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TWU Local 556
3rd Membership Meeting
December 7-11, 2015
Minutes

Las Vegas
December 7, 2015

TWU Local 556 President Audrey Stone called the Las Vegas Session of the Meeting to order at 1211.

Executive Board Members Audrey Stone, Cuyler Thompson and Rachel Brownfield were present at the Meeting.

TWU International Vice President Thom McDaniel was present at the Meeting.

Education Committee Chairperson Amanda Gauger was present at the Meeting.

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

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

Negotiating Team Member Don Shipman was present at the Meeting.

Shop Stewards Rickie Spand, Patrick Lucas, Mark Minelli, Diana Williams, Herman "J.J." Baker, Dan Brady, VeAnne Reeder and Thom Reeder were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone explained that TWU Local 556 Membership Meetings were open to Members only and that video/audio recordings of the Meeting were prohibited. She said that Probationary Flight Attendants were welcome at the Meeting but noted that they could not vote. Audrey reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that three copies of the written procedure were available for Member review. Audrey explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Audrey detailed the contents of the Membership Meeting Packet and explained that the TWU Local 556 Financial Report would be presented to Members in attendance at the Meeting via overhead projection and did not appear in the packet.

Audrey Stone read aloud the following statement regarding motions made during the 2nd Membership Meeting of 2015:

> *These proposed Bylaw amendments have been reviewed with legal counsel and have been determined to be insufficient to present for a vote based upon deficiencies, including but not limited to the following: does not conform to the provisions and/or principles of the TWU International Constitution; creates a conflict with another current TWU Local 556 Bylaw; has internal conflict within the proposed Bylaw itself; is in derogation of the TWU Constitution regarding authority of Officers and Executive Board; is in derogation of the TWU Constitution as well as Local Bylaws requiring compliance with Robert's Rules; conflicts with provisions of LMRDA regarding participation and eligibility; violates due process provisions of Constitution with respect to discipline; inconsistent with TWU Pledge to maintain the privacy of Union business within the Union; addresses subject matters outside the authority of the Bylaws; was submitted without complying with the provisions of Article XIII (a) of the Bylaws. As such the following will not be considered by the body, debated or voted upon and may only be appealed to the TWU International Committee on Appeals.*

Cuyler Thompson submitted the **2nd Membership Meeting 2015 Minutes** for review.

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

Those Members present declared at which Meeting Session they would cast their vote.

Rickie Spand made a **motion** to suspend the Meeting Agenda and move directly to voting on Bylaws. Holly Imamovic **seconded** the motion. The motion **carried**.

There was discussion regarding the process by which voting would occur on proposed amendments to the TWU Local 556 Bylaws. The tally of votes would occur at the final Session of the Meeting, scheduled to take place in Oakland on Friday.

Audrey Stone reported that proposed amendments approved by the Membership must be approved by the TWU International Administrative Council (IAC) before they could be incorporated into the TWU Local 556 Bylaws. Audrey said that the IAC would determine how amendments approved by the Membership that appeared to be in conflict with others would be incorporated.

There was discussion regarding the proposed amendments to the Bylaws.

Those Members present at the Meeting voted on the motions on the floor:

> ***MOTION (DAL5):*** *Article 6 (b)*
> *Cheri Vincent made a **motion** 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. Sue McCarthy **seconded** the motion.*
>
> **Yea – 5 / Nay – 24**
>
> ***MOTION (DAL27):*** *Article 3 (b)*
> *Aaron Ayers made a **motion** to change the word "$100" be stricken and replaced with the word "$50.00" and the word "2012 be replaced with the date "2016". Jeanna Jackson **seconded** the motion.*

Yea – 2 / Nay – 27

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. Angie Kilbourne* ***seconded*** *the motion.*

Yea – 11 / Nay – 20

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

Yea – 7 / Nay – 24

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." VeAnne Reeder* ***seconded*** *the motion.*

Yea – 31 / Nay – 0

MOTION (LAS8)*:*
Rebecca Hofstetter made a ***motion*** *to amend Article VI (b) to add the language, "Residency will be defined as within 2 hours 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. Todd Gage* ***seconded*** *the motion.*

Yea – 25 / Nay – 4

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 Secretary 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 Secretary 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. Matthew Dunn* ***seconded*** *the motion.*

Yea – 19 / Nay – 7

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. Bill Holcomb* ***seconded*** *the motion.*

Yea – 25 / Nay – 1

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). Dale Wilson **seconded** the motion.*

Yea – 23 / Nay – 3

***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." Todd Gage **seconded** the motion.*

Yea – 22 / Nay – 3

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

Yea – 22 / Nay – 3

MOTION (PHX9):
*Cuyler Thompson made a **motion** 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. Todd Gage **seconded** the motion.*

Yea – 19 / Nay – 2

MOTION (PHX10):
*Cuyler Thompson made a **motion** 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," Todd Gage **seconded** the motion.*

Yea – 19 / Nay – 4

MOTION (PHX12):
*Cuyler Thompson made a **motion** to amend the second sentence of TWU Local 556 Bylaw Article VI (q), 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." Todd Gage **seconded** the motion.*

Yea – 23 / Nay – 1

Audrey Stone recessed the Las Vegas Session of the Meeting for a break at 1443. The Meeting reconvened at 1455.

Thom McDaniel made a **motion** to suspend the Meeting Agenda to move directly to voting on the Board of Election. VeAnne Reeder **seconded** the motion. The motion **carried**.

In response to a Member's question, Cuyler Thompson reported that nominees to serve on the TWU Local 556 Board of Election (BOE) had not been notified of their nomination by the Executive Board. There was discussion.

Audrey Stone explained the duties of the BOE.

Cuyler Thompson explained the secret ballot and how voting for the BOE Elections would be conducted during the Membership Meeting. Cuyler reported that Members present during the final Session of the Meeting would tally the results of the BOE Election.

Cuyler Thompson distributed secret BOE Ballots 1-22.

There was discussion regarding candidates nominated to serve on the BOE.

Those Members present at the Meeting cast their vote for Flight Attendants to serve on the BOE.

Cuyler Thompson collected the ballots, confirmed that all had been returned and placed them in an envelope. Shop Steward Thom Reeder sealed and signed the envelope, to be opened by Members present during the final session of the Membership Meeting.

Audrey Stone explained that in order to protect confidential information of the Union and due to the fact that a Member present during the 2nd Membership Meeting of 2015 had refused to surrender their Membership Meeting Packet before leaving the Meeting, the TWU Local 556 Financial Report was being presented via overhead projection and did not appear in the Meeting Packet.

Audrey Stone presented the TWU Local 556 Financial Report. There was discussion.

Those Members present at the Meeting voted on motions on the floor:

Motion 1:

"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."

Yea – 17 / Nay – 0

Motion 2:

"Lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp."

Yea – 16 / Nay – 0

Motion 2a:
"to amend the motion no work other than the lounge mobilization be done or billed unless ran successive."

Yea – 0 / Nay – 15

Motion 3:
"For the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information."

Yea – 0 / Nay – 12

TWU Local 556 President and Lead Negotiator Audrey Stone reported that the Union's Negotiating Team continued preparations to return to the bargaining table with Southwest Airlines Management. Audrey reported that since the last Membership Meeting, the Executive Board had appointed two Flight Attendants to replace vacancies on the Negotiating Team: Don Shipman and Trish Krider. Audrey introduced Don Shipman and explained that all Members of the Negotiating Team were currently on the road and attending all sessions of the 3rd Membership Meeting. Audrey reported that an in-depth Contract Negotiations Survey, being conducted by a third party with the assistance of TWU International, would continue. She noted that the "Negotiations Priorities" tab remained open on the TWU Local 556 Website and encouraged Members to submit feedback. Audrey reported that the TWU Local 556 Executive Board had been invited to accompany the Negotiating Team when they returned to the bargaining table for their first meeting with Southwest Airlines Management the following week. Audrey explained the R.E.S.P.E.C.T. postcards, distributed during the Meeting, and asked that those Members present submit their feedback on what "respect" means to the on them card; the cards would be delivered to Southwest Airlines Management during the bargaining session the following week. Audrey explained that Las Vegas Domicile Executive Board Member Rachel Brownfield would also be collecting cards in the Flight Attendant Lounge. Audrey reported that the Negotiating Team was exploring better ways to communicate with the TWU Local 556 Membership.

Those Members present discussed the ongoing Contract Negotiations, the Negotiating Team's priorities and the Membership's expectations with Audrey Stone and Don Shipman. Members discussed retroactive pay and COPE.

In response to a Member's question, there was discussion regarding a motion made during the 2nd Membership Meeting of 2015, which had been ruled out of order by Audrey Stone, the Chairperson of the Meeting.

Rickie Spand made a **motion** to appeal the decision of the Chairperson. Holly Imamovic **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor:

Yea – 2 / Nay – 7

The motion **did not carry**.

Amanda Gauger made a **motion** to recess. Diana Williams **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Las Vegas Session of the Meeting at 1716.

