



The Union of  
Southwest Airlines Flight Attendants  
**TWU LOCAL 556**

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## **3<sup>rd</sup> Membership Meeting September 25-29, 2014 Minutes**

### **Baltimore**

**September 25, 2014**

TWU Local 556 2<sup>nd</sup> Vice President Brett Nevarez called the 3<sup>rd</sup> Membership Meeting of 2014 to order at 1010. 1<sup>st</sup> Vice President Todd Gage recorded the Minutes of the Meeting.

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

Shop Stewards Alyson Schiele and Jennifer Vitalo were present at the meeting.

Brett Nevarez detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson and Todd Gage, which were distributed to Members present at the Meeting. Brett 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.

Todd Gage presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Robert Swafford made a **motion** not to read the Minutes aloud and approve them as presented. Wayne Montminy **seconded** the motion. The motion **carried**.

Brett Nevarez submitted the August 2014 TWU Local 556 Financial Report prepared by Treasurer John Parrott. There was discussion and a question from a Member regarding the Houston Domicile Executive Board Member Budget being so low. Todd Gage **agreed** to follow up. Members also asked Stacey Vavakas about her budget and how it was used. There was discussion.

The Members present commended the Executive Board and especially Treasurer John Parrott for the positive change with the financials from a year ago.

Brett Nevarez discussed the fact that it is especially difficult to not only break even but save money during Negotiations. He also pointed out that the next fiscal year would be expensive due to Officer Elections, Shop Steward Elections, and a possible Tentative Agreement ratification vote.

Brett Nevarez updated the Members present on the current TWU Local 556 Negotiations. He discussed the Articles that had already been tentatively agreed upon, upcoming negotiation dates, the most recent Negotiations update that came out in the Unity Update on September 20, and President Audrey Stone's letter to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly. Brett explained that the letter would also be distributed to the Membership on September 26 and 27. There was discussion.

Brett Nevarez discussed the Contract Action Network (CAN). Rev napkins, new bag tags, and copies of the current flyers were available for the Members present.

Brett Nevarez updated everyone on the Language of Destination/Origin (LODO) program.

Brett Nevarez reported on the final AirTran integration plan. He discussed the training schedule for the remaining 300 Flight Attendants that would have to transition over to Southwest Airlines when AirTran ceases operation on December 28, 2014.

Brett Nevarez reminded Members present that open enrollment for insurance through Southwest Airlines runs from October 15-29. He stated that this was only a public service announcement and that he would not be able to answer any questions regarding changes to the insurance offered.

A Member asked about the current lawsuits against TWU Local 556. Brett Nevarez explained that legal counsel advised him not to discuss any details of the lawsuits other than the fact that they were still active.

A Member asked about Objectors/Agency Fee Payers. Brett Nevarez updated the current number at 96 Objectors. There was discussion.

There was discussion that nominations for TWU Local 556 Officer elections in 2015 would take place during the first round of 2015 Membership Meetings.

A Member brought up concerns with Southwest Airlines international flights out of Baltimore. There was discussion.

A Member asked about ways to support TWU Local 555 during their tough Contract Negotiations. Todd Gage stated that TWU Local 556 supports their Brothers and Sisters would assist when called upon by TWU Local 555 or any other Union on property.

Baltimore Domicile Executive Board Member Stacey Vavakas presented a base report. She discussed that the new Flight Attendant Lounge had recently opened but was not quite finished and asked that Members be patient. Stacey stated that she was in constant communication with the Base regarding concerns with some of the new features in the lounge. She also discussed the fact that the Union Glass Case went missing during the transition from the old lounge to the new one. Stacey is working with the Baltimore Base Management on replacing it.

Stacey Vavakas made a **motion** to recess. Laurel Swan **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Baltimore session of the meeting at 11:38 am.

**Oakland**  
**September 25, 2014**

TWU Local 556 President Audrey Stone called the Oakland Session of the Membership Meeting to order at 1200.

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

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

Audrey Stone introduced TWU International Videographer Mary Matthews, present at the Meeting to film Flight Attendants for upcoming organizing and “Get Out the Vote” campaigns.

Audrey Stone detailed the contents of the Membership Meeting Agenda and Packets, prepared by Recording Secretary Cuyler Thompson and distributed to Members present at the Meeting. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert’s Rules of Order, per the TWU Local 556 Bylaws. Audrey stated that audio or video recording of the day’s proceedings was prohibited. Audrey Stone explained that only Members of TWU Local 556 were allowed to attend the Meeting.

