

TWU Local 556 Third Membership Meeting Minutes 2012

Dallas

October 12, 2012

Chris Click called the Dallas Session of the Meeting to order at 1014.

TWU Local 556 Executive Board Members in attendance were 1st Vice President Chris Click, 2nd Vice President Dawn Wann, Board Member at Large Rob Riddell, Treasurer Jerry Lindemann, Dallas Domicile Executive Board Member Karen Amos and Denver Domicile Executive Board Member Chris Sullivan.

Board Member at Large Rob Riddell recorded the Minutes.

Recording Secretary Jannah Dalak was excused for personal reasons.

Joe Skotnik made a ***motion*** to suspend the agenda and move to the Election for the Board of Election. Michael Massoni ***seconded*** the motion. The motion ***carried***.

Chris Click discussed the responsibilities of the Board of Election and read aloud a notice from the Recording Secretary Jannah Dalak in regards to Board of Election voting.

Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file.

Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Chris Click used a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time stamp of the saved session file. Chris Click removed the flash drive and stowed it to give to Jannah Dalak as soon as the Meeting recessed. Chris Click asked the Members if they had any questions regarding the collection procedures.

The file was saved as:

File Name: Dallas Membership Meeting Voting Results

File Created: October 12, 2012 10:30 CST

David Feather made a ***motion*** to dispense reading the Minutes aloud. Michael Massoni ***seconded*** the motion. The motion ***carried***.

Lyn Montgomery made a ***motion*** to approve the Minutes. Beth Ross ***seconded*** the motion. There was discussion. The motion ***carried***.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the Chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised).

Donald Silva, made a ***motion*** in the Oakland Session of the Meeting, I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast

their vote. Todd Gage **seconded** the Motion. This motion was ruled out of order according to Robert's Rules of Order (page 102-104).

Tina Coffee made a **motion** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger **seconded** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion **did not carry**.

Yea 59 Nay 101

Chris Click presented the August 2012 Financial Report. There was discussion. There were questions regarding Shop Steward Training, future negotiating expenses, the Assessment Fee account, cash flow and the expenses associated with the failed Tentative Agreement. There was further discussion that a Member can make an appointment with the Treasurer to review financial information.

Chris Click mentioned that Valerie Boy would like all Dallas Shop Stewards to stay after the Dallas Session of the Membership Meeting for a Shop Steward Meeting.

Chris Click presented information from the C.O.P.E. (Committee on Political Education) Co-Chair Portia Reddick White in regards to the upcoming national election. Chris Click also discussed the deadlines for voting and made available a list of AFL-CIO endorsed candidates.

Chris Click updated the Membership on the SMT (Special Merger Training) transition classes. No SMT classes are scheduled for the remainder of the year.

Chris Click updated the Membership on the recent Shop Steward Training Program and the unity campaign between local 555 and local 556. Chris Click offered the Members in attendance buttons that support TWU 555 in their negotiation efforts. There were questions regarding whether the buttons can be worn with the Uniform. Uniform Chair and 2nd Vice President Dawn Wann

explained that the 555/556 button could not be worn on the Uniform, but could be displayed on crew luggage. There was discussion.

Chris Click explained that status of Local 555 negotiations. There was discussion.

Chris Click asked Executive Grievance Chair Lyn Montgomery to update the Members on the status of the Grievance Team and pending/recently settled Grievances.

Chris Click opened the floor for New Business.

There was discussion about upcoming Section 6 Negotiations.

There was discussion on upcoming events for Local 555 in which Members may participate. There was discussion about Local 555 and their past involvement in our labor movements.

Chris Click asked if there was any additional new business.

Jerry Lindemann made a ***motion*** to recess. David Feather ***seconded*** the motion. The motion ***carried***.

Chris Click ***recessed*** the Dallas Session of the Meeting at 1135.

Orlando

October 15, 2012

Chris Click called the Orlando Session of the Meeting to order at 1009.

TWU Local 556 Executive Board Members in attendance were 1st Vice President Chris Click, Recording Secretary Jannah Dalak and Orlando Domicile Executive Board Member Jimmy West.

Chris Click presented the Second Membership Meeting Minutes.

Jimmy West made a ***motion*** to dispense with the reading of the Minutes and approve the Second Membership Minutes as written. Eric Collins ***seconded*** the motion. The motion ***carried***.

Jannah Dalak read the list of Board of Election Candidates. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. There was a question from a Member about the ability to view the results of the vote. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file.

Jannah Dalak and Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time Stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click asked the Members if they had any questions regarding the collection procedures.

