TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO AIR TRANSPORT LOCAL 556

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3rd Membership Meeting
August 2007
Minutes

Oakland

August 9, 2007
The Chair, TWU Local 556 First Vice-President Michael Massoni, called the Meeting to order at 1000.

Executive Board Members present were Michael Massoni and Cuyler Thompson.

Sonia Hall, Chair of the TWU Local 556 Board of Elections, was present at the Meeting.

Shop Stewards Bryan Orozco, Steve Guardado, Donald Silva, Greg Hofer, Matthew Roe and Val Lorien were present at the Meeting.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for approval.

Donald Silva made a **motion** to dispense with reading aloud of the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Bryan Orozco **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes**.

Bryan Orozco made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Donald Silva **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes.

Michael Massoni presented the **May 2007 TWU Local 556 Financial Report**. There was discussion.

The Chair introduced the Chair of the **TWU Local 556 Board of Elections,** Sonia Hall. The floor was opened to nominations for the two Membership-elected positions of the **TWU Local 556 Negotiating Team**.

Sonia explained that in order for a Member to be eligible for nomination and election to the TWU Local 556 Negotiating Team, a Member must, in addition to all other requirements of the International Constitution and the Local's Bylaws:

1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Sonia explained the time-line for the election of the final two Members of the Negotiating Team. Sonia noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 10th and would conclude on September 28th. The results of the election would be posted on September 28th.

Bryan Orozco **nominated** Greg Hofer as a candidate to the TWU Local 556 Negotiating Team. Donald Silva **seconded** the nomination.

Greg Hofer **nominated** Val Lorien as a candidate to the TWU Local 556 Negotiating Team. Bryan Orozco **seconded** the nomination.

Matt Roe again **nominated** Val Lorien as a candidate to the TWU Local 556 Negotiating Team. Bryan Orozco **seconded** the nomination.

The Chair closed the floor to further nominations.

Sonia Hall was excused from the Meeting at 1021.

The Chair explained that the business our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting of odd-numbered years. These motions were now being voted on at the 3rd Membership Meeting of the same year. Michael Massoni reported that after the last session of the 2nd Membership Meeting of 2007, the proposed motions to amend the Bylaws had been referred to the Local's attorney for review. Michael directed those Members in attendance to a **<u>Legal Advice Memorandum</u>** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Michael read aloud the attorney's advice.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, "Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position."

   Yea – 1 Nay - 5

2. Motion to strike to text of Article VI, Letter (h) and replace it with, "In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy".

   Yea - 2 Nay - 4

3. Motion to strike the words "$100" from Article XI, Letter (d), and replace it with the words, "$500".

   Yea - 5 Nay - 1

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

(a) "A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.

If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a *“yes” or “no” vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)’ response shall be mailed with the ballot.*

(b) An affirmative fifty percent (50%) plus one of the Local’s Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

Michael Massoni passed the gavel 1105 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel 1108.

Michael Massoni chaired the Meeting.

Yea - 0 Nay - 5

5. Motion to add to Article IX, Letter (j), “The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable”.

Yea - 2 Nay - 3

6. Motion to add a Letter (u) to Article VI, to read, “Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed.”

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled Out of Order** by the Chair.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, “All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater”.

Yea - 1 Nay - 4

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), “The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled Out of Order** by the Chair.

9. Motion to add, “Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President.” after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled Out of Order** by the Chair.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, “New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base”.

    Yea - 2 Nay - 3

11. Motion to add a Letter (l) to Article V to read, “All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership meeting”.

    Yea - 3 Nay - 2

12. Motion to strike Article IX, Letter (a) (2).

Michael Massoni passed gavel at 1115 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel at 1119.

Michael Massoni chaired the Meeting.

    Yea - 4 Nay - 1

13. Motion to amend Article IX, Letter (h) to strike both “forty-five (45)” and replace them with “within sixty (60)”.

    Yea - 5 Nay - 1

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word “quarterly” and adding the word “regular”.

    Yea - 5 Nay - 0

14. Motion to add a Letter (l) to Article V to read, “A quorum shall be defined as those members in attendance at quarterly membership meetings”.

    Yea - 4 Nay - 0

15. Motion to strike the words “multi-day lounge mobilization” from Article VII, Letter (g).

    Yea - 1 Nay - 3

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting “excluding the President” between “Executive Board” and “shall”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled Out of Order** by the Chair.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words “the vote will take place at the next scheduled Membership Meeting.” and adding the words “and election” after Nominations.

    Yea - 1 Nay - 1

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, “Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands”.

    Yea - 3 Nay - 0

19. Motion to strike the words, “and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

    Yea - 1 Nay - 0

20. Motion to strike the word “2” from Article VII, Letter (f) and replace it with the word “3”.

    Yea - 2 Nay - 0

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, “Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution”.

