



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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1st Membership Meeting January 16 – 27, 2015 Minutes

Houston

January 16, 2015

TWU Local 556 President Audrey Stone called the 1st Membership Meeting of 2015 to order at 1200.

Executive Board Members Audrey Stone, Cuyler Thompson, Brett Nevarez and Valerie Boy were present at the Meeting.

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

Shop Stewards David Jackson, Latonia Paul Benoit and David Kirtley were present at the meeting.

Contract Action Network (CAN) Leader Peggy Davis was present at the Meeting.

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

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

Will Browne made a **motion** to suspend the Meeting Agenda in order to open the floor to nominations for the TWU Local 556 Executive Board Elections. Valerie Boy **seconded** the motion. The motion **carried**.

Audrey Stone passed the gavel to Board of Election Member Will Browne at 1204.

Will Browne chaired the Meeting.

Will Browne read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile

Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Will asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

Valerie Boy nominated Lyn Montgomery for President.
David Jackson nominated Audrey Stone for President.
David Jackson nominated Sam Wilkins for President.
David Jackson nominated Thom McDaniel for President.
Latonia Paul Benoit nominated Corliss King for President.
Latonia Paul Benoit nominated Michael McNeil for President.

Will closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

Latonia Paul Benoit nominated Corliss King for 1st Vice President.
David Jackson nominated Todd Gage for 1st Vice President.
David Jackson nominated Crystal Reven for 1st Vice President.
David Jackson nominated Sam Wilkins for 1st Vice President.
David Jackson nominated Thom McDaniel for 1st Vice President.
David Jackson nominated Michael Massoni for 1st Vice President.
Valerie Boy nominated Shae Van Donk for 1st Vice President.
Valerie Boy nominated Jannah Dalak for 1st Vice President.

Will closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

David Jackson nominated Crystal Reven for 2nd Vice President.
David Jackson nominated Sam Wilkins for 2nd Vice President.
David Jackson nominated Thom McDaniel for 2nd Vice President.
David Jackson nominated Michael Massoni for 2nd Vice President.
David Jackson nominated Brett Nevarez for 2nd Vice President.
Valerie Boy nominated Jannah Dalak for 2nd Vice President.
Valerie Boy nominated Shae Van Donk for 2nd Vice President.

Will closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

David Jackson nominated John Parrott for Financial Secretary/Treasurer.
Valerie Boy nominated Teri Queen for Financial Secretary/Treasurer.

Will closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary.**

David Jackson nominated Cuyler Thompson for Recording Secretary.

Will closed the floor for further nominations for Recording Secretary and opened the floor for nominations for **TWU Local 556 Board Member at Large:**

David Jackson nominated Crystal Reven for Board Member at Large.
David Jackson nominated Sam Wilkins for Board Member at Large.
David Jackson nominated Michael Massoni for Board Member at Large.
David Jackson nominated Brenden Remezas for Board Member at Large.
Valerie Boy nominated Jannah Dalak for Board Member at Large.
Peggy Davis nominated David Kirtley for Board Member at Large.
Valerie Boy nominated Latonia Paul Benoit for Board Member at Large.
Valerie Boy nominated David Jackson for Board Member at Large.
Latonia Paul Benoit nominated Michael McNeil for Board Member at Large.

Will closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members.**

Dallas:

Valerie Boy nominated Lyn Montgomery for Dallas Domicile Executive Board Member.
Latonia Paul Benoit nominated Chris St. Julian for Dallas Domicile Executive Board Member.
Thom McDaniel nominated Andrea Garnett for Dallas Domicile Executive Board Member.

Houston:

David Kirtley nominated David Jackson for Houston Domicile Executive Board Member.
David Kirtley nominated Crystal Reven for Houston Domicile Executive Board Member.
Peggy Davis nominated David Kirtley for Houston Domicile Executive Board Member.
David Jackson nominated Latonia Paul Benoit for Houston Domicile Executive Board Member.
David Jackson nominated Thom McDaniel for Houston Domicile Executive Board Member.
David Jackson nominated Valerie Boy for Houston Domicile Executive Board Member.
Valerie Boy nominated Teri Queen for Houston Domicile Executive Board Member.
Valerie Boy nominated David Jackson for Houston Domicile Executive Board Member.
Valerie Boy nominated Latonia Paul Benoit for Houston Domicile Executive Board Member.

Phoenix:

Valerie Boy nominated John DiPippa for Phoenix Domicile Executive Board Member.
Valerie Boy nominated Jeff Baker for Phoenix Domicile Executive Board Member.
Latonia Paul Benoit nominated Brian Talburt for Phoenix Domicile Executive Board Member.
David Jackson nominated Michael Massoni for Phoenix Domicile Executive Board Member.

Chicago:

Valerie Boy nominated Donna Keith for Chicago Domicile Executive Board Member.
Latonia Paul Benoit nominated Corliss King for Chicago Domicile Executive Board Member.
David Kirtley nominated Erich Schwenk for Chicago Domicile Executive Board Member.

Oakland:

Valerie Boy nominated Matthew Hettich for Oakland Domicile Executive Board Member.
David Kirtley nominated Sam Wilkins for Oakland Domicile Executive Board Member.

Baltimore:

Valerie Boy nominated Stacey Vavakas for Baltimore Domicile Executive Board Member.

Las Vegas:

Brett Nevarez nominated Rachel Brownfield for Las Vegas Domicile Executive Board Member.
Valerie Boy nominated Addie Crisp for Las Vegas Domicile Executive Board Member.

Orlando:

Valerie Boy nominated Jimmy West for Orlando Domicile Executive Board Member.
David Jackson nominated Anita Vinje for Orlando Domicile Executive Board Member.
David Jackson nominated Thom Jolly for Orlando Domicile Executive Board Member.

Denver:

David Jackson nominated Jessica Parker for Denver Domicile Executive Board Member.

Atlanta:

Valerie Boy nominated Pamila Forte for Atlanta Domicile Executive Board Member.
David Kirtley nominated Cheryl Camp for Atlanta Domicile Executive Board Member.

Will Browne asked if there were any other nominations for any position on the TWU Local 556 Executive Board. Will closed the floor to further nominations.

Will Browne passed the gavel to Audrey Stone at 1224.

Audrey Stone chaired the Meeting.

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Thom McDaniel made a **motion** not to read the Minutes aloud and approve them as presented. David Kirtley **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present at the meeting discussed the TWU Local 556 Financial Report.

Those Members present congratulated the TWU Local 556 Executive Board for turning the finances of TWU Local 556 around.

There was discussion regarding a Member's suggestion that the TWU Local 556 Negotiating Team publish an article in Unity Update regarding the Local's finances and their importance, especially during Contract Negotiations.

In response to a Member's question, there was discussion regarding how the amount of Union Dues paid by Members of TWU Local 556 was calculated.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Audrey said that depending on the money that Southwest Airlines Management was willing to offer, the TWU Local 556 NT could potentially be very close to reaching a Tentative Agreement on the Contract. Audrey said that the TWU Local 556 NT and Management could also be very far apart.

Houston Contract Action Network (CAN) Leader Peggy Davis update those Members present on the ongoing "Resolve to Get Involved" Campaign. Peggy reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding Southwest Airlines Management's offer of binding arbitration, outside of the parameters of the Railway Labor Agreement (RLA), to TWU Local 555, representing the Ramp, Operations, Provisioning, and Cargo Agents of Southwest Airlines and the negotiating process under the RLA.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran,

were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants.