The file was saved as:

File Name: Orlando Membership Meeting Voting Results

File Created: October 15, 2012 09:23 CST

Chris Click presented the August 2012 Financial Report. There was discussion.

Chris Click discussed the Air Tran Special Merger Training (SMT) Classes and the fact that they have concluded for the year. Chris updated the Members on Shop Steward Training. 143 Shop Stewards attended the training in Houston.

Chris Click discussed the Unity Day events that are occurring to support Local 555.

Chris Click read a statement from the Committee on Political Education (C.O.P.E.) Co-Chair Portia Reddick White about voting, voter education and absentee ballots.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised).

Donald Silva, made a ***motion*** in the Oakland Session of the Meeting, I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage ***seconded*** the motion. This motion was ruled out of order according to Roberts Rules of Order (page 102-104).

Tina Coffee made a ***motion*** in the Phoenix Session of the First Membership Meeting 2012.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed. Beverly Belanger ***seconded*** the motion.

The motion ***did not carry***.

Yea 59 Nay 101

Chris Click opened the floor for New Business.

A Member asked if the two negotiators that are going to be appointed are going to be female. There was discussion.

There was discussion about the Group Grievance filed for Uniforms and the reasons behind filing the Grievance. Chris Click explained that the Company is not abiding by the Uniform requirements of the CBA.

Chris Click informed the Members about the Appearance Checks that begin November 1, 2012 and the potential for progressive discipline.

Susan Kern made a ***motion*** to recess. Jimmy West ***seconded*** the motion. The motion ***carried***.

Chris Click ***recessed*** the Orlando Session of the Meeting at 1110.

Houston **October 16, 2012**

Chris Click called the Houston Session of the Meeting to order at 1014.

TWU Local 556 Executive Board Members in attendance were President Stacy Martin, 1st Vice President Chris Click, Recording Secretary Jannah Dalak and Houston Domicile Executive Board Member Valerie Boy.

Chris Click presented the Second Membership Meeting Minutes.

Kelley Martin made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Kristin Spomer ***seconded*** the motion. The motion ***carried***.

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp

associated with the session file. Chris Click opened the floor to questions and discussion about the voting procedures.

Jannah Dalak and Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time Stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click asked the Members if they had any questions regarding the collection procedures.

The file was saved as:

File Name: Houston Membership Meeting Voting Results

File Created: October 16, 2012 10:28 CST

A Member asked a question about the process of trip pulls and payment for Executive Board Members. There was discussion.

Chris Click presented the August 2012 Financial Report. There was discussion.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of

Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised).

Donald Silva, made a ***motion*** in the Oakland Session of the Meeting, I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage ***seconded*** the motion. This motion was ruled out of order according to Roberts Rules of Order (page 102-104).

Tina Coffee made a ***motion*** in the Phoenix Session of the First Membership Meeting 2012.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed. Beverly Belanger ***seconded*** the motion.

The motion ***did not carry***.

Yea 59 Nay 101

Chris Click informed the Members of the Group Grievance filed regarding Uniforms. There was discussion.

Stacy Martin updated the Members on the full time Grievance Team.

Chris Click updated the Members on the status of the Special Merger Training Classes.

Chris Click informed the Members of the status of the Known Crew Member Program. There was discussion.

Houston Domicile Executive Board Member Valerie Boy updated the Members on Unity Days for Local 555.

Chris Click presented the Committee on Political Education (C.O.P.E.) Report for registering to vote. Chris Click presented a list of candidates endorsed by the

Texas state AFL-CIO. Chris Click reiterated that the AFL-CIO endorses labor friendly candidates.

Chris Click opened the floor for New Business.

There was discussion about passports and reimbursement procedures.

There were questions about the upcoming International Arbitration regarding the Collective Bargaining Agreement (CBA) and Contract language interpretation. There was discussion.

There was a question about the Atlanta Domicile and when it will open. There was discussion.

There was a question about the status of the Attendance Meetings. There was discussion.

There was discussion about the status of the Appearance Gate Checks that will begin November 1, 2012.

There was a Member question about surveying the Membership prior to Section 6 Negotiations. There was discussion.

There was a Member question about trips being placed into Open Time in a timely manner per the CBA. There was discussion.

There was a Member question about insurance benefits. There was discussion.

Kelley Martin made a ***motion*** to recess. Victor Conejo ***seconded*** the motion. The motion ***carried***.

Chris Click ***recessed*** the Houston Session of the Meeting at 1144.

Las Vegas
October 17, 2012

Chris Click called the Las Vegas Session of the Meeting to order at 1004.

