

TWU Local 556
3rd Membership Meeting
November 7-18, 2016
Minutes DRAFT

Baltimore
November 7, 2016

TWU Local 556 2nd Vice President Brett Nevarez called the 3rd Membership Meeting of 2016 to order at 1000.

Executive Board Members Brett Nevarez, Cuyler Thompson and Stacey Vavakas were present at the Meeting.

Shop Stewards Rob Swafford, Damion West and Cindy Rousseau were present at the Meeting.

Brett Nevarez introduced those Union Leaders present at the Meeting.

Brett Nevarez reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Brett noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Brett explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Brett explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Brett reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

Stacey Vavakas made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. George Rousseau **seconded** the motion. The motion **carried**.

Brett Nevarez presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Brett Nevarez reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Brett thanked Members who participated in the campaign to reach an agreement with Southwest Airlines, the ratification process and the vote. Brett said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract.

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the new report time for Flight Attendants working 737-800 aircraft.

In response to a Member's question, there was discussion regarding the "dual-carry" period for Flight Attendant Manuals.

In response to a Member's question, there was discussion regarding the fact that in accordance with a Membership Motion, the collection of the Negotiations Assessment Fee would cease within thirty days after ratification.

In response to a Member's question, there was discussion regarding Maryland Flexible Leave Act.

In response to a Member's question, there was discussion regarding discipline issued to Flight Attendants who violate Class 1, Section 17 of the Southwest Airlines Flight Attendant Work and Conduct Rules.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding rumors that a new Inflight Base would soon be announced.

In response to a Member's question, there was discussion regarding the fact that Southwest Airlines did not support Apple computer products.

In response to a Member's question, there was discussion regarding the ongoing investigation by Southwest Airlines into the cause(s) of the July 2016 operational meltdown.

In response to a Member's question, there was discussion regarding the need for diversity and/or discrimination sensitivity training for the Flight Attendants of Southwest Airlines and the Members of TWU Local 556. There was discussion regarding the budget of the TWU Local 556 Civil and Human Rights Committee (CHRC).

Baltimore Domicile Executive Board Member Stacey Vavakas updated those Members present regarding local events at the Baltimore Base, including the 16th Annual TWU Local 556/U.S. Marine Corps Reserve Toys for Tots Drive.

In response to a Member's question, there was discussion regarding the fact that the Executive Board would publish the final report of the ad hoc E-Membership Meeting Feasibility Committee to the TWU Local 556 Membership once the report was complete.

Cindy Rousseau made a **motion (1)** that line item 6350 of the TWU Local 556 Financial Report, Gross Lost Time, will be renamed "TFP paid for Union work." George Rousseau **seconded** the motion.

Rob Swafford made a **motion** to recess. Cindy Rousseau **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Baltimore Session of the Meeting at 1154.

Atlanta

November 8, 2016

2nd Vice President Brett Nevarez called the Atlanta Session of the Membership Meeting to order at 1009.

Executive Board Members Brett Nevarez, Cuyler Thompson and Pamila Oak were present at the Meeting.

Shop Stewards LaShaye Hutchinson, Gene Vanderpool Navarro, KeyAnder Early and Courtney Uche were present at the Meeting.

Brett Nevarez introduced those Union Leaders present at the Meeting.

Brett Nevarez reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Brett noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Brett explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Brett explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Brett reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

Pamila Oak made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. LaShaye Hutchinson **seconded** the motion. The motion **carried**.

Brett Nevarez presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Cuyler Thompson read aloud motion 1, made during the Baltimore Session of the Membership Meeting.

Brett Nevarez reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Brett thanked Members who participated in the campaign to reach an agreement with Southwest Airlines, the ratification process and the vote. Brett said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract.

In response to a Member's question, there was discussion regarding the ongoing investigation by Southwest Airlines into the cause(s) of the July 2016 operational meltdown.

In response to a Member's question, there was discussion regarding the need for diversity and/or discrimination sensitivity training for the Flight Attendants of Southwest Airlines and the Members of TWU Local 556. There was discussion regarding the statistics pertaining to discipline issued to Flight Attendants for discrimination and/or harassment. There was discussion regarding the budget of the TWU Local 556 Civil and Human Rights Committee (CHRC).

