting 2015 Minutes** for review.

Chris Sullivan made a **motion** to dispense with reading the minutes aloud and to approve them as presented. Jerry Beth Owen **seconded** the motion. The motion **carried.**

Todd Gage presented the **June 2015 TWU Local 556 Financial Report** for review. There was discussion regarding the Financial Report.

There was discussion regarding the cost of the recent Contract Tentative Agreement vote and when the associated costs would be made available to the Membership by Treasurer John Parrott.

Todd Gage explained the election process and duties of the TWU Local 556 Board of Election (BOE). Todd read aloud those who had been nominated during previous Sessions of the Meeting and opened the floor to nominations for Members to serve on the Board of Election.

Allyson Parker-Lauck **nominated** Jim Volpe to serve on the Board of Election.

Todd Gage closed the floor to further nominations.

Todd Gage reported that Las Vegas Flight Attendant Mark Anthony Reyes had recently been appointed by the Executive Board to serve as the Chairperson of the TWU Local 556 Shop Steward Committee. Todd noted that Houston Flight Attendant Crystal Reven had been appointed as the Co-Chairperson of the Committee. Todd explained the election process and duties of TWU Local 556 Shop Stewards. There was discussion regarding the upcoming training for Shop Stewards.

There was discussion regarding the TWU Local 556 Mobilization/Organizing Committee and TWU Local 556 Ambassadors.

Those Members present **agreed** that Denver-based Flight Attendant Jerry Beth Owen would tabulate the results of the Shop Steward Election.

Todd opened the floor to nominations for Members to serve as Shop Stewards.

Jessica Parker **nominated** Carolee Weatherbee, Matthew Dunn, Randy Anglim, Scott Christen, Allyson Parker-Lauck, John Long, Alexander Ricker, Heather Kelly-Gray, Kyle Whiteley, Tammy Raines, Evan Turner, Jason Arnold-Burke, Ryan Smith, Aubrey Kamps, Kristopher Dean, Chris Sullivan, Heileann Lane-Ross, Matthew Fearey, Kolette Miller, TJ Barron, Kristen Byrd, Jamie Simpson, Shannon Booth and Shelby Pierce to serve as TWU Local 556 Shop Stewards.

Chris Sullivan **nominated** Janet Bottles, Jennifer Shaddock, Ian Johnson, Jeff Burgower, Chester Zermeno, Hank Henderson, Jake Goddard, Mike Konker, Jessica Parker, Julie Turpin and Kristen Byrd to serve as TWU Local 556 Shop Stewards.

Bill Holcomb **nominated** Mike Konkel to serve as a TWU Local 556 Shop Steward.

Jennifer Shaddock **nominated** Alex Hernandez to serve as a TWU Local 556 Shop Steward.

Chris Sullivan **nominated** Angie Shafer to serve as a TWU Local 556 Shop Steward.

Jessica Parker **nominated** Sterling Aragon to serve as a TWU Local 556 Shop Steward.

Todd Gage closed the floor to further nominations.

Recording Secretary Cuyler Thompson distributed secret ballots to the Denver-based Members present. After Members had cast their votes, Cuyler collected the ballots and presented them to Jerry Beth Owen for tabulation.

Those Members present **agreed** to proceed through the Meeting Agenda.

Todd Gage reported that in accordance with the TWU Local 556 Bylaws, motions to amend the Bylaws may only be offered during the 2nd Membership Meeting of odd-numbered years, to be voted upon during the 3rd Membership Meeting of the same year. Todd explained that at the conclusion of all sessions of the Meeting, all motions to amend the Bylaws would be presented to legal counsel and TWU International for review. Motions to amend the Bylaws would be published with the Meeting Agenda for review on the TWU Local 556 Website at least 45 days prior to the 3rd Membership Meeting of 2015.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made at previous Sessions of the Meeting.

Todd Gage opened the floor for amendments to the TWU Local 556 Bylaws.

MOTION (DEN1*):
Chris Sullivan made a **motion** to amend a motion on the floor **(OAK2)** to add, *"An exception to this bylaws shall be Union representatives who are conducting meetings with management prior to, or following, an assigned pairing."*

> **SYNOPSIS**: Provide an exception for Union representatives to conduct meetings with management on days they are also working for Southwest Airlines.
>
> **RATIONALE**: A Shop Steward or other Union representative may be required to represent a Member in a fact finding or step 2 meeting prior to or after their trip.

Allyson Parker-Lauck **seconded** the motion.

MOTION (DEN2*):
Jessica Parker made a **motion** *to amend Article XII Committees to add the following verbiage to the end of letter (a): 30 days prior to the first meeting of the new Executive Board the Recording Sec. shall post an open call for those interested in Committee Chair positions. All letters of interest must be submitted to the Recording Secretary no later than seven days prior to the first Executive Board Meeting. The Recording Sec. shall provide all letters of interest to the new Executive Board no later than five days prior to the first Executive Board Meeting for their review.*

> **SYNOPSIS**: Sets procedures for the appointment of Committee Chair positions.
>
> **RATIONALE**: There are currently no set procedures for Committee Chair appointments. Additionally, in the most recent Committee Chair appointments Executive Board Members did not receive letters of interest until immediately before the appointments were made giving them no time for thoughtful review.

Matthew Dunn **seconded** the motion.

Todd Gage closed the floor to further amendments to the TWU Local 556 Bylaws.

Todd Gage announced the results of the TWU Local 556 Shop Steward Election and thanked Member Jerry Beth Owen for assisting with the tabulation of votes.

Todd Gage reported that Flight Attendants Brandon Hillhouse and Paul Sweetin had recently resigned from the TWU Local 556 Negotiating Team. Todd explained that the Executive Board was currently accepting Letters of Interest and resumes from TWU Local 556 Members interested in an appointment to serve on the Negotiating Team.

Todd Gage introduced Negotiating Team Member Bill Holcomb.

Bill Holcomb answered questions regarding the recent failure of a Tentative Agreement between TWU Local 556 and Southwest Airlines. Bill distributed a brief Negotiations pre-Survey to those Members present and solicited input regarding how the Union should proceed in the fight to reach a Contract with Management.

Matthew Dunn made a **motion** to re-open the floor to nominations for TWU Local 556 Shop Stewards. Jerry Beth Owen **seconded** the motion. The motion **carried**.

Matthew Dunn **nominated** Frank Reggiani to serve as a TWU Local 556 Shop Steward.

Todd Gage announced the results of the TWU Local 556 Shop Steward Election and thanked Member Jerry Beth Owen for assisting with the tabulation of votes.

Denver Domicile Executive Board Member Jessica Parker updated those Members present on the Base of the Year party. She updated those present on the Employee parking situation in Denver. Jessica thanked the Contract 2013 Tentative Agreement Denver Lounge Educators for their service to the Membership.

Chris Sullivan made a **motion** to recess. Jerry Beth Owen **seconded** the motion. The motion **carried**.

Todd Gage recessed the Denver Session of the Meeting at 1601.

Chicago

August 20, 2015

1st Vice President Todd Gage called the Chicago Session of the Meeting to order at 1202.

Executive Board Members Todd Gage, Cuyler Thompson and Donna Keith were present at the meeting.

TWU Local 556 Negotiating Team Member Bill Holcomb was present at the Meeting.

Todd Gage explained that TWU Local 556 Membership Meetings were considered private and were open only to Union Members. Todd noted that photographing, videotaping or otherwise recording the day's proceedings was prohibited. He explained that in accordance with the TWU Local 556 Bylaws, the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that three copies of the procedures were available for Member review. Todd reviewed the day's Meeting Agenda with those Members present.

Cuyler Thompson submitted the **1st Membership Meeting 2015 Minutes** for review.

Dale Wilson made a **motion** to dispense with reading the minutes aloud and to approve them as presented. Mark Hoewisch **seconded** the motion. The motion **carried.**

Todd Gage presented the **June 2015 TWU Local 556 Financial Report** for review. There was discussion regarding the Financial Report.

There was discussion regarding the cost of the recent Contract Tentative Agreement vote and when the associated costs would be made available to the Membership by Treasurer John Parrott.

Todd Gage explained the election process and duties of the TWU Local 556 Board of Election (BOE). Todd read aloud those who had been nominated during previous Sessions of the Meeting and opened the floor to nominations for Members to serve on the Board of Election.

Mark Hoewisch **nominated** Will Browne to serve on the Board of Election.

Donna Keith **nominated** Trish Krider to serve on the Board of Election.

Todd Gage closed the floor to further nominations.

Todd Gage reported that Las Vegas Flight Attendant Mark Anthony Reyes had recently been appointed by the Executive Board to serve as the Chairperson of the TWU Local 556 Shop Steward Committee. Todd noted that Houston Flight Attendant Crystal Reven had been appointed as the Co-Chairperson of the Committee. Todd explained the election process and duties of TWU Local 556 Shop Stewards. There was discussion regarding the upcoming training for Shop Stewards.

There was discussion regarding the TWU Local 556 Mobilization/Organizing Committee and TWU Local 556 Ambassadors.

Those Members present **agreed** that Chicago-based Flight Attendant Deborah Wagener would tabulate the results of the Shop Steward Election, which would then be verified by Chicago Domicile Executive Board Member Donna Keith.

Todd opened the floor to nominations for Members to serve as Shop Stewards.

Donna Keith **nominated** Brendon Remezas, Dale Wilson, Zach Berry, Glenn Fox, Michelle Oden, Charles Kallick, John Garcia, Amy Izzo, Manny Santana and Adrianne Sims to serve as TWU Local 556 Shop Stewards.

Brendan Remezas **nominated** Kristen Larsen, Eric Michelson, Eric Weis, Cheri Vincent and Don Shipman to serve as TWU Local 556 Shop Stewards.

Josh Lynch **nominated** Evan Southwell to serve as a TWU Local 556 Shop Steward.

Corliss King **nominated** Mark Hoewisch and Roy Soria to serve as TWU Local 556 Shop Stewards.

Roy Soria **nominated** Corliss King to serve as a TWU Local 556 Shop Steward.

Michelle Oden **nominated** Sam Ward to serve as a TWU Local 556 Shop Steward.

Corliss King **nominated** Mark David to serve as a TWU Local 556 Shop Steward.

Brendan Remezas **nominated** Donna Keith to serve as a TWU Local 556 Shop Steward.

Todd Gage closed the floor to further nominations.

Recording Secretary Cuyler Thompson distributed secret ballots to the Chicago-based Members present. After Members had cast their votes, Cuyler collected the ballots and presented them to Deborah Wagener for tabulation.

Those Members present **agreed** to proceed through the Meeting Agenda.

Todd Gage reported that in accordance with the TWU Local 556 Bylaws, motions to amend the Bylaws may only be offered during the 2nd Membership Meeting of odd-numbered years, to be voted upon during the 3rd Membership Meeting of the same year. Todd explained that at the conclusion of all sessions of the Meeting, all motions to amend the Bylaws would be presented to legal counsel and TWU International for review. Motions to amend the Bylaws would be published with the Meeting Agenda for review on the TWU Local 556 Website at least 45 days prior to the 3rd Membership Meeting of 2015.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made at previous Sessions of the Meeting.

Todd Gage opened the floor for amendments to the TWU Local 556 Bylaws.

MOTION (MDW1*):
Corliss King made a **motion** to amend Article VI by adding a *letter (u), "Any elected officer serving in the role on the Negotiating Team (elected or appointed) for any negotiated item must recuse themselves from any vote regarding negotiations in the executive board meetings."*

> **SYNOPSIS**:
> Each board member gets a vote to appoint members of the Negotiating Team as well as whether to send a TA to the membership. This amendment would require those with a board vote to not exercise it as a vested party on the NT.
>
> **RATIONALE**: It allows for people serving in both capacities from having in essence two votes for the same item and allows for a conflict of interest.

Roy Soria **seconded** the motion.

MOTION (MDW2*):
Brendon Remezas made a **motion** *to strike the words Mobilization/Organizing from Article XII (a).*

> **SYNOPSIS**:
> To remove or disband the Mobilization/Organizing Committee.
>
> **RATIONALE**:
> It is the duty of the elected Shop Stewards to explain and clarify any matters pertaining to union affairs.

Zach Berry **seconded** the motion.

MOTION (MDW3*):
Brendon Remezas made a **motion** *to amend Article VII (f) to include, the Membership will be afforded 30 calendar days to review any CBA in addition to 15 days for voting.*

> **SYNOPSIS**:
> To allow Membership time to review the CBA to make an informed decision.
>
> **RATIONALE**: Self Explained.

Don Shipman **seconded** the motion.

MOTION (MDW4*):
Corliss King made a **motion** that*, "The board should be comprised of the minimum by formula allowed by the International Constitution regardless of Management expansion or reduction in workforce plans for a future time."*

> **SYNOPSIS**:
> Recently we have seen a vote by the Executive Board to NOT increase the number of BMAL positions

although based on the formula in the Constitution and dictated by our Member count we should have seen an increase in the number of BMAL positions available.

RATIONALE:
At all times we should be afforded the most effected representation possible to ensure adequate representation for all members.

Zach Berry **seconded** the motion.