Cuyler Thompson presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

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

Audrey Stone submitted the August 2014 TWU Local 556 Financial Report.

There was discussion regarding Lost Time.

Audrey Stone reported that despite being in Section Six Contract Negotiations, TWU Local 556 would end its fiscal year the following week on a positive note, with the Executive Board having surpassed its savings goals. Audrey said that the Executive Board had already begun the budgetary process for next fiscal year. She noted that the next year would be more expensive one, due to Officer Elections, Shop Steward Elections, and could possibly include a Contract ratification vote.

Audrey Stone reported that the Negotiating Team (NT) had reached Tentative Agreements on an additional four Articles of the Contract the previous week. She noted that the NT’s Progress Chart was posted on the TWU Local 556 Website. There was discussion regarding the Tentative Agreements.

Audrey discussed the letter that she sent to Southwest Airlines CEO Gary Kelly after Inflight Management had canceled an important bargaining session. She noted that the letter would be placed in all Flight Attendants’ mailboxes. Audrey reported that the NT and Southwest Airlines Management had scheduled an additional nine days of bargaining sessions in October.

In response to a Members’ question, there was discussion regarding the Tentative Agreement between the Association of Professional Flight Attendants (APFA) and the American Airlines Company.

In response to a Members’ question, there was discussion regarding Flight Attendants’ health care benefits and Article 21 (Compensation) of the Contract.

In response to a Members’ question, there was discussion regarding the Language of Destination/Origin (LODO) Agreement.

Contract Action Network (CAN) Leader Josh Rosenberg reported that CAN Leaders and Volunteers continued their presence in all Flight Attendant Lounges on the 10<sup>th</sup> and 26<sup>th</sup> of each month, helping to ensure that our Members are well-informed about the status of our ongoing Contract Negotiations. Josh explained the upcoming “Reservations at the Table” campaign, during which the NT would be sending updates from the bargaining table directly to Members who had signed up for the campaign.

Audrey Stone reported that the most recent Special Merger Training (SMT) class graduated on September 19. She went on to say that three more SMT classes were scheduled to graduate before the end of the year. The final 300+ AirTran Flight Attendants were scheduled to attend SMT during January 2015.

Oakland Domicile Executive Board Member Matt Hettich reported that several Oakland Inflight Supervisors would be returning to Flight Attendant status.

Audrey Stone discussed her visit to Wall Street in New York City, in which she was accompanied by Negotiator and 2<sup>nd</sup> Vice President Brett Nevarez and 1<sup>st</sup> Vice President Todd Gage, economist Dan Akins and Local 556 Strategic Advisor Mark Richard. Audrey reported that the trio met with several Southwest Airlines investors and shareholders, including JP Morgan, Barclays and Morgan Stanley, so that they may better understand the contributions of the Flight Attendants to Southwest Airlines’ “bottom line.”

Matt Hettich reported that the new Bay Area Rapid Transit (BART) connector train between the Oakland Airport and the Oakland Coliseum BART Station was scheduled to open soon. Matt said that the discounted cost for airport Employees would continue to be two dollars.

Matt Hettich asked for Flight Attendants to volunteer one hour of their time to assist in “phone-banking” during the mid-term campaign season.

There was discussion regarding the upcoming “Reservations at the Table” campaign, during which the NT would be sending updates from the bargaining table directly to Members who had signed up for the campaign.

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

Audrey Stone recessed the Oakland Session of the Meeting at 1325.

## **Orlando**

### **September 26**

TWU Local 556 2<sup>nd</sup> Vice President Brett Nevarez called the 3<sup>rd</sup> Membership Meeting of 2014 to order at 10:10 am. 1<sup>st</sup> Vice President Todd Gage recorded the Minutes of the Meeting.

Executive Board Members Todd Gage and Brett Nevarez were present at the Meeting.

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

Brett Nevarez detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson and Todd Gage, which were distributed to Members present at the Meeting. Brett 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.

Todd Gage presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Michael Arthur made a **motion** not to read the Minutes aloud and approve them as presented. Susan Johnson **seconded** the motion. The motion **carried**.

Brett Nevarez submitted the August 2014 TWU Local 556 Financial Report prepared by Treasurer John Parrott. There was discussion regarding the discrepancies in the Domicile Executive Board Members' budgets. There was discussion on the amazing turn around that took place to get TWU Local 556 back to operating in the black.

