



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
1st Membership Meeting
March 8-30, 2016
Minutes**

**Baltimore
March 8, 2016**

TWU Local 556 1st Vice President Todd Gage called the 1st Membership Meeting of 2016 to order at 1000.

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

TWU Local 556 Negotiating Team Members Brett Nevarez and Trish Krider were present at the Meeting.

Shop Stewards Mark Hoewisch, Patty Benson, Jay McCleave, Pamela Allen, Rob Swafford, J.C. Callam, Damion West and Melissa Grube were present at the Meeting.

Todd Gage introduced those Union Leaders present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

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

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 25 Nay – 0

In response to a Member’s question, Todd Gage explained that he had ruled the motion made during the 3rd Membership Meeting of 2015, which sought to require the TWU Local 556 Treasurer to be present at all Sessions of all regular Membership Meetings, out of order. Todd reported that a Membership Motion cannot add to or subtract from the duties of Officers as set out in the TWU Constitution and/or TWU Local 556 Bylaws. Todd stated that the ruling of the Chairperson could not be appealed during the Meeting, but must be made to the TWU International Committee on Appeals.

Todd Gage introduced TWU Local 556 Negotiating Team Members Brett Nevarez and Trish Krider, and turned the floor over to them.

In response to Members’ questions, there was discussion regarding the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team the previous week and Management’s response. There was discussion regarding the “divide and conquer” tactics of Union-busting. There was discussion regarding the ongoing “#GarySignNow” social media campaign. There was discussion regarding the potential role that Shop Stewards could play in future Membership mobilization efforts. There was discussion regarding the potential impact the Contract recently ratified by TWU Local 555 may have upon ongoing Contract Negotiations at TWU Local 556. There was discussion regarding extending Flight Attendants’ Contractual Duty Day limitations. There was discussion regarding Inflight Provisioning and the 737-MAX aircraft galleys. There was discussion regarding the Negotiations Survey, completed in January 2016.

Baltimore Domicile Executive Board Member Stacey Vavakas collected writing pens from Flight Attendants so that they may be sent to Southwest Airlines CEO as encouragement to sign off on the Comprehensive Contract Proposal, delivered to Southwest Airlines Management the previous week.

In response to a Member’s question, there was discussion regarding the increase in Fact-Finding Meetings for Flight Attendants charged with “Delay of Flight.”

In response to a Member’s question, there was discussion regarding proper Boarding Procedures not being followed by Operations Agents.

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

In response to a Member’s question, there was discussion regarding excessive ground time scheduled on through flights.

In response to a Member’s question, there was discussion regarding the ongoing Contract Negotiations between

Southwest Airlines Pilots' Association (SWAPA) and Southwest Airlines Management.

Rob Swafford made a **motion** to recess. Mark Hoewisch **seconded** the motion. The motion **carried**.

Todd Gage recessed the Baltimore Session of the Meeting at 1228.

Orlando **March 9, 2016**

1st Vice President Todd Gage called the Orlando Session of the Membership Meeting to order at 1000.

Executive Board Members Todd Gage, Cuyler Thompson and Jimmy West were present at the Meeting.

TWU Local 556 Negotiating Team Members Bill Holcomb and Trish Krider were present at the Meeting.

Shop Stewards Eddie Vilkins, Erica Wegner, Gisela Alvarez, Barbara Page and Michael Reid-Rodriguez were present at the Meeting.

Todd Gage introduced those Union Leaders present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Cuyler Thompson submitted the 3rd **Membership Meeting Minutes of 2015** for review.

Alison Carver made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Eric Collins **seconded** the motion. The motion **carried**.

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

In response to a Member's question, Todd Gage explained that a printed copy of the Financial Report was not included in the Membership Meeting Packet because a Member had purposefully removed a copy of the Membership Meeting Packet during a previous Membership Meeting.

There was discussion regarding the Financial Report.

In response to a Member's question, there was discussion regarding the Union's Investment Committee.

There was discussion regarding the motion, pertaining to the Investment Committee, currently on the floor.