MOTION (MDW5*):
Dale Wilson made a **motion** *to amend Article IX to add a new section to read "Any Tentative Agreement or Side Letter of Agreement shall be made available for membership review for no less than 15 days prior to the commencement of voting on said Tentative Agreement or Side Letter of Agreement. Voting shall be open to members for no less than 15 days not to exceed 30, for a maximum of 45 days total inclusive of the review period and voting.*

SYNOPSIS:
Allows 15 days to review a TA or SL +15 days at least to vote.

RATIONALE:
Allows member to educate themselves prior to vote.

Bill Holcomb **seconded** the motion.

Todd Gage reported that Flight Attendants Brandon Hillhouse and Paul Sweetin had recently resigned from the TWU Local 556 Negotiating Team. Todd explained that the Executive Board was currently accepting Letters of Interest and resumes from TWU Local 556 Members interested in an appointment to serve on the Negotiating Team.

Todd Gage introduced Negotiating Team Member Bill Holcomb.

Bill Holcomb answered questions regarding the recent failure of a Tentative Agreement between TWU Local 556 and Southwest Airlines. Bill distributed a brief Negotiations pre-Survey to those Members present and solicited input regarding how the Union should proceed in the fight to reach a Contract with Management.

There was discussion regarding the upcoming comprehensive Negotiations Survey.

MOTION (MDW6*):
Donna Keith made a **motion** to amend a motion on the floor **(LAS8***)* *to strike drivers license and strike with matching address. To add mortgage, rental agreements, (after lease).*

SYNOPSIS:
drivers license does not denote residency – rental agreement, lease and/or utility bill are paid at place of residence.

RATIONALE:
to prevent forcing the EB to remove an elected officer unnecessarily.

Dale Wilson **seconded** the motion.

MOTION (MDW7*):
Michelle Colby made a **motion** to amend a motion on the floor **(OAK1)** to place the words "and fails by 70%"

after the words “approved for ratification” and before the word “the.”

SYNOPSIS:
The amendment would distinguish between a “major failure” of a TA and a “minor failure.”

RATIONALE:
These provisions should only take effect if a TA fails by more than 70%.

Todd Gage **seconded** the motion.

Todd Gage closed the floor to further amendments to the TWU Local 556 Bylaws.

Todd Gage announced the results of the TWU Local 556 Shop Steward Election and thanked Member Deborah Wagener for assisting with the tabulation of votes.

Chicago Domicile Executive Board Member Donna Keith updated those Members present regarding Chicago Inflight Office Staffing. Donna discussed the importance of confidentiality during conversations held near Supervisors. Donna reported that Inflight Supervisors were auditing Flight Attendants twice weekly. Donna discussed Workers Compensation and Sedgwick.

Donna Keith thanked those Members present for attending the Meeting and congratulated those Shop Stewards elected.

Mark Hoewisch made a **motion** to recess. Brendan Remezas **seconded** the motion. The motion **carried**.

Todd Gage recessed the Chicago Session of the Meeting at 1543.

Phoenix

August 21, 2015

1st Vice President Todd Gage called the Phoenix Session of the Meeting to order at 1202.

TWU Local 556 Executive Board Members Todd Gage, Cuyler Thompson and John DiPippa were present at the meeting.

TWU Local 556 Negotiating Team Member Bill Holcomb was present at the Meeting.

Todd Gage explained that TWU Local 556 Membership Meetings were considered private and were open only to Union Members. Todd noted that photographing, videotaping or otherwise recording the day's proceedings was prohibited. He explained that in accordance with the TWU Local 556 Bylaws, the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that three copies of the procedures were available for Member review. Todd reviewed the day's Meeting Agenda with those Members present.

Cuyler Thompson submitted the **1st Membership Meeting 2015 Minutes** for review.

Jeffrey Baker made a **motion** to dispense with reading the minutes aloud and to approve them as presented. Eileen Garces **seconded** the motion. The motion **carried.**

Todd Gage presented the **June 2015 TWU Local 556 Financial Report** for review. There was discussion regarding the Financial Report.

There was discussion regarding the cost of the recent Contract Tentative Agreement vote and when the associated costs would be made available to the Membership by Treasurer John Parrott.

Todd Gage explained the election process and duties of the TWU Local 556 Board of Election (BOE). Todd read aloud those who had been nominated during previous Sessions of the Meeting and opened the floor to nominations for Members to serve on the Board of Election.

Sandra Rall **nominated** Jeffrey Baker to serve on the Board of Election.

Tina Coffee **nominated** Kelly Reeves and Jim Volpe to serve on the Board of Election.

Rob Riddell **nominated** Sonia Hall to serve on the Board of Election.

Priscilla Carillo **nominated** Karen Amos to serve on the Board of Election.

Todd Gage closed the floor to further nominations.

Todd Gage reported that Las Vegas Flight Attendant Mark Anthony Reyes had recently been appointed by the Executive Board to serve as the Chairperson of the TWU Local 556 Shop Steward Committee. Todd noted that Houston Flight Attendant Crystal Reven had been appointed as the Co-Chairperson of the Committee. Todd explained the election process and duties of TWU Local 556 Shop Stewards. There was discussion regarding the upcoming training for Shop Stewards.

There was discussion regarding the TWU Local 556 Mobilization/Organizing Committee and TWU Local 556 Ambassadors.

Those Members present **agreed** that Denver-based Flight Attendant Caitlyn Fornwalt would tabulate the results of the Shop Steward Election, which would then be verified by Phoenix Domicile Executive Board Member John DiPippa.

Todd opened the floor to nominations for Members to serve as Shop Stewards.

Sandra Rall **nominated** Jeffrey Baker, Darryl Daoang and Della Saucier to serve as TWU Local 556 Shop Stewards.

Jeffrey Baker **nominated** Sandra Rall, Tim Blore, Kelly Reeves and Susie Jacob to serve as TWU Local 556 Shop Stewards.

Rob Riddell **nominated** Larry Jackson, Sonia Hall and John Durr to serve as TWU Local 556 Shop Stewards.

Sandra Rall **nominated** Rob Riddell to serve as a TWU Local 556 Shop Steward.

Tina Coffee **nominated** Wayne Tipton, Jim Volpe, Michael Broadhead and Cindy Bickel to serve as TWU Local 556 Shop Stewards.

Marilyn Hall **nominated** Tina Coffee to serve as a TWU Local 556 Shop Steward.

Cindy Bickel **nominated** Brian Talburt to serve as a TWU Local 556 Shop Steward.

There was discussion regarding the candidates for Shop Steward.

Todd Gage closed the floor to further nominations.

Recording Secretary Cuyler Thompson distributed secret ballots to the Phoenix-based Members present. After Members had cast their votes, Cuyler collected the ballots and presented them to Caitlyn Fornwalt for tabulation.

Those Members present **agreed** to proceed through the Meeting Agenda.

Todd Gage reported that in accordance with the TWU Local 556 Bylaws, motions to amend the Bylaws may only be offered during the 2nd Membership Meeting of odd-numbered years, to be voted upon during the 3rd Membership Meeting of the same year. Todd explained that at the conclusion of all sessions of the Meeting, all motions to amend the Bylaws would be presented to legal counsel and TWU International for review. Motions to amend the Bylaws would be published with the Meeting Agenda for review on the TWU Local 556 Website at least 45 days prior to the 3rd Membership Meeting of 2015.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made at previous Sessions of the Meeting.

Todd Gage opened the floor for amendments to the TWU Local 556 Bylaws.

MOTION (PHX1*):
John DiPippa made a **motion** *to add to the bylaws Article VIII (Shop Stewards) a new subsection Q to read as follows: Shop Stewards will be the primary population for all lounge education and/mobilization.*

> **SYNOPSIS**:
> Shop Stewards are the primary source of information within a base following the DEBM. This includes contract information.
>
> **RATIONALE**:
> Uneducated educators do as much damage as good Shop Stewards are voted in by membership for their knowledge and trust.

Eileen Garces **seconded** the motion.

MOTION (PHX2*):
Eileen Garces made a **motion** to change Article IX (k) by *striking the line "The President will preside," and change "Two (2)" to "Three (3) members shall be elected through a ballot election by the membership."*

> **SYNOPSIS**:
> Change how the Contract Negotiation Committee is appointed and/or elected.
>
> **RATIONALE**:
> To maintain a system of checks and balances within our union leadership.

Marilyn Hall **seconded** the motion.

MOTION (PHX3*):
Cuyler Thompson made a **motion** on behalf of Member Roy Soria to amend Article VII (j) by adding, *"No executive board member with the exception of the President may serve on the Negotiating Team."*

> **SYNOPSIS**:

self-explanatory

RATIONALE:
By having an executive board member on the NT it creates an inherent conflict of interest when determining of vote to present any TA to the membership.

Todd Gage **seconded** the motion.

MOTION (PHX4*):
Cuyler Thompson made a **motion** *to add a new letter (g) to Article V and re-letter the remainder of the article. Letter (g) will now read: The TWU Local 556 Treasurer will present the TWU Local 556 Financial Report for Member review during all sessions of the Membership Meeting.*

SYNOPSIS:
self-explanatory

RATIONALE:
TWU Local 556 Members should be able to have questions regarding the Financial Report answered directly by the Treasurer during Membership Meetings.

Sandra Rall **seconded** the motion.

MOTION (PHX5*):
Cuyler Thompson made a **motion** *to amend the TWU Local 556 Bylaws by striking all verbiage of Article VI (c) after the words "Special Meetings."*

SYNOPSIS:
Removes the requirement that an Attendance Reports of Executive Board Meetings be published.

RATIONALE:
Members may review the attendance of Executive Board Members by viewing the official minutes of the meeting.

Todd Gage **seconded** the motion.

MOTION (PHX6*):
Cuyler Thompson made a **motion** *to amend the TWU Local 556 Bylaws by striking all verbiage of Article V (j) after the first occurrence of the words "Membership Meetings," except for the last sentence.*

SYNOPSIS:
self-explanatory

RATIONALE:
Most of the language of this article is unnecessary. It's removal does not change the intent of the current verbiage.

Todd Gage **seconded** the motion.

MOTION (PHX7*):
Cuyler Thompson made a **motion** *to amend the TWU Local 556 Bylaws by striking all but the last sentence of Article IV (g).*

SYNOPSIS:
Strikes all unnecessary language of Article IV (g) while maintaining the integrity and intent of the Article.

RATIONALE:
Most of the language of the Article is unnecessary.

Todd Gage **seconded** the motion.

MOTION (PHX8*):
Cuyler Thompson made a **motion** *to amend the TWU Local 556 Bylaws by striking the last sentence of Article 2 (c).*

SYNOPSIS:
This would make the voting records and tally of Executive Board Meetings no longer required.

RATIONALE:
Members may read the official minutes of the Executive Board Meetings to know how Executive Board Members vote.

Todd Gage **seconded** the motion.

MOTION (PHX9*):
Cuyler Thompson made a **motion** on behalf of Member David Kirtley to amend TWU Local 556 Bylaw Article III (b) by removing the period (.) after "$100," and adding: for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

SYNOPSIS:
The initiation fee applies only to NEW members or people who involuntarily left TWU, so someone who opted out voluntarily and reapplies is considered a new Member.

RATIONALE:
According to the TWU International Constitution, only Members in good standing whose Membership was terminated involuntarily such as furlough, as was the case with Eastern Flight Attendants, do not have to pay the initiation fee again. If someone "opts out" under the agency fee policy, they must first voluntarily resign from TWU according to the "agency fee" language posted in the Unity magazine.

Todd Gage **seconded** the motion.

MOTION (PHX10*):
Cuyler Thompson made a **motion** on behalf of Member David Kirtley to amend TWU Local 556 Bylaw Article VI (b*): after the first sentence add, "Domicile Executive Board Members must provide, on the first day of their term of Office, proof of permanent, primary residency within the metropolitan area of their respective Domicile. A metropolitan area shall be defined as any suburb or city near the Domicile that may be reached by motor vehicle or mode of local public transportation within two hours. The TWU Local 556 Executive Board will determine proof of residency after the review and validation of three (3) documents on which the name and address of the Domicile Executive Board Member appears: 1). a current electric, gas or water bill, 2). a signed and dated rental agreement or deed and 3). a government-issued driver's license or identification card."*

In the second sentence, after the word "Member" and before "relocates," add: "is unable to provide proof of residency on the first day of their term or" and after "Domicile" and before "must" add ", as defined above,"

SYNOPSIS:
The original intent of this article was that a DEBM live in or near their assigned domicile and not commute by aircraft from another city.

RATIONALE:
To codify the original intent of this section that a DEBM live in or in the general are of the domicile city under the same 2 hour rule as is required of a Reserve and does not commute by aircraft from another SWA city. Also it covers Flight Attendants who may live in another SWA city within the metro area such as the Baltimore/Washington corridor as well as Oakland/San Francisco/ San Jose. It also establishes a verification process for the residency requirement.

Todd Gage **seconded** the motion.

MOTION (PHX11*):
Cuyler Thompson made a **motion** on behalf of Member David Kirtley to amend the last sentence of TWU Local 556 Bylaw *Article VI (k), after the word "full-time" and before the word "staff," adding "and/or temporary." Adding a new last sentence to (k): "All full-time and/or temporary staff will serve at the discretion of the President and Executive Board."*

SYNOPSIS:
It allow the President and Board to add some temporary staff if someone who is on the full time staff goes out on an extended medical leave, maternity leave etc.