Phoenix

December 8, 2015

President Audrey Stone called the Phoenix Session of the Meeting to order at 1202.

Executive Board Members Audrey Stone, Cuyler Thompson and John DiPippa were present at the Meeting.

Board of Election Member Jim Volpe was present at the Meeting.

Negotiating Team Member Don Shipman was present at the Meeting.

Shop Stewards Jeff Baker and Wayne Tipton were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone explained that TWU Local 556 Membership Meetings were open to Members only and that video/audio recordings of the Meeting were prohibited. She said that Probationary Flight Attendants were welcome at the Meeting but noted that they could not vote. Audrey reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that three copies of the written procedure were available for Member review. Audrey explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Audrey detailed the contents of the Membership Meeting Packet and explained that the TWU Local 556 Financial Report would be presented to Members in attendance at the Meeting via overhead projection and did not appear in the packet.

Audrey Stone read aloud the following statement regarding motions made during the 2nd Membership Meeting of 2015:

> *These proposed Bylaw amendments have been reviewed with legal counsel and have been determined to be insufficient to present for a vote based upon deficiencies, including but not limited to the following: does not conform to the provisions and/or principles of the TWU International Constitution; creates a conflict with another current TWU Local 556 Bylaw; has internal conflict within the proposed Bylaw itself; is in derogation of the TWU Constitution regarding authority of Officers and Executive Board; is in derogation of the TWU Constitution as well as Local Bylaws requiring compliance with Robert's Rules; conflicts with provisions of LMRDA regarding participation and eligibility; violates due process provisions of Constitution with respect to discipline; inconsistent with TWU Pledge to maintain the privacy of Union business within the Union; addresses subject matters outside the authority of the Bylaws; was submitted without complying with the provisions of Article XIII (a) of the Bylaws. As such the following will not be considered by the body, debated or voted upon and may only be appealed to the TWU International Committee on Appeals.*

Cuyler Thompson submitted the **2nd Membership Meeting 2015 Minutes** for review.

John DiPippa made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Melissa Boyle **seconded** the motion. The motion **carried.**

Audrey Stone explained that in order to protect confidential information of the Union and due to the fact that a Member present during the 2nd Membership Meeting of 2015 had refused to surrender their Membership Meeting Packet before leaving the Meeting, the TWU Local 556 Financial Report was being presented via overhead projection and did not appear in the Meeting Packet.

Audrey Stone presented the TWU Local 556 Financial Report. There was discussion.

Audrey Stone explained the duties of the TWU Local 556 Board of Election (BOE).

Cuyler Thompson explained the secret ballot and how voting for the BOE Elections would be conducted during the Membership Meeting. Cuyler reported that Members present during the final Session of the Meeting would tally the results of the BOE Election.

Cuyler Thompson distributed secret BOE Ballots 23-40.

Those Members present declared at which Meeting Session they would cast their vote.

There was discussion regarding candidates nominated to serve on the BOE.

Those Members present at the Meeting cast their vote for Flight Attendants to serve on the BOE.

Cuyler Thompson collected the ballots, confirmed that all had been returned and placed them in an envelope. Member Gayle Meyer sealed and signed the envelope, to be opened by Members present during the final session of the Membership Meeting.

Audrey Stone recessed the Phoenix Session of the Meeting for a break at 1322. The Meeting reconvened at 1335.

There was discussion regarding the process by which voting would occur on proposed amendments to the TWU Local 556 Bylaws. Audrey Stone reported that proposed amendments approved by the Membership must be approved by the TWU International Administrative Council (IAC) before they could be incorporated into the TWU Local 556 Bylaws. Audrey said that the IAC would determine how amendments approved by the Membership that appeared to be in conflict with others would be incorporated.

There was discussion regarding the proposed amendments to the Bylaws.

Those Members present at the Meeting voted on the motions on the floor:

> ***MOTION (DAL5):*** *Article 6 (b)*
> *Cheri Vincent made a* ***motion*** *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. Sue McCarthy* ***seconded*** *the motion.*

Carlos Batlle made a **motion** calling for the question. Brent Kaspar **seconded** the motion. The motion **carried**.

Those Members present voted on the motion on the floor:

Yea – 3 / Nay – 12

> ***MOTION (DAL27):*** *Article 3 (b)*
> *Aaron Ayers made a* ***motion*** *to change the word "$100" be stricken and replaced with the word "$50.00" and the word "2012 be replaced with the date "2016". Jeanna Jackson* ***seconded*** *the motion.*

Yea – 2 / Nay – 12

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. Angie Kilbourne* ***seconded*** *the motion.*

Yea – 2 / Nay – 12

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

Yea – 7 / Nay – 7

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." VeAnne Reeder* ***seconded*** *the motion.*

Yea – 14 / Nay – 0

MOTION (LAS8):
Rebecca Hofstetter made a ***motion*** *to amend Article VI (b) to add the language, "Residency will be defined as within 2 hours 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. Todd Gage* ***seconded*** *the motion.*

Yea – 6 / Nay – 7

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 Secretary 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 Secretary 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. Matthew Dunn* ***seconded*** *the motion.*

Yea – 3 / Nay – 8

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. Bill Holcomb* ***seconded*** *the motion.*

Yea – 7 / Nay – 5

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). Dale Wilson **seconded** the motion.*

Yea – 12 / Nay – 2

***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." Todd Gage **seconded** the motion.*

Yea – 8 / Nay – 3

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

Yea – 11 / Nay – 3

MOTION (PHX9):
*Cuyler Thompson made a **motion** 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. Todd Gage **seconded** the motion.*

Yea – 14 / Nay – 0

MOTION (PHX10):
*Cuyler Thompson made a **motion** 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," Todd Gage **seconded** the motion.*

Yea – 12 / Nay – 2

MOTION (PHX12):
*Cuyler Thompson made a **motion** to amend the second sentence of TWU Local 556 Bylaw Article VI (q), 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." Todd Gage **seconded** the motion.*

Yea – 12 / Nay – 2

Audrey Stone recessed the Phoenix Session of the Meeting for a break at 1549. The Meeting reconvened at 1600.

Those Members present at the Meeting voted on motions on the floor:

<u>Motion 1:</u>
"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."

Yea – 7 / Nay – 1

<u>Motion 2:</u>
"Lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp."

Yea – 10 / Nay – 0

Motion 2a:
"to amend the motion no work other than the lounge mobilization be done or billed unless ran successive."

Yea – 1 / Nay – 9

<u>Motion 3:</u>
"For the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information."

Yea – 0 / Nay – 9

TWU Local 556 President and Lead Negotiator Audrey Stone reported that the Union's Negotiating Team continued preparations to return to the bargaining table with Southwest Airlines Management. Audrey reported that since the last Membership Meeting, the Executive Board had appointed two Flight Attendants to replace vacancies on the Negotiating Team: Don Shipman and Trish Krider. Audrey introduced Don Shipman and explained that all Members of the Negotiating Team were currently on the road and attending all sessions of the 3rd Membership Meeting. Audrey reported that an in-depth Contract Negotiations Survey, being conducted by a third party with the assistance of TWU International, would continue. She noted that the "Negotiations Priorities" tab remained open on the TWU Local 556 Website and encouraged Members to submit feedback. Audrey reported that the TWU Local 556 Executive Board had been invited to accompany the Negotiating Team when they returned to the bargaining table for their first meeting with Southwest Airlines Management the following week. Audrey explained the R.E.S.P.E.C.T. postcards, distributed during the Meeting, and asked that those Members present submit their feedback on what "respect" means to them on the card; the cards would be delivered to Southwest Airlines Management during the bargaining session the following week. Audrey explained that Phoenix Domicile Executive Board Member John DiPippa would also be collecting cards in the Flight Attendant Lounge. Audrey reported that the Negotiating Team was exploring better ways to communicate with the TWU Local 556 Membership.

Those Members present discussed the ongoing Contract Negotiations, the Negotiating Team's priorities and the Membership's expectations with Audrey Stone and Don Shipman.

There was discussion regarding "Near International" pairings, the pay scales of other airlines, informational picketing, strategic planning, retroactive pay, the importance of Flight Attendants doing a good job on the aircraft, Member communication and the Southwest Airlines Labor Summit.

Michael Broadhead made a **motion** to recess. Jeff Baker **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Phoenix Session of the Meeting at 1736.

Chicago

December 9, 2015

President Audrey Stone called the Chicago Session of the Meeting to order at 1200.

Executive Board Members Audrey Stone, Cuyler Thompson and Donna Keith were present at the Meeting.

Board of Election Chairperson Will Browne was present at the Meeting.

Communications Committee Co-Chairperson Erich Schwenk was present at the Meeting.

Negotiating Team Member Don Shipman was present at the Meeting.