Eddie Vilkins **called for the question** on the motion. Gisela Alvarez **seconded** the motion. The motion **carried**.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 0 Nay – 24

Todd Gage introduced TWU Local 556 Negotiating Team Members Bill Holcomb and Trish Krider and turned the floor over to them. Todd noted that Negotiating Team Members Brett Nevarez and Don Shipman were currently in the Orlando Inflight Lounge, answering questions for Flight Attendants.

Trish Krider explained the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team the previous week and Management’s response.

In response to a Member’s question, there was discussion regarding Class 1, Section 17 Work and Conduct Rules violations.

In response to a Member’s question, there was discussion regarding contractual Reserve Contact Times and the Scope Clause of the Contract.

There was discussion regarding the Precinct Captain Program and the potential role that Shop Stewards could play in future Membership mobilization efforts.

There was discussion regarding the ongoing “#GarySignNow” social media campaign. Trisha and Bill collected writing pens from Flight Attendants so that they may be sent to Southwest Airlines CEO as encouragement to sign off on the Comprehensive Contract Proposal, delivered to Southwest Airlines Management the previous week.

In response to a Member’s suggestion, there was discussion regarding a potential campaign to educate Flight Attendants on the importance of adhering to Contractual “Report Times.”

In response to a Member’s question, there was discussion regarding the lack of transportation provided for Flight Attendants to reach non-contracted hotels during RONS.

In response to a Member’s question, there was discussion regarding Flight Attendants and Provisioning in outstations more frequently.

In response to a Member’s question, there was discussion regarding the 737-MAX galleys.

In response to a Member’s question, there was discussion regarding insurance on Electronic Flight Attendant Manuals.

In response to a Member’s question, there was discussion regarding Inflight Audits.

Rachael Jacobs made a **motion** to recess. Alison Carver **seconded** the motion. The motion **carried**.

Todd Gage recessed the Orlando Session of the Meeting at 1318.

Chicago

March 10, 2016

1st Vice President Todd Gage called the Chicago Session of the Membership Meeting to order at 1000.

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

TWU Local 556 Negotiating Team Members Trish Krider and Don Shipman were present at the Meeting.

Survey Committee Chairperson, Communication Committee Co-Chairperson Erich Schwenk was present at the Meeting.

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

Shop Stewards Zach Berry, Dale Wilson, Brendon Remezas and Eric Weis were present at the Meeting.

Todd Gage introduced those Union Leaders present at the Meeting.

In response to a Member's question, Todd Gage reported that TWU Local 556 President Audrey Stone had been in Washington, D.C. that week for meetings with TWU International and to attend the COPE Convention.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

Will Browne made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Zach Berry **seconded** the motion. The motion **carried**.

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

There was discussion regarding the Financial Report.

Those Members present voted by show of hands on the motion on the floor:

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

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Todd Gage introduced TWU Local 556 Negotiating Team Members Trish Krider and Don Shipman and turned the floor over to them. Todd noted that Negotiating Team Members Brett Nevarez and Bill Holcomb were currently in the Chicago Inflight Lounge, answering questions for Flight Attendants.

Trish Krider explained the Comprehensive Contract Proposal, which the Union's Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team the previous week and Management's response.

Don Shipman reported the dates that the TWU Local 556 Negotiating Team was scheduled to meet with Southwest Airlines Management during the second quarter of 2016.

In response to a Members' questions, there was discussion regarding Southwest Airlines' inaccurate statement that the Union's Negotiating Team had not "costed out" the Comprehensive Contract Proposal, future Membership mobilization efforts, the ongoing "#GarySignNow" social media campaign, informational picketing, the definition of Irregular Operations, Flight Attendants required to remain on the aircraft with through Passengers and possible compensation for mandatory drug-testing.

In response to a Members' questions, there was discussion regarding the number of turn lines in the Chicago Bid Packet. Don Shipman stated that the Union had asked Southwest Airlines for a guaranteed number of turn lines in each base, according to the number of Flight Attendants in that base.

In response to a Member's question, there was discussion regarding Flight Attendants and Provisioning in outstations more frequently and the 737-MAX galleys.