Brett Nevarez discussed the fact that it is especially difficult to not only break even but save money during Negotiations. He also pointed out that the next fiscal year would be expensive due to Officer Elections, Shop Steward Elections, and a possible Tentative Agreement ratification vote.

Brett Nevarez updated the Members present on the current TWU Local 556 Negotiations. He discussed the Articles that had already been tentatively agreed upon, upcoming negotiation dates, the most recent Negotiations update that came out in the Unity Update on September 20, and President Audrey Stone's letter to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly. Brett explained that the letter would also be distributed to the Membership on September 26 and 27. There was discussion.

Brett Nevarez discussed the Contract Action Network (CAN). Rev Napkins, new bag tags, and copies of the current flyers were available for the Members present.

Brett Nevarez updated everyone on the Language of Destination/Origin (LODO) program. Egda Avila discussed that she had recently taken the test to qualify for the LODO program and had passed. Egda mentioned that the test was a little confusing. There was discussion.

Brett Nevarez reported on the final AirTran integration plan. He discussed the training schedule for the remaining 300 Flight Attendants that would have to transition over to Southwest Airlines when AirTran ceases operation on December 28, 2014. A Member asked about the rumors regarding lines built for the Special Merger Training (SMT) classes after they finished training. There was discussion.

Brett Nevarez reminded Members present that Open Enrollment for insurance through Southwest Airlines runs from October 15-29. He stated that this was only a public service announcement and that he would not be able to answer any questions regarding changes to the insurance offered.

A Member asked about the current lawsuits against TWU Local 556. Brett Nevarez explained that legal council advised him not to discuss any details of the lawsuits other than the fact that they were still active.

A Member asked about Objectors/Agency Fee Payers. Brett Nevarez updated the current number at 96 Objectors. There was discussion.

Michael Arthur discussed that the CAN Leaders would be in the Orlando lounge the following day.

There was discussion that nominations for TWU Local 556 Officer Elections in 2015 would take place during the first round of 2015 Membership Meetings.

Susan Johnson made a **motion** to recess. Michael Arthur **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Orlando session of the Meeting at 1135.

## Las Vegas

September 26, 2014

President Audrey Stone called the Las Vegas Session of the Membership Meeting to order at 1206.

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

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

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

Shop Stewards Rickie Spand, Mark Anthony Reyes and Steve Guardado, were present at the Meeting.

Congresswoman Dina Titus was a guest at the Meeting and reiterated her support for the Flight Attendants of TWU Local 556 in their fight to maintain the ban on phone calls during flight, knives being allowed on the aircraft and Norwegian Air Shuttle being allowed to operate domestic flights within in the United States. Those Members present at the Meeting thanked Congresswoman Titus for her support.

Congresswoman Dina Titus left the meeting at 1218.

Audrey Stone introduced TWU International Videographer Mary Matthews, present at the Meeting to film Flight Attendants for upcoming organizing and “Get Out the Vote” campaigns.

Audrey Stone detailed the contents of the Membership Meeting Agenda and Packets, prepared by Recording Secretary Cuyler Thompson and distributed to Members present at the Meeting. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert’s Rules of Order, per the TWU Local 556 Bylaws. Audrey stated that audio or video recording of the day’s proceedings was prohibited. Audrey Stone explained that only Members of TWU Local 556 were allowed to attend the Meeting.

Cuyler Thompson presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Addie Crisp made a **motion** not to read the Minutes aloud and to approve them as presented. Fred Commo **seconded** the motion. The motion **carried**.

Audrey Stone submitted the August 2014 TWU Local 556 Financial Report.

Audrey Stone reported that despite being in Section Six Contract Negotiations, TWU Local 556 would end its fiscal year the following week on a positive note, with the Executive Board having surpassed its savings goals. Audrey said that the Executive Board had already begun the budgetary process for next fiscal year. She noted that the next year would be more expensive one, due to Officer Elections, Shop Steward Elections, and could possibly include a Contract ratification vote.

Audrey Stone reported that the Negotiating Team (NT) had reached Tentative Agreements on an additional four Articles of the Contract the previous week. She noted that the NT’s Progress Chart was posted on the TWU Local 556 Website. There was discussion regarding the Tentative Agreements.

In response to a Member’s question, there was discussion regarding Satellite Bases.

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

Audrey Stone discussed her visit to Wall Street in New York City, in which she was accompanied by Negotiator and 2nd Vice President Brett Nevarez and 1<sup>st</sup> Vice President Todd Gage, economist Dan Akins and Local 556 Strategic Advisor Mark Richard. Audrey reported that the trio met with several Southwest Airlines investors and shareholders, including JP Morgan, Barclays and Morgan Stanley, so that they may better understand the contributions of the Flight Attendants to Southwest Airlines' "bottom line."