In response to a Member's question, there was discussion regarding the Contract Education Handbook, given by the Union to New Hire Flight Attendants and available for download on the TWU Local 556 Website.

In response to a Member's question, there was discussion regarding the recently updated, free TWU Local 556 App, currently available on iOS systems. Cuyler Thompson reported that Communications Committee Co-Chairperson Erich Schwenk was working with the developer and hoped to have a version available for Android users in the next month or so.

In response to a Member's question, there was discussion regarding extended ground time for Flight Attendants. Audrey said that the NT was currently discussing the issue with Management at the bargaining table.

In response to a Member's question, there was discussion regarding when Flight Attendants, at the end of their duty day, were allowed to leave the aircraft after thru Passengers were deplaned. Cuyler Thompson **agreed** to publish an article regarding the issue in an upcoming Unity publication.

In response to a Member's question, there was discussion regarding rumors about why the time that Flight Attendants were required to spend in Recurrent Training had increased for 2015.

In response to a Member's question, there was discussion regarding potential raises in the new Contract.

In response to a Member's question, there was discussion regarding the Southwest Airlines "Start Strong" Program and the excessive amount of carry-on luggage brought onto flights.

In response to a Member's question, there was discussion regarding Operations Agents who incorrectly attribute delays to Flight Attendants.

David Kirtley made a **motion** to recess. David Jackson **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Houston Session of the Meeting at 1409.

Chicago

January 17, 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 Member Will Browne was present at the Meeting.

Shop Stewards Zach Berry, Dale Wilson, Brendon Remezas, Mark Hoewisch, Bill Geisert, Julia Pavlicek, Corliss King and Erich Schwenk were present at the meeting.

Contract Action Network (CAN) Leaders Roy Soria and Jaime Drain was present at the Meeting.

Audrey Stone introduced those present at the Meeting. Audrey detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson, and reminded Members that the packets should be

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

Will Browne made a **motion** to suspend the Meeting Agenda in order to open the floor to nominations for the TWU Local 556 Executive Board Elections. Dale Wilson **seconded** the motion. The motion **carried**.

Audrey Stone passed the gavel to Board of Election Member Will Browne at 1204.

Will Browne chaired the Meeting.

Will Browne read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Will asked if anyone had any questions about the nomination procedure.

In response to a Member's question, there was discussion regarding who served on the Board of Election. Will reported that Susan Johnson, Lori Lochelt and Will Browne served on the Board of Election.

Will Browne opened the floor for nominations for **TWU Local 556 President**.

Kelly Skidmore nominated Aaron Martin for President.
Zach Berry nominated Brendan Remezas for President.

Will closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

Kelly Skidmore nominated Donna Keith for 1st Vice President.

Will closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

Dale Wilson nominated Brendan Remezas for 2nd Vice President.

Will closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Recording Secretary.**

Donna Keith nominated Erich Schwenk for Recording Secretary.

Kelly Skidmore nominated Pat Schader for Recording Secretary.

Will closed the floor for further nominations for Recording Secretary and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer.**

Donna Keith nominated John Parrott for Financial Secretary/Treasurer.

Will closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large:**

Rebecca Preston nominated Brendan Remezas for Board Member at Large.

Donna Keith nominated Kyle Whiteley for Board Member at Large.

Donna Keith nominated Aaron Martin for Board Member at Large.

Donna Keith nominated Tom Chromy for Board Member at Large.

Donna Keith nominated Erich Schwenk for Board Member at Large.

Donna Keith nominated Susan Johnson for Board Member at Large.

Dale Wilson nominated Mark Torrez for Board Member at Large.

Kelly Skidmore nominated Pat Schader for Board Member at Large.

Will closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members.**

There were no nominations for **Dallas Domicile Executive Board Member.**

There were no nominations for **Houston Domicile Executive Board Member.**

There were no nominations for **Phoenix Domicile Executive Board Member.**

Chicago:

Kelly Skidmore nominated Donna Keith for Chicago Domicile Executive Board Member.

Julia Pavlicek nominated Erich Schwenk for Chicago Domicile Executive Board Member.

Erich Schwenk nominated Roy Soria for Chicago Domicile Executive Board Member.

Roy Soria nominated Pat Schader for Chicago Domicile Executive Board Member.

There were no nominations for **Oakland Domicile Executive Board Member.**

Baltimore:

Roy Soria nominated Stephanie Brennan for Baltimore Domicile Executive Board Member.

Las Vegas:

Julia Pavlicek nominated Kris Kloczek for Las Vegas Domicile Executive Board Member.

There were no nominations for **Orlando Domicile Executive Board Member**.

Denver:

Donna Keith nominated Kyle Whiteley for Denver Domicile Executive Board Member.
Donna Keith nominated Aaron Martin for Denver Domicile Executive Board Member.
Donna Keith nominated Jessica Parker for Denver Domicile Executive Board Member.

Atlanta:

Dale Wilson nominated Eric McCulley for Atlanta Domicile Executive Board Member.
Roy Soria nominated Alison Head for Atlanta Domicile Executive Board Member.

Will Browne asked if there were any other nominations for any position on the TWU Local 556 Executive Board.

Dale Wilson nominated Eric McCulley for Oakland Domicile Executive Board Member.

Dale Wilson nominated Eric McCulley for Board Member at Large.

Dale Wilson nominated Gwen York for Board Member at Large.

Corliss King nominated Roy Soria for Board Member at Large.

Will Browne closed the floor to further nominations.

In response to a Member's question, Will read again the statement from the TWU Local 556 Board of Election.

Will Browne passed the gavel to Audrey Stone at 1220.

Audrey Stone chaired the Meeting.

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Roy Soria made a **motion** not to read the Minutes aloud and approve them as presented. Brendon Remezas **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present at the meeting discussed the TWU Local 556 Financial Report.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress,

the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Chicago Contract Action Network (CAN) Leader Bill Geisert updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Bill reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, Communications Committee Co-Chairperson Erich Schwenk reported that the recently updated, free TWU Local 556 App, was only currently available on iOS systems. Erich reported that he was currently working with the developer and hoped to have a version available for Android users in the next month or so.

In response to a Member's question, Audrey Stone reported that American Airlines Flight Attendant and attorney Jeff Bott was currently serving as part of the TWU Local 556 Negotiating Team's legal counsel and had been a great asset to the NT at the bargaining table with Southwest Airlines Management.

Those Members present continued to discuss Contract Negotiations, as related to the Attendance Policy.

In response to a Member's question, there was discussion regarding extended ground time for Flight Attendants. Audrey said that the NT was currently discussing the issue with Management at the bargaining table.

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

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

Those Members present recognized Audrey Stone for her work, leading TWU Local 556 and the Negotiating Team.

In response to a Member's question, there was discussion regarding third party applications with access to Southwest Airlines Crew Web Access and purported "scraper" programs.

In response to a Member's question, there was discussion regarding Flight Attendants being disciplined for using electrical outlets in aircraft galleys for personal use.

In response to a Member's question, there was discussion regarding rumors about why the time that Flight Attendants were required to spend in Recurrent Training had increased for 2015.

In response to a Member's question, there was discussion regarding Flight Attendants being disciplined for using their cell phones during critical phases of flight.

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

In response to a Member's question, there was discussion regarding the TWU Local 556's decision not to increase the number of Board Members at Large that would be elected during the upcoming Executive Board Elections. Audrey Stone reported that the documents on which the Executive Board made their decision were available on the TWU Local 556 Website.