Trish and Don collected writing pens from Flight Attendants so that they may be sent to Southwest Airlines CEO as encouragement to sign off on the Comprehensive Contract Proposal, delivered to Southwest Airlines Management the previous week.

In response to a Member's question, Cuyler Thompson reported that there were two ongoing lawsuits filed by Members against TWU Local 556. Regarding the lawsuit filed by former TWU Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann, in which they sought reinstatement to Union office, Cuyler reported that the Union was awaiting a brief from the judge on the Union's motion to dismiss the case. Regarding the lawsuit filed by TWU Local 556 Members Kelley Martin, Pamela Starzinger, Debby Fisher and Jeanna Jackson regarding the \$100 initiation fee, Cuyler reported that the Union was currently awaiting a date for the case to go to trial to be set.

In response to a Member's question, there was discussion regarding the Scheduling Committee. Don Shipman reported that all Flight Attendants were encouraged to email the Committee if interested in coming to Dallas to observe how bid lines were written.

In response to Members' questions, there was discussion regarding reschedules and the recent Negotiations Survey.

In response to a Member's question, there was discussion regarding a recent Read Before Fly (RBF) issued by Southwest Airlines Management regarding Flight Attendants who were randomly selected for additional

security screening.

In response to a Member's question, there was discussion regarding the Crew Accommodation Board (CAB).

In response to a Member's question, there was discussion regarding insurance on Electronic Flight Attendant Manuals.

In response to a Member's question, there was discussion regarding the safety in the area that many commuter crashpads were located.

Brendon Remezas made a **motion** to recess. Erich Schwenk **seconded** the motion. The motion **carried**.

Todd Gage recessed the Chicago Session of the Meeting at 1317.

Dallas

March 14, 2016

1st Vice President Todd Gage called the Dallas Session of the Membership Meeting to order at 1000.

Executive Board Members Todd Gage, Cuyler Thompson, John Parrott and Brian "BR" Ricks were present at the Meeting.

TWU Local 556 Negotiating Team Members Trish Krider and Bill Holcomb were present at the Meeting.

Shop Stewards Vince Eakes, Roch Mikulak, Prairie Firkus, Alice Watkins and Jason O'Brien were present at the Meeting.

New Hire Committee Chairperson Joe Skotnik was a guest at the Meeting.

Todd Gage introduced those Union Leaders present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the 3rd **Membership Meeting Minutes of 2015** for review.

Brian "BR" Ricks made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Vince Eakes **seconded** the motion. The motion **carried**.

TWU Local 556 Treasurer John Parrott presented the **January 2016 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 0 Nay – 7

Todd Gage introduced TWU Local 556 Negotiating Team Members Trish Krider and Bill Holcomb and turned the floor over to them.

Trish Krider explained the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team the previous week and Management’s response. Trish reported that the Negotiating Team had been able to secure future dates at the bargaining table with Southwest Airlines Management for the second quarter of 2016.

In response to a Members’ question, there was discussion regarding the Contract language regarding Profitsharing.

In response to a Members’ question, there was discussion regarding working together with the Southwest Airlines Pilots Association (SWAPA) during Contract negotiations.

In response to a Members’ question, there was discussion regarding the impact that the Collective Bargaining Agreement, recently ratified by TWU Local 555, could have on Contract negotiations at TWU Local 556.

In response to a Members’ question, there was discussion regarding how the TWU Local 556 Negotiating Team was using social media in the ongoing campaign to reach an agreement with Southwest Airlines.

In response to a Members’ question, there was discussion regarding the potential for retroactive pay to be included in a Tentative Contract Agreement.

There was discussion regarding the parking situation at the Dallas Base.

Joe Skotnik made a **motion** to recess. Vince Eakes **seconded** the motion. The motion **carried**.

Todd Gage recessed the Meeting at 1103.

Oakland

March 21, 2016

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

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

Meeting.

Negotiating Team Members Bill Holcomb and Don Shipman were present at the Meeting.

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

Shop Stewards Joachim Ramirez, AnnMarie Mota and Jenette Lanning were present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

Todd Gage made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Matt Hettich **seconded** the motion. The motion **carried**.