In response to a Member's question, there was discussion regarding ways to unite the TWU Local 556 Membership.

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the fact the Members of the Southwest Airlines Pilots' Association had recently ratified a new Contract.

In response to a Member's question, there was discussion regarding On-the-Job Injuries and Workers' Compensation. There was discussion regarding a "guide" provided by TWU Local 556 to assist injured Flight Attendants to navigate the Leave Process.

In response to a Member's question, there was discussion regarding Southwest Airlines Inflight Service procedures.

In response to a Member's question, there was discussion regarding the procedures via which Flight Attendants could be reimbursed for hotel/transportation expenses while on duty.

In response to a Member's question, there was discussion regarding the fact that the Union's Negotiating Team was working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract.

Pamila Oak reported that the 16th Annual TWU Local 556/U.S. Marine Corps Reserve Toys for Tots Drive would be underway soon at the Atlanta Base.

In response to a Member's question, there was discussion regarding the joint TWU Local 556/Southwest Airlines Critical Incident Stress Management (CISM) program and the Flight Attendant Drug and Alcohol Program (FADAP).

In response to a Member's question, there was discussion regarding the fight to stop human trafficking.

Pamila Oak made a **motion** to recess. Stacy Beisheim **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Atlanta Session of the Meeting at 1212.

Orlando

November 9, 2016

2nd Vice President Brett Nevarez called the Orlando Session of the Membership Meeting to order at 1005.

Executive Board Members Brett Nevarez, Cuyler Thompson and Jimmy West were present at the Meeting.

Shop Stewards Susan Johnson, Gisela Alvarez and Egda Avila were present at the Meeting.

Brett Nevarez introduced those Union Leaders present at the Meeting.

Brett Nevarez reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Brett noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Brett explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Brett explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Brett reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the 2nd **Membership Meeting Minutes of 2016** for review.

Susan Johnson made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Jimmy West **seconded** the motion. The motion **carried**.

Brett Nevarez presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Cuyler Thompson read aloud motion 1, made during the Baltimore Session of the Membership Meeting.

In response to a Member's question, there was discussion regarding lawsuits filed by Flight Attendants against TWU Local 556.

Brett Nevarez reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Brett thanked Members who participated in the campaign to reach an agreement with Southwest Airlines, the ratification process and the vote. Brett said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract.

In response to a Member's question, there was discussion regarding the per diem increase in the new Contract and the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the monies saved on Union travel expenses by renting the Negotiating Team House in Dallas.

In response to a Member's question, there was discussion regarding the fact that the Executive Board would publish the final report of the ad hoc E-Membership Meeting Feasibility Committee to the TWU Local 556 Membership once the report was complete.

In response to a Member's question, there was discussion regarding the fact that the TWU Local 556 Bylaws would become amendable in 2017.

In response to a Member's question, there was discussion regarding the number of TWU Local 556 Executive Board Members required by the TWU Constitution.

In response to a Member's question, there was discussion regarding the ongoing investigation by Southwest Airlines into the cause(s) of the July 2016 operational meltdown. There was discussion regarding how the Union could be better prepared for such an event.

In response to a Member's question, there was discussion regarding the status of the Union's fight to have the required Transportation Security Administration (TSA) Security Checks removed from the list of Flight Attendants' duties.

Alison Carver made a **motion** to amend motion 1, made during the Baltimore Session of the Meeting, by striking the words "TFP," and replacing them with the word "monies." Susan Johnson **seconded** the motion.

In response to a Member's question, there was discussion regarding the need for diversity and/or discrimination sensitivity training for the Flight Attendants of Southwest Airlines and the Members of TWU Local 556. There was discussion regarding the TWU Local 556 Civil and Human Rights Committee (CHRC).

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding the ongoing investigation by Southwest Airlines into the cause(s) of the July 2016 operational meltdown.

In response to a Member's question, there was discussion regarding Southwest Airlines Inflight Scheduling personnel answering questions incorrectly.