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

In response to a Member's question, there was discussion regarding the Grievance Process and the number of Grievances on which the Executive Board had voted to proceed.

In response to a Member's question, there was discussion regarding Unannounced Audits.

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

Will Browne made a **motion** to recess. Erich Schwenk **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Chicago Session of the Meeting at 1500.

Baltimore

January 18, 2015

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

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

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

Shop Stewards Damion West, Deena Wesenberg, Marlon Almeida and Jennifer Vitalo were present at the meeting.

Contract Action Network (CAN) Leader Stephanie Roberts was present at the Meeting.

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

Will Browne made a **motion** to suspend the Meeting Agenda in order to open the floor to nominations for the TWU Local 556 Executive Board Elections. Rob Swafford **seconded** the motion. The motion **carried**.

Audrey Stone passed the gavel to Board of Election Member Will Browne at 1205.

Will Browne chaired the Meeting.

Will Browne read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Will asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

There were no nominations for President.

Will closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

There were no nominations for 1st Vice President.

Will closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

There were no nominations for 2nd Vice President.

Will closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Recording Secretary.**

There were no nominations for Recording Secretary.

Will closed the floor for further nominations for Recording Secretary and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer.**

There were no nominations for Financial Secretary/Treasurer.

Will closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large:**

Deena Wesenberg nominated Melissa Lehr for Board Member at Large.

Will closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members.**

There were no nominations for **Dallas Domicile Executive Board Member.**

There were no nominations for **Houston Domicile Executive Board Member.**

There were no nominations for **Phoenix Domicile Executive Board Member.**

There were no nominations for **Chicago Domicile Executive Board Member.**

There were no nominations for **Oakland Domicile Executive Board Member.**

There were no nominations for **Orlando Domicile Executive Board Member.**

There were no nominations for **Las Vegas Domicile Executive Board Member.**

Baltimore:

Rob Swafford nominated Stephanie Roberts for Baltimore Domicile Executive Board Member.

Deena Wesenberg nominated Damion West for Baltimore Domicile Executive Board Member.

There were no nominations for **Denver Domicile Executive Board Member.**

There were no nominations for **Atlanta Domicile Executive Board Member.**

Will Browne asked if there were any other nominations for any position on the TWU Local 556 Executive Board. Will closed the floor to further nominations.

Will Browne passed the gavel to Audrey Stone at 1211.

Audrey Stone chaired the Meeting.

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Rob Swafford made a **motion** not to read the Minutes aloud and approve them as presented. Stephanie Roberts **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present discussed the November 2014 TWU Local 556 Financial Report.

Those Members present recognized the work of the TWU Local 556 Executive Board to correct the financial problems of the Union.

In response to a Member's question, there was discussion regarding the fact that the number of Fact-Finding and Attendance Meetings had decreased at the Baltimore Base.

In response to a Member's question, there was discussion regarding the voting machine that was purchased by the previous Executive Board Administration.

Audrey Stone asked TWU Local 556 Treasurer John Parrott for clarification on a financial matter via text.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Baltimore Contract Action Network (CAN) Leader Stephanie Roberts updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Stephanie reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding Sequence Interruption Points (SIPs).

In response to a Member's question, there was discussion regarding different methods for the Union to communicate with TWU Local 556 Members.

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

In response to a Member's question, there was discussion regarding extended ground time for Flight Attendants. Audrey said that the NT was currently discussing the issue with Management at the bargaining table.

In response to a Member's question, there was discussion regarding when Flight Attendants, at the end of their duty day, were allowed to leave the aircraft after thru Passengers were deplaned. Cuyler Thompson reported that he had agreed to publish an article regarding the issue in an upcoming Unity publication.

In response to a Member's question, there was discussion regarding the recently updated, free TWU Local 556 App, currently available on iOS systems. Cuyler Thompson reported that Communications Committee Co-Chairperson Erich Schwenk was working with the developer and hoped to have a version available for Android users in the next month or so.

Audrey Stone reported that she had received clarification from John Parrott regarding a question about the TWU Local 556 Financial Report.

In response to a Member's question, there was discussion regarding the duplex and automobile that had been rented by the Union to house the TWU Local 556 Negotiating Team, saving the Members thousands of dollars each month.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

In response to a Member's question, there was discussion regarding the Members that attend the TWU Working Women's Committee Meetings. Audrey Stone reported that Flight Attendant Cat Chacon was the Chairperson of the Committee and that Audrey had attended the most recent Committee Meeting with Flight Attendant Members Latonia Paul Benoit, Susan May and TWU Field representative Gwen York. Audrey encouraged Flight Attendants to contact Cat Chacon if they would like to be involved in the Committee.

William Green made a **motion** to recess. Wayne Montminy **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Baltimore Session of the Meeting at 1403.

Orlando **January 19, 2015**

President Audrey Stone called the Orlando Session of the Meeting to order at 1201.

Executive Board Members Audrey Stone, Cuyler Thompson and Jimmy West were present at the Meeting.

Board of Election Chairperson Susan Johnson was present at the Meeting.

Shop Stewards Gisela Alvarez, Drew Shy, David Reed, Michael Reid Rodriguez, Anita Vinje, Mitch Marks, Sandi Voyik, Bradley Voyik and Elizabeth Leapley were present at the meeting.

Contract Action Network (CAN) Leaders Egda Avila and Michael Arthur were present at the Meeting.

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

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Jimmy West made a **motion** not to read the Minutes aloud and approve them as presented. Gisela Alvarez **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present discussed the November 2014 TWU Local 556 Financial Report.

Audrey Stone passed the gavel to Board of Election Chairperson Susan Johnson at 1243.

Susan Johnson chaired the Meeting.

Susan Johnson read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the

nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Susan asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

Anita Vinje nominated Don Shipman for President.
Elizabeth Leapley nominated Audrey Stone for President.

Susan closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

There were no nominations for 1st Vice President.

Susan closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

Anita Vinje nominated Don Shipman for 2nd Vice President.

Susan closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

There were no nominations for Financial Secretary/Treasurer.

Susan closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary**.

There were no nominations for Recording Secretary.

Susan closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large**:

Anita Vinje nominated Drew Shy for Board Member at Large.
Anita Vinje nominated Don Shipman for Board Member at Large.
Jimmy West nominated Damion West for Board Member at Large.
Jimmy West nominated Elizabeth Leapley for Board Member at Large.
Janet Lamy nominated Rob Riddell for Board Member at Large.
Janet Lamy nominated Brad Voyik for Board Member at Large.
Egda Avila nominated Michael Arthur for Board Member at Large.
Mitch Marks nominated Eddie Pirl for Board Member at Large.

Susan closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members**.

Atlanta:

Elizabeth Leapley nominated Pamila Forte for Atlanta Domicile Executive Board Member.

Baltimore:

Felix Diaz nominated Michael Reid-Rodriguez for Baltimore Domicile Executive Board Member.

Chicago:

Anita Vinje nominated Don Shipman for Chicago Domicile Executive Board Member.
Donald Dollar nominated Donna Keith for Chicago Domicile Executive Board Member.

There were no nominations for **Dallas Domicile Executive Board Member**.

Denver:

Egda Avila nominated Misty Squires for Denver Domicile Executive Board Member.

Houston:

Elizabeth Leapley nominated Brent Eyster for Houston Domicile Executive Board Member.

Las Vegas:

Drew Shy nominated Rickie Spand for Las Vegas Domicile Executive Board Member.