TWU Local 556 Executive Board Members in attendance were 1st Vice President Chris Click, Recording Secretary Jannah Dalak, Houston Domicile Executive Board Member Valerie Boy, Denver Domicile Executive Board Member Chris Sullivan, Board Member at Large Rob Riddell and Negotiating Team Member Bill Holcomb.

Chris Click presented the Second Membership Meeting Minutes.

Bryan Orozco made a ***motion*** to dispense with the reading of the Minutes and approve them as presented. Rickie Spand ***seconded*** the motion. The motion ***carried***.

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file. Chris Click opened the floor to questions and discussion about the voting procedures.

Jannah Dalak and Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click asked the Members if they had any questions regarding the collection procedures.

The file was saved as:

File Name: Las Vegas Membership Meeting Voting Results

File Created: October 17, 2012 12:20 CST

Chris Click presented the August 2012 Financial Report. There was discussion.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Roberts Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised)

Donald Silva, made a ***motion*** in the Oakland Session of the Meeting, I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage ***seconded*** the motion. This motion was ruled out of order according to Robert's Rules of Order (page 102-104).

Tina Coffee made a ***motion*** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger ***seconded*** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion ***did not carry***.

Yea 59 Nay 101

Chris Click informed the Members on the status of the KCM (Known Crew Member) Program. There was discussion.

Chris Click informed the Members of the Group Grievance filed regarding Uniforms. There was discussion.

Chris Click updated the Members on the status of the Special Merger Training Classes. There was discussion.

Chris Click presented the Committee on Political Education (C.O.P.E.) report from Co-Chair Portia Reddick White. A Member presented a list of candidates endorsed by the AFL-CIO. There was discussion about the importance of supporting labor friendly candidates.

Chris Click updated the Members on the status of Local 555 Negotiations. There was discussion. Chris informed the Members at the Las Vegas Session that Houston Domicile Executive Board Member Valerie Boy and Board Member at Large Tina Coffee will be organizing Unity Days to support Local 555 during their contract negotiations.

Houston Domicile Executive Board Member Valerie Boy spoke about UNITY events in the future and further explained the contract difficulties that TWU Local 555 is experiencing.

Chris Click opened the floor for questions regarding New Business.

There was a question regarding the status of eligibility for the Negotiating Team. Chris Click explained Article IX Elections section (a). There was discussion.

There was a question about the status of the Hot Aircraft. Safety Chair Chris Click informed the Members that progress is being made on the Hot Aircraft Grievance. There was discussion.

There was a question about the possibility of having one manual on the Aircraft for Flight Attendants. Chris Click reported that he has been in discussion with the company regarding Flight Attendant Manual options.

Bryan Orozco made a ***motion*** to recess. Bill Holcomb ***seconded*** the motion. The motion ***carried***.

Chris Click **recessed** the Las Vegas Session of the Meeting at 1322 CST.

Baltimore
October 22, 2012

Chris Click called the Baltimore Session of the Meeting to order at 1009.

TWU Local 556 Executive Board Members in attendance were 1st Vice President Chris Click, Recording Secretary Jannah Dalak, and Baltimore Domicile Executive Board Member Stacey Vavakas.

Chris Click presented the Second Membership Meeting Minutes.

Portia Reddick White made a **motion** to suspend the reading of the minutes and approve them as written. John Lehr **seconded** the motion. The motion **carried**.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a **motion** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward **seconded** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of New Revised).

Donald Silva, made a **motion** in the Oakland Session of the Meeting, I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage **seconded** the motion. This motion was ruled out of order according to Robert's Rules of Order (page 102-104).

Tina Coffee made a **motion** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger **seconded** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion *did not carry*.

Yea 59 Nay 101

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file. Chris Click opened the floor to questions and discussion about the voting procedures.

Jannah Dalak and Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time Stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click asked the Members if they had any questions regarding the collection procedures.

The file was saved as:

File Name: Baltimore Membership Meeting Voting Results

File Created: October 22, 2012 09:30 CST

Chris Click presented the August 2012 Financial Report. There was discussion.

Chris Click informed the Members on the status of the KCM (Known Crew Member) Program. There was discussion.

Chris Click updated the Members on the status of Local 555 Negotiations. There was discussion. Chris informed the Members that Houston Domicile Executive Board Member Valerie Boy and Board Member at Large Tina Coffee will be organizing future Unity Days to support Local 555 during their contract negotiations and asked for Member participation.

Chris Click informed the Members of the Group Grievance filed regarding Uniforms. There was discussion.

Chris Click informed the Members of the gate Appearance Checks that are going to begin November 1, 2012.