In response to a Member's question, there was discussion regarding TWU Local 556's ongoing support of TWU Local 555, representing Ramp, Operations, Provisioning, and Cargo Agents of Southwest Airlines.

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

COPE Co-Chairperson Bryan Orozco asked for Flight Attendants to volunteer time to assist the Local during the upcoming mid-term campaign season.

Audrey discussed the letter that she sent to Southwest Airlines CEO Gary Kelly after Inflight Management had canceled an important bargaining session. She noted that the letter would be placed in all Flight Attendants' mailboxes. Audrey reported that the NT and Southwest Airlines Management had scheduled an additional nine days of bargaining sessions in October.

Contract Action Network (CAN) Leaders Mark Anthony Reyes, Amanda Gauger and Fred Commo reported that CAN Leaders and Volunteers continued their presence in all Flight Attendant Lounges on the 10<sup>th</sup> and 26<sup>th</sup> of each month, helping to ensure that our Members are well-informed about the status of our ongoing Contract Negotiations. There was discussion regarding the upcoming "Reservations at the Table" campaign, during which the NT would be sending updates from the bargaining table directly to Members who had signed up for the campaign.

In response to a Member's question, there was discussion regarding the Personal Illness Note (PIN).

In response to a Member's question, there was discussion regarding Trips for Pay (TFP).

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

In response to a Member's question, there was discussion regarding Crew Rest.

In response to a Member's question, there was discussion regarding rules pertaining to On-the-Job Injuries (OJI).

Audrey Stone reminded those Members present at the Meeting that Southwest Airlines Open Enrollment for Benefits was being conducted from October 15-29.

Audrey Stone reported that the most recent Special Merger Training (SMT) class graduated on September 19. She went on to say that three more SMT classes were scheduled to graduate before the end of the year. The final 300+ AirTran Flight Attendants were scheduled to attend SMT during January 2015.

In response to a Member's question, there was discussion regarding deadheading Flight Attendants being pressured to sit on the 4<sup>th</sup> jumpseat during flights which were oversold by Southwest Airlines.

In response to a Member's question, there was discussion regarding Flight Attendants being pressured by Operations Agents to arrive at the aircraft before their scheduled report times.

Addie Crisp made a **motion** to recess. Rickie Spand **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Las Vegas Session of the Meeting at 1414.

## **Atlanta**

**September 27, 2014**

TWU Local 556 2<sup>nd</sup> Vice President Brett Nevarez called the 3<sup>rd</sup> Membership Meeting of 2014 to order at 1010. Treasurer John Parrott recorded the Minutes of the Meeting.

Executive Board Members Brett Nevarez, John Parrott, and Pamila Forte were present at the Meeting.

Shop Stewards Bill Macedo, Julie Murphy, and Dana Warner were present at the Meeting.

Brett Nevarez detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson and Todd Gage, which were distributed to Members present at the Meeting. Brett 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.

John Parrott presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Casey Ritner made a **motion** not to read the Minutes aloud and approve them as presented. Bill Macedo **seconded** the motion. The motion **carried**.

John Parrott submitted the August 2014 TWU Local 556 Financial Report.

Brett Nevarez discussed the fact that it is especially difficult to not only break even but save money during Negotiations. He also pointed out that the next fiscal year would be expensive due to Officer Elections, Shop Steward Elections, and a possible Tentative Agreement ratification vote.

Brett Nevarez updated the Members present on the current TWU Local 556 Negotiations. He discussed the Articles that had already been tentatively agreed upon, upcoming negotiation dates, the most recent Negotiations update that came out in the Unity Update on September 20, and President Audrey Stone's letter to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly. Brett explained that the letter would also be distributed to the Membership on September 26 and 27. There was discussion.

Brett Nevarez discussed the Contract Action Network (CAN). Rev Napkins, new bag tags, and copies of the current flyers were available for the Members present.

Brett Nevarez updated everyone on the Language of Destination/Origin (LODO) program.

Brett Nevarez reported on the final AirTran integration plan. He discussed the training schedule for the remaining 300 Flight Attendants that would have to transition over to Southwest Airlines when AirTran ceases operation on December 28, 2014.

Brett Nevarez reminded Members present that Open Enrollment for insurance through Southwest Airlines runs from October 15-29. He stated that this was only a public service announcement and that he would not be able to answer any questions regarding changes to the insurance offered.