Shop Stewards Dale Wilson, Mark Hoewisch, Zach Berry, Kristen Larsen, Evan Southwell, Brendon Remezas, Eric Weis, Michelle Oden and Corliss King were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone explained that TWU Local 556 Membership Meetings were open to Members only and that video/audio recordings of the Meeting were prohibited. She said that Probationary Flight Attendants were welcome at the Meeting but noted that they could not vote. Audrey reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that three copies of the written procedure were available for Member review. Audrey explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Audrey detailed the contents of the Membership Meeting Packet and explained that the TWU Local 556 Financial Report would be presented to Members in attendance at the Meeting via overhead projection and did not appear in the packet.

Audrey Stone read aloud the following statement regarding motions made during the 2nd Membership Meeting of 2015:

> *These proposed Bylaw amendments have been reviewed with legal counsel and have been determined to be insufficient to present for a vote based upon deficiencies, including but not limited to the following: does not conform to the provisions and/or principles of the TWU International Constitution; creates a conflict with another current TWU Local 556 Bylaw; has internal conflict within the proposed Bylaw itself; is in derogation of the TWU Constitution regarding authority of Officers and Executive Board; is in derogation of the TWU Constitution as well as Local Bylaws requiring compliance with Robert's*

Rules; conflicts with provisions of LMRDA regarding participation and eligibility; violates due process provisions of Constitution with respect to discipline; inconsistent with TWU Pledge to maintain the privacy of Union business within the Union; addresses subject matters outside the authority of the Bylaws; was submitted without complying with the provisions of Article XIII (a) of the Bylaws. As such the following will not be considered by the body, debated or voted upon and may only be appealed to the TWU International Committee on Appeals.

Cuyler Thompson submitted the **2nd Membership Meeting 2015 Minutes** for review.

Don Shipman made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Brendon Remezas **seconded** the motion. The motion **carried.**

Those Members present declared at which Meeting Session they would cast their vote.

Audrey Stone explained that in order to protect confidential information of the Union and due to the fact that a Member present during the 2nd Membership Meeting of 2015 had refused to surrender their Membership Meeting Packet before leaving the Meeting, the TWU Local 556 Financial Report was being presented via overhead projection and did not appear in the Meeting Packet.

Audrey Stone presented the TWU Local 556 Financial Report. There was discussion.

Corliss King made a **motion** to suspend the Meeting Agenda and move directly to New Business. Pat Schader **seconded** the motion. The motion **did not carry**.

Audrey Stone explained the duties of the TWU Local 556 Board of Election (BOE).

In response to a Member's question, Cuyler Thompson reported that nominees to serve on the BOE had not been notified of their nomination by the Executive Board. There was discussion.

Cuyler Thompson explained the secret ballot and how voting for the BOE Elections would be conducted during the Membership Meeting. Cuyler reported that Members present during the final Session of the Meeting would tally the results of the BOE Election.

Cuyler Thompson distributed secret BOE Ballots 41-72.

There was discussion regarding candidates nominated to serve on the BOE.

Those Members present at the Meeting cast their vote for Flight Attendants to serve on the BOE.

Shop Stewards Zach Berry and Mark Hoewisch collected the ballots, confirmed that all had been returned and placed them in an envelope. Zach and Mark sealed and signed the envelope, to be opened by Members present during the final session of the Membership Meeting.

Audrey Stone recessed the Chicago Session of the Meeting for a break at 1345. The Meeting reconvened at 1400.

Corliss King made a **motion** to suspend the Meeting Agenda and move directly to New Business. Mark Hoewisch **seconded** the motion. The motion **carried**.

TWU Local 556 President and Lead Negotiator Audrey Stone reported that the Union's Negotiating Team continued preparations to return to the bargaining table with Southwest Airlines Management. Audrey reported that since the last Membership Meeting, the Executive Board had appointed two Flight Attendants to replace vacancies on the Negotiating Team: Don Shipman and Trish Krider. Audrey introduced Don Shipman and explained that all Members of the Negotiating Team were currently on the road and attending all sessions of the 3rd Membership Meeting. Audrey reported that an in-depth Contract Negotiations Survey, being conducted by a third party with the assistance of TWU International, would continue. She noted that the "Negotiations Priorities" tab remained open on the TWU Local 556 Website and encouraged Members to submit feedback. Audrey reported that the TWU Local 556 Executive Board had been invited to accompany the Negotiating Team when they returned to the bargaining table for their first meeting with Southwest Airlines Management the following week. Audrey explained the R.E.S.P.E.C.T. postcards, distributed during the Meeting, and asked that those Members present submit their feedback on what "respect" means to them on the card; the cards would be delivered to Southwest Airlines Management during the bargaining session the following week. Audrey explained that Chicago Domicile Executive Board Member Donna Keith would also be collecting cards in the Flight Attendant Lounge. Audrey reported that the Negotiating Team was exploring better ways to communicate with the TWU Local 556 Membership. Audrey stated that moving forward, the Negotiating Team would be doing things differently.

Those Members present discussed the ongoing Contract Negotiations, the Negotiating Team's priorities and the Membership's expectations with Audrey Stone and Don Shipman.

There was discussion regarding Gary Kelly's response to Audrey Stone's letter, the current Members of the Negotiating Team, their dynamics and the fact that three of the five Members had been serving since 2013, Negotiating Team resignations, the relationship between TWU Locals 555 and 556, the unification of the Membership, costs of Contract Negotiations and the Union's Treasury, calling upon more diverse Members for assistance, education during the voting period for the failed Tentative Agreement and the schedule for Membership Meetings.

Audrey Stone recessed the Chicago Session of the Meeting for a break at 1557. The Meeting reconvened at 1610.

There was discussion regarding the process by which voting would occur on proposed amendments to the TWU Local 556 Bylaws. Audrey Stone reported that proposed amendments approved by the Membership must be approved by the TWU International Administrative Council (IAC) before they could be incorporated into the TWU Local 556 Bylaws. Audrey said that the IAC would determine how amendments approved by the Membership that appeared to be in conflict with others would be incorporated.

There was discussion regarding the proposed amendments to the Bylaws.

Those Members present at the Meeting voted on the motions on the floor:

> ***MOTION (DAL5):*** *Article 6 (b)*
> *Cheri Vincent made a* ***motion*** *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. Sue McCarthy* ***seconded*** *the motion.*

Dale Wilson made a **motion** calling for the question. Mark Hoewisch **seconded** the motion. The motion **carried**.

Those Members present voted on the motion on the floor:

Yea – 0 / Nay – 19

MOTION (DAL27): *Article 3 (b)*
Aaron Ayers made a ***motion*** *to change the word "$100" be stricken and replaced with the word "$50.00" and the word "2012 be replaced with the date "2016". Jeanna Jackson* ***seconded*** *the motion.*

Yea – 0 / Nay – 16

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. Angie Kilbourne* ***seconded*** *the motion.*

Yea – 0 / Nay – 20

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

Yea – 0 / Nay – 20

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." VeAnne Reeder* ***seconded*** *the motion.*

Yea – 20 / Nay – 0

MOTION (LAS8)*:*
Rebecca Hofstetter made a ***motion*** *to amend Article VI (b) to add the language, "Residency will be defined as within 2 hours 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. Todd Gage* ***seconded*** *the motion.*

Yea – 1 / Nay – 18

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 Secretary 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 Secretary 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. Matthew Dunn* ***seconded*** *the motion.*

Yea – 1 / Nay – 17

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. Bill Holcomb ***seconded*** *the motion.*

Yea – 19 / Nay – 0

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). Dale Wilson* ***seconded*** *the motion.*

Yea – 20 / Nay – 0

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." Todd Gage* ***seconded*** *the motion.*

Yea – 17 / Nay – 1

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

Yea – 15 / Nay – 2

MOTION (PHX9):
Cuyler Thompson made a ***motion*** *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. Todd Gage* ***seconded*** *the motion.*

Yea – 14 / Nay – 2

MOTION (PHX10):
Cuyler Thompson made a ***motion*** *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," Todd Gage ***seconded*** *the motion.*

Yea – 1 / Nay – 16

MOTION (PHX12):
Cuyler Thompson made a ***motion*** *to amend the second sentence of TWU Local 556 Bylaw Article*

*VI (q), 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." Todd Gage **seconded** the motion.*

Yea – 18 / Nay – 0

Those Members present at the Meeting voted on motions on the floor:

<u>Motion 1:</u>
"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."

Yea – 6 / Nay – 8

<u>Motion 2:</u>
"Lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp."

Yea – 12 / Nay – 0

Motion 2a:
"to amend the motion no work other than the lounge mobilization be done or billed unless ran successive."

Yea – 0 / Nay – 13

<u>Motion 3:</u>
"For the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information."

Yea – 0 / Nay – 12

Don Shipman made a **motion** to recess. Mark Hoewisch **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Chicago Session of the Meeting at 1825.

<u>Denver</u>

December 10, 2015

President Audrey Stone called the Denver Session of the Meeting to order at 1203.

Executive Board Members Audrey Stone, Cuyler Thompson and Jessica Parker were present at the Meeting.