RATIONALE:
It allows the President and Board the flexibility on decisions for staffing the office since working in the Union office is not a lifetime appointment.

Aubrey Kamps **seconded** the motion.

MOTION (PHX12*):
Cuyler Thompson made a **motion** on behalf of Member David Kirtley to *amend the second sentence of TWU Local 556 Bylaw Article VI (k), after "period" and before "to" add: "following the date of the appointment" and after "move" and before "to" add: ", and reside as defined in (b) above,". And to delete the 'll"'s in "all" to make it "a", and delete the "s" in "Members" to make it "Member" In the last sentence. After the new word "Member" and before "Domicile", delete: "shall be based in" and add: "must have been awarded the new."*

SYNOPSIS:
It stated that all Members to be considered, whereas as it is only applicable to Members awarded, based and planning to reside in the new Domicile.

RATIONALE:
It sets a definitive time frame a new DEBM has to move to the new Domicile. Also it now states that a member must have been awarded the new Domicile to be considered for the position of DEBM in the new Domicile.

Todd Gage **seconded** the motion.

Todd Gage closed the floor to further amendments to the TWU Local 556 Bylaws.

There was discussion regarding Union Leaders blocking their Crew Web Access (CWA) screens.

Todd Gage reported that Flight Attendants Brandon Hillhouse and Paul Sweetin had recently resigned from the

TWU Local 556 Negotiating Team. Todd explained that the Executive Board was currently accepting Letters of Interest and resumes from TWU Local 556 Members interested in an appointment to serve on the Negotiating Team.

Todd Gage introduced Negotiating Team Member Bill Holcomb.

Bill Holcomb answered questions regarding the recent failure of a Tentative Agreement between TWU Local 556 and Southwest Airlines. Bill distributed a brief Negotiations pre-Survey to those Members present and solicited input regarding how the Union should proceed in the fight to reach a Contract with Management.

There was discussion regarding the upcoming comprehensive Negotiations Survey.

Todd Gage announced the results of the TWU Local 556 Shop Steward Election and thanked Member Caitlyn Fornwalt for assisting with the tabulation of votes.

There was discussion regarding Southwest Airlines aircraft.

There was discussion regarding Southwest Airlines Provisioning.

Cuyler Thompson read aloud Membership Motions made during previous Sessions of the Meeting.

Cuyler Thompson made a **motion** that TWU Local 556 will create an ad-hoc e-Membership Meeting Feasibility Committee, chaired by the Local's President or her/his designee. The committee, consisting of Members in good standing, will be selected through an Open Call process. The committee will be tasked with assessing technology, feasibility, Membership Meeting methods, legalities, and fiduciary needs. The Committee will report their findings, and if feasible a plan for adoption, to the Local's Executive Board. Todd Gage **seconded** the motion.

Karen Pringle made a **motion** to adjourn. Caitlyn Fornwalt **seconded** the motion. The motion **carried**.

Todd Gage adjourned the 2nd Membership Meeting of 2015 at 1555.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.

____
Cuyler Thompson
TWU Local 556 Recording Secretary

Dallas

August 17, 2015

TWU Local 556 President Audrey Stone called the 2nd Membership Meeting to order at 1000.

2nd Vice President Brett Nevarez recorded the minutes.

Dallas Domicile Executive Board Member Andrea Garnett was present at the Meeting.

Dallas Shop Stewards Alice Watkins, Becky Parker, Joe Skotnik, Lyn Montgomery, Melissa Anderson, Patrick Reynolds, Paul Sweetin, Renda Marsh, Rock Mikulak, and Stacy Madison were present at the Meeting.

Audrey Stone introduced those present at the Meeting. Audrey explained that another session of the Meeting was being run later that day in Oakland by 1St Vice President Todd Gage and Recording Secretary Cuyler Thompson and that Negotiating Team Member Bill Holcomb would be there to answer negotiations questions.

Audrey detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson, and reminded Members that the packets should be returned when the Meeting recessed. Audrey stated that the Meeting would be conducted under parliamentary procedure Robert's Rules of Order and noted that three copies were available at the Meeting per the TWU Local 556 Bylaws. Audrey explained that Membership Meetings were open only to TWU Local 556 Members, excluding Agency Fee Objectors, and that while Probationary Flight Attendants were allowed to attend the Meeting, they were not allowed to vote. Audrey reported that video or audio recordings of the day's proceedings were prohibited.

Audrey presented the **1st Membership Meeting Minutes of 2015** for review.

Janette Golden made a **motion** not to read the Minutes aloud and approve them as presented. Cheryl Burnham **seconded** the **motion**. The **motion carried**.

Audrey reminded Members that any questions regarding the **1st Membership Meeting Minutes of 2015** were welcomed.

Audrey submitted the **June 2015 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was available via text message/email to answer any questions that she and/or Brett Nevarez were unable to answer.

There were questions and discussion regarding the financials.

Audrey explained the role of the Board of Election, their duties and responsibilities. Audrey opened the floor for nominations for the Board of Election. Audrey reminded those present that the election would take place at the **3rd Membership Meeting of 2015**.

Mary Ellen Matter Skalski **nominated** Liana Rohrer for the Board of Election and was **seconded** by Janet Duke.

Jeanna Jackson **nominated** Cheri Parnell Vincent for the Board of Election and was **seconded** by Mary Ellen Matter Skalski.

Kay Gordon **nominated** Steven Hobbs for the Board of Election and was **seconded** by Mary Ellen Matter Skalski.

Cheri Parnell Vincent **nominated** Kay Hogan for the Board of Election and was **seconded** by Donna Striegler.

Cheri Parnell Vincent **nominated** Janet Duke for the Board of Election and was **seconded** by Donna Striegler.

Kay Gordon **nominated** Jeanna Jackson for the Board of Election and was **seconded** by Deborah Hans.

Mary Ellen Matter Skalski **nominated** Mitzi Cramer for the Board of Election and was **seconded** by Jeanna Jackson.

Jeanna Jackson **nominated** Kelley Martin for the Board of Election and was **seconded** by Mitzi Cramer.

Mary Ellen Matter Skalski **nominated** Leigh Ann Smith Powell for the Board of Election and was **seconded** by

Cheri Parnell Vincent **nominated** BR Ricks for the Board of Election and was **seconded** by Lyn Montgomery.

Mary Ellen Matter Skalski **nominated** Lora Babin Pearce for the Board of Election and was **seconded** by Jeanna Jackson.

Mary Ellen Matter Skalski **nominated** Kristi Scarbrough for the Board of Election and was **seconded** by Jeanna Jackson.

Mary Ellen Matter Skalski **nominated** Patsy Walker for the Board of Election and was **seconded** by Deborah Hans.

Mary Ellen Matter Skalski **nominated** Sue McCarthy for the Board of Election and was **seconded** by Deborah Hans.

Paige Johnson **nominated** Juls Humphries for the Board of Election and was **seconded** by Wendy Warner.

Mary Ellen Matter Skalski **nominated** Paul Sweetin for the Board of Election and was **seconded** by Cheri Parnell Vincent.

Mary Ellen Matter Skalski **nominated** Deborah Hans for the Board of Election and was **seconded** by Cheryl Burnam.

Audrey closed the floor for Board of Election nominations.

Audrey described the duties and obligations of Shop Stewards. Audrey asked Andrea Garnett to share her thoughts on the role of Shop Stewards. Audrey opened the floor for Shop Steward Nominations.

Stephanie Ayers **nominated** Janette Golden for Dallas Shop Steward and was **seconded** by Cheryl Burnam.

Jeanna Jackson **nominated** Kristie Scarbrough for Dallas Shop Steward and was **seconded** by Kay Hogan.

Alice Watkins **nominated** Gayle Ross for Dallas Shop Steward and was **seconded** by Janette Golden.

Cindy Tamblyn **nominated** Stephanie Ayers for Dallas Shop Steward and was **seconded** by Janette Golden.

Lisa Thomas **nominated** Jason Obrien for Dallas Shop Steward and was **seconded** by Lyn Montgomery.

Denny Sebesta **nominated** Stacy Wiley for Dallas Shop Steward and was **seconded** by Janet Duke.

Jeanna Jackson **nominated** Lyn Montgomery for Dallas Shop Steward and was **seconded** by Mary Ellen Matter Skalski.

Mary Ellen Matter Skalski **nominated** Aaron Ayers for Dallas Shop Steward and was **seconded** by Jeanna Jackson.

Mary Ellen Matter Skalski **nominated** Liana Rohrer for Dallas Shop Steward and was **seconded** by Staci Powell.

Cheri Parnell Vincent **nominated** Kay Hogan for Dallas Shop Steward and was **seconded** by Lyn Montgomery.

Paige Johnson **nominated** Juls Humphries for Dallas Shop Steward and was **seconded** by Kay Gordon.

Cheri Parnell Vincent **nominated** Denny Sebesta for Dallas Shop Steward and was **seconded** by Jeanna Jackson.

Cheri Parnell Vincent **nominated** Jeanna Jackson for Dallas Shop Steward and was **seconded** Aaron Ayers.

Stephanie Ayers **nominated** Shelli Dodgson for Dallas Shop Steward and was **seconded** by Mary Ellen Matter Skalski.

Kristie Nix **nominated** Travis Coker for Dallas Shop Steward and was **seconded** by Jonathan Black.

Renda Marsh **nominated** Joe Skotnik for Dallas Shop Steward and was **seconded** by Jonathan Black.

Renda Marsh **nominated** Yvetta Penry for Dallas Shop Steward and was **seconded** by Beth Ross.

Renda Marsh **nominated** Jennifer Sykes for Dallas Shop Steward and was **seconded** by Patrick Reynolds.

Renda Marsh **nominated** Barbara Fitzhugh for Dallas Shop Steward and was **seconded** by Kristie Nix.

Patrick Reynolds **nominated** Michael Bustos for Dallas Shop Steward and was **seconded** by Travis Coker.

Patsy Walker **nominated** Stephanie Ayers for Dallas Shop Steward and was **seconded** by Janette Golden.

Debra Tyriver **nominated** Deborah Hans for Dallas Shop Steward **seconded** Janette Golden.

Cheryl Burnam **nominated** Pam McLaughlin for Dallas Shop Steward and was **seconded** by Vicki Paris.

Denny Sebesta **nominated** Stacy Madison for Dallas Shop Steward and was **seconded** by Stacy Wiley.

Denny Sebesta **nominated** Donna Gilliam for Dallas Shop Steward and was **seconded** by Stacy Wiley.

Mary Ellen Matter Skalski **nominated** Patsy Walker for Dallas Shop Steward and was **seconded** by Aaron Ayers.

Aaron Ayers **nominated** Paul Alexander for Dallas Shop Steward and was **seconded** by Mary Ellen Matter Skalski.

Jeanna Jackson **nominated** Melissa Anderson for Dallas Shop Steward and was **seconded** by Patrick Reynolds.

Mary Ellen Matter Skalski **nominated** Martha Wells for Dallas Shop Steward and was **seconded** by Aaron Ayers.

Cheri Parnell Vincent **nominated** Paul Sweetin for Dallas Shop Steward and was **seconded** by Sue McCarthy.

Cheri Parnell Vincent **nominated** Rock Mikulak for Dallas Shop Steward and was **seconded** by Mary Ellen Matter Skalski.

Mary Ellen Matter Skalski **nominated** Sue McCarthy for Dallas Shop Steward and was **seconded** by Aaron Ayers.

Alice Watkins **nominated** Andrea Garnett for Dallas Shop Steward and was **seconded** by Wendy Warner.

Alice Watkins **nominated** Prairie Firkus for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Amy Harthausen for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Renda Marsh for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Beth Ross for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Drew Kennedy for Dallas Shop Steward and was **seconded** by Jonathan Black.

Alice Watkins **nominated** Michelle Nickleberry for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Lauren Childs for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Becky Parker for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Jonathan Black for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Patrick Reynolds for Dallas Shop Steward and was **seconded** by Jonathan Black.

Alice Watkins **nominated** Ann Claire Crawford for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Kristie Nix for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Ryan Dunn for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Brandon Hillhouse for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Robin Brewer for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Alice Watkins **nominated** Vince Eakes for Dallas Shop Steward and was **seconded** by Andrea Garnett.

Ann Claire Crawford **nominated** Chelsea Wester for Dallas Shop Steward and was **seconded** by Stacy Madison.

Jeanna Jackson **nominated** BR Ricks for Dallas Shop Steward and was **seconded** by Lyn Montgomery.

Deborah Hans **nominated** Amy Rogerson for Dallas Shop Steward and was **seconded** by Jeanna Jackson.

Lyn Montgomery **nominated** Sara Cunningham for Dallas Shop Steward and was **seconded** by Marry Ellen Matter Skalski.

Stephanie Ayers **nominated** Dawn Wann for Dallas Shop Steward and was **seconded** by Lyn Montgomery.

Andrea Garnett **nominated** Alice Watkins for Dallas Shop Steward and was **seconded** by Jonathan Black.

Audrey closed Shop Steward nominations and called a break until 1150 so that she and Brett could create the secret ballots for the Dallas Shop Steward election.

Audrey called the session back in order at 1220 and explained the Shop Steward voting process.

There was discussion of the candidates by the Members present at the Meeting.

Audrey, Andrea Garnett and Brett Nevarez counted the votes for the Shop Steward Election.