    Yea - 2 Nay - 0

22. Motion to strike the word “two (2)” from Article VIII, Letter (i) and replace it with the word “three (3)”.

    Yea - 2 Nay - 0

23. Motion to add the words, “a minimum of” after the words “shall be” and before the word “one (1)” to Article VIII, Letter (k).

Yea - 2 Nay - 0

24. Motion to strike the words “in the year 2000” from Article IX, Letter (n).

Yea - 2 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, “Vacancies may be filled at the next scheduled Membership Meeting in that domicile”.

Yea - 2 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words “odd-numbered ending” and “odd-numbered”.

Yea - 0 Nay - 2

27. Motion to add to Article IX, Letter (j), “For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time”.

Yea - 0 Nay - 2

29. Motion to change Article XII, Letter (a) by “striking ‘Scheduling’ as a Committee and renaming the existing Committee ‘Line Construction’”.

Yea – 1 Nay - 1

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, “or a delegate or alternate to the TWU International Convention”.

Yea - 2 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, “The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested”.

Yea – 2 Nay - 0

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, “The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested”.

Yea - 2 Nay - 1

33. Motion to add to the end of Article VI, Letter (b), “In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member.”

Yea - 3 Nay - 0

34. Motion to “correct the misspellings of all occurrences of the words “Inflight” and “Bylaws” by removing the hyphens”.

Yea - 2 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), “Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the following positions will have an 18-month term. This 18-month term only applies to the 2009 election, and the terms for these positions will revert back to 3-years at the next election: President 2nd Vice President, Recording Secretary, and half of the Domicile Executive Board Members. The terms for all other positions in the 2009 elections will be 3-years. In order to determine which Domicile Executive Board Member terms will be 18-months for the 2009 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member’s term will last until the next scheduled election”.

Yea - 1 Nay - 1

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, “The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election”.

Yea - 1 Nay - 1

Mark Torrez, Oakland Domicile Executive Board Member, entered the Meeting at 1215.

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, “These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means”.

Yea - 1 Nay - 2

38. Motion to add a Letter (o) to Article IX to read, “Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases”.

Yea - 0 Nay - 3

39. Motion to add a Letter (j) to Article VII to read, "There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they "fly" extra trips that are not pulled for union work".

Yea – 0 Nay - 3

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

Michael Massoni left the Meeting at 1238.

Cuyler Thompson Chaired the Meeting.

Cuyler Thompson reported to those Members present that the Southwest Airlines Director of Crew Scheduling, Audit, Planning and Automation, Brendan Conlon, had recently communicated to the Union his decision to honor neither the contractual language nor the negotiated settlement letter pertaining to the **Reserve Overlap Arbitration**. Cuyler reported that the Union had filed another grievance against Management's illegal overlap adjustments.

Michael Massoni returned to the Meeting at 1242.

Michael Massoni updated those Members present regarding the ongoing Open Time Arbitration.

Michael Massoni read aloud to those Members present a letter from John Kerrigan, International Secretary-Treasurer of TWU, in which Mr. Kerrigan notified TWU Local 556 President Thom McDaniel that the current Membership dues structure of the Local was out of compliance with the TWU International Constitution. Michael reported that Dan Akins, the Local's economist, was reviewing the Local's dues structure and would make a recommendation to the Executive Board as to a potential solution in the near future. Michael noted that Members would see a **dues increase** in the near future.

Michael Massoni reported that Management was still unwilling to settle the **"D Flight Attendant" Grievance**.

Michael Massoni reported on the recent decision by the Federal Aviation Administration to uphold the appeal of Southwest Airlines to continue the practice of allowing a pilot to stand in for a Flight Attendant during boarding at intermediate stops.

Michael Massoni reported that the results of the recent **Scheduling Committee Survey** would be published in an upcoming UNITY publication.

Val Lorien made a **motion** to adjourn. Mark Torrez **seconded** the motion. The motion **carried**.

The Chair adjourned the Oakland Session at 1315.

Phoenix

August 10, 2007

The Chair, TWU Local 556 First Vice-President Michael Massoni, called the Meeting to order at 1007.

Executive Board Members present were Michael Massoni, Jerry Lindemann and Cuyler Thompson.

Sonia Hall, Chair of the TWU Local 556 Board of Elections, was present at the Meeting.

Shop Steward Tina Coffee was present at the Meeting.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for approval.

Tina Coffee made a **motion** to dispense with reading the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Sonia Hall **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes**.

Sonia Hall made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Jerry Lindemann **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes. There was discussion.

Scheduling Committee Member and Shop Steward Richard Locher entered the Meeting.

Jerry Lindemann presented the **May 2007 TWU Local 556 Financial Report**. There was discussion.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting of odd-numbered years. These motions were being voted on at the 3rd Membership Meeting of the same year.