A Member asked about the current lawsuits against TWU Local 556. Brett Nevarez explained that legal counsel advised him not to discuss any details of the lawsuits other than the fact that they were still active.

A Member asked about Objectors/Agency Fee Payers. Brett Nevarez updated the current number at 96 Objectors. There was discussion.

There was discussion that nominations for TWU Local 556 Officer elections in 2015 would take place during the first round of 2015 Membership Meetings.

There was discussion regarding the lack of Open Time in Atlanta.

There was discussion about Union pins.

There was discussion about questions regarding the safety of Passengers being up during landing.

Casey Ritner made a **motion** to recess. Bill Macedo **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Atlanta session of the Meeting at 1105.

## **Phoenix**

**September 27, 2014**

President Audrey Stone called the Phoenix Session of the Membership Meeting to order at 1212.

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

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

Shop Steward Sandra Rall was present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Agenda and Packets, prepared by Recording Secretary Cuyler Thompson and distributed to Members present at the Meeting. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the TWU Local 556 Bylaws. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone explained that only Members of TWU Local 556 were allowed to attend the Meeting.

Cuyler Thompson presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

John DiPippa made a **motion** not to read the Minutes aloud and to approve them as presented. Diana Williams **seconded** the motion. The motion **carried**.

Audrey Stone submitted the August 2014 TWU Local 556 Financial Report.

Audrey Stone reported that despite being in Section Six Contract Negotiations, TWU Local 556 would end its fiscal year the following week on a positive note, with the Executive Board having surpassed its savings goals. Audrey said that the Executive Board had already begun the budgetary process for next fiscal year. She noted that the next year would be more expensive one, due to Officer Elections, Shop Steward Elections, and could possibly include a Contract ratification vote.

Audrey Stone emailed TWU Local 556 Treasurer John Parrott, who was standing by at the Union Office to answer Members' questions. Audrey reported, in response to a Member's question, that \$43,000 were currently owed in past dues by Members of TWU Local 556. This amount was decreased from the \$287,000 in outstanding dues when the Dues Recovery Project was begun by John Parrott.

COPE Co-Chairperson Bryan Orozco asked for Flight Attendants to volunteer time to assist the Local in during the upcoming mid-term campaign season. There was discussion.

In response to a Member's question, there was discussion regarding the Employee Parking situation at Phoenix Sky Harbor Airport.

Audrey Stone reported that the Negotiating Team (NT) had reached Tentative Agreements on an additional four Articles of the Contract the previous week. She noted that the NT's Progress Chart was posted on the TWU Local 556 Website. There was discussion regarding the Tentative Agreements.

Audrey discussed the letter that she sent to Southwest Airlines CEO Gary Kelly after Inflight Management had canceled an important bargaining session. She noted that the letter would be placed in all Flight Attendants' mailboxes. Audrey reported that the NT and Southwest Airlines Management had scheduled an additional nine days of bargaining sessions in October.

Audrey Stone reported that CAN Leaders and Volunteers continued their presence in all Flight Attendant Lounges on the 10<sup>th</sup> and 26<sup>th</sup> of each month, helping to ensure that our Members are well-informed about the status of our ongoing Contract Negotiations. There was discussion regarding the upcoming "Reservations at the Table" campaign, during which the NT would be sending updates from the bargaining table directly to Members who had signed up for the campaign.

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

Audrey Stone reported that the most recent Special Merger Training (SMT) class graduated on September 19. She went on to say that three more SMT classes were scheduled to graduate before the end of the year. The final 300+ AirTran Flight Attendants were scheduled to attend SMT during January 2015.

In response to a Member's question, there was discussion regarding rules pertaining to On-the-Job Injuries (OJI). Cuyler Thompson reported that the Executive Board had created an ad hoc OJI Investigatory Committee being led by John DiPippa, Donna Keith and Pamela Forte. Cuyler went on to say that the Executive Board expected to see the results of the investigation during the October 2014 Executive Board Meeting.

Audrey Stone discussed her visit to Wall Street in New York City, in which she was accompanied by Negotiator Brett Nevarez and 1<sup>st</sup> Vice President Todd Gage, economist Dan Akins and Local 556 Strategic Advisor Mark Richard. Audrey reported that the trio met with several Southwest Airlines investors and shareholders, including JP Morgan, Barclays and Morgan Stanley, so that they may better understand the contributions of the Flight Attendants to Southwest Airlines' "bottom line."