Audrey informed the Members present in the Meeting that 54 Shop Stewards were elected and would be contacted by the Shop Steward Committee Chair and Co-Chair.

Audrey opened the floor for Bylaw Amendments.

There was discussion regarding the Bylaw Amendment process and timeline.

Members present at the Meeting proposed Bylaw Amendments.

Audrey called a break at 1615 until 1625.

Members present at the Meeting proposed Bylaw Amendments.

Members are the supreme authority in the Local

Kay Hogan made a **motion (DAL1*)** to amend Article III Membership by adding a new section. In any event no action of the Executive Board can conflict with any action of the membership except in matters placed in these bylaws and the International Constitution exclusively under the control of the Local Executive Board. The membership can give the Executive Board instructions which it must carry out subject to State and Federal Law, these bylaws and the International Constitution

The Executive Board shall have the power and authority to administer the affairs of the Local between meetings. The membership can countermand any action of the Executive Board as at subsequent membership meetings at any time, subject to all governing documents of higher authority. Synopsis: Membership interpretation of our union is sometimes misunderstood to be the opposite of this. This will make it clear who gives the marching orders and who receives the marching orders.

Rationale: The Executive Board should have the right to govern between membership meetings but the final authority should always be the membership. It should be made clear to all Members that they are the supreme authority, a bylaw amendment which clearly points that out will help.

Aaron Ayers **seconded** the **motion**.

Actual Parliamentarian to Chair Membership meetings.

Kay Hogan made a **motion (DAL2*)** to amend Article V to add a new section letter with the following language.

As per our International Constitution Article XVI (1) The President shall preside at all meetings of the Local and as per Bylaw Article VI (e) the President or the President's designee shall carry out the resolution of the Membership at Membership meetings. In that regard, Local 556 will employ a non member Independent professional, registered Parliamentarian not previously affiliated with local 556 to act as a permanent designee to assist the President.

If the President appoints another Designee to Chair a meeting, the Parliamentarian will assist that Designee. The Parliamentarian will be seated with the Members to advise the Chair only as a designee on Roberts Rules the members on how best to obtain their goals for the betterment of the Union while observing Robert's Rules of Order as per the required bylaw

The Parliamentarian will be required to become familiar with, learn and know all governing documents including but not limited to our current bylaws, the TWU Int'l Constitution, Code of Federal Regulations and the LMRDA.

Synopsis: Currently the Chair conducts the meeting. A Parliamentarian will not be unbiased and assist the Chair to better conduct the meeting as per RONR which will allow the union meeting to actually be conducted as it truly should be.

Rationale: The President and membership meeting Chair alone has the power to rule on questions of order on parliamentary procedure as per Roberts Rules of order yet the president and Chair has a vested interest in the outcome of his decisions and is therefore bias.

The role of the Parliamentarian is to act as an independent advisor with no agenda and no bias to only publicly advise all meeting participants including the president and Chair as to how best to conduct the meeting, make motions and decisions based on Parliamentary procedure which will ensure everyone's rights as Members.

The Parliamentarian will know and be familiar with all our governing documents, including the Bylaws, International Constitution, the LMRDA and CFR's as well as any other documents (legal or otherwise) or past precedence that may assist him in his job as the Presidents permanent designed at Membership meetings.

Jeanna Jackson **seconded** the motion.

Members set salaries for the EB

Kay Hogan made a **motion (DAL3*)** to amend Article VII (e) to read. The membership shall set the salaries and expenses of the Executive Board. Motions to change the salaries and or expenses of officers may be so moved at any membership meeting and will serve as previous notice for the next meeting to be voted on. The previous notice will be posted on the agenda, all Union Bulletin Boards and any electronic means available, at least forty-five days prior to the meeting or assemble where voting will take place.

Synopsis: Currently the Executive Board sets the salaries and expenses for all Officers this bylaw amendment will change that.

Rationale: To allow the Executive Board to set the salaries and expenses for all officers is to allow a conflict of interest to exist. Those members who actually pay the salary and expenses should be the ones to SET the salary and expenses.

Deborah Hans **seconded** the motion.

Salaries and expenses to be based on average line plus 15 percent.

Kay Hogan made a **motion (DAL4*)** to delete Article VII (e) and replace with the following.

The membership will set the salaries and expenses for ALL members who are pulled full time (not including as needed pulls) to do the work of the Local Union (not including those who are pulled full time to do the work of the International Union and paid by the International Union). This includes the Executive Board and Staff. Effective within 90 days after approval of this bylaw, those full time pulls will automatically be pulled from flying and be credited and paid the average line Crew Planning builds each month plus 15 percent and paid based on their appropriate pay step. They will also be paid the average per diem each month. Senior pay will not be included.

Synopsis: Currently the Executive Board sets the salaries and expenses for all Officers. Full Time Officers are pulled and paid the highest line crew planning can legally build plus 15 percent, about 149 TPF per month. Office Staff are paid the highest line Crew Planning can build, usually almost 130 TFP. They don't bid.

Rationale: The salary as paid to full time pulls should be based on the average line plus 15 percent Crew Planning builds not the highest line crew plus 15 percent Crew Planning can build. Paying members more than they might normally fly month after month, year after year creates an entitlement to become a lifer in that position regardless of your performance in that position.

Cathy Jones **seconded** the motion.

Article 6 (b)

Cheri Vincent made a **motion (DAL5*)** that this section be rewritten to say the following.

"Domicile Executive Board Members must be based in the Domicile they represent.", and to strike any subsequent language.

Synopsis: To redefine "Base Domicile Executive Board Member".

Rationale: To remove residence qualifications.

Sue McCarthy **seconded** the motion.

Article 6 (h)

Cheri Vincent made a **motion (DAL6*)** this section be rewritten to say "In all vacancies, except the President, if a position is vacant, the person receiving the next highest number of votes, from the Officers' election for the vacation position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse, or the position was unopposed, the Membership will elect the candidate through Special Membership Meetings, called for within 30 days, after the position is vacated, wherein all present Members shall elect the candidate. All vacancies must be filled within 45 days of the vacancy. The option shall exist for electronic voting of the candidate(s), at the Executive Board's option."

Synopsis: To redefine How vacated Officer positions are filled.

Rationale: Membership shall reserve the right to choose who represents them.

Cathy Jones **seconded** the motion.

Article 6 (o)

Cheri Vincent made a **motion (DAL7*)** that this section be rewritten to say:

"The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and detailed records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International and to the Membership. He/she shall perform all duties required by the Executive Board and the Membership. Members shall have the ability to see any financial records at any time, and to keep all financials shared at any Meetings. Members shall have Financials shared in all Membership Meetings, and will be given in printed form, and in addition, may be in electronic form(s). This information is to be considered the Memberships' property, and non-confidential, within the Membership."

Synopsis: To redefine how financial information is handled.

Rationale: Membership shall reserve the right to know all detailed financial information to educate them in decision making.

Jeanna Jackson **seconded** the motion.

Article 6 (q)

Cheri Vincent made a **motion (DAL8*)** that this section be rewritten as follows:

"In the event of a new Domicile opening, the Membership shall elect the Domicile Executive Board Members, for the length of the term, only until the next General Election. In order to be considered for this position, all Members shall be based in said Domicile prior to the election."

Synopsis: To allow Members to elect their own representatives.

Rationale: The rationale is that too many times Members have had their representative picked for them, rather than being able to elect the representative themselves.

Martha Wells **seconded** the motion.

Article 6 (n)

Cheri Vincent made a **motion (DAL9*)** that this section be rewritten to say:

"The Recording Secretary shall keep and maintain correct and detailed Minutes of all Meetings of the Local Executive Board and Local 556 Membership Meetings and Special Meetings. He/she shall perform all duties required by the Executive Board. Minutes Information shall be provided to the Membership no later than 30 days, from the Minutes taken, unless precluded by their vacation(s), in which an additional 15 days may be added."

Synopsis: To redefine how Minutes are handled.

Rationale: Detailed minutes shall be distributed in a timely manner.

Cathy Jones **seconded** the motion.

Article 12 (a)

Cheri Vincent made a **motion (DAL10*)**.

"Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, On the Job Injury (OJI), and Shop Steward, excepting as follows: 1 Member each of the Health, OJI, Scheduling, CISM, Uniforms, Safety, health, and Professional Standards Committees shall be elected by members, at the 2nd Membership Meetings of the year, and shall have a 2-year term, with limits of 2 terms.

All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Committee chairs and members names shall be placed on the TWU 556 website no more than 1 week after addition to the committee. Exception being the members of the drug and alcohol committee who shall maintain the privilege of non-inclusion on the website, if desired, excepting the committee chair, whose name will be included on the site.

Standing committee chairs and members shall be replaced as needed and expeditiously within 2 executive board meetings at most, or 2 months whichever is shorter, excepting the scheduling, grievance, professional standards, and cism committees, which shall be within 3 board meetings or 3 months, whichever is shorter.

When a committee has a vacancy, there shall be a minimum 2-week notice for potential new members to apply. Members of the Scheduling, OJI, and Grievance Committees shall have a minimum of one year of flight attendant seniority. If no turnover occurs on a committee, there shall be a 1st on, 1st off method of bringing new members to a committee, with there being a 5 year maximum on a committee, based upon total time upon the committee, not continual time. A minimum of 1 year off any committee is required before a flight attendant may return to the same committee or another. The exceptions are cism, grievance, drug and alcohol, and professional standards committee heads/chairs. At no time shall there be more than one replacement every 6 months on committees with more than 6 members, and no more than 1 per year, on committees with 6 or fewer members."

Synopsis: To redefine how Committees are handled.

Rationale: The rationale is that many flight attendants desire the ability to serve on a committee, but are not afforded the opportunity to do so, due to committee members' longevity on committees, and cronyism.

Martha Wells **seconded** the motion.

Article 12 (d)

Cheri Vincent made a **motion (DAL11*)** the following section be rewritten as follows:

"Subject to the approval of the Executive Board, the President may appoint such special Committees as may be necessary for the efficient operation of the Local, excepting as follows: 1 Member each of the Health, and Professional Standards Committees shall be elected by Members, at the 2nd Membership Meetings of the year, and shall have a 2-year term, with limits of 2 terms."

Synopsis: To redefine how Committees are handled.

Rationale: The rationale is that many flight attendants desire the ability to serve on a committee, but are not afforded the opportunity to do so, due to committee members' longevity on committees, and cronyism.

Mary Ellen Matter **seconded** the motion.

Article 6 (k)

Cheri Vincent made a **motion (DAL12*)** that this section be rewritten to say

"The President shall preside at all negotiations. The President or the President's designee shall carry out the resolution of the Membership as adopted at Membership Meetings and perform such other duties as may be assigned to him/her by the Executive Board or the Membership. The President or the President's designee may arrange for an Officer or individual Member to be absent from her/his regular assigned work, at the expense of the Union, for the purpose of assisting the President in conducting the affairs of the Local Union. The President or the President's designee shall draft all Board of Adjustment submissions and be responsible for the proper processing of said submissions. It shall be the President's or the President's designees' responsibility to assemble all facts pertaining to Local 556 grievances pending before Board of Adjustment of Arbitrations, and to assure the proper presentation of said grievances. The President or the President's designee shall attend all Membership Meetings and Special Meetings of the Local and shall preside at said meetings. The President or the President's designee shall assist other Officers, Union Representatives, or individual Members in the handling or processing of grievances and such other problems, which have not yet become grievances. The President shall perform all duties required by the Executive Board. The President shall perform all duties required by the Executive Board. The president shall be responsible for the staffing of the Local office, excepting the Grievance Chair, Health, and OJI or similarly called position(s) shall be elected by Members at the next Membership Meetings, after vacancy of position, but no later than 90 days after vacancy, with the position being voted on every 2 years. The Executive Board will approve all full-time staff, excepting Grievance Chair, Health, and OJI."

Synopsis: To redefine how certain positions are filled.

Rationale: Membership shall reserve the right to choose who represents them, in their best interests, to reduce cronyism.

Martha Wells **seconded** the motion.

Side Letters also require a Membership vote.

Deborah Hans made a **motion (DAL13*)** to amend Article VII f to add.

The Executive Board will also vote to approve all Side Letters to the Contract that has the potential to effect the seniority of the majority of members such as in a merger or acquisition of another airline.

A 2/3rds vote of approval by the Executive Board will be required prior to presentation to the Membership.

Synopsis: Significant Side letters should also be voted on by the membership. One example of a significant side letter is one that effects the majority or has the potential to effect the majority of our Memberships seniority.

Rationale: Although we have recently voted on Side Letters 7 and 8 and 10 and were allowed to vote unquestionably, we were initially told in writing by the Union President that we were not allowed to vote on Side Letter 9, the Seniority List Integration. Of course this poor decision was reversed but this bylaw amendment will protect the members form poor decisions just like that one.

The membership should have the right to approve deviations from the Contract just as we approve the Tentative Agreement when negotiating the entire agreement Sometimes those Contract deviations are small such as sick time conversions or an invalid Doctor statement but make no mistake, Members deserve input when the their seniority is altered. We all witnessed the following statement posted on our Union website from a previous President who so incorrectly informed the Membership…

“that the negotiation for and integration of the seniority list are already provided in our Contract and gives your union the responsibility to work through these issue on your behalf. In essence when you voted on your contract and voted in your leadership, you gave your vote to them on this particular very important and complicated issue”

Kay Hogan **seconded** the motion.