Susan Johnson made a **motion** to recess. Gisela Alvarez **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Orlando Session of the Meeting at 1222.

Houston

November 10, 2016

2nd Vice President Brett Nevarez called the Houston Session of the Membership Meeting to order at 1000.

Executive Board Members Brett Nevarez and Cuyler Thompson were present at the Meeting.

Shop Stewards Valerie Boy and Thom McDaniel were present at the Meeting.

Brett Nevarez introduced those Union Leaders present at the Meeting.

Brett Nevarez reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Brett noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Brett explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Brett explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Brett reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

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

Brett Nevarez presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

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

Brett Nevarez reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Brett thanked Members who participated in the campaign to reach an agreement with Southwest Airlines, the ratification process and the vote. Brett said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month.

In response to a Member's question, there was discussion regarding the ongoing investigation by Southwest Airlines into the cause(s) of the July 2016 operational meltdown. There was discussion regarding Southwest Airlines' ongoing problems with technology.

In response to a Member's question, there was discussion regarding the per diem increase in the new Contract and the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the new report time for Flight Attendants working 737-800 aircraft.

In response to a Member's question, there was discussion regarding the procedures via which Flight Attendants could be reimbursed for hotel/transportation expenses while on duty.

In response to a Member's question, there was discussion regarding the fact that in accordance with a Membership Motion, the collection of the Negotiations Assessment Fee would cease within thirty days after ratification.

In response to a Member's question, there was discussion regarding ways to unite the TWU Local 556 Membership.

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

In response to a Member's question, there was discussion regarding Southwest Airlines Social Media Policy violations.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding the status of the Union's fight to have the required Transportation Security Administration (TSA) Security Checks removed from the list of Flight Attendants' duties.

In response to a Member's question, there was discussion regarding the need for diversity and/or discrimination sensitivity training for the Flight Attendants of Southwest Airlines and the Members of TWU Local 556. There was discussion regarding the budget of the TWU Local 556 Civil and Human Rights Committee (CHRC).

Thom McDaniel made a **motion** to recess. Valerie Boy **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Houston Session of the Meeting at 1224.

Las Vegas

November 11, 2016

2nd Vice President Brett Nevarez called the Las Vegas Session of the Membership Meeting to order at 1201.

Executive Board Members Brett Nevarez, Cuyler Thompson and Rachel Brownfield were present at the Meeting.

Shop Steward Herman "JJ" Baker was present at the Meeting.

Brett Nevarez introduced those Union Leaders present at the Meeting.

Brett Nevarez reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Brett noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Brett explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Brett explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Brett reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

Rachel Brownfield made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Beth Ehrman **seconded** the motion. The motion **carried**.

Brett Nevarez presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

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

Beth Ehrman made a **motion** to suspend the Meeting Agenda and move directly to new business. Yolondia Johnson **seconded** the motion. The motion **did not carry**.

Those Members present continued to discuss the Financial Report.

Brett Nevarez reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Brett thanked Members who participated in the campaign to reach an agreement with Southwest Airlines, the ratification process and the vote. Brett said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month.

In response to a Member's question, there was discussion regarding the Reserve system at Southwest Airlines.

In response to a Member's question, there was discussion regarding per diem.

In response to a Member's question, there was discussion regarding the Negotiating Priorities tab on the TWU Local 556 Website.

In response to a Member's question, there was discussion regarding Unity Magazine.

In response to a Member's question, there was discussion regarding the fact that the Executive Board would publish the final report of the ad hoc E-Membership Meeting Feasibility Committee to the TWU Local 556 Membership once the report was complete.

In response to a Member's question, there was discussion regarding Votenet, the Company who had conducted the recent Contract Ratification Vote for TWU Local 556.

In response to a Member's question, there was discussion regarding the TWU Agency Fee Policy.

In response to a Member's question, there was discussion regarding the need for diversity and/or discrimination sensitivity training for the Flight Attendants of Southwest Airlines and the Members of TWU Local 556.

In response to a Member's question, there was discussion regarding the number of Boeing 737 aircraft scheduled to be delivered to Southwest Airlines.