Veterans Committee Chairperson Chris Sullivan was present at the Meeting.

Negotiating Team Member Don Shipman was present at the Meeting.

Shop Stewards Shelby Pierce, Matt Dunn, Allyson Parker-Lauck and Jason “AB” Arnold-Burke were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone explained that TWU Local 556 Membership Meetings were open to Members only and that video/audio recordings of the Meeting were prohibited. She said that Probationary Flight Attendants were welcome at the Meeting but noted that they could not vote. Audrey reported that the Meeting would be conducted by the parliamentary procedure Robert’s Rules of Order and noted that three copies of the written procedure were available for Member review. Audrey explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Audrey detailed the contents of the Membership Meeting Packet and explained that the TWU Local 556 Financial Report would be presented to Members in attendance at the Meeting via overhead projection and did not appear in the packet.

Audrey Stone read aloud the following statement regarding motions made during the 2nd Membership Meeting of 2015:

> *These proposed Bylaw amendments have been reviewed with legal counsel and have been determined to be insufficient to present for a vote based upon deficiencies, including but not limited to the following: does not conform to the provisions and/or principles of the TWU International Constitution; creates a conflict with another current TWU Local 556 Bylaw; has internal conflict within the proposed Bylaw itself; is in derogation of the TWU Constitution regarding authority of Officers and Executive Board; is in derogation of the TWU Constitution as well as Local Bylaws requiring compliance with Robert’s Rules; conflicts with provisions of LMRDA regarding participation and eligibility; violates due process provisions of Constitution with respect to discipline; inconsistent with TWU Pledge to maintain the privacy of Union business within the Union; addresses subject matters outside the authority of the Bylaws; was submitted without complying with the provisions of Article XIII (a) of the Bylaws. As such the following will not be considered by the body, debated or voted upon and may only be appealed to the TWU International Committee on Appeals.*

Cuyler Thompson submitted the **2nd Membership Meeting 2015 Minutes** for review.

Jessica Parker made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Shelby Pierce **seconded** the motion. The motion **carried.**

Those Members present declared at which Meeting Session they would cast their vote.

Audrey Stone explained that in order to protect confidential information of the Union and due to the fact that a Member present during the 2nd Membership Meeting of 2015 had refused to surrender their Membership Meeting Packet before leaving the Meeting, the TWU Local 556 Financial Report was being presented via overhead projection and did not appear in the Meeting Packet.

Audrey Stone presented the TWU Local 556 Financial Report. There was discussion.

Audrey Stone explained the duties of the TWU Local 556 Board of Election (BOE).

Cuyler Thompson explained the secret ballot and how voting for the BOE Elections would be conducted during the Membership Meeting. Cuyler reported that Members present during the final Session of the Meeting would tally the results of the BOE Election.

In response to a Member's question, Cuyler Thompson reported that nominees to serve on the BOE had not been notified of their nomination by the Executive Board. There was discussion.

Cuyler Thompson distributed secret BOE Ballots 73-87.

There was discussion regarding candidates nominated to serve on the BOE.

Those Members present at the Meeting cast their vote for Flight Attendants to serve on the BOE.

Member Katherine Storck collected the ballots, confirmed that all had been returned and placed them in an envelope. Katherine sealed and signed the envelope, to be opened by Members present during the final session of the Membership Meeting.

Audrey Stone recessed the Denver Session of the Meeting for a break at 1320. The Meeting reconvened at 1330.

There was discussion regarding the proposed amendments to the Bylaws.

Those Members present at the Meeting voted on the motions on the floor:

> ***MOTION (DAL5):*** *Article 6 (b)*
> *Cheri Vincent made a* ***motion*** *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. Sue McCarthy* ***seconded*** *the motion.*
>
> **Yea – 0 / Nay – 15**
>
> ***MOTION (DAL27):*** *Article 3 (b)*
> *Aaron Ayers made a* ***motion*** *to change the word "$100" be stricken and replaced with the word "$50.00" and the word "2012 be replaced with the date "2016". Jeanna Jackson* ***seconded*** *the motion.*
>
> **Yea – 0 / Nay – 15**

There was discussion regarding the process by which voting would occur on proposed amendments to the TWU Local 556 Bylaws. Audrey Stone reported that proposed amendments approved by the Membership must be approved by the TWU International Administrative Council (IAC) before they could be incorporated into the TWU Local 556 Bylaws. Audrey said that the IAC would determine how amendments approved by the Membership that appeared to be in conflict with others would be incorporated.

> ***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. Angie Kilbourne* ***seconded*** *the motion.*
>
> **Yea – 12 / Nay – 3**

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

Yea – 1 / Nay – 13

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." VeAnne Reeder* ***seconded*** *the motion.*

Yea – 15 / Nay – 0

MOTION (LAS8)*:*
Rebecca Hofstetter made a ***motion*** *to amend Article VI (b) to add the language, "Residency will be defined as within 2 hours 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. Todd Gage* ***seconded*** *the motion.*

Yea – 11 / Nay – 2

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 Secretary 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 Secretary 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. Matthew Dunn* ***seconded*** *the motion.*

Yea – 14 / Nay – 1

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. Bill Holcomb* ***seconded*** *the motion.*

Yea – 14 / Nay – 1

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). Dale Wilson* ***seconded*** *the motion.*

Yea – 12 / Nay – 1

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." Todd Gage* ***seconded*** *the motion.*

Yea – 12 / Nay – 1

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

Yea – 4 / Nay – 8

MOTION (PHX9):
Cuyler Thompson made a ***motion*** *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. Todd Gage* ***seconded*** *the motion.*

Yea – 11 / Nay – 1

MOTION (PHX10):
Cuyler Thompson made a ***motion*** *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," Todd Gage ***seconded*** *the motion.*

Yea – 10 / Nay – 1

MOTION (PHX12):
Cuyler Thompson made a ***motion*** *to amend the second sentence of TWU Local 556 Bylaw Article VI (q), 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." Todd Gage* ***seconded*** *the motion.*

Yea – 14 / Nay – 0

Audrey Stone recessed the Denver Session of the Meeting at 1524. The Meeting reconvened at 1536.

Those Members present at the Meeting voted on motions on the floor:

<u>**Motion 1:**</u>
"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."

Yea – 12 / Nay – 0

Motion 2:
"Lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp."

Yea – 13 / Nay – 0

Motion 2a:
"to amend the motion no work other than the lounge mobilization be done or billed unless ran successive."

Yea – 0 / Nay – 13

Motion 3:
"For the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information."

Yea – 0 / Nay – 12

TWU Local 556 President and Lead Negotiator Audrey Stone reported that the Union's Negotiating Team continued preparations to return to the bargaining table with Southwest Airlines Management. Audrey reported that since the last Membership Meeting, the Executive Board had appointed two Flight Attendants to replace vacancies on the Negotiating Team: Don Shipman and Trish Krider. Audrey introduced Don Shipman and explained that all Members of the Negotiating Team were currently on the road and attending all sessions of the 3rd Membership Meeting. Audrey reported that an in-depth Contract Negotiations Survey, being conducted by a third party with the assistance of TWU International, would continue. She noted that the "Negotiations Priorities" tab remained open on the TWU Local 556 Website and encouraged Members to submit feedback. Audrey reported that the TWU Local 556 Executive Board had been invited to accompany the Negotiating Team when they returned to the bargaining table for their first meeting with Southwest Airlines Management the following week. Audrey explained the R.E.S.P.E.C.T. postcards, distributed during the Meeting, and asked that those Members present submit their feedback on what "respect" means to them on the card; the cards would be delivered to Southwest Airlines Management during the bargaining session the following week. Audrey explained that Denver Domicile Executive Board Member Jessica Parker would also be collecting cards in the Flight Attendant Lounge. Audrey reported that the Negotiating Team was exploring better ways to communicate with the TWU Local 556 Membership. Audrey stated that moving forward, the Negotiating Team would be doing things differently.

Those Members present discussed the ongoing Contract Negotiations, the Negotiating Team's priorities and the Membership's expectations with Audrey Stone and Don Shipman.

There was discussion regarding the recent suspension of more than 200 TWU Local 555 Members, Gary Kelly's response to Audrey Stone's letter, increasing survey participation, the appearance of a "disconnect" between the Membership and the Negotiating Team, the Southwest Airlines Labor Summit, retroactive compensation, Votenet and voting security.

In response to a Member's question, there was discussion regarding the TWU Local 556 Flight Attendant Drug and Alcohol Program (FADAP).

In response to a Member's question, there was discussion regarding the 737-800 MAX aircraft galley design.

Chris Sullivan made a **motion** to recess. Matt Dunn **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Denver Session of the Meeting at 1744.

Oakland

December 11, 2015

President Audrey Stone called the Oakland Session of the Meeting to order at 1200.

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

Civil and Human Rights Committee (CHRC) Chairperson and Board of Election Member Lori Lochelt was present at the Meeting.