Term limits for the office of President only.

Jeanna Jackson made a **motion (DAL14*)** to amend Article VI to add a new section specifically as written:

“Whereas term limits ARE allowed per Federal Law as stated in Section 452.29 (b) of the Code of Federal Regulations Title 29, (attached) “it would NOT violate the Act (LMRDA) for a Union to prohibit successive terms in office or to limit the number of years an Officer may serve. Such rules are intended to encourage as many members as possible to seek positions of leadership in the organization”. Therefore, Local 556 will impose a retroactive term limit of two consecutive full terms in the Office of President only. A candidate for the office of President who has already served two consecutive terms as president may seek and be **nominated** and elected to a third term only if running unopposed. Any partial term in office will not be included in the term limit.

Synopsis: Currently there are no provisions regarding this. This bylaw amendment would impose a 2 full term limit on the office of President only.

Rationale: Section 452.49 (b) of the Code of Federal Regulations Title 29 proves that no Union attorney can rightfully claim that term limits run afoul of Federal Law. This law supersedes any interpretation by our International President, no language in our International Constitution, interpretive or literal can rightfully claim that term limits violate the intent or spirit of our International Constitution. Even our adopted Parliamentarian authority, Roberts Rules of Orders allows for and encourages term limits, page 557 states “since a reasonable rotation in office is desirable in almost all organizations a section in this Article (the bylaws) may well proclaim that, NO Officer shall be eligible to serve for more than 2 consecutive terms in the same office.”

Mary Ellen Matter **seconded** the motion.

Negotiating Team Members will resign if T.A. is voted down.

Jeanna Jackson made a **motion (DAL15*)** to amend the following two bylaws as one joint bylaw amendment.

Bylaw amendment A:

I move to amend Article VI (k) that says, “The President shall preside at all negotiations” and add the following language, “unless and until a tentative agreement is voted down.”

Bylaw amendment B

I move to amend Article IX (k) to add the following language.

"In the event a proposed tentative agreement is not approved for ratification by the Membership the following language will go into effect.

A failed Tentative agreement may effectively be considered a vote of no confidence in the Negotiation team. As such, the following steps will go into effect.

The executive Board will enact a system wide election just as we do with Officer elections, (voting by both internet and phone), asking the Membership to vote to approve or not approve a vote of no confident in the Negotiating Team that negotiated the failed T.A.

If the Membership votes in favor of no confidence, the entire Negotiating Team will be replaced and cause a new nomination and ballot election by the Membership to take place as per the following. All five Members including the former negotiators are eligible as per Federal law to be elected to the new negotiating team. The President and former lead negotiator will oversee and work with the new Negotiating team with all details and processes required for the transition. The President will fulfill all other duties as President as required to effectively empower the newly elected Contract negotiators as per these bylaws.
Vacancies shall be filled by the nominees with the highest vote total. The Executive Board will only appoint vacancies when no other nominees are available. All new Contract Negotiators must be on the SWA Inflight seniority list for not less than a period of one (1) year at the time of nominations. Any former Negotiator who holds another position within the Union will remain seated in those positions. (Example: The President will stay on as President of the Local."

Synopsis: Currently there is no language that addresses what happens when a TA is not approved by the Members. This bylaw amendment will address that.

Rationale: Each NT Member is (at this time) paid highline plus 15 percent (149 TFP) and over the course of a year or two the cost of a failed T.A. can be significant. It is difficult to believe that any NT Member can then go back to Management and negotiate a benefit the second time that they failed to negotiate the first time. New ideas, new negotiating tactics, new negotiating strategies will be needed. Doing the same thing over and over and expecting difference results will only cost the Membership more money and more time.

Lyn Montgomery **seconded** the motion.

A failed TA will require the Union to generate the "Cost of the Failed TA report"

Jeanna Jackson made a **motion (DAL16*)** to add the following language to Article VII (f)

When the Membership has voted to NOT approve a Tentative Agreement as negotiated by our Negotiating Team and approved by the Executive Board. The Executive Board Treasurer will within 30 days after the date of the failed T.A. post on the Union website and review the following report called "The failed T.A. report"

The Failed T.A. report will include the cost of negotiating the T.A. and all related expenses associated with the failed T.A. The report will not be co mingled or convoluted with other reports or other cost or other expenses or fees not associated with or related to negotiating the failed T.A.

Line item 1 Printing cost: Will include the cost of all printing materials, pamphlets, booklets, flyers related to educating the Members.

Line item 2 Educators cost: Will include the cost associated with all "educators" (or anyone used in that capacity) flown to Dallas to train and used in the lounges to verbally educate the Members. Including all hotel fees, food cost, taxi fees, meeting room rental, senior pay and per diem pay.

Line item 3 Legal fees: Will include the cost of all legal fees associated with the Contract negotiations such as monies paid for legal advice and consultations or the cost of having the attorney present at the negotiation table.

Line item 4 Housing: Will include the cost of the housing offered to all the Contract Negotiators starting from the time the date the lease was signed or the first negotiator moved in whichever occurred first to the date the T.A. was voted down by the Membership as well as any other cost associated with the housing if any, food, parking, laundry, utilities, shuttles, taxi, rental cars etc.

Line item 5 will include the number of TFP's paid to each negotiating team Member and the dollar value of those TFP's starting just after each was elected or appointed (not including the cost of the Contract negotiating election) for the time specifically used to negotiate, train, consult and caucus the failed T.A. The Treasurer will research all available time sheets and reports (if any) to best estimate how much was paid for just the cost of negotiating the T.A. for the President who has other not duties not directly related to contract negotiations as well as any other N.T. Members who holds multiple positions. If this is not possible the Treasurer will include a calculated prorated estimate of those cost.

Synopsis: Currently there is no specific report to inform members the cost associated with a T.A. or failed T.A.

Rationale: A failed Tentative Agreement is a serious, severe loss to our Members in more ways than one. Not just the financial aspects of the time invested but also the cost of backing up starting over and doing the same procedure again and duplicating any and all cost.

The Negotiating Team extensively surveyed the Membership, investing time and money to ascertain our goals and our needs. To then negotiate and present a T.A. that deviates so greatly from those goals and needs displays a major disconnect from the Membership. Members have every right to see where there money was spent and how much was spent.

No doubt your union will at the following Membership meeting after the failed T.A. produce the usual Treasurer's report which will include all the usual numbers where all expenses are comingled and convoluted with other cost centers. These reports will not allow the reader to accurately summarize exactly how much money was spent to negotiate a failed T.A.

Lyn McKenzie **seconded** the motion.

Specific explanations required when Bylaw Amendments are ruled out of order or not conforming.

Jeanna Jackson made a **motion (DAL17*)** to add the following language to Article XIII (b).

"If a bylaw amendment is presented and **seconded** that does not conform to the provisions, principles and policies of the Constitution or International Union the Local will advise the Membership in writing specifically why the bylaw amendment does not conform.

The explanation will specifically include why it does not conform, what provision, principal or policy is violated, where is this provision, principal or policy written and what does the provision, principal or policy actually state."

Synopsis: In the past, numerous bylaw amendments were determined to not conform and members were not allowed to vote on them. Any explanation offered wasn't complete. Explanations were vague This bylaw amendment will require that full, factual, and details reasons will be given if and when a bylaw amendment is ruled non conforming.

Rationale: Members need specific details as to why a bylaw amendment might be non conforming. Example: One bylaw amendment was ruled out of order because "the manner of voting cannot be set in the amendment itself." Yet offered no source as to where it is written. For instance if this was Robert's Rules violation they should state the page and language. When they just disregard bylaw amendments in this way it gives the impression the Union is making up the rules as they go. We need a more professional, more responsible, more legitimate way of conducting Union business.

Kay Hogan **seconded** the motion.

Full time pulls revealed to the Membership

Cheri Saulsbury made a **motion (DAL18*)** to amend Article XI (f) by adding the underlined language.

"All trip pulls that are submitted to perform Union work require the approval of two Executive Board Officers prior to being submitted to Southwest Airlines. All Members pulled from flying duties, for an entire month at one time, to perform full time union work must receive prior approval by the President and Treasurer. In the event of a disagreement in granting the approval, the 1st Vice President of the Union will cast a third vote. A reporting of all full time pulls issued during the month will be presented to the Executive Board by the Treasurer."

<u>That same report will be copies and posted and updated each month on the Union website for Member review. The report will include names, title or position, TFP's paid and for what dates.</u>

Synopsis: Members currently don't have a centralized place to go to see which Members they are paying who are on a full time pull. This bylaw amendment will to that.

Rationale: Members are paying those other Members for they work they perform. Because of that they should be able to see where there moment is being spent, how much is being spent and where it is being spent.

Kay Hogan **seconded** the motion.

Double Dipping not allowed

Cheri Saulsbury made a **motion (DAL19*)** to amend Article IV, Responsibilities of Members to add a new section.

"The Local 556 Treasurer will not allow manipulation of the compensatory system within our Local to allow for Union Double Dipping (excluding jet way trades) also known as collecting compensation from the company while collecting compensation from the Union for the same period of time.

Therefore, excluding any jet way trades, Union compensation will be withheld and not paid to anyone who is being paid by the company for the same period of time they claim they are doing Union work. The Local 556 Treasurer will not pay a Union leader if the Union leader is also being paid by the company for the same period of time."

Synopsis: Currently a select group of Union leaders are double dipping. This bylaw amendment will change that.

Rationale: Over the years many of our Membership have viewed CWA screens that clearly displayed Union leaders with a Union pull bar that overlapped a trip. How is it possible to perform the work of a Union while flying a trip? This isn't just about Union leaders picking up a trip to fulfill a bylaw requirement. This is about them getting paid for both, when they should be deducting the trip pay from their Union pay.

This bylaw amendment will allow our workgroup to better define unacceptable and unethical behavior by not allowing members to manipulate the system. Using Union funds to pay someone to perform a Union task, while being paid by the company for the same period of time is highly questionable if not completely unethical.

Mary Ellen Matter Skalski **seconded** the motion.

Article 5 (d)

Mitzi Cramer made a **motion (DAL20*)** that the wording of this section to be changed to the following: Only members in good standing shall be permitted to attend Meetings of Local 556. Members who have "opted out" are considered "Members in Good Standing". Probationary Flight Attendants are encouraged to attend Membership Meetings and will have a voice but no vote until the completion of the probationary period.

Synopsis: To redefine "Good Standing"

Rationale: To remind 556 what "Good Standing" includes.

Mary Ellen Matter Skalski **seconded** the motion.

Article V (new section) (m)

Mitzi Cramer made a **motion (DAL21*)** to enact a secure confidential electronic voting process at membership meetings to speed up the voting process and to ensure accuracy. This voting process will be used for shop steward voting, bylaw amendment voting and all main motions or any other motion so moved by a member at any other time

Synopsis: To enact electronic confidential voting system.

Rationale: Reduce time spent counting votes to allow members to remain and participate in all portions of membership meetings.

Article 7 (b)

Mitzi Cramer made a **motion (DAL22*)** that this section be rewritten as follows:

The Executive Board shall transact all business of the local and faithfully execute the orders of the membership, adopt measures in the interest of the Local and recommend such actions to the Local, as it may deem necessary. *Motions shall not be ruled Out-of-Order, without specifically citing language supporting said Out-of-Orders*; if there is a question upon language support an Out-of-Order ruling, the Members' motions shall be allowed to be made. The Executive Board shall receive and make recommendations in regard to reports by Standing and Special committees and Officers. The Executive Board shall exercise these powers entrusted to it as specifically expressed in the international Constitution

Synopsis: To allow Members to govern their own Local.

Rationale: The rationale is that too many times members have their efforts unduly repelled by untoward Out-of-Orders.

Cathy Jones **seconded** the motion.

Restricted CWA Screens

Janette Golden made a **motion (DAL23*)** to add a new section to Article II OBJECTIVES:

All Officers, Committee Chairpersons and all full time Union pulls, (permanent or temporary), that encompass a full calendar month or more, will be asked to NOT restrict their CWA screen. This is to protect the privacy of the individual members yet still conduct the business of the Local with transparency and accountability.

If they choose to restrict their screen, the Union will advise them that a monthly screen shot from CWA will be placed on the Union website for member viewing. The screenshot will be placed on the Union website on the 5th of each following month.

Synopsis: To recognize the difference between member privacy and Union business, while maintaining accountability and transparency with the membership.

Rationale: Union business by its very nature should be shared within the Union. Confidentiality is often the claim used not to reveal Union business. The current concept creates apathy among the membership when we can't verify who is working for us and how much we are paying them. Members have rights to see where their dues money goes. Who is on a full time pull or on an as needed pull. How many TFP are they earning per day, per month? Members have a right to see if a Union leader is double dipping. Not knowing who is pulled and for what and then allowing union leaders to block their CWA screen does little to promote the Union as open, honest and forthcoming.

Mitzi Cramer **seconded** the motion.