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 0 Nay – 14

Todd Gage introduced TWU Local 556 Negotiating Team Members Bill Holcomb and Don Shipman and turned the floor over to them.

Bill Holcomb discussed the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team earlier in the month. There was discussion regarding the ongoing “#GarySignNow” social media campaign and the importance of Member participation in the campaign. There was discussion regarding informational picketing. Bill explained that the TWU Local 556 Negotiating Team was scheduled to return to the bargaining table with Southwest Airlines Management on March 30 and noted that bargaining dates had been secured through June. There was discussion regarding and Management’s response to the Comprehensive Contract Proposal and Management’s false accusation that the Union’s Negotiating Team had not “costed out” the financial impact of the proposal. There was discussion regarding the wages of Southwest Airlines Flight Attendants in relation to Flight Attendants at other carriers. There was discussion regarding the FAA Reauthorization Bill. There was discussion regarding

the Negotiations Survey, completed in January 2016.

Oakland Domicile Executive Board Member Matt Hettich updated those Members present regarding Class 1, Section 17 of the Southwest Airlines Flight Attendant Work and Conduct Rules. Matt discussed Oakland Sick Leave and an upcoming Lounge mobilization, scheduled for March 25. There was discussion regarding the electronic Flight Attendant Manuals.

Sam Wilkins made a **motion** to recess. Matt Hettich **seconded** the motion. The motion **carried**.

Todd Gage recessed the Meeting at 1337.

Denver

March 26, 2016

Todd Gage called the Denver Session of the Membership Meeting to order at 1200.

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

Negotiating Team Members Brett Nevarez, Bill Holcomb and Don Shipman were present at the Meeting.

Shop Stewards Kristen Byrd, Randy Anglim, Matthew Dunn and Jamie Simpson were present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

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

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Todd Gage introduced TWU Local 556 Negotiating Team Members Brett Nevarez, Bill Holcomb and Don Shipman and turned the floor over to them.

Bill Holcomb discussed the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team earlier in the month. There was discussion regarding the Negotiations Survey, completed in January 2016. There was discussion regarding the ongoing “#GarySignNow” social media campaign and the importance of Member participation in the campaign. There was discussion regarding “A” Flight Attendant pay, Retroactive (Retro) Pay, extended groundtime, the 737-MAX aircraft and voter turnout. The Negotiating Team collected writing pens from Flight Attendants so that they may be sent to Southwest Airlines CEO as encouragement to “sign off” on the Comprehensive Contract Proposal.

In response to a Member’s question, there was discussion regarding insurance on Electronic Flight Attendant Manuals.

Denver Domicile Executive Board Member Jessica Parker updated those Members present regarding the parking situation at the Denver Flight Attendant Base and the “Soles for Shoes” campaign. Jessica discussed the Base of the Year Award and the planned opening of the train from the city to the airport.

Todd Gage recessed the meeting at 1330 so that the scheduled guest could prepare their presentation. The Meeting reconvened at 1340.

Cuyler Thompson introduced representatives from the Colorado Flight Attendant Medical Research Institute (FAMRI) Screening Center, Dr. William Vandivier, Jonathan Zakrajsek and Fernando Diaz Del Valle, were guests at the Meeting. Jonathan Zakrajsek explained the dangers associated with second-hand cigarette smoke and explained that FAMRI was conducting a study to better understand the long-term effects of second-hand smoke exposure on Flight Attendants who worked flights prior to the ban on smoking aboard aircraft. After discussion about the parameters and logistics of the study, Flight Attendants were invited to participate.

Bill Holcomb made a **motion** to recess. Matthew Dunn **seconded** the motion seconded the motion. The motion **carried**.

Todd Gage recessed the Denver Session of the Meeting at 1416.

Las Vegas **March 23, 2016**

Todd Gage called the Las Vegas Session of the Meeting to order at 1200.

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

Negotiating Team Member Brett Nevarez was present at the Meeting.

Education Committee Chairperson Amanda Gauger was present at the Meeting.