Audrey Stone reminded those Members present at the Meeting that Southwest Airlines Open Enrollment for Benefits was being conducted from October 15-29.

John DiPippa made a **motion** to recess. Bryan Orozco **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Phoenix Session of the Meeting at 1438.

# Houston

September 28, 2014

TWU Local 556 2<sup>nd</sup> Vice President Brett Nevarez called the 3<sup>rd</sup> Membership Meeting of 2014 to order at 1005. Treasurer John Parrott recorded the Minutes of the Meeting.

Executive Board Members Brett Nevarez, John Parrott, and Valerie Boy were present at the Meeting.

Shop Steward David Kirtley was present at the Meeting.

Brett Nevarez detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson and Todd Gage, which were distributed to Members present at the Meeting. Brett 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.

John Parrott presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Valerie Boy made a **motion** not to read the Minutes aloud and approve them as presented. Troy Ford **seconded** the motion. The motion **carried**.

John Parrott submitted the August 2014 TWU Local 556 Financial Report.

Brett Nevarez discussed the fact that it is especially difficult to not only break even but save money during Negotiations. He also pointed out that the next fiscal year would be expensive due to Officer Elections, Shop Steward Elections, and a possible Tentative Agreement ratification vote.

Brett Nevarez updated the Members present on the current TWU Local 556 Negotiations. He discussed the Articles that had already been tentatively agreed upon, upcoming negotiation dates, the most recent Negotiations update that came out in the Unity Update on September 20, and President Audrey Stone's letter to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly. Brett explained that the letter would also be distributed to the Membership on September 26 and 27. There was discussion.

Brett Nevarez discussed the Contract Action Network (CAN). Rev Napkins, new bag tags, and copies of the current flyers were available for the Members present.

Brett Nevarez updated everyone on the Language of Destination/Origin (LODO) program.

Brett Nevarez reported on the final AirTran integration plan. He discussed the training schedule for the remaining 300 Flight Attendants that would have to transition over to Southwest Airlines when AirTran ceases operation on December 28, 2014.

Brett Nevarez reminded Members present that Open Enrollment for insurance through Southwest Airlines runs from October 15-29. He stated that this was only a public service announcement and that he would not be able to answer any questions regarding changes to the insurance offered.

A Member asked about the current lawsuits against TWU Local 556. Brett Nevarez explained that legal counsel advised him not to discuss any details of the lawsuits other than the fact that they were still active.

A Member asked about Objectors/Agency Fee Payers. Brett Nevarez updated the current number at 96 Objectors. There was discussion.

There was discussion that nominations for TWU Local 556 Officer Elections in 2015 would take place during the first round of 2015 Membership Meetings.

There was discussion regarding IAM/TWU Local 555 Negotiations.

Valerie Boy gave a Base report. She updated everyone on the readbox. She also mentioned that October is Breast Cancer Awareness Month.

There was discussion about Known Crew Member (KCM) and TSA procedures at the Houston airport.

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

Brett Nevarez recessed the Houston session of the Meeting at 1057.

## **Denver** **September 28, 2014**

President Audrey Stone called the Denver Session of the Membership Meeting to order at 1210.

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

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

Audrey Stone detailed the contents of the Membership Meeting Agenda and Packets, prepared by Recording Secretary Cuyler Thompson and distributed to Members present at the Meeting. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the TWU Local 556 Bylaws. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone explained that only Members of TWU Local 556 were allowed to attend the Meeting.

Cuyler Thompson presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

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

Audrey Stone submitted the August 2014 TWU Local 556 Financial Report.

Audrey Stone reported that despite being in Section Six Contract Negotiations, TWU Local 556 would end its fiscal year the following week on a positive note, with the Executive Board having surpassed its savings goals. Audrey said that the Executive Board had already begun the budgetary process for next fiscal year. She noted that the next year would be more expensive one, due to Officer Elections, Shop Steward Elections, and could possibly include a Contract ratification vote.

In response to a Member's question, Audrey Stone reported that \$43,000 were currently owed in past dues by Members of TWU Local 556. This amount was decreased from the \$287,000 in outstanding dues when the Dues Recovery Project was begun by John Parrott.

COPE Co-Chairperson Bryan Orozco asked for Flight Attendants to volunteer time to assist the Local during the upcoming mid-term campaign season. There was discussion regarding the No Knives and No Cell-Phones Campaigns.

Audrey Stone reported that the Negotiating Team (NT) had reached Tentative Agreements on an additional four Articles of the Contract the previous week. She noted that the NT's Progress Chart was posted on the TWU Local 556 Website. There was discussion regarding the Tentative Agreements.