Members w/Motion not required to be present

Janette Golden made a **motion (DAL24*)** to amend Article IV (f) to add the following language Because our job description inhibits our ability to attend Membership meetings, Members who are unable to attend meetings may write and sign legible motions and bylaw amendments complete with date, employee number, base and contact information and send them to the Recording Secretary certified or registered mail to be received and signed for at least one week prior to the start of the first session of the first upcoming meeting for presenting and seconding at the next upcoming meeting.

The Recording Secretary will read and present the motion or bylaw amendment on behalf of the Member and ask for a second on behalf of that Member.

Synopsis: Currently members must be present to make motions and bylaw amendments. This will allow the members to not be present.

Rationale: Sometimes our very job description defeats our ability to attend membership meetings.

Yet every member deserves a voice. This is not proxy voting, as members are still required to be present while voting. The bylaw amendment will allow the members not present to have a voice and require the Recording Secretary to present the motion or bylaw amendment in their stead. The motion or bylaw amendment must be signed and dated and must be postmarked as per the requirements written above to ensure its timeliness. If the Recording Secretary has questions, the contact information must be included as written.

Mary Ellen Matter Skalski **seconded** the motion.

No discipline notice of censure to any NT Member and/or EB Officer.

Steven Hobbs made a **motion (DAL25*)** to add a new Article XIV to the Local 556 Bylaws entitled No discipline censure.

As a measure to aid Members who value their leaders actions and ethics or lack theeof, Members can make motions at membership meetings to issue a non – discipline censure to any Negotiating Team Member or Executive Board Officer. The no discipline censure will act as a NOTICE OF NO CONFIDENCE and must be in the form of a motion in writing stating the reason for no confidence.

As per the International Constitution Section 1 this notice is NOT discipline only a notice of no confidence. The notice will advice the member, why the Membership has no confidence in his actions and call for a vote of no confidence. Upon a majority vote by the membership the no discipline censure will be issued to the Officer in question in writing along with the total vote count of the motion.

Synopsis: There is no current bylaw allowing for No discipline censures that issue a clear warning to a Union Leader who needs a warning, this bylaw amendment will allow for that.

Rationale: Serious mistakes can be made that affect the membership and their only immediate option is to recall an Officers. There should be another option available to Members who want to take action but feel the offence committed is not quite serious enough to exercise the recall option. Censures will also send a clear warning to the Officer that his actions could have resulted in a recall but a warning censure can be and will be issued in the form of a **motion** made at a Membership meeting and enforced by people who pay that leader to act in their best interest.

Debby Fisher **seconded** the motion.

Kay Gordon made a **motion (DAL26*)** to add a new section (letter) to Article VI.

“On any motion or bylaw amendment voted on at any Membership meeting every Executive Board Officer who might be in attendance will be asked how he or shall will votes on the question on the floor just before the same question is put to the Members in attendance. The Officer may vote in favor, not in favor or elect to not vote or abstain as is his/her right.

This Executive Board roll call vote process will start at the first meeting in the first domicile and apply to the President and the Recording Secretary conducting the meeting and any and all Board Members who might be present at that meeting. The Officer roll call vote from each meeting will be announced and each subsequent meeting to inform every meeting attendee at every domicile how their leaders are voting on all Union matters. This process will continue on at each session of each meeting (or domicile meeting) thereafter until that meeting is adjourned. This rule will not apply to any designee the Chair may appoint to conduct the meeting or someone acting as the Recording secretary as per bylaw V(i).”

Synopsis: Currently we rarely see the President or the Recording secretary actually vote on matters put before the Members. This bylaw amendment will change that.

Rationale: The Executive Board represents the Members and as such the Members have every right to see how they vote on matters that effect the Members. This will aid the Members in casting an educated vote at future

Officer elections. It will also hold the Officer accountable for his actions not allowing him/her to tell others he/she voted in a way other than the truth.

We currently have a similar bylaw that requires the Executive Board to vote by roll call at Executive Board Meetings for the same reasons. This bylaw amendment is an extension of the same concept.

The same concept applies to those who hold public office as Mayors, Governors and Senators

Leaders must vote by roll call to expose their vote while Members are entitled to vote by secret ballot to protect their vote and their voting privacy. This is how a democracy is supposed to work.

Mary Ellen Matter **seconded** the motion.

Article 3 (b)

Aaron Ayers made a **motion (DAL27*)** to change the word “$100” be stricken and replaced with the word “$50.00” and the word “2012 be replaced with the date “2016”.

Synopsis: To lower initiation dues.

Rationale: To lower initiation dues, for those having to pay them.

Jeanna Jackson **seconded** the motion.

Article 10 (a)

Cheri Vincent made a **motion (DAL28*)** that the following section be rewritten as follows.

“A recall election shall be held if, twenty (20%) of the Membership in good standing sign, in person, a written petition demanding the recall of an Officer(s). Such petition must allege that the Officer has violated his/her obligations under the Local or International Constitution and specific the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members’ employee number and date of signature accompany each signature. The financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid for up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an Officer assigned by the International Union will validate the signatures. If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a “yes” or “no” vote on whether the Officer(s)’ response shall be mailed with the ballot.”

Synopsis: To redefine the percentage.

Rationale: To enable Membership to better recall officer.

Mary Ellen Matter **seconded** the motion.

Cheri Vincent made a **motion (DAL29*)** that the following section be rewritten as follows:

“An affirmative twenty (20%) of the Local’s Members in good standing must return petitions stating that the Officer(s) in question should be recalled. The office shall be declared vacant and an election shall be held to fill the position(s).”

Synopsis: To redefine the percentage.

Rationale: To enable Membership to better recall officers.

Mary Ellen Matter **seconded** the motion.

Policy and procedure shared with the Membership

Kay Gordon made a **motion (DAL30*)** to amend Article IV to add a new section.

“For member review, the Local 556 Policies and Procedures Manual (or any Union manual with similar name that addresses this) will be posted on the Local website. Any changes will be updated monthly and dated as such.”

Synopsis: Currently the 556 Policies and Procedures manual not disclosed to the Membership. This bylaw amendment will correct this.

Rationale: The Policy and Procedures Manual reveals how the Union spends the dues they collect from the Members Yet they won’t reveal those policies to those who financially pay for those policies. Why would an honest Union, not want membership to know how it spends its dues money. Why would this be confidential, non disclosed to those who pay for it?

The Union policy and procedures manual included rules such as receipt reimbursement, Union cell phone policy, Union credit cards policy, Union trip pull policy, Union double dipping policy, Union travel expense policy, Union office conduct policy, Union weather policy, Union tardy policy, Union comp time policy, Union sick time policy, Union daily expenses policy, Union interview policy and the Union office duties policy are just a few examples of how the Union conducts its office but does not allow the Members to over view how they conduct the office.

Jeanna Jackson **seconded** the motion.

Audrey closed the floor for bylaw amendments.

Audrey updated those Members present on the state of negotiations and the Negotiating Team. A pre-survey was given to the Members present to give feedback, suggestions and to help formulate a comprehensive survey for participation by the entire Membership.

There was discussion regarding the negotiations process.

Audrey and Brett answered Member’s negotiations questions.

Aaron Ayers made a **motion** to recess. Cathy Jones **seconded** the motion. The motion **carried**.

There was discussion regarding the fact that a Member had removed confidential information and Union property from the Membership Meeting.

Audrey recessed the Dallas Session of the Meeting at 1757.

Baltimore

August 18, 2015

TWU Local 556 President Audrey Stone called the Baltimore session of the 2nd Membership Meeting to order at 1005.

2nd Vice President Brett Nevarez recorded the minutes.

Baltimore Domicile Executive Board Member Stacey Vavakas was present at the Meeting.

Baltimore Shop Stewards Damion West, Jennifer Vitalo, JC Callam, Melissa Lehr, Mikey Reid Rodriguez, and Stephanie Brennen were present at the Meeting.

Audrey Stone introduced those present at the Meeting. Audrey explained that another session of the Meeting was being run later that day in Las Vegas by 1St Vice President Todd Gage and Recording Secretary Cuyler Thompson and that Negotiating Team Member Bill Holcomb would be there to answer negotiations questions. Audrey detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson, and reminded Members that the packets should be returned when the Meeting recessed. Audrey stated that the Meeting would be conducted under parliamentary procedure Robert's Rules of Order and noted that three copies were available at the Meeting per the TWU Local 556 Bylaws. Audrey explained that Membership Meetings were open only to TWU Local 556 Members, excluding Agency Fee Objectors, and that while Probationary Flight Attendants were allowed to attend the Meeting, they were not allowed to vote. Audrey reported that video or audio recordings of the day's proceedings were prohibited.

Audrey presented the **1st Membership Meeting Minutes of 2015** for review.

Heather Henderson made a **motion** not to read the Minutes aloud and approve them as presented. Danielle Ware **seconded** the motion. The motion **carried**.

Audrey reminded Members that any questions regarding the **1st Membership Meeting Minutes of 2015** were welcomed.

Audrey submitted the **June 2015 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was available via text message/email to answer any questions that she and/or Brett Nevarez were unable to answer.

There were questions and discussion regarding the financials.

Audrey explained the role of the Board of Election, their duties and responsibilities. Audrey opened the floor for nominations for the Board of Election. Audrey reminded those present that the election would take place at the **3rd Membership Meeting of 2015**.

Stephanie Kitts **nominated** Chris Click for the Board of Election and was **seconded** by Heather Henderson.

Chris Click **nominated** Jannah Dalak for the Board of Election and was **seconded** by Kristie Click.

Chris Click **nominated** Kelley Martin for the Board of Election and was **seconded** by Kristie Click.

Stephanie Kitts **nominated** Lyn Montgomery for the Board of Election and was **seconded** by Chris Click.

Kevin Nelson **nominated** Mikey Reid Rodriguez for the Board of Election and was **seconded** by Chris Click.

Audrey closed the floor for Board of Election nominations.

Audrey described the duties and obligations of Shop Stewards. Audrey asked Stacey Vavakas to share her thoughts on the role of Shop Stewards.

Audrey explained the Shop Steward voting process and opened the floor for Shop Steward Nominations.

Heather Henderson **nominated** Mikey Reid Rodriguez for Baltimore Shop Steward and was **seconded** by Melissa Lehr.

Jennifer Vitalo **nominated** Rebecca Sirman for Baltimore Shop Steward and was **seconded** by Damion West.

Damion West **nominated** Melissa Lehr for Baltimore Shop Steward and was **seconded** by Rick Desmond.

Damion West **nominated** Jay McCleave for Baltimore Shop Steward and was **seconded** by Melissa Lehr.

Chris Click **nominated** Lucy White-Lehman for Baltimore Shop Steward and was **seconded** by Melissa Lehr.

Chris Click **nominated** Summer Moses for Baltimore Shop Steward and was **seconded** by Stephanie Kitts.

Chris Click **nominated** Kristie Click for Baltimore Shop Steward and was **seconded** by Melissa Lehr.

Melissa Lehr **nominated** Damion West for Baltimore Shop Steward and was **seconded** by Danielle Ware.

Melissa Lehr **nominated** JC Callam for Baltimore Shop Steward and was **seconded** by Jay McCleave.

Melissa Lehr **nominated** Pat Carter for Baltimore Shop Steward and was **seconded** by Rick Desmond.

Melissa Lehr **nominated** Jamie Wilson for Baltimore Shop Steward and was **seconded** by Stacey Vavakas.

Melissa Lehr **nominated** Roger Proudfoot for Baltimore Shop Steward and was **seconded** by Danielle Ware.

Melissa Lehr **nominated** Karen George for Baltimore Shop Steward and was **seconded** by Rick Desmond.

Melissa Lehr **nominated** Eric Seawright for Baltimore Shop Steward and was **seconded** by Danielle Ware.

Melissa Lehr **nominated** Justin Hayden for Baltimore Shop Steward and was **seconded** by Danielle Ware.

Melissa Lehr **nominated** Jabari Smith for Baltimore Shop Steward and was **seconded** by Danielle Ware.

Melissa Lehr **nominated** Courtney McClure for Baltimore Shop Steward and was **seconded** by Stacey Vavakas.

Melissa Lehr **nominated** Rasheedah Malik for Baltimore Shop Steward was **seconded** by Danielle Ware.

Melissa Lehr **nominated** Ayanna Nophlin for Baltimore Shop Steward and was **seconded** by Jay McCleave.

Melissa Lehr **nominated** Jennifer Vitalo for Baltimore Shop Steward and was **seconded** by Danielle Ware.

Kristie Click **nominated** Stephanie Brennen for Baltimore Shop Steward and was **seconded** by Damion West.

Stephanie Kitts **nominated** Cindy Rousseau for Baltimore Shop Steward and was **seconded** by Jennifer Vitalo.

Jennifer Vitalo **nominated** Patty Benson for Baltimore Shop Steward and was **seconded** by Damion West.

Kristie Click **nominated** Jo Burkholder for Baltimore Shop Steward and was **seconded** by Chris Click.

Jo Burkholder **nominated** Pamela Allen for Baltimore Shop Steward and was **seconded** by Damion West.

Damion West **nominated** Rob Swafford for Baltimore Shop Steward and was **seconded** by Wayne Montminy.

Wayne Montminy **nominated** Stephanie Roberts for Baltimore Shop Steward and was **seconded** by Rob Swafford.

Melissa Lehr **nominated** Rick Desmond for Baltimore Shop Steward and was **seconded** by Damion West.

Audrey closed the nominations for Shop Stewards and called a break at 1215.