Chris Click updated the Members on the status of the Special Merger Training Classes. There was discussion.

Chris Click reminded the Members to apply for their Passports and that per Management it takes approximately one week to receive reimbursement. The reimbursement form is on SWALIFE.

Chris Click presented the COPE Committee Report for COPE Co-Chair Portia Reddick White. Chris Click reiterated that the AFL-CIO endorses labor friendly candidates. There was discussion.

Chris Click opened the floor for questions regarding New Business.

A Member asked a question about International full time pulls. There was discussion.

There was a question if there was an arbitration scheduled regarding International full time pulls. There was discussion.

COPE Committee Co-Chair Portia Reddick White discussed International full-time pulls.

Stacey Vavakas requested to fill a Shop Steward vacancy and appoint Derrick Dixon as a Shop Steward. The vote for the appointment carried.

Stacey Vavakas requested to fill a Shop Steward vacancy and appoint Lynn Knapp as a Shop Steward. The vote for the appointment carried.

A Member discussed an opportunity for Flight Attendants to participate in a pulmonary function medical research project and presented documentation regarding the project.

Portia Reddick White made a ***motion*** to recess. Mary Burns ***seconded*** the motion. The motion ***carried***.

Chris Click ***recessed*** the Baltimore Session of the Meeting at 1153.

Chicago

October 26, 2012

Chris Click called the Chicago Session of the Meeting to order at 1001.

TWU Local 556 Executive Board Members in attendance were President Stacy Martin, 1st Vice President Chris Click, Recording Secretary Jannah Dalak and Chicago Domicile Executive Board Member Donna Keith.

Chris Click presented the Second Membership Meeting Minutes.

Erich Schwenk made a ***motion*** to suspend the reading of the Minutes and approve them as written. Chris Kuchnicki ***seconded*** the motion. The motion ***carried***.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray

Ward **seconded** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised).

Donald Silva made a **motion** in the Oakland Session of the Meeting; I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage **seconded** the motion. This motion was ruled **out of order** according to Robert's Rules of Order (page 102 – 104).

Tina Coffee made a **motion** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger **seconded** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion **did not carry**.

Yea 59 Nay 101

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file. Chris Click opened the floor to questions and discussion about the voting procedures. There was a question and discussion regarding the ability to view the results. Chris Click reiterated the process of saving and viewing the results.

Jannah Dalak and Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate.

The Members voted for Candidate one.

The Members voted for Candidate two.

There were questions about the voting process. There was discussion.

Chris Click called for a repolling. All votes were cancelled and a revote was held.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak.

The file was saved as:

File Name: Chicago Membership Meeting Voting Results

File Created: October 26, 2012 10:26 CST

There was discussion about placing a screenshot on the Website of the timestamp of all files that were saved.

Chris Click presented the August 2012 Financial Report. There was discussion.

There was discussion about changing the format of the Financial Report and a request for additional explanation on the Financial Report.

There was discussion about the funds in the Negotiating Account and the process of how the funds are utilized.

There was discussion about Union Office Staffing.

There was discussion about budgeting and expenses.

Chris Click called a ten minute break at 1120.

Chris Click resumed the Meeting at 1130.

Chris Click informed the Members on the status of the KCM (Known Crew Member) Program. There was discussion.

Chris Click updated the Members on the status of Local 555 Negotiations. There was discussion. Chris informed the Members that Valerie Boy Houston Domicile Executive Board Member Valerie Boy and Tina Coffee Board Member at Large will be organizing future Unity Days to support Local 555 and asked for Member participation. There was discussion.

Chris Click informed the Members of the Group Grievance filed regarding Uniforms. There was discussion.

Chris Click informed the Members of the gate Appearance Checks that are going to begin November 1, 2012. There was discussion. There was discussion about non-revving in Uniform and Appearance Checks.

Chris Click updated the Members on the status of the Special Merger Training Classes. There was discussion. There were questions about changes in the SMT Classes. There were questions if the SMT Members were exempt from Overwater Training. There was discussion.

Chris Click reminded the Members to apply for their Passports and per Management it takes approximately one week to receive reimbursement. The reimbursement form is on SWALIFE.

Chris Click presented the COPE Committee Report for COPE Co-Chair Portia Reddick White. Chris Click reiterated that the AFL-CIO endorses labor friendly candidates. There was discussion. There were questions about endorsements. Discussion continued.

Chris Click opened the floor for questions regarding New Business.

A Member asked questions about fliers that were removed from Member mail boxes. There was discussion. There was discussion about the differences between COPE and the Coalition of Flight Attendants. Members at the Chicago Session of the Meeting requested more communication and information provided from COPE through multiple communication efforts (TWU 556 Website, lounge education, fliers, robo-calls and email blasts).