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

Shop Stewards Courtney Davis, VeAnne Reeder, Diana Williams, Herman “JJ” Baker, Jeffrey Frey, Daniel Brady and Ryan King were present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

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

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 0 Nay – 25

Todd Gage introduced TWU Local 556 Negotiating Team Member Brett Nevarez and turned the floor over to him.

Brett Nevarez discussed the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team earlier in the month. Brett explained Management had been presented with a full “red-line” proposal to consider. There was discussion regarding Southwest Airlines’ inaccurate statement that the Union’s Negotiating Team had not “costed out” the Comprehensive Contract Proposal. There was discussion regarding the ongoing “#GarySignNow” social media campaign and the importance of Member participation in the campaign. Brett explained the Precinct Captain Program. Brett explained that the TWU Local 556 Negotiating Team was scheduled to return to the bargaining table with Southwest Airlines Management on March 30 and noted that bargaining dates had been secured through June.

In response to Members’ questions, there was discussion regarding the 737-MAX aircraft and the scope clause of the Contract, the ongoing Contract Negotiations at other labor groups at Southwest Airlines, extended groundtime and excessive reroutes, the electronic Flight Attendant Manual, Reserves, code-sharing and the FAA Reauthorization Bill.

In response to a Member's question, there was discussion regarding why motions to amend the TWU Local 556 Bylaws had been ruled out of order.

Las Vegas Domicile Executive Board Member Rachel Brownfield updated those Members present regarding current issues at the Las Vegas Base. Rachel discussed Fact-Finding Meetings, Attendance Points and non-revving after calling in sick.

VeAnne Reeder discussed cultural events at the Las Vegas Base.

In response to a Member's question, there was discussion regarding the electronic Flight Attendant Manual (E-FAM).

Maria Teresa Hank made a **motion** to recess. Diana Williams **seconded** the motion. The motion **carried**.

Todd Gage recessed the Meeting at 1413.

Phoenix

March 24, 2016

Todd Gage called the Phoenix Session of the Meeting to order at 1000.

Executive Board Members Todd Gage, Cuyler Thompson and John DiPippa were present at the Meeting.

Negotiating Team Member Bill Holcomb was present at the Meeting.

Shop Stewards Wayne Tipton, Cyndi Bickel and Rob Riddell were present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

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

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 2 Nay – 9

Todd Gage introduced TWU Local 556 Negotiating Team Member Bill Holcomb and turned the floor over to him.

Bill Holcomb discussed the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team earlier in the month. Bill explained Management had been presented with a full “red-line” proposal to consider. There was discussion regarding Southwest Airlines’ inaccurate statement that the Union’s Negotiating Team had not “costed out” the Comprehensive Contract Proposal. There was discussion regarding the ongoing “#GarySignNow” social media campaign and the importance of Member participation in the campaign. Bill noted that TWU Local 556 Negotiating Team was scheduled to return to the bargaining table with Southwest Airlines Management on March 30 and noted that bargaining dates had been secured through June. Bill discussed the Precinct Captain Program.

In response to Members’ questions, there was discussion regarding recent raises that Flight Attendants at other carriers had received, Flight Attendant line construction and the Scheduling Committee, a Preferential Bidding System (PBS), Flight Attendant Lounge Education, the Seniority List Integration (SLI) Agreement and Employee Parking at the Phoenix Base.

Rob Riddell made a motion to recess. Cyndi Bickel seconded the motion. The motion carried.

Todd Gage recessed the Phoenix Session of the Meeting at 1241.

Houston

March 29, 2016

Todd Gage called the Houston Session of the Meeting to order at 1000.

Executive Board Members Todd Gage, Cuyler Thompson and David Jackson were present at the Meeting.

Negotiating Team Member Trish Krider was present at the Meeting.

Shop Steward Peggy Davis was present at the Meeting.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would

not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

David Jackson made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Trish Krider **seconded** the motion. The motion **carried**.

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 0 Nay – 3

Todd Gage introduced TWU Local 556 Negotiating Team Member Trish Krider and turned the floor over to her.