Audrey called the Meeting back in session at 1240 and explained that there was one Member that was ineligible to be elected as a Shop Steward.

There was discussion of the candidates by the Members present at the Meeting.

Chris Click made a **motion** to suspend the agenda and was **seconded** by Heather Henderson. The **motion carried**.

Brett Nevarez read aloud the Bylaw Amendments proposed at the Dallas session of the 2nd Membership Meeting of 2015.

Audrey explained the Bylaw Amendment process and timeline.

There was discussion regarding the Bylaw Amendment process and timeline.

Chris Click made a **motion (BWI1*)** to amend motion DAL16 to strike the word failed in every occurrence of the word. In the second paragraph replace the phrase, "to not approve" with "on any". Line item #4 strike the word "down". Line item 5 strike the word "failed"

Synopsis: To change a failed TA report to any voted TA report

Rationale: We need to know the cost either way.

Kristie Click **seconded** the motion.

Kristie Click made a **motion (BWI2*)** to amend Article 6 officers letter (k) strike the following sentence "The President shall preside at all negotiations

Synopsis: None given.

Rationale: To further clarify bylaw amendment 9 (k) made by Kristie Click.

Chris Click **seconded** the motion.

Kristie Click made a **motion (BWI3*)** to amend Article 9 (k) add the following language to letter (k) No Member of the Executive Board may serve on the Negotiating Team"

Synopsis: None given.

Rationale: The NT should be a totally different group than the EB.

Chris Click **seconded** the motion.

Chris Click made a **motion (BWI4*)** to amend the motion Strike the phrase "President will preside" and to change the number two to three before the phrase "shall be elected through a ballot"

Synopsis: None given.

Rationale: To further make the bylaw amendment proper.

Kristie Click **seconded** the motion.

Heather Henderson made a **motion (BWI5*)** to add the following to Article 11 (j) Treasurer will prepare up to date financial report to the day before the first member meeting. If the report has not been approved by the board, it will be stamped "tentative"

Synopsis: None given.

Rationale: Give members the most updated list of expenses and income

Chris Click **seconded** the motion.

Audrey closed Bylaw Amendments.

Audrey updated those Members present on the state of negotiations and the Negotiating Team. A pre-survey was given to the Members present to give feedback, suggestions and to help formulate a comprehensive survey for participation by the entire Membership.

There was discussion regarding the negotiations process.

Audrey and Brett answered Member's negotiations questions.

There were questions and discussion regarding the TA education process.

Audrey called a break at 1425 so that she and Brett could count the votes for the Shop Steward Election.

Audrey called the Meeting back in session at 1500 and informed the Members present in the Meeting that 28 Shop Stewards were elected and would be contacted by the Shop Steward Committee Chair and Co-Chair.

Audrey opened the floor to new business.

Stacey Vavakas made a **motion** that lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp. The motion was **seconded** by Roger Proudfoot.

Chris Click made a **motion** to amend the motion no work other than the lounge mobilization be done or billed unless ran successive. The motion was **seconded** by Kristie Click.

Jo Burkholder made a **motion** for the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information. The motion was **seconded** by Pamela Allen.

Kristie Click made a **motion** to recess and was **seconded** by Heather Henderson. The motion **carried**.

Audrey recessed the Baltimore Session of the Meeting at 1513.

Orlando

August 19, 2015

TWU Local 556 President Audrey Stone called the Orlando session of the 2nd Membership Meeting to order at 1005.

2nd Vice President Brett Nevarez recorded the minutes.

Orlando Domicile Executive Board Member Jimmy West was present at the Meeting.

Orlando Shop Stewards Anita Vinje, Brad Voyik, Cary Leonidas, Drew Shy, Elizabeth Leapley, Gisela Alvarez, Mitch Marks, Sandi Voyik and Susan Johnson were present at the Meeting.

Audrey Stone introduced those present at the Meeting. Audrey explained that another session of the Meeting was being run later that day in Denver by 1St Vice President Todd Gage and Recording Secretary Cuyler Thompson and that Negotiating Team Member Bill Holcomb would be there to answer negotiations questions. Audrey detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson, and reminded Members that the packets should be returned when the Meeting recessed. Audrey stated that the Meeting would be conducted under parliamentary procedure Robert's Rules of Order and noted that three copies were available at the Meeting per the TWU Local 556 Bylaws. Audrey explained that Membership Meetings were open only to TWU Local 556 Members, excluding Agency Fee Objectors, and that while Probationary Flight Attendants were allowed to attend the Meeting, they were not allowed to vote. Audrey reported that video or audio recordings of the day's proceedings were prohibited.

Audrey presented the **1st Membership Meeting Minutes of 2015** for review.

Michael Arthur made a **motion** not to read the Minutes aloud and approve them as presented and was **seconded** by Jimmy West. The motion **carried**.

Audrey reminded Members that any questions regarding the **1st Membership Meeting Minutes of 2015** were welcomed.

Audrey submitted the **June 2015 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was available via text message/email to answer any questions that she and/or Brett Nevarez were unable to answer.

There were questions and discussion regarding the financials.

Audrey explained the role of the Board of Election, their duties and responsibilities. Audrey opened the floor for nominations for the Board of Election. Audrey reminded those present that the election would take place at the **3rd Membership Meeting of 2015**.

Audrey recognized Susan Johnson as a past Chairperson of the Board of Election. Susan answered questions regarding the work of the committee from the Members present at the Meeting.

Audrey opened the floor for nominations for the Board of Election.

Michael Arthur **nominated** Gisela Alvarez for the Board of Election and was **seconded** by Sandie Dyer.

Susan Johnson **nominated** Anita Vinje for the Board of Election and was **seconded** by Elizabeth Leapley.

Anita Vinje **nominated** Elizabeth Leapley for the Board of Election and was **seconded** by Trish Krider.

Sandie Dyer **nominated** Brad Voyik for the Board of Election and was **seconded** by Jimmy West.

Susan Johnson **nominated** Erich Schwenk for the Board of Election and was **seconded** by Eddie Vilkins.

Susan Johnson **nominated** Will Browne for the Board of Election and was **seconded** by Anita Vinje.

Gisela Alvarez **nominated** Rachael Jacobs for the Board of Election and was **seconded** by Eddie Vilkins.

Susan Johnson **nominated** Jim Volpe for the Board of Election and was **seconded** by Michael Arthur.

Audrey closed the floor for Board of Election Nominations.

Audrey described the duties and obligations of Shop Stewards. Audrey opened the floor for Orlando Shop Steward Nominations.

Jimmy West **nominated** Dejan Lucic for Orlando Shop Steward and was **seconded** by Sandie Dyer.

Jimmy West **nominated** LaShaye Hutchinson for Orlando Shop Steward and was **seconded** by Rachael Jacobs.

Jimmy West **nominated** Brad Voyik for Orlando Shop Steward and was **seconded** by Sandi Voyik.

Jimmy West **nominated** Sandi Voyik for Orlando Shop Steward and was **seconded** by Brad Voyik.

Jimmy West **nominated** Drew Shy for Orlando Shop Steward and was **seconded** by Brad Voyik.

Jimmy West **nominated** Doug Clatterbuck for Orlando Shop Steward and was **seconded** by Gisela Alvarez.

Jimmy West **nominated** Mitch Marks for Orlando Shop Steward and was **seconded** by Gisela Alvarez.

Jimmy West **nominated** Anita Vinje for Orlando Shop Steward and was **seconded** by Drew Shy.

Jimmy West **nominated** Susan Johnson for Orlando Shop Steward and was **seconded** by Drew Shy.

Jimmy West **nominated** Frank Zayas for Orlando Shop Steward and was **seconded** by Brad Voyik.

Jimmy West **nominated** Thom Jolly for Orlando Shop Steward and was **seconded** by Egda Avila.

Jimmy West **nominated** Joel Turcios for Orlando Shop Steward and was **seconded** by Drew Shy.

Gisela Alvarez **nominated** Christina Garcia for Orlando Shop Steward and was **seconded** by Drew Shy.

Gisela Alvarez **nominated** Annette Santiago for Orlando Shop Steward and was **seconded** by Rachael Jacobs.

Gisela Alvarez **nominated** Barbara Page for Orlando Shop Steward and was **seconded** by Sandi Voyik.

Gisela Alvarez **nominated** David Reed for Orlando Shop Steward and was **seconded** by Brad Voyik.

Gisela Alvarez **nominated** Travis Rife for Orlando Shop Steward and was **seconded** by Sandi Voyik.

Egda Avila **nominated** Gisela Alvarez for Orlando Shop Steward and was **seconded** by Rachael Jacobs.

Sandi Voyik **nominated** Jake Alexander for Orlando Shop Steward and was **seconded** by Drew Shy.

Sandi Voyik **nominated** Rachael Jacobs for Orlando Shop Steward and was **seconded** by Egda Avila.

Sandi Voyik **nominated** Edgel Maynard for Orlando Shop Steward and was **seconded** by Egda Avila.

Sandi Voyik **nominated** Egda Avila for Orlando Shop Steward and was **seconded** by Drew Shy.

Drew Shy **nominated** Eddie Vilkins for Orlando Shop Steward and was **seconded** by Christina Garcia.

Gisela Alvarez **nominated** Delynn Porter for Orlando Shop Steward and was **seconded** by Rachael Jacobs.

Brad Voyik **nominated** Cheryl Spahija for Orlando Shop Steward and was **seconded** by Drew Shy.

Brad Voyik **nominated** Erica Wegner for Orlando Shop Steward and was **seconded** by Eddie Vilkins.

Audrey closed the floor for Orlando Shop Steward Nominations.

Audrey called a break at 1005 to prepare the ballots for the Orlando Shop Steward Election.

Audrey called the Meeting back in session at 1020 and explained the voting process. There were questions and discussion regarding the actual duties of Shop Stewards.

There was discussion of the candidates by the Members present at the Meeting.

Audrey reopened the floor for Orlando Shop Steward Nominations.

Rachael Jacobs **nominated** Cary Leonidas for Orlando Shop Steward and was **seconded** by Sandie Dyer.

Mitch Marks **nominated** Eddie Pirl for Orlando Shop Steward and was **seconded** by Drew Shy.

Sandi Voyik **nominated** Janet Lamy for Orlando Shop Steward and was **seconded** by Drew Shy.

Audrey closed nominations for Orlando Shop Stewards.

Elizabeth Leapley made a **motion** to suspend the agenda and was **seconded** by Eddie Vilkins. The motion **carried**.

Brett Nevarez read aloud the Bylaw Amendments proposed at the Dallas and Baltimore sessions of the 2nd Membership Meeting of 2015.

Gisela Alvarez made a **motion** to suspend the reading of proposed Bylaw Amendments aloud and was **seconded** by Christina Garcia. The **motion** carried.

Audrey explained the Bylaw Amendment process and opened the floor for Bylaw Amendments.

Alison Carver made a **motion (MCO1*)** to add the following language to Article IX paragraph (k). The President shall be the only Member eligible to serve on both the Contract Negotiating Team and the Executive Board simultaniously.

Synopsis: To add additional language to Article IX paragraph k that prohibits any member other than the president from serving on both the Executive Board and Contract Negotiating team at the same time.

Rationale: To prohibit a single member other than the president from essentially holding the power of two votes when an agreement reaches the stage to be potentially presented to the membership. Additionally it serves to ensure the Executive Board consist of members with a fresh and unbiased position when presented with the agreement for review.

Anita Vinje **seconded** the motion.

Jimmy West and Roberta Marks, a Denver based Flight Attendant, counted the votes for the Orlando Shop Steward Election.

Audrey informed the Members present in the Meeting that 29 Shop Stewards were elected and would be contacted by the Shop Steward Committee Chair and Co-Chair.

Audrey called a break at 1320.

Audrey called the Meeting back in session at 1335 and updated those Members present on the state of negotiations and the Negotiating Team. A pre-survey was given to the Members present to give feedback, suggestions and to help formulate a comprehensive survey for participation by the entire Membership.

There was discussion regarding the negotiations process.

Audrey and Brett answered Member's negotiations questions.

Audrey opened the floor for new business.

Drew Shy made a **motion** to recess the Meeting and was **seconded** by Elizabeth Leapley. The motion **carried**.

Audrey recessed the Orlando Session of the Meeting at 1526.

Atlanta

August 20, 2015

TWU Local 556 President Audrey Stone called the Atlanta session of the 2nd Membership Meeting to order at 1005.

2nd Vice President Brett Nevarez recorded the minutes.

Atlanta Domicile Executive Board Member Pamila Forte was present at the meeting.

Atlanta Shop Stewards Alison Head, Dana Warner, Georges Jones, Maureen Adamek were present at the meeting.

Audrey Stone introduced those present at the Meeting. Audrey explained that another session of the Meeting was being run later that day in Chicago by 1St Vice President Todd Gage and Recording Secretary Cuyler Thompson and that Negotiating Team Member Bill Holcomb would be there to answer negotiations questions. Audrey detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson, and reminded Members that the packets should be returned when the Meeting recessed. Audrey stated that the Meeting would be conducted under parliamentary procedure Robert's Rules of Order and noted that three copies were available at the Meeting per the TWU Local 556 Bylaws. Audrey explained that Membership Meetings were open only to TWU Local 556 Members, excluding Agency Fee Objectors, and that while Probationary Flight Attendants were allowed to attend the Meeting, they were not allowed to vote. Audrey reported that video or audio recordings of the day's proceedings were prohibited.