There was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding a Grievance filed by the Union regarding the forward galley Provisioning procedures Heart Interior on 737-800 aircraft.

In response to a Member's question, there was discussion regarding the potential for testing Satellite Bases.

In response to a Member's question, there was discussion regarding dual boarding.

In response to a Member's question, there was discussion regarding Known Crew Member (KCM).

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

Las Vegas Domicile Executive Board Member Rachel Brownfield discussed disciplinary trends at the Las Vegas Base, the Veterans Committee, the 16th Annual TWU Local 556/U.S. Marine Corps Reserve Toys for Tots campaign and the Flight Attendant Drug and Alcohol Program (FADAP).

Rachel Brownfield made a **motion** to recess. Herman "JJ" Baker **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Las Vegas Session of the Meeting at 1454.

Oakland

November 14, 2016

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

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

Shop Stewards Eric Hironymous and Josh Rosenberg were present at the Meeting.

Todd Gage introduced those Union Leaders present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Todd noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Todd reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

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

Todd Gage presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

In response to a Member's question, there was discussion regarding the monies saved on Union travel expenses by renting the Negotiating Team House in Dallas.

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

Todd Gage reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Todd said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month.

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the Group Grievances filed by TWU Local 556 as the result of Southwest Airlines' July 2016 operational meltdown.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

Oakland Domicile Executive Board Member Matt Hettich updated those Members present on the Oakland Inflight Base personnel, Employee parking situation, the Oakland Station Holiday Party and the 16th Annual TWU Local 556/U.S. Marine Corps Reserve Toys for Tots campaign. There was discussion regarding the ongoing discussions to resolve the problems with Southwest Airlines' interpretation of California Kin Care and Oakland Sick Leave.

In response to a Member's question, there was discussion regarding Southwest Airlines Inflight Training and the Professional Standards Committee.

In response to a Member's question, there was discussion regarding Attendance Points.

In response to a Member's question, there was discussion regarding the status of the Union's fight to have the required Transportation Security Administration (TSA) Security Checks removed from the list of Flight Attendants' duties.

Matt Hettich made a **motion** to recess. Eric Hironymous **seconded** the motion. The motion **carried**.

Todd Gage recessed the Oakland Session of the Meeting at 1352.

Denver

November 15, 2016

TWU Local 556 President Audrey Stone called the Denver Session of the Membership Meeting to order at 1004.

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

Shop Stewards Jamie Simpson and Shelby Pierce were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

Ryan Wagner made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Jamie Simpson **seconded** the motion. The motion **carried**.

Audrey Stone presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

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

Audrey Stone reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Audrey said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month.

There was discussion regarding the "me too" clauses contained in our Contract which pertained to the Southwest Airlines Pilots' Association's recently ratified Contract.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding Southwest Airlines' July 2016 operational meltdown and the Group Grievances filed by TWU Local 556 as a result.

Audrey Stone reported that TWU Local 556 was attempting to schedule another Grievance Summit with Southwest Airlines Management in hopes of settling outstanding Grievances.

In response to a Member's question, there was discussion regarding the Professional Services line item of the TWU Local 556 Financial Report and lawsuits filed by Flight Attendants against TWU Local 556.

There was discussion regarding the process by which Members may amend the TWU Local 556 Bylaws.

There was discussion regarding the monies saved on Union travel expenses by renting the Negotiating Team House in Dallas.

Denver Domicile Executive Board Member Jessica Parker updated those Members present regarding the 16th Annual TWU Local 556/U.S. Marine Corps Reserve Toys for Tots campaign.

In response to a Member's question, there was discussion regarding the status of the Union's fight to have the required Transportation Security Administration (TSA) Security Checks removed from the list of Flight Attendants' duties.

In response to a Member's question, there was discussion regarding the new Flight Attendant Uniform.

Jessica Parker updated those Members present regarding personnel changes in the Denver Inflight Base office.

There was discussion regarding the fact that the Executive Board would publish the final report of the ad hoc E-Membership Meeting Feasibility Committee to the TWU Local 556 Membership once the report was complete.

Jessica Parker made a motion to recess. Shelby Pierce seconded the motion. The motion carried.