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

Negotiating Team Member Don Shipman was present at the Meeting.

Shop Stewards Eric Hironymous, Kevin Daniels, Carlene Raymond, Jeffrey Costello, Redd Degenova, Annmarie Mota and Jenette Lanning were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone explained that TWU Local 556 Membership Meetings were open to Members only and that video/audio recordings of the Meeting were prohibited. She said that Probationary Flight Attendants were welcome at the Meeting but noted that they could not vote. Audrey reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that three copies of the written procedure were available for Member review. Audrey explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Audrey detailed the contents of the Membership Meeting Packet and explained that the TWU Local 556 Financial Report would be presented to Members in attendance at the Meeting via overhead projection and did not appear in the packet.

Audrey Stone read aloud the following statement regarding motions made during the 2nd Membership Meeting of 2015:

> *These proposed Bylaw amendments have been reviewed with legal counsel and have been determined to be insufficient to present for a vote based upon deficiencies, including but not limited to the following: does not conform to the provisions and/or principles of the TWU International Constitution; creates a conflict with another current TWU Local 556 Bylaw; has internal conflict within the proposed Bylaw itself; is in derogation of the TWU Constitution regarding authority of Officers and Executive Board; is in derogation of the TWU Constitution as well as Local Bylaws requiring compliance with Robert's Rules; conflicts with provisions of LMRDA regarding participation and eligibility; violates due process*

provisions of Constitution with respect to discipline; inconsistent with TWU Pledge to maintain the privacy of Union business within the Union; addresses subject matters outside the authority of the Bylaws; was submitted without complying with the provisions of Article XIII (a) of the Bylaws. As such the following will not be considered by the body, debated or voted upon and may only be appealed to the TWU International Committee on Appeals.

Cuyler Thompson submitted the **2nd Membership Meeting 2015 Minutes** for review.

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

Those Members present declared at which Meeting Session they would cast their vote.

Audrey Stone explained that in order to protect confidential information of the Union and due to the fact that a Member present during the 2nd Membership Meeting of 2015 had refused to surrender their Membership Meeting Packet before leaving the Meeting, the TWU Local 556 Financial Report was being presented via overhead projection and did not appear in the Meeting Packet.

Audrey Stone presented the TWU Local 556 Financial Report. There was discussion.

Audrey Stone and Board of Election Member Lori Lochelt explained the duties of the TWU Local 556 Board of Election (BOE).

Cuyler Thompson explained the secret ballot and how voting for the BOE Elections would be conducted during the Membership Meeting.

Those Members present agreed that Audrey Stone would collect the ballots from the Oakland Session of the Membership Meeting and present them to Members Lori Lochelt, Matthew Thoms and Carlene Raymond for tabulation. Those present agreed that these three Members, in the presence of the Meeting, would open the envelopes containing ballots cast during the Las Vegas, Phoenix, Chicago and Denver Sessions of the Meeting and combine them with ballots cast during the Oakland Session. These Members would then combine these results with the official vote tally from the Houston, Orlando, Atlanta, Baltimore and Dallas Sessions of the Meeting.

Audrey Stone distributed secret BOE Ballots 88-108.

There was discussion regarding candidates nominated to serve on the BOE.

Those Members present at the Meeting cast their vote for Flight Attendants to serve on the BOE.

Audrey Stone collected the ballots, confirmed that all had been returned and placed them in an envelope. Matthew Thoms sealed and signed the envelope, to be opened by Members present during this, the final session of the Membership Meeting.

Audrey Stone recessed the Oakland Session of the Meeting at 1329 in order for Members Lori Lochelt, Matthew Thoms and Carlene Raymond to tabulate ballots cast in the BOE Election in the presence of the Meeting. The Meeting reconvened at 1416.

The results of the 2015-2018 TWU Local 556 Board of Election (BOE) Election were presented to President Audrey Stone, who read them aloud:

1. Will Browne – **BOE Chairperson** (93 votes)
2. Lyn Montgomery – **BOE Member** (85 votes)
3. Elizabeth Leapley – **BOE Member** (68 votes)
4. Erich Schwenk – BOE Alternate (64 votes)
5. Mark Torrez – BOE Alternate (51 votes)

Audrey requested that Members present at the Meeting not share this information until the new Members of the BOE had been notified.

There was discussion regarding the proposed amendments to the Bylaws.

Those Members present at the Meeting voted on the motions on the floor:

MOTION (DAL5): *Article 6 (b)*
Cheri Vincent made a ***motion*** *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. Sue McCarthy* ***seconded*** *the motion.*

Yea – 0 / Nay – 14

There was discussion regarding the process by which voting would occur on proposed amendments to the TWU Local 556 Bylaws. Audrey Stone reported that proposed amendments approved by the Membership must be approved by the TWU International Administrative Council (IAC) before they could be incorporated into the TWU Local 556 Bylaws. Audrey said that the IAC would determine how amendments approved by the Membership that appeared to be in conflict with others would be incorporated.

MOTION (DAL27): *Article 3 (b)*
Aaron Ayers made a ***motion*** *to change the word "\$100" be stricken and replaced with the word "\$50.00" and the word "2012 be replaced with the date "2016". Jeanna Jackson* ***seconded*** *the motion.*

Yea – 0 / Nay – 12

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. Angie Kilbourne* ***seconded*** *the motion.*

Yea – 0 / Nay – 12

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

Yea – 3 / Nay – 11

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." VeAnne Reeder* ***seconded*** *the motion.*

Yea – 13 / Nay – 0

***MOTION (LAS8)**:*
*Rebecca Hofstetter made a **motion** to amend Article VI (b) to add the language, "Residency will be defined as within 2 hours 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. Todd Gage **seconded** the motion.*

Yea – 1 / Nay – 10

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 Secretary 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 Secretary 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. Matthew Dunn **seconded** the motion.*

Yea – 4 / Nay – 9

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. Bill Holcomb **seconded** the motion.*

Yea – 3 / Nay – 9

***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). Dale Wilson **seconded** the motion.*

Yea – 8 / Nay – 3

***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." Todd Gage **seconded** the motion.*

Yea – 12 / Nay – 0

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

Yea – 13 / Nay – 0

MOTION (PHX9):
*Cuyler Thompson made a **motion** 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. Todd Gage ***seconded*** *the motion.*

Yea – 11 / Nay – 0

MOTION (PHX10):
Cuyler Thompson made a ***motion*** *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," Todd Gage ***seconded*** *the motion.*

Yea – 6 / Nay – 4

MOTION (PHX12):
Cuyler Thompson made a ***motion*** *to amend the second sentence of TWU Local 556 Bylaw Article VI (q), 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." Todd Gage* ***seconded*** *the motion.*

Yea – 12 / Nay – 1

Those Members present at the Meeting voted on motions on the floor:

<u>Motion 1:</u>
"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."

Yea – 11 / Nay – 0

<u>Motion 2:</u>
"Lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp."

Yea – 12 / Nay – 0

Motion 2a:

"to amend the motion no work other than the lounge mobilization be done or billed unless ran successive."

Yea – 0 / Nay – 13

Motion 3:
"For the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information."

Yea – 0 / Nay – 13

TWU Local 556 President and Lead Negotiator Audrey Stone reported that the Union's Negotiating Team continued preparations to return to the bargaining table with Southwest Airlines Management. Audrey reported that since the last Membership Meeting, the Executive Board had appointed two Flight Attendants to replace vacancies on the Negotiating Team: Don Shipman and Trish Krider. Audrey introduced Don Shipman and explained that all Members of the Negotiating Team were currently on the road and attending all sessions of the 3rd Membership Meeting. Audrey reported that an in-depth Contract Negotiations Survey, being conducted by a third party with the assistance of TWU International, would continue. She noted that the "Negotiations Priorities" tab remained open on the TWU Local 556 Website and encouraged Members to submit feedback. Audrey reported that the TWU Local 556 Executive Board had been invited to accompany the Negotiating Team when they returned to the bargaining table for their first meeting with Southwest Airlines Management the following week. Audrey explained the R.E.S.P.E.C.T. postcards, distributed during the Meeting, and asked that those Members present submit their feedback on what "respect" means to them on the card; the cards would be delivered to Southwest Airlines Management during the bargaining session the following week. Audrey explained that Oakland Domicile Executive Board Member Matt Hettich would also be collecting cards in the Flight Attendant Lounge. Audrey reported that the Negotiating Team was exploring better ways to communicate with the TWU Local 556 Membership. Audrey stated that moving forward, the Negotiating Team would be doing things differently.

Those Members present discussed the ongoing Contract Negotiations, the Negotiating Team's priorities and the Membership's expectations with Audrey Stone and Don Shipman.

There was discussion regarding the R.E.S.P.E.C.T. postcards and strategic Contract Negotiation campaigns.

Sam Wilkins made a **motion** that, "A Tentative Agreement (TA) shall be made available for Membership review for no less than fifteen (15) days prior to the commencement of voting on said TA. Voting shall be open to Members for no less than fifteen (15) days. Rebecca Hofstetter **seconded** the motion.