Audrey presented the **1st Membership Meeting Minutes of 2015** for review.

Georges Jones made a **motion** not to read the Minutes aloud and approve them as presented. Lakenya Johnson **seconded** the motion. The motion **carried**.

Audrey reminded Members that any questions regarding the **1st Membership Meeting Minutes of 2015** were welcomed.

Audrey submitted the **June 2015 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was available via text message/email to answer any questions that she and/or Brett Nevarez were unable to answer.

There were questions and discussion regarding the financials.

Audrey explained the role of the Board of Election, their duties and responsibilities. Audrey opened the floor for nominations for the Board of Election. Audrey reminded those present that the election would take place at the **3rd Membership Meeting of 2015**.

Audrey opened the floor for nominations for the Board of Election.

Pamila Forte **nominated** Key Ander Early for the Board of Election and was **seconded** by LaShaye Hutchinson.

LaShaye Hutchinson **nominated** Eric McCulley for the Board of Election and was **seconded** by Pamila Forte.

Jenny Taffel **nominated** Casey Rittner for the Board of Election and was **seconded** by Tana Thomas.

Audrey closed the floor for Board of Election nominations.

Audrey described the duties and obligations of Shop Stewards. Audrey asked Pamila Forte for her input regarding Shop Stewards.

Audrey opened the floor for Atlanta Shop Steward Nominations.

Pamila Forte **nominated** Edward Jonas for Atlanta Shop Steward and was **seconded** by Georges Jones.

Pamila Forte **nominated** Vershumn Hawkins for Atlanta Shop Steward and was **seconded** by Georges Jones.

Pamila Forte **nominated** Stephen Grimaldi for Atlanta Shop Steward and was **seconded** by Dana Warner.

Pamila Forte **nominated** Liz Howayeck for Atlanta Shop Steward and was **seconded** by Dana Warner.

Pamila Forte **nominated** Travis Bruce for Atlanta Shop Steward and was **seconded** by Georges Jones.

Pamila Forte **nominated** Eric McCulley for Atlanta Shop Steward and was **seconded** by Alison Head.

Pamila Forte **nominated** Trish Krider for Atlanta Shop Steward and was **seconded** by Alison Head.

Pamila Forte **nominated** Veronica Espinoza for Atlanta Shop Steward and was **seconded** by Dana Warner.

Pamila Forte **nominated** Gene Vanderpool Navarro for Atlanta Shop Steward and was **seconded** by Courtney McClure.

Pamila Forte **nominated** Karla Braxton for Atlanta Shop Steward and was **seconded** by LaShaye Hutchinson.

Pamila Forte **nominated** Key Ander Early for Atlanta Shop Steward and was **seconded** by Veronica Espinoza.

Pamila Forte **nominated** Josie Rose for Atlanta Shop Steward and was **seconded** by Alison Head.

Pamila Forte **nominated** Alison Head for Atlanta Shop Steward and was **seconded** by Dana Warner.

Pamila Forte **nominated** Dana Warner for Atlanta Shop Steward and was **seconded** by Courtney McClure.

Pamila Forte **nominated** Maureen Adamek for Atlanta Shop Steward and was **seconded** by Janie Euell.

Pamila Forte **nominated** Jenny Murphy for Atlanta Shop Steward and was **seconded** by Alison Head.

Pamila Forte **nominated** Bonnie Del Barrio for Atlanta Shop Steward and was **seconded** by Tana Thomas.

Pamila Forte **nominated** Kevin Smith for Atlanta Shop Steward and was **seconded** by Georges Jones.

Pamila Forte **nominated** Georges Jones for Atlanta Shop Steward and was **seconded** by Key Ander Early.

Pamila Forte **nominated** Tara Cortes and was **seconded** by Georges Jones.

Pamila Forte **nominated** Casey Rittner for Atlanta Shop Steward and was **seconded** by Janie Euell.

Pamila Forte **nominated** Bill Macedo for Atlanta Shop Steward and was **seconded** by Georges Jones.

Pamila Forte **nominated** Jennifer Palmer for Atlanta Shop Steward and was **seconded** by Veronica Espinoza.

Pamila Forte **nominated** Lisa Misconis for Atlanta Shop Steward and was **seconded** by Dana Warner.

Pamila Forte **nominated** Janie Euell for Atlanta Shop Steward and was **seconded** by Georges Jones.

Pamila Forte **nominated** Troy Smith for Atlanta Shop Steward and was **seconded** by Veronica Espinoza.

Dana Warner **nominated** Pamila Forte for Atlanta Shop Steward and was **seconded** by Georges Jones.

Vershumn Hawkins **nominated** Vonda Henry for Atlanta Shop Steward and was **seconded** by Key Ander Early.

Pamila Forte **nominated** Marlene Nyquist for Atlanta Shop Steward and was **seconded** by Dana Warner.

Veronica Espinoza **nominated** Jenny Taffel for Atlanta Shop Steward and was **seconded** by Tana Thomas.

Audrey closed the floor for Atlanta Shop Steward nominations.

Audrey called a break at 1052 to prepare the ballots for the Atlanta Shop Steward Election.

Audrey called the Meeting back is session at 1120 and explained the voting process. There were questions and discussion regarding the election of Shop Stewards.

There was discussion of the candidates by the Members present at the Meeting.

Alison Head made a **motion** to suspend the agenda and move on to the next scheduled item and was **seconded** by Georges Jones. The **motion carried**.

Audrey explained the Bylaw Amendment process and opened the floor.

Georges Jones made a **motion** to dispense with reading the Bylaw Amendments aloud and was **seconded** by Alison Head. The motion **carried**.

There was discussion regarding the Bylaw Amendment process and timeline.

No Bylaw Amendments were proposed.

Audrey closed the floor for Bylaw Amendments.

Audrey updated those Members present on the state of negotiations and the Negotiating Team. A pre-survey was given to the Members present to give feedback, suggestions and to help formulate a comprehensive survey for participation by the entire Membership.

There was discussion regarding the negotiations process.

Audrey and Brett answered Member's negotiations questions.

Audrey opened the floor for new business.

Pamila Forte informed the Members present a suicide prevention event in September that the CISM Committee would like help with. Pamila also mentioned the Employee Parking Bus issues and upcoming lounge construction issues. Pamela also mentioned that breast cancer awareness and human trafficking prevention events will be happening soon and would like volunteers to help.

Audrey called a break at 1334 so that she and Brett could count the ballots for the Atlanta Shop Steward Election.

Audrey called the Meeting back in session at 1357.

Audrey informed the Members present in the Meeting that 29 Atlanta Shop Stewards were elected and would be contacted by the Shop Steward Committee Chair and Co-Chair.

Gene Vanderpool Navarro made a **motion** to recess the Meeting and was **seconded** by Edward Jonas. The motion **carried**.

Audrey recessed the Atlanta Session of the Meeting at 1405.

Houston

August 21, 2015

TWU Local 556 President Audrey Stone called the Houston session of the 2nd Membership Meeting to order at 1000.

2nd Vice President Brett Nevarez recorded the minutes.

Houston Domicile Executive Board Member David Jackson was present at the Meeting.

Executive Board Member at Large Crystal Reven was present at the Meeting.

Houston Shop Stewards Crystal Reven, David Jackson and Stacey Labauve were present at the Meeting.

Audrey Stone introduced those present at the Meeting. Audrey explained that another session of the Meeting was being run later that day in Phoenix by 1St Vice President Todd Gage, Recording Secretary Cuyler Thompson and that Negotiating Team Member Bill Holcomb would be there to answer negotiations questions. Audrey detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson, and reminded Members that the packets should be returned when the Meeting recessed. Audrey stated that the Meeting would be conducted under parliamentary procedure Robert's Rules of Order and noted that three copies were available at the Meeting per the TWU Local 556 Bylaws. Audrey explained that Membership Meetings were open only to TWU Local 556 Members, excluding Agency Fee Objectors, and that while Probationary Flight Attendants were allowed to attend the Meeting, they were not allowed to vote. Audrey reported that video or audio recordings of the day's proceedings were prohibited.

Audrey presented the **1st Membership Meeting Minutes of 2015** for review.

David Webber made a **motion** not to read the Minutes aloud and approve them as presented. Crystal Reven **seconded** the motion. The motion **carried**.

Audrey reminded Members that any questions regarding the **1st Membership Meeting Minutes of 2015** were welcomed.

Audrey submitted the **June 2015 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was available via text message/email to answer any questions that she and/or Brett Nevarez were unable to answer.

There were questions and discussion regarding the financials.

Audrey explained the role of the Board of Election, their duties and responsibilities. Audrey opened the floor for nominations for the Board of Election. Audrey reminded those present that the election would take place at the **3rd Membership Meeting of 2015**.

David Jackson **nominated** David Kirtley for the Board of Election and was **seconded** by Crystal Reven.

David Jackson **nominated** Lori Lochelt for the Board of Election and was **seconded** by Crystal Reven.

David Jackson **nominated** Susan Johnson for the Board of Election and was **seconded** by Crystal Reven.

Crystal Reven **nominated** Mark Torrez for the Board of Election and was **seconded** by David Jackson.

Audrey closed the floor for Board of Election nominations.

Audrey described the duties and obligations of Shop Stewards. Audrey opened the floor for Houston Shop Steward Nominations. Audrey asked Crystal to share the views of the Shop Steward Committee Leadership.

David Jackson **nominated** Peggy Davis for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Crystal Reven for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** David Kirtley for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Greg Green for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Gretchen Mooney for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** LaTonia Paul Benoit for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Michael McNeil for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Stacey Labauve for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Sherilyn Gerhardt for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Steven Shelton for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Valerie Boy for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Jennifer Battle for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Thom McDaniel for Houston Shop Steward and was **seconded** by Crystal Reven.

David Jackson **nominated** Claudia Jenkins for Houston Shop Steward and was **seconded** by Crystal Reven.

Crystal Reven **nominated** Rose Johnston for Houston Shop Steward and was **seconded** by David Jackson.

Crystal Reven **nominated** Ryan Dunn for Houston Shop Steward and was **seconded** by David Jackson.

Crystal Reven **nominated** Phil Vaughan for Houston Shop Steward and was **seconded** by David Jackson.

Crystal Reven **nominated** David Jackson for Houston Shop Steward and was **seconded** by David Jackson.

Crystal Reven **nominated** Jannah Dalak for Houston Shop Steward and was **seconded** by David Jackson.

David Webber **nominated** Kelley Martin for Houston Shop Steward and was **seconded** by Crystal Reven.

Audrey closed the floor for Houston Shop Steward nominations.

Audrey called a break at 1043 to prepare the ballots for the Houston Shop Steward Election.

Audrey called the Meeting back is session at 1105 and explained the voting process. There were questions and discussion regarding the actual duties of Shop Stewards.

Audrey called a break at 1125 so that she and Brett could count the ballots for the Houston Shop Steward Election.

Audrey called the Meeting back in session at 1130 and informed the Members present in the Meeting that 17 Houston Shop Stewards were elected and would be contacted by the Shop Steward Committee Chair and Co-Chair.

Audrey explained the Bylaw Amendment process and timeline.

There was discussion regarding the Bylaw Amendment process and timeline.

David Jackson made a **motion** to dispense with the reading aloud of the current proposed Bylaw Amendments and was **seconded** by Crystal Reven. The motion **carried**.

Audrey opened the floor for Bylaw Amendments.

David Jackson made a **motion (HOU1*)** that a member of the Executive Board may not also serve as a member of the Negotiating Team with the exception of the President.

Synopsis: Holding a seat on the NT and the EB creates a conflict of interest.

Rationale: The NT presents a TA to the EB for a 2/3 vote to present the TA to the Membership. The NT member could have a vested interest in the TA proceeding, thereby a conflict of interest exists.

Crystal Reven **seconded** the motion.

Audrey Stone closed the floor to further amendment to the Bylaws.

Audrey updated those Members present on the state of negotiations and the Negotiating Team. A pre-survey was given to the Members present to give feedback, suggestions and to help formulate a comprehensive survey for participation by the entire Membership.

There was discussion regarding the negotiations process and the Negotiating Team appointment process.

Audrey and Brett answered Member's negotiations questions.

Audrey called a break at 1234.

Audrey called the Meeting back in session at 1245 and opened the floor for new business and asked if David Jackson had information to share.

David Jackson informed the Members present that the International terminal is on schedule for opening in October. David also mentioned that delays of flight and late to gate issues were becoming more common.

Crystal Reven updated Members on the new Uniform rollout happening during the last week of August and that wear test will begin in September and continue through November. The outerwear test will begin in 2016 and the new uniform will be changed over completely in 2017. The process is throughout all of Southwest and that is why it takes such a long time.

Crystal Reven made a **motion** to recess the Houston session of the 2nd Membership Meeting and was **seconded** by Karen Elsafty. The motion **carried**.

Audrey recessed the Houston Session of the Meeting at 1259.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.

Brett Nevarez
2nd Vice President
TWU Local 556 Recording Secretary

***Motions to amend the TWU Local 556 Bylaws appear in these Minutes as originally submitted by Members during the 2nd Membership Meeting of 2015.**