There was a question about Negotiating Team appointments and the process of interviewing. There were questions about why telephone interviews were selected instead of face-to-face interviews. There was discussion. There were questions about the criteria Board Members were using to make their selections for Negotiating Team. There was discussion. A Negotiating Team Applicant in the Meeting requested to be removed from the candidate appointment list.

There was a question about the first SMT class. There was discussion.

Ginger Sharp made a ***motion*** to recess. There was no second.

There was a question why a Full Time Grievance Team Member was in attendance at the Chicago Session of the Meeting. There was discussion.

Chris Click called for a five minute break at 1350.

The Meeting resumed at 1355.

There was a request about additional training for Shop Stewards. There was discussion about Shop Steward shadowing.

There was a question about the Scheduling Committee Chair. There was discussion.

There was a question about the costs to train the Scheduling Committee. There was discussion.

There was a question about AFL-CIO Delegates. There was discussion.

There was a question about the Policy and Procedures Manual and why it was suspended. There was discussion.

There was discussion about a Company Memorandum.

There was discussion about Group Grievances.

There was discussion about the SJU proving flights.

Chris Click **recessed** the Chicago Session of the Meeting at 1427.

Denver
November 7, 2012

Chris Click called the Denver Session of the Meeting to order at 1000.

TWU Local 556 Executive Board Members in attendance were President Stacy Martin, 1st Vice President Chris Click, Recording Secretary Jannah Dalak and Denver Domicile Executive Board Member Chris Sullivan.

Chris Click presented the Second Membership Meeting Minutes.

A Member requested to change the information on page 2 of the 2nd Membership Meeting Minutes Baltimore Session. There was discussion.

A Member asked questions about why the Scheduling Committee Letters of Resignation were not in the 2nd Membership Meeting Minutes Oakland Session. There was discussion. Chris Click explained the differences between Membership Meeting Minutes and Executive Board Minutes. Membership Meeting Minutes contain actions that occur during Membership Meetings. Executive Board Minutes contain actions that occur during Executive Board Meetings.

Chris Sullivan made a **motion** to suspend the reading of the Minutes and approve them as written. Brett Nevarez **seconded** the motion. The motion **did not carry**.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised).

Donald Silva made a ***motion*** in the Oakland Session of the Meeting; I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage ***seconded*** the motion. This motion was ruled out of order according to Robert's Rules of Order (page 102 – 104).

Tina Coffee made a ***motion*** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger ***seconded*** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion ***did not carry***.

Yea 59 Nay 101

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file. Chris Click opened the floor to questions and discussion about the voting procedures.

Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate. There was discussion.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click asked the Members if they had any questions regarding the collection procedures.

File Name: Denver Membership Meeting Voting Results

File Created: November 7, 2012 12:31 CST

A Member asked about the cost of the voting system. There was discussion.

Chris Click presented the August 2012 Financial Report. There was discussion.

There was a question from a Member if the Shop Steward Training costs were included in the financials. Chris explained that they will be reflected in the November Financial Report.

There was a question about the Negotiation Assessment Fund. There was discussion.

There was a question about how we are planning to cut costs. There was discussion about the budget.

There was a question about creating a breakdown for gross lost time. There was discussion.

There was a question about comparing financials from year to year. There was discussion.

There was a question about the transition and how new Officers were trained.

There was a question about Executive Board expenditures. A Member stated that Executive Board Expenditures are to be read in the Financial Report. Jannah Dalak stated that this was not a Bylaw but she would research past Minutes to determine when this practice began.

Chris Sullivan made a ***motion*** to suspend the Agenda and move directly to Shop Steward Appointments. Holly Imamovic ***seconded*** the motion. The motion ***carried***.

There was discussion about appointing Shop Stewards. Stacy Martin clarified Article VIII (j). Chris Sullivan stated the reasons that he is requesting the following Shop Stewards.

Chris Sullivan requested the following Members be appointed as Shop Stewards. There was discussion.

Ian Johnson (the appointment carried)
Beth McAnthony (the appointment carried)
Rachael Morris (the appointment carried).

Chris Click updated the Members on the status of Local 555 Negotiations. There was discussion. Chris informed the Members that Valerie Boy Houston Domicile Executive Board Member Valerie Boy and Tina Coffee Board Member at Large will be organizing future Unity Days to support Local 555 and asked for Member participation. There was discussion. A Member asked if it was possible to receive positive space passes to travel to Unity Events. There was discussion.