There were no nominations for **Oakland Domicile Executive Board Member**.

Orlando:

Mitch Marks nominated Eddie Pirl for Orlando Domicile Executive Board Member.
Anita Vinje nominated Drew Shy for Orlando Domicile Executive Board Member.
Michael Arthur nominated Jimmy West for Orlando Domicile Executive Board Member.
Susan Johnson nominated David Reed for Orlando Domicile Executive Board Member.

Phoenix:

Elizabeth Leapley nominated Brian Talburt for Phoenix Domicile Executive Board Member.

Susan Johnson asked if there were any other nominations for any position on the TWU Local 556 Executive Board.

Anita Vinje nominated Denny Sebesta for Dallas Domicile Executive Board Member.

Drew Shy nominated Rickie Spand for Board Member at Large.

Susan closed the floor to further nominations.

Susan Johnson passed the gavel to Audrey Stone at 1257.

Audrey Stone chaired the Meeting.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on

23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Orlando Contract Action Network (CAN) Leaders Egda Avila and Michael Arthur updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Egda and Michael reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding Collective Bargaining.

In response to a Member's question, there was discussion regarding how the upcoming Executive Board Elections could affect Contract Negotiations.

In response to a Member's question, there was discussion regarding IAM Local Lodge 2202's acceptance of a 1.5% wage increase.

In response to a Member's question, there was discussion regarding "minimums."

In response to a Member's question, there was discussion regarding extended ground time for Flight Attendants. Audrey said that the NT was currently discussing the issue with Management at the bargaining table.

In response to a Member's question, there was discussion regarding the new Crew Operations Support Team that had come about after the Chicago Polar Vortex fiasco of 2014.

In response to a Member's question, there was discussion regarding the technology utilized by Southwest Airlines Inflight Scheduling.

In response to a Member's question, there was discussion regarding the TWU Local 556 Bylaw requirement that the TWU Local 556 President also serves as the Union's Lead Negotiator.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

In response to a Member's question, there was discussion regarding the TWU Constitution regarding the TWU Local 556 Executive Board's decision not to increase the number of Board Members at Large to be elected during the upcoming Executive Board Elections. Audrey Stone reported that the decision was made after consulting TWU International and per past practice. Audrey reported that the documents on which the Executive Board made their decision were available on the TWU Local 556 Website.

In response to a Member's question, there was discussion regarding the TWU Local 556 Website functionality.

In response to a Member's question, there was discussion regarding a Reciprocal Cabin Seat Agreement (RCSA) with Silver Airways. Audrey Stone agreed to ask 1st Vice President Todd Gage to look into the matter.

In response to a Member's question, there was discussion regarding the Southwest Airlines Flight Attendant Strategic Team (FAST). Audrey Stone reported that she served as the TWU Local 556 Executive Board Liaison to the FAST.

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

Audrey Stone recessed the Orlando Session of the Meeting at 1437.

Atlanta

January 20, 2015

President Audrey Stone called the Atlanta Session of the Meeting to order at 1201.

Executive Board Members Audrey Stone, Cuyler Thompson and Pamila Forte were present at the Meeting.

Board of Election Chairperson Susan Johnson was present at the Meeting.

Shop Stewards Dana Warner and Georges Jones were present at the meeting.

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

Pamila Forte made a **motion** to suspend the Meeting Agenda in order to open the floor to nominations for the TWU Local 556 Executive Board Elections. Susan Johnson **seconded** the motion. The motion **carried**.

Audrey Stone passed the gavel to Board of Election Chairperson Susan Johnson at 1204.

Susan Johnson chaired the Meeting.

Susan Johnson read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Susan asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

There were no nominations for President.

Susan closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

Dana Warner nominated Pamila Forte for 1st Vice President.

Susan closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

Pamila Forte nominated Stacey Vavakas for 2nd Vice President.

Dana Warner nominated Pamila Forte for 2nd Vice President.

Susan closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

There were no nominations for Financial Secretary/Treasurer.

Susan closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary**.

There were no nominations for Recording Secretary.

Susan closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large**:

Veronica Espinoza nominated Pamila Forte for Board Member at Large.

Pamila Forte nominated Stacey Vavakas for Board Member at Large.

Mia Grayson nominated Mia Grayson for Board Member at Large.

Pamila Forte nominated Georges Jones Board Member at Large.

Susan closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members**.

Atlanta:

Veronica Espinoza nominated Pamila Forte for Atlanta Domicile Executive Board Member.
Georges Jones nominated Pamila Forte for Atlanta Domicile Executive Board Member.

There were no nominations for **Dallas Domicile Executive Board Member**.

Chicago:

Janie Taylor Euell nominated Corliss King for Chicago Domicile Executive Board Member.

There were no nominations for **Dallas Domicile Executive Board Member**.

There were no nominations for **Denver Domicile Executive Board Member**.

There were no nominations for **Houston Domicile Executive Board Member**.

There were no nominations for **Las Vegas Domicile Executive Board Member**.

There were no nominations for **Oakland Domicile Executive Board Member**.

There were no nominations for **Orlando Domicile Executive Board Member**.

Phoenix:

Pamila Forte nominated Karen Malone for Phoenix Domicile Executive Board Member.
Pamila Forte nominated Della Saucier for Phoenix Domicile Executive Board Member.

Susan Johnson asked if there were any other nominations for any position on the TWU Local 556 Executive Board. Susan stated that Members could contact a Member attending a later Session of the Meeting, Audrey Stone or Cuyler Thompson if they had forgotten to nominate someone.

Susan Johnson closed the floor to further nominations.

Susan Johnson passed the gavel to Audrey Stone at 1216.

Audrey Stone chaired the Meeting.

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Janie Taylor Euell made a **motion** not to read the Minutes aloud and approve them as presented. Rex Taylor **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey

reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present discussed the November 2014 TWU Local 556 Financial Report.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Audrey Stone updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Audrey reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding how the upcoming Executive Board Elections could affect Contract Negotiations.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

In response to a Member's question, there was discussion regarding the low attendance numbers at Membership Meetings.

In response to a Member's question, there was discussion regarding how to increase voter turnout in Union elections/votes.

In response to a Member's question, there was discussion regarding TWU Local 555, representing the Ramp, Operations, Provisioning, and Cargo Agents of Southwest Airlines.

In response to Members' questions, there was discussion regarding Southwest Airlines Company Policies and Procedures.

In response to a Member's question, there was discussion regarding the Southwest Airlines Flight Attendant Strategic Team (FAST). Audrey Stone reported that she served as the TWU Local 556 Executive Board Liaison to the FAST.

In response to a Member's question, there was discussion regarding the comments from Passengers that were being published in Southwest Airlines Inflight on the Go (IOTG).

In response to Members' questions, there was more discussion regarding Southwest Airlines Company Policies and Procedures.

In response to a Member's question, there was discussion regarding ways that Flight Attendants could better learn the Contract.

In response to a Member's question, there was discussion regarding Union Pins.

Janie Taylor Euell made a **motion** to recess. Rex Taylor **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Atlanta Session of the Meeting at 1418.

Oakland

January 23, 2015

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

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

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

Board of Election Member Lori Lochelt was present at the Meeting.

Shop Stewards Sam Wilkins, Josh Rosenberg, Eric Hironymous, Terrian Ashley, Patrick Reynolds and Carlene Raymond were present at the Meeting.

Contract Action Network Leader Angie Kilbourne was present at the Meeting.