Trish Krider discussed the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team earlier in the month. Trish reported the proposal had been based on the results of the recent Contract Negotiations Survey, emails and conversation with Flight Attendants. Trish noted that while the Negotiating Team had shared highlights with the Membership, Management was presented with a complete, red-line version of our proposed Contract. Trish noted that contrary to what had been published by Management, the Negotiating Team did “cost out” our proposal. Trish discussed the Precinct Captain Program and the ongoing “GarySignNow social media campaign. Trish collected writing pens from Flight Attendants so that they may be sent to Southwest Airlines CEO as encouragement to “sign off” on the Comprehensive Contract Proposal. Trish reported that the Negotiating Team had been able to secure future dates at the bargaining table with Southwest Airlines Management for the second quarter of 2016.

In response to Members questions, there was discussion regarding why some items which had appeared in the failed Tentative Agreement were not addressed in the Comprehensive Proposal, the ongoing Contract Negotiations between Southwest Airlines and the Southwest Airlines Pilots Association (SWAPA), informational picketing, bargaining styles and the 737-MAX aircraft.

David Jackson made a motion to recess. Peggy Davis seconded the motion. The motion carried.

Todd Gage recessed the Houston Session of the Meeting at 1104.

March 30, 2016

Todd Gage called the Atlanta Session of the Meeting to order at 1200.

Executive Board Members Todd Gage, Cuyler Thompson and Pamila Forte were present at the Meeting.

Shop Stewards Eric McCulley, Veronica Espinoza, Courtney McClure and KeyAnder Early were present at the Meeting.

Todd Gage noted that the TWU Local 556 Negotiating Team was meeting with Southwest Airlines Management that day at the bargaining table.

Todd Gage reminded those present that Membership Meetings were open only to Members of TWU Local 556 and explained that video and/or audio recording of the meeting was prohibited. Todd said that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Todd explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that three copies of the procedure were available for Members to review during the Meeting. Todd reviewed the Meeting Agenda and noted that the results of votes cast on the motion currently on the floor would not be tallied until after the last session of the Membership Meeting adjourned in Atlanta on March 30. Todd reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **3rd Membership Meeting Minutes of 2015** for review.

Lakenya Johnson made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Kama Rodgers **seconded** the motion. The motion **carried**.

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

There was discussion regarding the Financial Report.

Those Members present at the Meeting declared at which Session they would be voting on the motion currently on the floor.

Those Members present voted by show of hands on the motion on the floor:

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

Yea – 0 Nay – 8

Todd Gage read aloud a statement from the Negotiating Team regarding the ongoing Contract Negotiations with Southwest Airlines in which Trish Krider had discussed the Comprehensive Contract Proposal, which the Union’s Negotiating Team had delivered to the Southwest Airlines Inflight Management Negotiating Team earlier in the month. Trish reported the proposal had been based on the results of the recent Contract Negotiations Survey, emails and conversation with Flight Attendants. Trish noted that while the Negotiating Team had shared highlights with the Membership, Management was presented with a complete, red-line version of our proposed Contract. Trish noted that contrary to what had been published by Management, the Negotiating Team did “cost out” our proposal. Trish discussed the Precinct Captain Program and the ongoing “GarySignNow social media campaign. Trish collected writing pens from Flight Attendants so that they may be

sent to Southwest Airlines CEO as encouragement to “sign off” on the Comprehensive Contract Proposal. Trish reported that the Negotiating Team had been able to secure future dates at the bargaining table with Southwest Airlines Management for the second quarter of 2016.

In response to Members’ questions, there was discussion regarding the Precinct Captain Program, the ongoing #GarySignNow social media campaign, the Comprehensive Contract Proposal and the 737-MAX aircraft.

Atlanta Domicile Executive Board Member Pamila Forte updated those Members present regarding events at the Atlanta Base, including the remodel of the Flight Attendant Lounge.

Pamila Forte made a **motion** to adjourn. Eric McCulley **seconded** the motion. The motion **carried**.

Todd Gage adjourned the 1st Membership Meeting of 2016 at 1330.

***The motion on the floor did not carry:**

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

Yea – 28 Nay – 135

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
TWU Local 556 Recording Secretary