Audrey Stone recessed the Denver Session of the Meeting at 1145.

Chicago

November 16, 2016

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

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

Shop Stewards Mark Hoewisch and Brendon Remezas were present at the Meeting.

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

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

Mark Hoewisch made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Erich Schwenk **seconded** the motion. The motion **carried**.

Audrey Stone presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

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

In response to a Member's question, there was discussion regarding lawsuits filed by Flight Attendants against TWU Local 556.

In response to a Member's question, there was discussion regarding the monies saved on Union travel expenses by renting the Negotiating Team House in Dallas.

Audrey Stone reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Audrey said that the Union's Negotiating Team was currently working with Southwest Airlines Management to develop an "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month. Audrey noted that a Question and Answer (Q&A) document would also be published.

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the procedures via which Flight Attendants could be reimbursed for hotel/transportation expenses while on duty.

In response to a Member's question, there was discussion regarding the Group Grievances filed by TWU Local 556 as the result of Southwest Airlines' July 2016 operational meltdown.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

There was discussion regarding the allowance provided by Southwest Airlines for Flight Attendants to purchase the new Uniform.

There was discussion regarding the recent conviction of Passengers who had disrupted a Southwest Airlines flight.

In response to a Member's question, there was discussion regarding the status of the Union's fight to have the required Transportation Security Administration (TSA) Security Checks removed from the list of Flight Attendants' duties.

In response to a Member's question, there was discussion regarding the ongoing "dual carry" period for Southwest Airlines Flight Attendants.

In response to a Member's question, there was discussion regarding how the TWU Local 556 Negotiating Team was elected/appointed.

In response to a Member's question, there was discussion regarding the TWU International Convention.

Brendon Remezas made a **motion** to recess. Pat Schader **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Chicago Session of the Meeting at 1358.

Dallas

November 17, 2016

President Audrey Stone called the Dallas Session of the Membership Meeting to order at 1001.

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

Shop Stewards Paul Sweetin, Alice Watkins, Rickie Spand, Melissa Anderson Bustos, Lauren Childs, Ann Claire Crawford, Renda Marsh and Drew Kennedy were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

Paul Sweetin made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. John Parrott **seconded** the motion. The motion **carried**.

TWU Local 556 Treasurer presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

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

In response to a Member's question, there was discussion regarding the fact that in accordance with a Membership Motion, the collection of the Negotiations Assessment Fee would cease within thirty days after ratification.

Audrey Stone reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Audrey reported that she had a meeting scheduled that day with Southwest Airlines Management to further discuss the "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month.

In response to a Member's question, there was discussion regarding the new report time for Flight Attendants working 737-800 aircraft.

In response to a Member's question, there was discussion regarding the procedures via which Flight Attendants could be reimbursed for hotel/transportation expenses while on duty.

In response to a Member's question, there was discussion regarding the Group Grievances filed by TWU Local 556 as the result of Southwest Airlines' July 2016 operational meltdown.

There was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

There was discussion regarding the allowance provided by Southwest Airlines for Flight Attendants to purchase the new Uniform.

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding the need for diversity and/or discrimination sensitivity training for the Flight Attendants of Southwest Airlines and the Members of TWU Local 556.

In response to a Member's question, there was discussion regarding the Appearance Standards for Southwest Airlines Flight Attendants.

In response to a Member's question, there was discussion regarding reports that Operations Agents did not understand that Flight Attendants were currently not required to report to 737-800 aircraft more than thirty minutes prior to departure. Audrey reported that Southwest Airlines Management would be communicating with Ground Operations regarding the matter.

In response to a Member's question, there was discussion regarding the Recall Language contained in the TWU Local 556 Bylaws.

In response to a Member's question, there was discussion regarding the Union's activities during the Southwest Airlines inaugural flights to and from Long Beach, California.

In response to a Member's question, there was discussion regarding Side Letters.

In response to a Member's question, there was discussion regarding the ceremony surrounding the signing of the new Contract between TWU Local 556 and Southwest Airlines.

In response to a Member's question, there was more discussion regarding of the Negotiations Assessment Fee.