Sam Wilkins made a **motion** to amend the previous motion, "to change "A" in front of "Tentative Agreement" to the word "Any" and add the words "resulting from Section VI Contract Negotiations" after the words "Tentative Agreement (TA)." Lori Lochelt **seconded** the motion.

Cuyler Thompson made a **motion** to require the TWU Local 556 Treasurer to be present at all Sessions of all regular Membership Meetings to present the Union's Financial Report to the Membership and answer direct questions regarding the Union's financial well-being. Lori Lochelt **seconded** the motion.

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

Sam Wilkins made a **motion** to adjourn. Josh Rosenberg **seconded** the motion. The motion **carried**.

Audrey Stone adjourned the 3rd Membership Meeting at 1740.

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

Cuyler Thompson
TWU Local 556 Recording Secretary

Houston

December 7, 2015
TWU Local 556 1st Vice President Todd Gage called the **3rd Membership Meeting** to order at 1006.
2nd Vice President Brett Nevarez recorded the minutes.
Houston Domicile Executive Board Member David Jackson and Executive Board Member at Large Crystal Reven were present at the Meeting.
Negotiating Team Members Trish Krider and Bill Holcomb were present at the Meeting.
Houston Shop Stewards David Kirtley and LaTonia Paul Benoit were present at the Meeting.
Todd Gage introduced those present at the Meeting. Todd explained that another session of the Meeting was being run later that day in Las Vegas by President Audrey Stone and Recording Secretary Cuyler Thompson and that Negotiating Team Member Don Shipman would be there to answer negotiations questions. Todd Gage detailed the contents of the Membership Meeting Packet and reminded Members that the packets should not be written in and be returned when the Meeting recessed. Todd Gage also stated that the financial information would be presented by computer due to a Member refusing to return their packet in the 2nd Membership Meeting. Todd Gage 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. Todd Gage 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. Todd Gage reported that video or audio recordings of the day's proceedings were prohibited.
Todd Gage presented the **2nd Membership Meeting Minutes of 2015** for review.
There was discussion regarding a motion made during the 2nd Membership Meeting of 2015.
There was discussion regarding Board of Election nominations and the fact that candidates in the election had not been notified.
David Jackson made a **motion** to suspend the agenda in order to move on to the next item on the agenda and was **seconded** by Crystal Reven. The motion **carried**.
Todd Gage presented the financials and answered questions from Members.
Todd Gage opened the Board of Election (BOE) election and Brett Nevarez passed out the ballots.
Todd Gage closed the BOE election, Trish Krider collected the secret ballots and Brett Nevarez sealed them in an envelope, in front of the Members present in the Meeting, and returned it to Trish for tabulation at the end of the **3rd Membership Meeting**.
Todd Gage opened the floor for voting on the Bylaw Amendments and answered Member questions regarding the Bylaw Amendments and the voting process.
The Members present at the Meeting agreed to vote on all the Bylaw Amendments involving the residency of Domicile Executive Board Members first.
DAL5 yea 1 nay 10
OAK5 yea 0 nay 13
MDW6 amend to LAS8 yea 12 nay 1
LAS8 yea 5 nay 6
PHX10 yea 9 nay 4

DAL27 yea 11 nay 2
LAS2 yea 8 nay 2
LAS6 yea 13 nay 0
DEN2 yea 12 nay 0
MDW5 yea 13 nay 0
PHX5 yea 7 nay 4
PHX8 yea 6 nay 5
PHX9 yea 7 nay 6
PHX12 yea 10 nay 1
Todd Gage closed the voting on Bylaw Amendments.
Todd Gage opened the voting on Membership Motions.
Motion 1 yea 0 nay 11
Motion 2a yea 1 nay 7
Motion 2 yea 5 nay 3
Motion 3 yea 10 nay 0
Todd Gage closed the voting on Membership Motions.
Todd Gage asked Bill Holcomb, Trish Krider and Brett Nevarez to give a negotiations update and asked them to answer questions from Members.
Todd Gage opened the floor for new business.
Houston Domicile Executive Board Member David Jackson updated the Members present on domicile matters.
There was discussion regarding a Member's lawsuit against TWU Local 556. Todd Gage informed the Members present that it is the duty and responsibility of the Executive Board to interpret our Bylaws and defend our Local in lawsuits.
David Jackson made a **motion** not to read the Minutes aloud and approve them as presented. Crystal Reven **seconded** the motion. The motion **carried**.
David Kirtley made a **motion** to recess the Houston Session of the 3rd Membership Meeting. Holly Mason **seconded** the motion. The motion **carried**. The Houston Session recessed at 1340.

Orlando

December 8, 2015
TWU Local 556 1st Vice President Todd Gage called the Orlando session of the **3rd 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.
Negotiating Team Members Trish Krider and Bill Holcomb were present at the Meeting.
Orlando Shop Stewards Susan Kern-Johnson, Christina Garcia, Janet Lamy, Drew Shy, Barbara Page, Mitch Marks, DeLynn Porter, Elizabeth Leapley, Gisela Alvarez and Thom Jolly were present at the Meeting.
Todd Gage introduced those present at the Meeting. Todd Gage explained that another session of the Meeting was being run later that day in Phoenix by President Audrey Stone and Recording Secretary Cuyler Thompson and that Negotiating Team Member Don Shipman would be there to answer negotiations questions. Todd Gage detailed the contents of the Membership Meeting Packet and reminded Members that the packets should not be written in and be returned when the Meeting recessed. Todd Gage also stated that the financial information would be presented by computer due to a Member refusing to return their packet in the 2nd Membership Meeting. Todd Gage 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. Todd Gage 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. Todd Gage reported that video or audio recordings of the day's proceedings were prohibited.
Todd Gage presented the **2nd Membership Meeting Minutes of 2015** for review.

Alison Carver made a **motion** not to read the Minutes aloud and approve them as presented. Jimmy West **seconded** the motion. The motion **carried**.
Todd Gage reminded Members that any questions regarding the **2nd Membership Meeting Minutes of 2015** were welcomed.
Todd Gage presented the financials and answered questions from Members.
Todd Gage opened the Board of Election (BOE) election and Brett Nevarez passed out the ballots.
There was discussion regarding the BOE nomination and election process.
Todd Gage closed the BOE election, Trish Krider collected the secret ballots and Brett Nevarez sealed them in an envelope, in front of the Members present in the Meeting, and returned it to Trish for tabulation at the end of the **3rd Membership Meeting**.
Todd Gage opened the floor for voting on the Bylaw Amendments and answered Member questions regarding the Bylaw Amendments and the voting process.
The Members present at the Meeting agreed to vote on all the Bylaw Amendments involving the residency of Domicile Executive Board Members first.
DAL5 yea 0 nay 24
OAK5 yea 0 nay 25
MDW6 amend to LAS8 yea 23 nay 1
LAS8 yea 8 nay 13
PHX10 yea 0 nay 25
DAL27 yea 5 nay 20
LAS2 yea 0 nay 23
LAS6 yea 21 nay 1
DEN2 yea 18 nay 5
MDW5 yea 23 nay 0
PHX5 yea 6 nay 12
PHX8 yea 11 nay 9
PHX9 yea 21 nay 0
PHX12 yea 23 nay 0
Todd Gage closed the voting on Bylaw Amendments.
Todd Gage opened the voting on Membership Motions.
Motion 1 yea 14 nay 1
Motion 2a yea 14 nay 1
Motion 2 yea 20 nay 0
Motion 3 yea 0 nay 20
Todd Gage closed the voting on Membership Motions.
Todd Gage asked Bill Holcomb, Trish Krider and Brett Nevarez to give a negotiations update and asked them to answer questions from Members.
Todd Gage opened the floor for new business.
Gisela Alvarez made a **motion** to recess the Orlando Session of the **3rd Membership Meeting**. Susan Johnson **seconded** the motion. The motion **carried**. The Orlando Session recessed at 1440.

Baltimore

December 9, 2015
TWU Local 556 1st Vice President Todd Gage called the Baltimore Session of the 3rd Membership Meeting to order at 1006.
2nd Vice President Brett Nevarez recorded the minutes.
Baltimore Domicile Executive Board Member Stacey Vavakas was present at the Meeting.
Negotiating Team Members Trish Krider and Bill Holcomb were present at the Meeting.
Baltimore Shop Stewards Rob Swafford, Cindy Rousseau, Melissa Grube, Rick Desmond, Jamie Wilson, Damion West and Michael Reid Rodriguez were present at the Meeting.