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

Lori Lochelt made a **motion** to suspend the Meeting Agenda in order to open the floor to nominations for the TWU Local 556 Executive Board Elections. Matt Hettich **seconded** the motion. The motion **carried**.

Audrey Stone passed the gavel to Board of Election Member Lori Lochelt at 1205.

Lori Lochelt chaired the Meeting.

Lori Lochelt read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Lori asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

There were no nominations for President.

Lori closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

Sam Wilkins nominated Brett Nevarez for 1st Vice President.

Lori closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

Sam Wilkins nominated Todd Gage for 2nd Vice President.

Lori closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

There were no nominations for Financial Secretary/Treasurer.

Lori closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary**.

There were no nominations for Recording Secretary.

Lori closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large**:

Angie Kilbourne nominated Eric Hironymous for Board Member at Large.

Susan closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members**.

There were no nominations for **Atlanta Domicile Executive Board Member**.

There were no nominations for **Baltimore Domicile Executive Board Member**.

There were no nominations for **Chicago Domicile Executive Board Member**.

There were no nominations for **Dallas Domicile Executive Board Member**.

Denver:

Sam Wilkins nominated Alexander Ricker for Denver Domicile Executive Board Member.

Eric Hironymous nominated Carolee Weatherbee for Denver Domicile Executive Board Member.

There were no nominations for **Houston Domicile Executive Board Member**.

There were no nominations for **Las Vegas Domicile Executive Board Member**.

Oakland:

Angie Kilbourne nominated Eric Hironymous for Oakland Domicile Executive Board Member.

Sam Wilkins nominated Josh Rosenberg for Denver Domicile Executive Board Member.

There were no nominations for **Orlando Domicile Executive Board Member**.

Phoenix:

Sam Wilkins nominated Jim Volpe for Phoenix Domicile Executive Board Member.

Sam Wilkins nominated Joey Reynolds for Phoenix Domicile Executive Board Member.

Eric Hironymous nominated Cheri Fromm for Phoenix Domicile Executive Board Member.

Mario Galileo Cendejas nominated Nathan Koschmann1200 for Phoenix Domicile Executive Board Member.

Lori Lochelt asked if there were any other nominations for any position on the TWU Local 556 Executive Board.

Lori Lochelt closed the floor to further nominations and passed the gavel to Audrey Stone at 1213.

Audrey Stone chaired the Meeting.

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Bill Holcomb made a **motion** not to read the Minutes aloud and approve them as presented. Mario Galileo Cendejas **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present discussed the November 2014 TWU Local 556 Financial Report.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Negotiating Team Member Bill Holcomb discussed recent improvements to the Contracts of several other airlines.

Contract Action Network (CAN) Leaders Angie Kilbourne and Josh Rosenberg updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Angie reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding the ongoing Contract Negotiations between TWU Local 555 and Southwest Airlines.

In response to a Member's question, there was discussion regarding Flight Attendants' Contractual duty day.

Matt Hettich discussed progress being made to obtain an Employee discount for Flight Attendants riding the newly open BART Connector.

Matt Hettich thanked those Members present who had volunteered in the recent Mid-Term Elections.

In response to a Member's question, there was discussion regarding the TWU Constitution regarding the TWU Local 556 Executive Board's decision not to increase the number of Board Members at Large to be elected during the upcoming Executive Board Elections. Audrey Stone reported that the decision was made after consulting TWU International and per past practice. Audrey reported that the documents on which the Executive Board made their decision were available on the TWU Local 556 Website.

Matt Hettich made a **motion** to recess. Mario Galileo Cendejas **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Oakland Session of the Meeting at 1426.

Las Vegas

January 24, 2015

President Audrey Stone called the Las Vegas Session of the Meeting to order at 1220.

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

Board of Election Member Lori Lochelt was present at the Meeting.

Civil and Human Rights Committee (CHRC) Chairperson Addie Crisp was present at the Meeting.

Shop Stewards Bryan Orozco, Dana Suechting, Rick Harton-Flynn, Mark Anthony Reyes, Rickie Spand, Kevin Onstead, Paul Buchheit, Patrick Reynolds, Sarah Hecox and Patti Phillips were present at the Meeting.

Contract Action Network Leader Amanda Gauger was present at the Meeting.

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

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Rachel Brownfield made a **motion** not to read the Minutes aloud and approve them as presented. Russell Harris **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present discussed the November 2014 TWU Local 556 Financial Report.

Audrey Stone introduced and passed the gavel to Board of Election Member Lori Lochelt at 1303.

Lori Lochelt chaired the Meeting.

Lori Lochelt read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Lori asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

There were no nominations for President.

Lori closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

Rickie Spand nominated Rob Riddell for 1st Vice President.

Lori closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

Rickie Spand nominated Herman Baker for 2nd Vice President .

Lori closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

There were no nominations for Financial Secretary/Treasurer.

Lori closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary**.

There were no nominations for Recording Secretary.

Lori closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large**:

Herman Baker nominated Rickie Spand for Board Member at Large.
Paul Buchheit nominated Carolee Weatherbee for Board Member at Large.
Rickie Spand nominated Hielle Lane for Board Member at Large.
Rickie Spand nominated Andrew Pittman for Board Member at Large.
Rickie Spand nominated John Durr for Board Member at Large.
Chris Schroeder nominated Jeff Shae for Board Member at Large.
Dana Suechting nominated Addie Crisp for Board Member at Large.
Dana Suechting nominated Paul Buchheit for Board Member at Large.
David Velez nominated Bryan Orozco for Board Member at Large.

Susan closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members**.

There were no nominations for **Atlanta Domicile Executive Board Member**.

Baltimore:

Rickie Spand nominated David Garcia for Baltimore Domicile Executive Board Member.
Patrick Reynolds nominated Rob Swafford for Baltimore Domicile Executive Board Member.

Chicago:

Rickie Spand nominated Lisa Monk for Chicago Domicile Executive Board Member.
Rickie Spand nominated Andrew Pittman for Chicago Domicile Executive Board Member.
Herman Baker nominated Corliss King for Chicago Domicile Executive Board Member.

Dallas:

Rickie Spand nominated Patrick Reynolds for Dallas Domicile Executive Board Member.
Diana Williams nominated Myra Ramsey for Dallas Domicile Executive Board Member.

Denver:

Rickie Spand nominated Hielle Lane for Denver Domicile Executive Board Member.
Dana Suechting nominated Misty Squires for Denver Domicile Executive Board Member.
Dana Suechting nominated Jessica Parker for Denver Domicile Executive Board Member.

Houston:

Chris Schroeder nominated Erin Johnson for Houston Domicile Executive Board Member.

Las Vegas:

Chris Schroeder nominated Mark Anthony Reyes for Las Vegas Domicile Executive Board Member.

Addie Crisp nominated Rachel Brownfield for Las Vegas Domicile Executive Board Member.

Oakland:

Rickie Spand nominated Terrian Ashley for Oakland Domicile Executive Board Member.

Dana Suechting nominated Josh Rosenberg for Oakland Domicile Executive Board Member.

Orlando:

Dana Suechting nominated Susan Johnson for Orlando Domicile Executive Board Member.

Dana Suechting nominated Thom Jolly for Orlando Domicile Executive Board Member.

Phoenix:

Addie Crisp nominated Tina Coffee for Phoenix Domicile Executive Board Member.

Rickie Spand nominated John Durr for Phoenix Domicile Executive Board Member.

Rickie Spand nominated Joey Reynolds for Phoenix Domicile Executive Board Member.