In response to a Member's question, there was discussion regarding recent Flight Attendant pay raises at other airlines.

In response to a Member's question, there was discussion regarding how Trips for Pay (TFP) were calculated and converted to block hours in order to compare to "block hours" used at other airlines.

In response to a Member's question, there was discussion regarding Southwest Airlines Pilots' retirement plans.

Rickie Spand made a **motion** to recess. Thomas Boyd **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Dallas Session of the Meeting at 1120.

Phoenix

November 18, 2016

President Audrey Stone called the Phoenix Session of the Membership Meeting to order at 1001.

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

Shop Stewards Wayne Tipton, Della Saucier and Aubrey Kamps were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in good standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

John DiPippa requested a moment of silence be observed to honor the Phoenix Flight Attendants who recently passed away and the Southwest Airlines Employee who was killed recently in Oklahoma City.

Cuyler Thompson submitted the **2nd Membership Meeting Minutes of 2016** for review.

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

Audrey Stone presented the **September 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

In response to a Member's question, there was discussion regarding the Professional Services line item of the TWU Local 556 Financial Report and lawsuits filed by Flight Attendants against TWU Local 556.

In response to a Member's question, there was discussion regarding the fact that in accordance with a Membership Motion, the collection of the Negotiations Assessment Fee would cease within thirty days after ratification.

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

Audrey Stone reported that the TWU Local 556 Membership had ratified a new two-year Contract the previous week. Audrey reported that she met with Southwest Airlines Management the previous day to further discuss the "implementation schedule" for the necessary changes to the Contract and hoped to publish the schedule before the end of the month. Audrey reported that a Question and Answer (Q&A) document would also be published.

In response to a Member's question, there was discussion regarding the Contractual Ratification Bonus, scheduled to be paid to Flight Attendants within ninety days of ratification.

In response to a Member's question, there was discussion regarding reports that Operations Agents did not understand that Flight Attendants were currently not required to report to 737-800 aircraft more than thirty minutes prior to departure. Audrey reported that Southwest Airlines Management would be communicating with Ground Operations regarding the matter.

In response to a Member's question, there was discussion regarding the "Ideas and Inquiries" tab, previously hosted on SWALife.

In response to a Member's question, there was more discussion regarding the report time for 737-800 aircraft.

In response to a Member's question, there was more discussion regarding the Contractual Ratification Bonus.

There was discussion regarding the "me too" clauses contained in our Contract which pertained to the Southwest Airlines Pilots Association's recently ratified Contract.

In response to a Member's question, there was discussion regarding the language contained in the TWU Local 556 Bylaws regarding the timelines of a Contract Ratification Vote.

In response to a Member's question, there was discussion regarding the Lounge Education for the recent Contract Ratification Vote.

In response to a Member's question, there was discussion regarding Votenet, the Company who had conducted the recent Contract Ratification Vote for TWU Local 556.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding Provisioning procedures at Gate 10 at Los Angeles International Airport (LAX).

In response to a Member's question, there was discussion regarding a Grievance filed by the Union regarding the forward galley Provisioning procedures Heart Interior on 737-800 aircraft.

In response to a Member's question, there was discussion regarding scheduled ground time on "thru" flights.

In response to a Member's question, there was discussion regarding Southwest Airlines Network Operations Control (NOC).

In response to a Member's question, there was discussion regarding electronic Buddy Passes.

In response to a Member's question, there was discussion regarding the Group Grievances filed by TWU Local 556 as the result of Southwest Airlines' July 2016 operational meltdown.

In response to a Member's question, there was discussion regarding TWU International's role in the Recall Language contained in the TWU Local 556 Bylaws.

In response to a Member's question, there was more discussion regarding the report time for 737-800 aircraft.

In response to a Member's question, there was discussion regarding On-the-Job Injuries.

John DiPippa made a **motion** to adjourn. Wayne Tipton **seconded** the motion. The motion **carried**.

Audrey Stone adjourned the 3rd Membership Meeting of 2016 at 1200.

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



Cuyler Thompson
TWU Local 556 Recording Secretary

DRAFT