Chris Click informed the Members on the status of the KCM (Known Crew Member) Program. Tentative date for KCM to be implemented is January 2013. There was discussion. Chris stated that there will be some random bag checks.

Chris Click informed the Members of the Group Grievance filed regarding Uniforms. There was discussion. Ryan Wamhoff, Uniform Co-Chair, informed the Members at the Denver Session about specifics of the Group Grievance.

Chris Click updated the Members on the status of the Special Merger Training (SMT) Classes.

Chris Click reminded the Members to apply for their Passports and per Management it takes approximately one week to receive reimbursement. The reimbursement form is on SWALIFE.

Chris Click informed the Members about the gate Appearance Checks that began November 1, 2012, and some of the circumstances that are occurring with these new Appearance Checks.

Chris Click requested a 15 minute recess.

The Meeting resumed at 1315.

Chris Click opened the floor for questions regarding New Business.

Kyle Whiteley made a ***motion***:

*Each person that receives compensation for any lost time performed on behalf of TWU Local 556, have a copy of their approved time sheet placed behind the secure section of the Union Website for the Membership to review. Allyson Parker- Lauck **seconded** the motion.*

A Member asked questions regarding information on the reasons flyers were removed from Las Vegas Member Flight Attendant Boxes. Jannah Dalak read a letter written by Portia Reddick White Co-Chair of the COPE Committee regarding the inconsistencies with the flyer.

There was a question about why the COPE Co-Chair is attending meetings in Harris County Texas. There was discussion.

Domicile Executive Board Member Chris Sullivan stated that he would be meeting with Base Manager Katrina Bannon on a monthly basis. There was discussion regarding parking issues and options available. There was discussion regarding the availability of having access to SIDA badges. Chris Sullivan stated that he has

spoken to Katrina Bannon about Appearance Checks. Chris requested Members send specific details to him if you have Appearance Check problems.

A Member made a request for Executive Board expenditures to continue to be read in the Membership Meetings.

There were questions about creating unity. There was discussion.

There were questions about Publications. There was discussion.

There were questions about Shop Steward Appointments. There was discussion.

Chris Click recessed the Denver Session of the Meeting at 1406.

Oakland **November 8, 2012**

Chris Click called the Oakland Session of the Meeting to order at 1000.

TWU Local 556 Executive Board Members in attendance were President Stacy Martin, 1st Vice President Chris Click, Recording Secretary Jannah Dalak and Oakland Domicile Executive Board Member Matt Hettich.

Chris Click presented the Second Membership Meeting Minutes.

Todd Gage made a ***motion*** to dispense the reading of the Minutes and approve them as presented. Amanda Frank ***seconded*** the motion. The motion ***carried***.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order (page 111 Robert's Rules of Newly Revised).

Donald Silva made a ***motion*** in the Oakland Session of the Meeting; I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. Todd Gage ***seconded*** the motion. This motion was ruled ***out of order*** according to Robert's Rules of Order (page 102 – 104).

Tina Coffee made a ***motion*** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger ***seconded*** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion ***did not carry***.

Yea 59 Nay 101

Todd Gage made a ***motion*** to suspend the agenda and move directly to Board of Election voting. Matt Hettich ***seconded*** the motion. The motion ***carried***.

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the Time and Date Stamp associated with the Session File. Chris Click opened the floor to questions and discussion about the voting procedures. There was no discussion.

Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate. There was discussion.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click explained the process of file saving. Chris Click asked the members if they had any questions regarding the collection procedures. There was discussion.

File Name: Oakland Membership Meeting Voting Results

File Created: November 8, 2012 12:25 CST

Chris Click presented the August 2012 Financial Report. There was discussion. There was a request for cost breakdown of Financial Report. There was a Member request for a complete breakdown per Committee for lost time issues. Jannah Dalak informed the Members that she would contact Treasurer Jerry Lindemann for that information.

Chris Click informed the Members on the status of the KCM (Known Crew Member) Program. Tentative date for KCM to be implemented is January 2013. There was discussion. Chris stated that there will be some random bag checks.

Chris Click updated the Members on the status of Local 555 Negotiations. There was discussion. Chris informed the Members that Valerie Boy Houston Domicile Executive Board Member and Tina Coffee Board Member at Large will be organizing future Unity Days to support Local 555 and asked for Member participation. There was discussion. A Member asked if it was possible to receive positive space passes to travel to Unity Events. There was discussion about supporting our Brothers and Sisters at Local 555. The next Unity Day will be November 14, 2012 in Baltimore. There was a Member request for additional T-shirts to be purchased for the Members that participate in Unity Days.