Dana Suechting nominated Brian Talburt for Phoenix Domicile Executive Board Member.

Lori Lochelt asked if there were any other nominations for any position on the TWU Local 556 Executive Board.

Lori Lochelt closed the floor to further nominations and passed the gavel to Audrey Stone at 1322.

Audrey Stone chaired the Meeting.

Patti Phillips made a **motion** to suspend the Meeting Agenda in order to conduct a Las Vegas Membership Meeting raffle. Kevin Onstead **seconded** the motion. The motion **carried**.

Several Members present were awarded prizes in a drawing of names of those in attendance at the Meeting.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported

that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Contract Action Network (CAN) Leaders Mark Anthony Reyes and Amanda Gauger updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Mark Anthony reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

Those Members present discussed the Articles of the Contract currently being negotiated.

In response to a Member's question, there was discussion regarding the ongoing Contract Negotiations between TWU Local 555 and Southwest Airlines.

In response to a Member's question, there was discussion regarding the Contract that was recently ratified by Members of IAM Local Lodge 2202.

In response to a Member's question, there was discussion regarding the TWU Local 556 Bylaw requirement that the TWU Local 556 President also serves as the Union's Lead Negotiator and how the Members of the Negotiating Team are elected/appointed.

Audrey Stone recognized the Las Vegas Membership for their strong Union activism.

In response to a Member's question, there was discussion regarding the upcoming TWU Local 556 Executive Board Election.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

In response to a Member's question, there was discussion regarding how many Flight Attendants would be hired by Southwest Airlines in 2015.

Addie Crisp distributed Certificates of Appreciation, issued by TWU, to Members who had volunteered in the recent Mid-Term Elections.

In response to a Member's question, there was discussion regarding the TWU Constitution regarding the TWU Local 556 Executive Board's decision not to increase the number of Board Members at Large to be elected during the upcoming Executive Board Elections. Audrey Stone reported that the decision was made after consulting TWU International and per past practice. Audrey reported that the documents on which the Executive Board made their decision were available on the TWU Local 556 Website.

Las Vegas Domicile Executive Board Member Rachel Brownfield reminded Flight Attendants of the requirement that passports be brought to Recurrent Training.

Rachel Brownfield encouraged Flight Attendants to utilize the service of the Professional Standards Committee.

Rachel Brownfield encouraged Flight Attendants to vote in the upcoming Executive Board Election.

Rickie Spand made a **motion** to recess. Chris Schroeder **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Las Vegas Session of the Meeting at 1452.

Phoenix

January 25, 2015

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

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

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

Shop Stewards Jeff Baker, Sandra Rall and Anne Barnes were present at the Meeting.

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

Will Browne made a **motion** to suspend the Meeting Agenda in order to open the floor to nominations for the TWU Local 556 Executive Board Elections. Rob Riddell **seconded** the motion. The motion **carried**.

Audrey Stone introduced and passed the gavel to Board of Election Member Will Browne at 1202.

Will Browne chaired the Meeting.

Will Browne read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015.

Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Will asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

There were no nominations for President.

Will closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

There were no nominations for 1st Vice President.

Will closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

There were no nominations for 2nd Vice President.

Will closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

There were no nominations for Financial Secretary/Treasurer.

Will closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary**.

John DiPippa nominated Jannah Dalak for Recording Secretary.

Will closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large**:

There were no nominations for Board Member at Large.

Will closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members**.

Phoenix:

Rob Riddell nominated Larry Jackson for Phoenix Domicile Executive Board Member.
Nancy Potts nominated herself for Phoenix Domicile Executive Board Member.

Atlanta:

Rob Riddell nominated Casey Ritner for Atlanta Domicile Executive Board Member.

There were no nominations for **Dallas Domicile Executive Board Member**.

There were no nominations for **Houston Domicile Executive Board Member**.

There were no nominations for **Oakland Domicile Executive Board Member**.

There were no nominations for **Baltimore Domicile Executive Board Member**.

There were no nominations for **Denver Domicile Executive Board Member**.

There were no nominations for **Chicago Domicile Executive Board Member**.

There were no nominations for **Las Vegas Domicile Executive Board Member**.

There were no nominations for **Orlando Domicile Executive Board Member**.

Will Browne asked if there were any other nominations for any position on the TWU Local 556 Executive Board.

Will Browne closed the floor to further nominations and passed the gavel to Audrey Stone at 1209.

Audrey Stone chaired the Meeting.

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Rob Riddell made a **motion** not to read the Minutes aloud and approve them as presented. Jeff Baker **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those members present at the meeting discussed the TWU Local 556 Financial Report.

In response to a Member's question, there was discussion regarding the costs of the AirTran Seniority List Integration (SLI), reimbursed by Southwest Airlines.

In response to a Member's question, there was discussion regarding the ongoing TWU Local 556 Dues Recovery Project. Cuyler Thompson communicated with Treasurer John Parrott, standing by to answer Members' questions, via text message.

In response to a Member's question, Cuyler Thompson **agreed** to ask Treasurer John Parrott to request again that Southwest Airlines garnish the paychecks of TWU Local 556 Members owing past Union Dues.

In response to a Member's question, there was discussion regarding the number of Flight Attendants currently serving on the TWU Local 556 Grievance Team.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

In response to Members' questions, there was discussion regarding the status of Contract Negotiations between Southwest Airlines and the other Unions at the Company.

Audrey Stone updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Audrey reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding extended ground time for Flight Attendants. Audrey said that the NT was currently discussing the issue with Management at the bargaining table.

In response to a Member's question, there was discussion regarding Article 16 (Sick Leave – On the Job Injury) of the Contract and Sick Time accrual.

In response to a Member's question, there was discussion regarding "minimums."

In response to a Member's question, there was discussion regarding Southwest Airlines Network Operations Control (NOC) and the fact that TWU Local 556 had been working with Inflight Management and Crew Scheduling to implement a Crew Support Desk.

There was discussion regarding Irregular Operations and hotel rooms for Flight Attendants.

In response to a Member's question, there was discussion regarding the recent improvements to the Contracts of Flight Attendants at several other airlines.

In response to a Member's question, there was discussion regarding Employee Parking.

In response to a Member's question, there was discussion regarding the Contractual duty day of Flight Attendants.

In response to a Member's question, there was discussion regarding Retroactive Pay.

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

In response to a Member's question, there was discussion regarding rumors about why the time that Flight Attendants were required to spend in Recurrent Training had increased for 2015.

In response to a Member's question, there was discussion regarding Voluntary Junior Available (VJA).

In response to a Member's question, there was discussion regarding TWU Local 555, representing the Ramp, Operations, Provisioning, and Cargo Agents of Southwest Airlines.

In response to a Member's question, there was discussion regarding the supplemental Short-Term Disability Insurance offered to Members of TWU Local 556.

In response to a Member's question, there was discussion regarding the Sedgwick Company and On-the-Job Injuries at Southwest Airlines.

Sandra Rall made a **motion** to suspend the Meeting Agenda in order that the Parking Manager for Phoenix Sky Harbor Airport could speak at the Meeting. Jeff Baker **seconded** the motion. The motion **carried**.

Lynda Dodd, the Parking Manager for Phoenix Sky Harbor Airport, entered the Meeting at 1435.

Those Members present at the Meeting discussed the Employee Parking situation at the airport with Lynda Dodd.

Lynda Dodd left the Meeting at 1500.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

Jeff Baker made a **motion** to recess. Eileen Garces **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Phoenix Session of the Meeting at 1506.