Audrey discussed the letter that she sent to Southwest Airlines CEO Gary Kelly after Inflight Management had canceled an important bargaining session. She noted that the letter would be placed in all Flight Attendants' mailboxes. Audrey reported that the NT and Southwest Airlines Management had scheduled an additional nine days of bargaining sessions in October.

Audrey Stone discussed her visit to Wall Street in New York City, in which she was accompanied by Negotiator and 2nd Vice President Brett Nevarez and 1<sup>st</sup> Vice President Todd Gage, economist Dan Akins and Local 556 Strategic Advisor Mark Richard. Audrey reported that the trio met with several Southwest Airlines investors and shareholders, including JP Morgan, Barclays and Morgan Stanley, so that they may better understand the contributions of the Flight Attendants to Southwest Airlines' "bottom line."

CAN Leader Kristen Byrd reported that CAN Leaders and Volunteers continue their presence in all Flight Attendant Lounges on the 10<sup>th</sup> and 26<sup>th</sup> of each month, helping to ensure that our Members are well-informed about the status of our ongoing Contract Negotiations. There was discussion regarding the upcoming "Reservations at the Table" and "Lines in the Sand" campaigns.

Audrey Stone reported that the most recent Special Merger Training (SMT) class graduated on September 19. She went on to say that three more SMT classes were scheduled to graduate before the end of the year. The final 300+ AirTran Flight Attendants were scheduled to attend SMT during January 2015.

In response to a Member's question, there was discussion regarding Crew Meals.

In response to a Member's question, there was discussion regarding how to be more involved with the Union.

Audrey Stone reminded those Members present at the Meeting that Southwest Airlines Open Enrollment for Benefits was being conducted from October 15-29.

Denver Domicile Executive Board Member Chris Sullivan reminded those Members present about the ongoing readbox campaign, in which TWU Local 556 was collecting children's book for distribution.

Chris Sullivan solicited volunteers to help with upcoming Southwest Airlines Honor Flights.

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

Chris Sullivan made a **motion** to recess. Bryan Orozco **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Denver Session of the Meeting at 1438.

## **Dallas**

**September 29, 2014**

TWU Local 556 2<sup>nd</sup> Vice President Brett Nevarez called the 3<sup>rd</sup> Membership Meeting of 2014 to order at 1005. Treasurer John Parrott recorded the Minutes of the Meeting.

Executive Board Members Brett Nevarez and John Parrott were present at the Meeting.

Shop Stewards Andrea Garnett and Cory Wells were present at the Meeting.

Grievance Team Members Joe Skotnik, and Renda Marsh were present at the Meeting.

Health Committee Chairperson Michele Moore was present at the Meeting.

Negotiating Team Member Paul Sweetin was present at the Meeting.

Brett Nevarez detailed the contents of the Membership Meeting Packet, prepared by Recording Secretary Cuyler Thompson and Todd Gage, which were distributed to Members present at the Meeting. Brett 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.

John Parrott presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Joe Skotnik made a **motion** not to read the Minutes aloud and approve them as presented. Michele Moore **seconded** the motion. The motion **carried**.

John Parrott submitted the August 2014 TWU Local 556 Financial Report.

Brett Nevarez discussed the fact that it is especially difficult to not only break even but save money during Negotiations. He also pointed out that the next fiscal year would be expensive due to Officer Elections, Shop Steward Elections, and a possible Tentative Agreement ratification vote.

Brett Nevarez updated the Members present on the current TWU Local 556 Negotiations. He discussed the Articles that had already been tentatively agreed upon, upcoming negotiation dates, the most recent Negotiations update that came out in the Unity Update on September 20, and President Audrey Stone's letter to Southwest Airlines Chief Executive Officer (CEO) Gary Kelly. Brett explained that the letter would also be distributed to the Membership on September 26 and 27. There was discussion.

Brett Nevarez discussed the Contract Action Network (CAN). Rev Napkins, new bag tags, and copies of the current flyers were available for the Members present.

Brett Nevarez updated everyone on the Language of Destination/Origin (LODO) program.

Brett Nevarez reported on the final AirTran integration plan. He discussed the training schedule for the remaining 300 Flight Attendants that would have to transition over to Southwest Airlines when AirTran ceases operation on December 28, 2014.

Brett Nevarez reminded Members present that Open Enrollment for insurance through Southwest Airlines runs from October 15-29. He stated that this was only a public service announcement and that he would not be able to answer any questions regarding changes to the insurance offered.