Chris Click called for a fifteen minute recess at 1111.

Chris Click resumed the Meeting at 1127.

Chris Click informed the Members of the Group Grievance filed regarding Uniforms. Chris asked the Members to call the Union Office and ask to be placed on the Group Grievance. There was discussion.

Chris Click updated the Members on the status of the Special Merger Training (SMT) Classes and New Hire Classes. There was discussion. Concerns among the SMT Members include lack of Base orientation and Contract education. There was discussion about the creation of a SMT Committee to resolve issues for these Flight Attendants that are transitioning to Southwest Airlines.

Chris Click reminded and encouraged the Members to apply for their Passports. Per Management it takes approximately one week to receive reimbursement. The reimbursement form is on SWALIFE. There will be a deadline for Passport Reimbursement imposed once we begin international flying.

Chris Click updated the Members on the Shop Steward Training Update and the future training that will be held for Shop Stewards that were not able to attend the original Shop Steward Training held in Houston, Texas.

Chris Click opened the floor for questions regarding New Business.

A Member addressed the Executive Board Members in attendance about the Scheduling Committee changes. The Member in attendance stated they resigned due to the fact of the miscommunications within the Scheduling Committee. There was discussion. Stacy Martin informed the Members that he is now overseeing the Scheduling Committee and addressing Members concerns.

There was a question about the line writing process of creating scheduling solutions. There was discussion.

There was a question about the expenses of training the Scheduling Committee. There was discussion.

There was a question about the requirements of the Bylaws and why a Scheduling Committee Chair had not been appointed. There was discussion.

There was a question about protecting different seniority ranks among the line writers of the Scheduling Committee. There was discussion.

There were questions about future Members on the Scheduling Committee and how they will be trained. There was discussion.

There was a question about utilizing SMT AirTran Flight Attendants for Committees and informing them of future events. There was discussion.

There were questions about Article 15 of the CBA.

There were questions about releasing financial documents to the Members. There was discussion.

There were questions about hotel rooms and if Officers are still staying in hotel rooms full-time. There was discussion.

There was discussion about the SLI List and a request to place it on the Website.

There was discussion about the P & P Manual and the reasons for the motion that was made by Jannah Dalak. There was discussion.

Domicile Executive Board Member Matt Hettich updated the Members at the Oakland Session on parking tickets and other parking issues. There was discussion.

There were Member questions about Negotiating Team Appointments and the process and timeline. There was discussion.

There was a question about why Negotiating Team Appointments were made after the Negotiating Team Election. There was discussion.

Chris Click asked if there was any additional New Business.

Chris Click recessed the Meeting at 1323.

Phoenix
November 9, 2012

Chris Click called the Phoenix Session of the Meeting to order at 1030.

TWU Local 556 Executive Board Members in attendance were President Stacy Martin, 1st Vice President Chris Click, Recording Secretary Jannah Dalak, Phoenix Domicile Executive Board Member John DiPippa, Board Members at Large Tina Coffee and Rob Riddell and Negotiator Brett Nevarez.

Chris Click presented the Minutes from the 2nd Membership Meeting.

Rob Riddell made a ***motion*** not to read the 2nd Membership Meeting Minutes allowed. Brett Nevarez ***seconded*** the motion and ***amended*** the motion to ***approve*** the Minutes as presented. The motion ***carried***.

Chris Click updated the Members on motions made at previous sessions.

Chris Click discussed motions made at the previous meetings.

Erich Schwenk made a ***motion*** in the Chicago Session of the Meeting; I move that the President and the Executive Board comply with the Bylaws in all matters of business including the Negotiating Team appointments. Ray Ward ***seconded*** the motion. Chris Click explained that the motion was ruled out of order and explained the relevant sections in Robert's Rules of Order. There was an appeal to the chair in the Chicago Meeting which was also ruled out of order. (page 111 Robert's Rules)

Donald Silva, made a ***motion*** in the Oakland Session of the Meeting, I move that when making a motion, the motion should be supported by a rationale by the person making the motion. Our Bylaw changes require a rationale so should our motions. It gives the Membership a reason, the way, to cast their vote. This motion was ruled out of order according to Robert's Rules of Order. Todd Gage ***seconded*** the motion. (page 102-104 Robert's Rules)

Tina Coffee made a ***motion*** in the Phoenix Session of the First Membership Meeting 2012. Beverly Belanger ***seconded*** the motion.

Motion: TWU Local 556 will post on the Website all holidays including those adjacent to the holiday when the Union office is scheduled to be closed.

The motion ***did not carry***.