Denver

January 26, 2015

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

Executive Board Members Audrey Stone, Cuyler Thompson and Chris Sullivan were present at the Meeting.

Board of Election Member Susan Johnson was present at the Meeting.

Shop Stewards Jason Arnold Burke and Jeff Burgower were present at the Meeting.

Contract Action Network (CAN) Leader Kristen Byrd was present at the Meeting.

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

Cuyler Thompson presented the **Minutes of the 3rd Membership Meeting of 2014** for review.

Chris Sullivan made a **motion** not to read the Minutes aloud and approve them as presented. Jeff Burgower **seconded** the motion. The motion **carried**.

Audrey Stone reminded Members that any questions regarding the 3rd Membership Meeting Minutes were welcomed.

Audrey Stone submitted the **November 2014 TWU Local 556 Financial Report**, the most recent financial report prepared by Treasurer John Parrott and approved by the TWU Local 556 Executive Board. Audrey reported that while not present at the meeting, John Parrott was currently available via text message/email to answer any questions that she and/or Cuyler Thompson were unable to be answer.

Those Members present at the meeting discussed the TWU Local 556 Financial Report.

Audrey Stone passed the gavel to Board of Election Chairperson Susan Johnson at 1234.

Susan Johnson chaired the Meeting.

Susan Johnson read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the

nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

Susan asked if anyone had any questions about the nomination procedure and then opened the floor for nominations for **TWU Local 556 President**.

There were no nominations for President.

Susan closed the floor for further nominations for President and opened the floor for nominations for **TWU Local 556 1st Vice President**.

There were no nominations for 1st Vice President.

Susan closed the floor for further nominations for 1st Vice President and opened the floor for nominations for **TWU Local 556 2nd Vice President**.

There were no nominations for 2nd Vice President.

Susan closed the floor for further nominations for 2nd Vice President and opened the floor for nominations for **TWU Local 556 Financial Secretary/Treasurer**.

There were no nominations for Financial Secretary/Treasurer.

Susan closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Recording Secretary**.

There were no nominations for Recording Secretary.

Susan closed the floor for further nominations for Financial Secretary/Treasurer and opened the floor for nominations for **TWU Local 556 Board Member at Large**:

Allyson Parker-Lauck nominated Chris Kuchnicki for Board Member at Large.

Susan closed the floor for further nominations for Board Member at Large and opened the floor for nominations for **TWU Local 556 Domicile Board Members**.

There were no nominations for **Atlanta Domicile Executive Board Member**.

There were no nominations for **Baltimore Domicile Executive Board Member**.

There were no nominations for **Chicago Domicile Executive Board Member**.

There were no nominations for **Dallas Domicile Executive Board Member**.

There were no nominations for **Houston Domicile Executive Board Member**.

There were no nominations for **Las Vegas Domicile Executive Board Member**.

There were no nominations for **Oakland Domicile Executive Board Member**.

Orlando:

Susan Johnson nominated Elizabeth Leapley for Orlando Domicile Executive Board Member.

There were no nominations for **Phoenix Domicile Executive Board Member**.

Denver:

Allyson Parker-Lauck nominated Kristen Byrd for Denver Domicile Executive Board Member.

Allyson Parker-Lauck nominated Matt Dunn for Denver Domicile Executive Board Member.

Allyson Parker-Lauck nominated Chris Sullivan for Denver Domicile Executive Board Member.

Matt Dunn nominated Jessica Parker for Denver Domicile Executive Board Member.

Susan Johnson asked if there were any other nominations for any position on the TWU Local 556 Executive Board.

Susan closed the floor to further nominations.

Susan Johnson passed the gavel to Audrey Stone at 1242.

Audrey Stone chaired the Meeting.

Audrey Stone updated those Members present on the status of the ongoing Contract Negotiations between TWU Local 556 and Southwest Airlines Management. Audrey reported that the Negotiating Team (NT) published an NT Update upon the completion of each bargaining session in the Unity Update, and on the TWU Local 556 Website and Facebook page. Audrey reported that the NT last met with Management on January 6-8 and had secured negotiating dates through April of that year. Audrey said that while the NT continued to make progress, the pace of Negotiations had slowed towards the end of last year, when discussions turned towards compensation-related Articles of the Contract. Audrey stated that the NT had reached Tentative Agreements on 23 of the 35 Articles in the Contract. She explained that of the twelve Articles currently in discussion, ten of them related to Compensation.

Audrey reported that the NT continued to participate in Summits with the Negotiating Teams from other Unions at Southwest Airlines. Audrey reported that the NT from the International Association of Machinists and Aerospace Workers (IAM) Local Lodge 2202, representing the 6,500 Southwest Airlines Passenger Service and Reservations Agents, had stopped attending the NT Summits during the previous summer. Audrey noted that IAM Local Lodge 2202 had recently ratified a Contract, which included 1.5% wage increases. Audrey reported that the Southwest Airlines Pilots Association (SWAPA) had filed for Federal Mediation with the National Mediation Board in December.

Audrey reported that the TWU Local 556 NT was anxiously awaiting Southwest Airlines' 2014 Financial Earnings Report, scheduled to be released on January 22. Audrey said that if Wall Street Analysts' predictions on profits were correct, the Union would be in a very good position to discuss Compensation moving forward.

Contract Action Network (CAN) Leader Kristen Byrd updated those Members present on the ongoing "Resolve to Get Involved" Campaign. Kristen reported that the CAN continued to hold Lounge Mobilizations twice monthly to educate Flight Attendants on the status of Contract Negotiations.

In response to a Member's question, there was discussion regarding Retroactive Pay.

In response to a Member's question, there was discussion regarding the recent improvements to the Contracts of Flight Attendants at several other airlines.

In response to a Member's question, there was discussion regarding "minimums."

In response to a Member's question, there was discussion regarding Article 16 (Sick Leave – On the Job Injury) of the Contract and Sick Time accrual.

Those Members present discussed the Articles of the Contract currently being negotiated.

Audrey Stone updated those Members present regarding the final AirTran Integration process. Audrey reported that AirTran had ceased operations on December 28 and that three final Special Merger Training (SMT) Classes were scheduled to be completed in January, with the final class graduation being held on January 30. Audrey reported that approximately 38 former AirTran Flight Attendants, who had been on Medical Leave at AirTran, were now covered under Southwest Airlines Medical Leave, under the Collective Bargaining Agreement (CBA) with TWU Local 556. Audrey said that upon returning from Medical Leave, these Flight Attendants would complete SMT and become Southwest Airlines Flight Attendants. Audrey reported that a Grievance Summit was held recently to address the unsettled grievances between Southwest Airlines Management and the Association of Flight Attendants (AFA) Council 57 per the Seniority List Integration Agreement (SLI).

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

In response to a Member's question, there was discussion regarding why Southwest Airlines did not prohibit Passengers from taking photographs of Flight Attendants like several other airlines. Audrey reported that she was currently discussing the issue with Southwest Airlines Management.

In response to a Member's question, there was discussion regarding Southwest Airlines Management's decision to publish service procedures in the onboard Southwest Magazine. Audrey Stone reported that she had been able to postpone the publication for now, pending further discussion.

In response to a Member's question, there was discussion regarding reports that Passengers consuming their own alcohol onboard continued to increase. Audrey Stone **agreed** to discuss with Southwest Airlines Management how to better communicate the issue to Passengers.