Todd Gage introduced those present at the Meeting. Todd Gage explained that another session of the Meeting was being run later that day in Chicago by President Audrey Stone and Recording Secretary Cuyler Thompson and that Negotiating Team Member Don Shipman would be there to answer negotiations questions. Todd Gage detailed the contents of the Membership Meeting Packet and reminded Members that the packets should not be written in and be returned when the Meeting recessed. Todd Gage also stated that the financial information would be presented by computer due to a Member refusing to return their packet in the 2nd Membership Meeting. Todd Gage 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. Todd Gage 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. Todd Gage reported that video or audio recordings of the day's proceedings were prohibited.
Todd Gage presented the **2nd Membership Meeting Minutes of 2015** for review.
A Member asked that her name be spelled correctly on page 27 of 58 in the packet.
Stacey Vavakas made a **motion** not to read the Minutes aloud and approve them as presented. Rob Swafford **seconded** the motion. The motion **carried**.
Todd Gage reminded Members that any questions regarding the **2nd Membership Meeting Minutes of 2015** were welcomed.
Todd Gage presented the financials and answered questions from Members.
Todd Gage opened the Board of Election (BOE) election and Brett Nevarez passed out the ballots.
There was discussion regarding the BOE nomination and election process.
Todd Gage closed the BOE election, Trish Krider collected the secret ballots and Brett Nevarez sealed them in an envelope, in front of the Members present in the Meeting, and returned it to Trish for tabulation at the end of the **3rd Membership Meeting**.
Todd Gage opened the floor for voting on the Bylaw Amendments and answered Member questions regarding the Bylaw Amendments and the voting process.
The Members present at the Meeting agreed to vote on all the Bylaw Amendments involving the residency of Domicile Executive Board Members first.
DAL5 yea 6 nay 14
OAK5 yea 0 nay 22
MDW6 amend to LAS8 yea 13 nay 4
LAS8 yea 0 nay 21
PHX10 yea 0 nay 20
DAL27 yea 13 nay 6
LAS2 yea 14 nay 2
LAS6 yea 22 nay 0
DEN2 yea 17 nay 2
MDW5 yea 21 nay 0
PHX5 yea 5 nay 13
PHX8 yea 0 nay 19
PHX9 yea 2 nay 19
PHX12 yea 19 nay 0
Todd Gage closed the voting on Bylaw Amendments.
Todd Gage opened the voting on Membership Motions.
Motion 1 yea 19 nay 0
Motion 2a yea 0 nay 19
Motion 2 yea 20 nay 0
Motion 3 yea 20 nay 0
Todd Gage closed the voting on Membership Motions.
Chris Click made a **motion** to appeal the decision of the Chair to rule a motion out of order. Kristie Click **seconded** the motion. The motion **carried**.

There was discussion regarding motion procedures and Robert's Rules of Order.
Chris Click made a **motion** to appeal the decision of the Chair regarding a motion made during the 2nd Membership Meeting of 2015 out of order**.** Kristie Click **seconded** the motion. The motion **carried**.
There was more discussion regarding motion procedures and Robert's Rules of Order.
Todd Gage asked Bill Holcomb, Trish Krider and Brett Nevarez to give a negotiations update and asked them to answer questions from Members.
Todd Gage opened the floor for new business.
Chris Click made a **motion** to add written financial information to the meeting packet. Cindy Rousseau **seconded** the motion.
Baltimore Domicile Executive Board Member Stacey Vavakas updated Members present on domicile matters.
Stacey Vavakas made a **motion** to recess the Baltimore Session of the **3rd Membership Meeting**. Rick Desmond **seconded** the motion. The motion **carried**. The Baltimore Session recessed at 1438.

Atlanta

December 10, 2015
TWU Local 556 1st Vice President Todd Gage called the Atlanta Session of the **3rd Membership Meeting** to order at 1005.
2nd Vice President Brett Nevarez recorded the minutes.
Negotiating Team Members Trish Krider and Bill Holcomb were present at the Meeting.
Shop Stewards Dana Warner, Eric McCulley, Georges Jones, Karla Braxton, Veronica Espinoza, Jabari Smith, Courtney McClure and Vonda Henry were present at the Meeting.
Todd Gage introduced those present at the Meeting. Todd Gage explained that another session of the Meeting was being run later that day in Denver by President Audrey Stone and Recording Secretary Cuyler Thompson and that Negotiating Team Member Don Shipman would be there to answer negotiations questions. Todd Gage detailed the contents of the Membership Meeting Packet and reminded Members that the packets should not be written in and be returned when the Meeting recessed. Todd Gage also stated that the financial information would be presented by computer due to a Member refusing to return their packet in the 2nd Membership Meeting. Todd Gage 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. Todd Gage 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. Todd Gage reported that video or audio recordings of the day's proceedings were prohibited.
Todd Gage presented the **2nd 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**.
Todd Gage reminded Members that any questions regarding the **2nd Membership Meeting Minutes of 2015** were welcomed.
Todd Gage presented the financials and answered questions from Members.
Todd Gage opened the Board of Election (BOE) election and Brett Nevarez passed out the ballots.
There was discussion regarding the BOE nomination and election process.
Todd Gage closed the BOE election, Trish Krider collected the secret ballots and Brett Nevarez sealed them in an envelope, in front of the Members present in the Meeting, and returned it to Trish for tabulation at the end of the **3rd Membership Meeting**.
Todd Gage opened the floor for voting on the Bylaw Amendments and answered Member questions regarding the Bylaw Amendments and the voting process.
The Members present at the Meeting agreed to vote on all the Bylaw Amendments involving the residency of Domicile Executive Board Members first.
DAL5 yea 0 nay 19
OAK5 yea 3 nay 17
MDW6 amend to LAS8 yea 19 nay 1

LAS8 yea 14 nay 5
PHX10 yea 1 nay 19
DAL27 yea 11 nay 10
LAS2 yea 0 nay 21
LAS6 yea 21 nay 0
DEN2 yea 9 nay 13
MDW5 yea 21 nay 0
PHX5 yea 0 nay 20
PHX8 yea 15 nay 3
PHX9 yea 20 nay 1
PHX12 yea 22 nay 1
Todd Gage closed the voting on Bylaw Amendments.
Todd Gage opened the voting on Membership Motions.
Motion 1 yea 21 nay 0
Motion 2a yea 0 nay 22
Motion 2 yea 21 nay 1
Motion 3 yea 0 nay 21
Todd Gage closed the voting on Membership Motions.
Todd Gage asked Bill Holcomb, Trish Krider and Brett Nevarez to give a negotiations update and asked them to answer questions from Members.
Todd Gage opened the floor for new business.
Todd Gage updated the Members present at the Meeting in regards to issues as a result of the AirTran transition and points. Both Todd Gage and Trish Krider answered questions.
Vonda Henry made a **motion** to recess the Atlanta Session of the **3rd Membership Meeting**. Shannon Wilson **seconded** the motion. The motion **carried**. The Atlanta Session recessed at 1430.
To the best of my knowledge, these Minutes are an accurate account of these proceedings.

Brett Nevarez
2nd Vice President
TWU Local 556

Dallas

December 11, 2016

2nd Vice President Brett Nevarez called the Dallas Session of the Meeting to order at 10:05.

Executive Board Members Brett Nevarez, Treasurer John Parrott and Dallas Domicile Executive Board Member Brian "BR" Ricks were present at the Meeting.

Negotiating Team Members Bill Holcomb and Trish Krider were present at the Meeting.

Shop Stewards Sara Cunningham, Lyn Montgomery, Jason Obrien, Denny Sebesta, Shelly Dodgson, Ann Claire Crawford, Andrea Garnett, Kristie Nix, Martha Wells, Alice Watkins, Aaron Ayers, Lauren Childs, Drew Kennedy, Jeanna Jackson, Janette Golden, Sue McCarthy, Patrick Reynolds, Paul Sweetin, Prairie Firkus, Jennifer Sykes, and Jonathan Black were present at the meeting.

CISM Chair Eileen Rodriguez was present at the meeting.

John Parrott recorded the minutes of the meeting

Brett Nevarez explained that TWU Local 556 Membership Meetings were open to Members only and that video/audio recordings of the Meeting were prohibited. He said that Probationary Flight Attendants were welcome at the Meeting but noted that they could not vote. Brett Nevarez reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that three copies of the written procedure were available for Member review. Brett Nevarez explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Brett Nevarez detailed the contents of the Membership Meeting Packet and explained that the TWU Local 556 Financial Report would be presented to Members in attendance at the Meeting via overhead projection and did not appear in the packet.

Brett Nevarez submitted the **2nd Membership Meeting 2015 Minutes** for review.

BR Ricks made a **motion** to dispense with reading the minutes aloud and to approve them as presented. Sara Cunningham **seconded** the motion. The motion **carried.**

Brett Nevarez explained that in order to protect confidential information of the Union and due to the fact that a Member present during the 2nd Membership Meeting of 2015 had refused to surrender their Membership Meeting Packet before leaving the Meeting, the TWU Local 556 Financial Report was being presented via overhead projection and did not appear in the Meeting Packet.

John Parrott presented the TWU Local 556 Financial Report. There was discussion.

Lyn Montgomery made a **motion** to propose financial information will be provided in printed form for each member at membership meetings. Additional tools can be used such as a power point but will not replace printed documents. Mary Ellen Matter-Skalski **seconded** the motion.