Yea 59 Nay 101

Chris Click explained the process of voting for Board of Election. Chris Click explained the recording of the votes using the Turning Point Technology Response Cards. Chris explained the process of how the votes would be saved, tallied and compiled during the last Membership Meeting. Chris Click explained how any attempt to alter or view the file would change the time and date stamp associated with the session file. Chris Click opened the floor to questions and discussion about the voting procedures. There was no discussion.

Chris Click explained the duties of the Board of Election.

Chris Click opened the floor for discussion regarding each Candidate. There was discussion.

The Members voted for Candidate one.

The Members voted for Candidate two.

The Members voted for Candidate three.

Jannah Dalak gave Chris Click a recordable flash drive to store the results of the Board of Election Vote. Chris Click showed the Membership the date and time stamp of the saved session file. Chris Click removed the flash drive and returned it to Jannah Dalak. Chris Click explained the process of file saving. Chris Click asked the members if they had any questions regarding the collection procedures.

File Name: Phoenix Membership Meeting Voting Results

File Created: November 9, 2012 11:50 CST

Chris Click combined the results and created a master excel spreadsheet.

Chicago votes were opened, Dallas votes were opened, Houston votes were opened, Denver votes were opened, Phoenix votes were opened, Orlando votes were opened, Oakland votes were opened, Las Vegas votes were opened and Baltimore votes were opened. Base voting numbers were combined and the totals are:

Total Votes Received:

Susan Kern	84 Chairperson
Will Browne	71
Lori Lochelt	71
Victor Conejo	69 (1 st Alternate)
Janet Stephens Reed	59 (2 nd Alternate)
Maggie McCrane	43
Jim Volpe	43

Chris Click presented the August 2012 Financial Report. There was discussion about Members who have dues that are in arrears. There were suggestions made to lower the amount of dues that are owed and recover the outstanding amounts.

Chris Click informed the Members on the status of the KCM (Known Crew Member) Program. Tentative date for KCM to be implemented is January 2013. There was discussion. Chris stated that there will be some random bag checks.

Chris Click updated the Members on the status of Local 555 Negotiations. There was discussion. Chris informed the Members that Valerie Boy Houston Domicile Executive Board Member and Tina Coffee Board Member at Large will be organizing future Unity Days to support Local 555 and asked for Member participation. There was discussion. The next Unity Day will be November 14, 2012 in Baltimore. There was discussion.

Chris Click informed the Members about the US Airways Flight Attendants are having a system wide strike-vote picket event on November 14, 2012 in Phoenix. The location for the picket event is terminal four, upper level two, departures, north curb.

Chris Click updated the Members on the status of the Special Merger Training (SMT) Classes and New Hire Classes. There was discussion.

Chris Click reminded and encouraged the Members to apply for their Passports. Per Management it takes approximately one week to receive reimbursement. The reimbursement form is on SWALIFE. There will be a deadline for Passport Reimbursement imposed once we begin international flying.

Chris Click updated the Members on the Shop Steward Training update. The future training that will be held for Shop Stewards will be in base by their Domicile Executive Board Member.

Chris Click called for a ten minute recess at 12:25.

Chris Click called the Meeting to order at 12:35.

Chris Click opened the floor for questions regarding new business.

A Member asked about the status of the Electronic Flight Attendant Manuals. There was discussion about the possibility of storing Manuals on the Aircraft. There was discussion about problems and resolutions to the Company's concerns regarding the Electronic Manuals.

There were questions about the new Appearance Gate Checks. There was discussion about the problems and the inconsistencies with the new checks. Chris Click informed the Members that we are addressing concerns with Senior Inflight Management.

There was discussion about Las Vegas Security and the inconsistencies. Chris Click informed the members if you experience problems at security you may visit TSA.gov to file a complaint.

John DiPippa Phoenix Domicile Executive Board Member asked if there were any base issues that need to be addressed. There were Member questions regarding parking coupons, there were questions about having the Union provide ear plugs onboard the Aircraft. There were questions about obtaining on-the-job injury

information. Chris Click informed the Members that he would investigate that possibility. There were questions about the supplemental insurance. There was discussion and Jannah Dalak provided the phone number for the insurance carrier.

There were questions about water training. There was discussion.

There were questions about language training. There was discussion about the LODO Committee.

There were questions about the status of the N.T. appointments. There was discussion.

There were questions about changing the procedure of the interviews. There was discussion and clarification that the process has already been agreed upon by the Executive Board.

Negotiator Brett Nevarez made a commitment to the Membership and gave an apology to the Executive Board.

Chris Click asked if there were any additional New Business.

Chris Click adjourned the Meeting at 1330.