Audrey Stone distributed Certificates of Appreciation, issued by TWU, to Members who had volunteered in the recent Mid-Term Elections.

In response to a Member's question, there was discussion regarding reports that Inflight Training Supervisors were instructing Flight Attendants to write each other up.

In response to a Member's question, there was discussion regarding the requirement that Flight Attendants "assist" Passengers to stow their carry-on bags.

In response to a Member's question, there was discussion regarding the three ongoing lawsuits at TWU Local 556.

In response to a Member's question, there was discussion regarding the TWU Local 556 iOS App.

In response to a Member's question, there was discussion regarding the TWU Local 556's decision not to increase the number of Board Members at Large that would be elected during the upcoming Executive Board Elections. Audrey Stone reported that the documents on which the Executive Board made their decision were available on the TWU Local 556 Website.

Denver Domicile Executive Board Member Chris Sullivan discussed personnel changes at the Denver Inflight Base.

In response to a Member's question, there was discussion regarding why Chris Sullivan did not publish E-Connections to Members at the Denver Base.

Chris Sullivan made a **motion** to recess. Jason Arnold Burke **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Denver Session of the Meeting at 1415.

Dallas

January 27

TWU Local 556 President Audrey Stone called the 1st Membership Meeting of 2015 to order at 1205 pm.

1st Vice President Todd Gage recorded the minutes.

Executive Board Members Audrey Stone, Todd Gage, and Andrea Garnett were present at the Meeting.

Shop Stewards Patrick Reynolds, Sara Cunningham, Stacy Madison, Alice Hinckley, Lyn Montgomery, Paul Sweetin, Becky Parker, Renda Marsh, and Ryan Dunn were present at the Meeting.

Board of Election Chairperson Susan Johnson was present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packet prepared by Recording Secretary Cuyler Thompson. Audrey discussed the Agenda, that the Meeting would be conducted under parliamentary procedure Robert's Rules of Order per the TWU Local 556 Bylaws, and that it was prohibited to video or audio record the day's proceedings. Audrey pointed out that three copies of Robert's Rules of Order were available. Audrey stated that Membership Meetings were only allowed to be attended by TWU Local 556 Members and that while Probationary Flight Attendants could attend, they could not vote.

Susan Johnson made a motion to suspend the agenda and move to the 2015 Officer Election nominations. Jannah Dalak seconded the motion. The motion carried.

Susan Johnson explained the process to nominate a Member for the upcoming 2015 Officer Election. She read the list of Members that were already nominated at the other Membership Meetings. Susan Johnson read aloud a statement from the TWU Local 556 Board of Election:

We are taking nominations for the positions of President, 1st Vice President, 2nd Vice President, Financial Secretary-Treasurer, Recording Secretary, two Board Members at Large, and one Domicile Executive Board Member in each base. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible and a second is not required. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least one year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Friday, January 30, 2015. Nominees will have until noon Central on Friday, February 13, 2015 to state, in writing that they are accepting or declining a nomination and if accepting, which position they are accepting. If the nominee is present at today's meeting, they may submit their acceptance letter and receive a copy of the rules today. Additionally, a copy of the Election and Campaign rules may be found on the TWU 556 Website under the Board of Election (BOE) tab. The winner will be determined by a majority of the votes cast for

that office. In the event of a tie, lots will be drawn to determine the winner. When making your nominations, please state your name first, then the name of the nominee and the position being nominated for. The BOE reminds everyone to please raise any questions or issues you have with the nomination or election procedures as soon as possible so that we can remedy any problems or make any necessary changes to the election rules.

She opened the floor for nominations.

President: There were no nominations for this Office.

1st Vice President: Jannah Dalak nominated Eric Weis, Dawn Wann, Teri Queen, Kristin Loucks, Michelle Ryder, Lyn Montgomery, and Chris Click.

2nd Vice President: Jannah Dalak nominated Dawn Wann, Eric Weis, Teri Queen, Kristin Loucks, Michelle Ryder, Rob Riddell, Kathleen Mayeux, Lyn Montgomery, and Chris Click.

Sara King nominated BR Ricks.

Lakenya Johnson nominated Corliss King.

Treasurer: Sara Cunningham nominated BR Ricks.

Recording Secretary: Jannah Dalak nominated Kathleen Mayeux, Chris Click, and Michelle Ryder.

Board Member at Large: Sheri Tyler nominated Kathy Anderson.

Jannah Dalak nominated BR Ricks, Stephanie Ayers, Dawn Wann, Jeanna Jackson, Chris Click, and Jerry Lindeman.

Lyn Montgomery nominated Kristin Loucks.

Alice Hinckley nominated Michael Reid-Rodriguez.

Atlanta Domicile Executive Board Member: There were no nominations for this Office.

Baltimore Domicile Executive Board Member: There were no nominations for this Office.

Dallas Domicile Executive Board Member: Alice Hinckley nominated Andrea Garnett.

Shae Von Donk nominated Stephanie Ayers.

Denny Sebesta nominated Deborah Danish and Joe Skotnik.

Jannah Dalak nominated BR Ricks, Shae Van Donk, Jeanna Jackson, and Dawn Wann.

Denver Domicile Executive Board Member: Denny Sebesta nominated Jessica Parker.

Houston Domicile Executive Board Member: There were no nominations for this Office.

Las Vegas Domicile Executive Board Member: There were no nominations for this Office.

Orlando Domicile Executive Board Member: There were no nominations for this Office.

Chicago Domicile Executive Board Member: Jannah Dalak nominated Eric Weis.

Oakland Domicile Executive Board Member: Jannah Dalak nominated Dianne Hames Wolencraft.

Phoenix Domicile Executive Board Member: Denny Sebesta nominated Michael Broadhead.

Jannah Dalak nominated Rob Riddell and Kathleen Mayeux.

Susan officially closed nominations at 1230.

Todd Gage presented the Minutes of the **3rd Membership Meeting of 2014** to the Members present at the Meeting.

Shae Van Donk made a motion not to read the Minutes aloud and approve them as presented. Paul Sweetin seconded the motion. The motion carried.

Audrey presented the **November 2014 TWU Local 556 Financial Report**.

A Member asked about the location of Treasurer John Parrott, 2nd Vice President Brett Nevarez, and Recording Secretary Cuyler Thompson.

There was discussion that they were tending to other Union Business.

A Member asked about the discrepancies in the Domicile Executive Board Members' budgets.

There was discussion.

Audrey discussed how the current Executive Board was running a very efficient budget.

There was discussion on the differences of the Local's financials from 2012 through 2014.

Audrey discussed the items under New Business. She updated everyone on the ongoing Contract Negotiations with Southwest Airlines Management.

A Member asked what Audrey's philosophy was for what she would negotiate.

Audrey explained that she was at the will of the Membership and was there to Negotiate based on the feedback of what was important to the Membership.

Patrick Reynolds gave an update on the current efforts of the Contract Action Network (CAN).

Audrey discussed that the last AirTran Special Merger Training (SMT) Class was in its final week of training and that TWU Local 556 and AFA Council 57 would be filing for a Single Carrier Certificate soon.

Dallas Domicile Executive Board Member Andrea Garnett gave a base report. She discussed the current parking issues that were going on. She also explained that she was available to all Members if they had any questions or concerns.

Sheri Tyler made a **motion** to adjourn the meeting. Lisa Trafton **seconded** the motion. The motion **carried**.

Audrey Stone adjourned the meeting at 1414.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a stylized flourish at the end.

Cuyler Thompson
Recording Secretary
TWU Local 556