A Member asked about the current lawsuits against TWU Local 556. Brett Nevarez explained that legal counsel advised him not to discuss any details of the lawsuits other than the fact that they were still active.

A Member asked about Objectors/Agency Fee Payers. Brett Nevarez updated the current number at 96 Objectors. There was discussion.

There was discussion that nominations for TWU Local 556 Officer Elections in 2015 would take place during the first round of 2015 Membership Meetings.

There was discussion regarding both IAM and TWU Local 555 Negotiations.

There was discussion on Satellite Bases.

There was discussion on jump seat priorities.

There was discussion regarding On the Job Injury (OJI) and the seriousness of the issue. There was additional discussion about the various opportunities to improve the results for Members.

Joe Skotnik made a **motion** to recess. Paul Sweetin **seconded** the motion. The motion **carried**.

Brett Nevarez recessed the Dallas session of the Meeting at 1047.

## **Chicago**

### **September 29, 2014**

President Audrey Stone called the Chicago Session of the Membership Meeting to order at 1008.

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

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

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

Shop Stewards Bill Geisert, Corliss King and Brenden Remezas were present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Agenda and Packets, prepared by Recording Secretary Cuyler Thompson and distributed to Members present at the Meeting. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the TWU Local 556 Bylaws. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone explained that only Members of TWU Local 556 were allowed to attend the Meeting.

Cuyler Thompson presented the Minutes of the 2<sup>nd</sup> Membership Meeting of 2014 for review.

Will Browne made a **motion** not to read the Minutes aloud and to approve them as presented. Erich Schwenk **seconded** the motion. The motion **carried**.

Audrey Stone submitted the August 2014 TWU Local 556 Financial Report.

Audrey Stone reported that despite being in Section Six Contract Negotiations, TWU Local 556 would end its fiscal year the following week on a positive note, with the Executive Board having surpassed its savings goals. Audrey said that the Executive Board had already begun the budgetary process for next fiscal year. She noted that the next year would be more expensive one, due to Officer Elections, Shop Steward Elections, and could possibly include a Contract ratification vote.

Audrey Stone reported that the Negotiating Team (NT) had reached Tentative Agreements on an additional four Articles of the Contract the previous week. She noted that the NT's Progress Chart was posted on the TWU Local 556 Website. There was discussion regarding the Tentative Agreements.

Audrey Stone discussed her visit to Wall Street in New York City, in which she was accompanied by Negotiator and 2nd Vice President Brett Nevarez and 1<sup>st</sup> Vice President Todd Gage, economist Dan Akins and Local 556 Strategic Advisor Mark Richard. Audrey reported that the trio met with several Southwest Airlines investors and shareholders, including JP Morgan, Barclays and Morgan Stanley, so that they may better understand the contributions of the Flight Attendants to Southwest Airlines' "bottom line."

Audrey discussed the letter that she sent to Southwest Airlines CEO Gary Kelly after Inflight Management had canceled an important bargaining session. She noted that the letter would be placed in all Flight Attendants' mailboxes. Audrey reported that the NT and Southwest Airlines Management had scheduled an additional nine days of bargaining sessions in October.

CAN Leaders Roy Soria and Bill Geisert reported that CAN Leaders and Volunteers continued their presence in all Flight Attendant Lounges on the 10<sup>th</sup> and 26<sup>th</sup> of each month, helping to ensure that our Members are well-informed about the status of our ongoing Contract Negotiations. There was discussion regarding the upcoming "Reservations at the Table" and "Lines in the Sand" campaigns.

In response to a Member's question, there was discussion regarding the increased amount of ground time that had been built into Southwest Airlines Flight Attendants' schedules, resulting in decreased compensation over the course of a trip.

In response to a Member's question, there was discussion regarding vacation pay.

Audrey Stone reported that the most recent Special Merger Training (SMT) class graduated on September 19. She went on to say that three more SMT classes were scheduled to graduate before the end of the year. The final 300+ AirTran Flight Attendants were scheduled to attend SMT during January 2015.

Audrey Stone reminded those Members present at the Meeting that Southwest Airlines Open Enrollment for Benefits was being conducted from October 15-29.

Brenden Remezas made a **motion** to adjourn. Will Browne **seconded** the motion. The motion **carried**.

Audrey Stone adjourned the 3<sup>rd</sup> Membership Meeting of 2014 at 1131.

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



Cuyler Thompson  
Recording Secretary  
TWU Local 556