Lyn Montgomery made a **motion** to propose that the investment committee provide a quarterly report containing statistical data to the membership concerning the unions investment funds. Mary Ellen Matter-Skalski **seconded** the motion.

Lyn Montgomery made a **motion** to propose when the executive board creates a new committee, the committee's purpose and the names of the members who will serve on the committee will be published on the TWU 556 website as soon as is practicable or the next business day. Mary Ellen Matter-Skalski **seconded** the motion.

Brett Nevarez explained the secret ballot and how voting for the BOE Elections would be conducted during the Membership Meeting. Brett Nevarez reported that Members present during the final Session of the Meeting would tally the results of the BOE Election.

There was discussion on BOE Candidate notification.

There was discussion on how BOE Notification was handled in previous elections.

Brett Nevarez distributed secret BOE Ballots for voting.

There was discussion regarding candidates nominated to serve on the BOE.

Those Members present at the Meeting cast their vote for Flight Attendants to serve on the BOE.

Those Members present agreed that Trish Krider would collect the ballots from the Dallas Session of the Membership Meeting. Trish Krider placed the ballots in the envelope, sealed, and presented the Dallas envelope to Members Eileen Rodriguez and Kristie Nix for tabulation.

There was discussion regarding the proposed amendments to the Bylaws.

Those Members present chose to vote on proposed Bylaw amendments related to the residency of Domicile Executive Board Members first.

Brett Nevarez presented Bylaws to be voted be voted on:

There was discussion on Motion (DAL5).

MOTION (DAL5): *Article 6 (b)*
*Cheri Vincent made a **motion** 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. Sue McCarthy **seconded** the motion.*

Yea – 28 / Nay – 2

There was discussion on Motion (OAK 5).

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. Angie Kilbourne **seconded** the motion.*

Yea – 0 / Nay – 30

There was discussion on Motion (MDW 6).

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). Dale Wilson **seconded** the motion.*

Yea – 0 / Nay – 17

There was discussion on Motion (PHX 10).

MOTION (PHX10):
*Cuyler Thompson made a **motion** 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," Todd Gage **seconded** the motion.*

Yea – 0 / Nay – 29

There was discussion on Motion (DAL 27).

MOTION (DAL27): *Article 3 (b)*
*Aaron Ayers made a **motion** to change the word "$100" be stricken and replaced with the word "$50.00" and the word "2012 be replaced with the date "2016". Jeanna Jackson **seconded** the motion.*

Yea – 32 / Nay – 0

There was discussion on Motion (LAS 2).

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

Yea – 10 / Nay – 21

There was discussion on Motion (LAS 6).

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." VeAnne Reeder **seconded** the motion.*

Yea – 2 / Nay – 23

There was discussion on Motion (LAS 8).

MOTION (LAS8)*:*
*Rebecca Hofstetter made a **motion** to amend Article VI (b) to add the language, "Residency will be defined as within 2 hours 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. Todd Gage **seconded** the motion.*

Yea – 0 / Nay – 27

There was discussion on Motion (DEN 2).

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 Secretary 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 Secretary 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. Matthew Dunn ***seconded*** *the motion.*

Yea – 31 / Nay – 0

There was discussion on Motion (MDW 5).

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. Bill Holcomb* ***seconded*** *the motion.*

Yea – 31 / Nay – 0

There was discussion on Motion (PHX 5).

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." Todd Gage* ***seconded*** *the motion.*

Yea – 1 / Nay – 21

There was discussion on Motion (PHX 8).

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

Yea – 2 / Nay – 18

There was discussion on Motion (PHX 9).

Cuyler Thompson made a ***motion*** *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. Todd Gage* ***seconded*** *the motion.*

Yea – 2 / Nay – 22

There was discussion on Motion (PHX 12).

Cuyler Thompson made a ***motion*** *to amend the second sentence of TWU Local 556 Bylaw Article VI (q), 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." Todd Gage* ***seconded*** *the motion.*

Yea – 1 / Nay – 19

Brett Nevarez called a break at 13:08.

The Meeting resumed at 13:16.

There was discussion on Motion 1.

Those Members present at the Meeting voted on motions on the floor:

Motion 1:
"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."

Yea – 1 / Nay – 20

Motion 2:
"Lounge mobilizations are to be paid in accordance with all union pay of 9 hrs for 6.5 tfp."

Yea – 24 / Nay – 0

Motion 2a:
"to amend the motion no work other than the lounge mobilization be done or billed unless ran successive."

Yea – 0 / Nay – 25

Motion 3:
"For the Local 556 to research and establish electronic technology to promote more inclusion for membership meetings and membership information."

Yea – 24 / Nay – 0

TWU Local 556 2nd Vice President Brett Nevarez reported that the Union's Negotiating Team continued preparations to return to the bargaining table with Southwest Airlines Management. Brett Nevarez reported that since the last Membership Meeting, the Executive Board had appointed two Flight Attendants to replace vacancies on the Negotiating Team: Don Shipman and Trish Krider. Brett Nevarez introduced Trish Krider and Bill Holcomb and explained that all Members of the Negotiating Team were currently on the road and attending all sessions of the 3rd Membership Meeting. Brett Nevarez reported that an in-depth Contract Negotiations Survey, being conducted by a third party with the assistance of TWU International, would continue. He noted that the "Negotiations Priorities" tab remained open on the TWU Local 556 Website and encouraged Members to submit feedback. Brett Nevarez reported that the TWU Local 556 Executive Board had been invited to accompany the Negotiating Team when they returned to the bargaining table for their first meeting with Southwest Airlines Management the following week. Brett Nevarez explained the R.E.S.P.E.C.T. postcards, distributed during the Meeting, and asked that those Members present submit their feedback on what "respect" means to them on the card; the cards would be delivered to Southwest Airlines Management during the bargaining session the following week. Brett Nevarez explained that Dallas Domicile Executive Board Member

BR Ricks would also be collecting cards in the Flight Attendant Lounge. Brett Nevarez reported that the Negotiating Team was exploring better ways to communicate with the TWU Local 556 Membership. Brett Nevarez stated that moving forward, the Negotiating Team would be doing things differently

There was discussion about the Negotiating Team.

Sue McCarthy made a **motion** that our negotiations attorney be fired and we hire new council to represent us at the negotiations table. Mary Ellen Matter-Skalski **seconded** the motion.

There was continued discussion on the status of negotiations.

Brett Nevarez left the meeting at 14:19.

John Parrott Chaired the meeting.

Brett Nevarez returned to the meeting at 14:23.

There was continued discussion on the status of negotiations.

BR Ricks made a **motion** to recess. Sara Cunningham **seconded** the motion. The motion **carried.**

Brett Nevarez recessed the Membership Meeting at 15:08.

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

John Parrott
Treasurer
TWU Local 556

***Members present during the 3rd Membership Meeting of 2015 voted by show of hands on the following motions to amend the TWU Local 556 Bylaws:**

MOTION (DAL5):	**Yea – 43**	/	**Nay – 153**	**Did not carry**	
MOTION (DAL27):	**Yea – 76**	/	**Nay – 120**	**Did not carry**	
MOTION (OAK5):	**Yea – 28**	/	**Nay – 174**	**Did not carry**	
MOTION (LAS2):	**Yea – 50**	/	**Nay – 144**	**Did not carry**	
MOTION (LAS6):	**Yea – 191**	/	**Nay – 24**	**Carried**	**(88.84%)**
MOTION (LAS8):	**Yea – 71**	/	**Nay – 113**	**Did not carry**	
MOTION (DEN2):	**Yea – 128**	/	**Nay – 62**	**Carried**	**(67.37%)**
MOTION (MDW5):	**Yea – 177**	/	**Nay – 15**	**Carried**	**(92.19%)**
MOTION (MDW6):	**Yea – 142**	/	**Nay – 33**	**Did not carry**	
MOTION (PHX5):	**Yea – 90**	/	**Nay – 78**	**Did not carry**	**(53.57%)**
MOTION (PHX8):	**Yea – 99**	/	**Nay – 70**	**Did not carry**	**(58.58%)**
MOTION (PHX9):	**Yea – 121**	/	**Nay – 52**	**Carried**	**(69.94%)**
MOTION (PHX10):	**Yea – 58**	/	**Nay – 124**	**Did not carry**	
MOTION (PHX12):	**Yea – 153**	/	**Nay – 25**	**Carried**	**(85.96%)**

****Those Members present during the 3rd Membership Meeting of 2015 by show of hands on the following motions on the floor:**

Motion 1:	**Yea – 108**	**/**	**Nay – 42**	**Carried**
Motion 2:	**Yea – 153**	**/**	**Nay – 4**	**Carried**
Motion 2a:	**Yea – 16**	**/**	**Nay – 137**	**Did not carry**
Motion 3:	**Yea – 54**	**/**	**Nay – 99**	**Did not carry**