Michael Massoni reported that after the last session of the 2nd Membership Meeting of 2007, the proposed motions to amend the Bylaws had been referred to the Ed Cloutman, the Local's Legal Counsel, and Dan Rosen of TWU International for review. Michael directed those Members in attendance to a **Legal Advice Memorandum** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Michael read aloud the attorney's advice regarding the motions to amend the Bylaws. Responding to a question posed by a Member, the Chair explained why the Legal Advice Memorandum was not released to the Membership after it was originally received on July 21st, 2007. Michael reported that the decision was made by the Executive Board to present the Memorandum at the Membership Meetings. There was discussion.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, "Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position."

   Yea - 0 Nay - 5

Michael Massoni passed the gavel to Cuyler Thompson at 1045 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Michael Massoni at 1050.

Michael Massoni chaired the Meeting.

2. Motion to strike to text of Article VI, Letter (h) and replace it with, "In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy".

   Yea - 0 Nay - 5

3. Motion to strike the words "$100" from Article XI, Letter (d), and replace it with the words, "$500".

   Yea - 5 Nay - 0

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

   (a) "A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

   Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures *on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.*

If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a "yes" or "no" vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)' response shall be mailed with the ballot.

(b) An affirmative fifty percent (50%) plus one of the Local's Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

Yea - 0 Nay - 5

5. Motion to add to Article IX, Letter (j), "The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable".

   Yea - 0 Nay - 7

Michael Massoni passed the gavel to Cuyler Thompson in order to comment on the motion on the floor. There was discussion.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Michael Massoni.

Michael Massoni chaired the Meeting.

Phoenix Domicile Executive Board Member Michael Broadhead entered the Meeting at 1107.

Shop Steward Daryl Daoang entered the Meeting at 1114.

6. Motion to add a Letter (u) to Article VI, to read, "Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed."

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled Out of Order** by the Chair.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, "All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater".

   Yea - 0 Nay - 8

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), “The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled Out of Order** by the Chair.

9. Motion to add, “Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President.” after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled Out of Order** by the Chair.

Michael Massoni left the Meeting at 1152.

Jerry Lindemann chaired the Meeting.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, “New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base”.

    Yea - 7 Nay - 0

11. Motion to add a Letter (l) to Article V to read, “All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership meeting”.

    Yea - 0 Nay - 8

Michael Massoni returned to the Meeting at 1201.

12. Motion to strike Article IX, Letter (a) (2).

    Yea - 6 Nay - 2

13. Motion to amend Article IX, Letter (h) to strike both “forty-five (45)” and replace them with “within sixty (60)”.

    Yea - 8 Nay - 0

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word “quarterly” and adding the word “regular”.

    Yea - 6 Nay - 0

14. Motion to add a Letter (l) to Article V to read, “A quorum shall be defined as those members in attendance at quarterly membership meetings”.

    Yea - 7 Nay - 0

15. Motion to strike the words “multi-day lounge mobilization” from Article VII, Letter (g).

    Yea - 6 Nay - 2

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting “excluding the President” between “Executive Board” and “shall”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled Out of Order** by the Chair.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words “the vote will take place at the next scheduled Membership Meeting.” and adding the words “and election” after Nominations.

    Yea - 6 Nay - 0

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, “Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands”.

    Yea - 6 Nay - 0

19. Motion to strike the words, “and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

    Yea - 6 Nay - 0

20. Motion to strike the word “2” from Article VII, Letter (f) and replace it with the word “3”.

    Yea - 4 Nay - 2

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, “Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution”.

Yea - 5 Nay - 0

22. Motion to strike the word “two (2)” from Article VIII, Letter (i) and replace it with the word “three (3)”.

    Yea - 3 Nay - 3

23. Motion to add the words, “a minimum of” after the words “shall be” and before the word “one (1)” to Article VIII, Letter (k).

    Yea - 7 Nay - 0

24. Motion to strike the words “in the year 2000” from Article IX, Letter (n).

    Yea - 7 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, “Vacancies may be filled at the next scheduled Membership Meeting in that domicile”.

    Yea - 7 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words “odd-numbered ending” and “odd-numbered”.

    Yea - 0 Nay - 6

27. Motion to add to Article IX, Letter (j), “For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time”.

    Yea - 0 Nay - 7

29. Motion to change Article XII, Letter (a) by “striking ‘Scheduling’ as a Committee and renaming the existing Committee ‘Line Construction’”.

    Yea - 7 Nay - 0

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, “or a delegate or alternate to the TWU International Convention”.

    Yea - 7 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, “The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested”.

    Yea - 7 Nay - 0

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, “The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested”.

    Yea - 7 Nay - 0

33. Motion to add to the end of Article VI, Letter (b), “In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member.”

    Yea - 7 Nay - 0

34. Motion to “correct the misspellings of all occurrences of the words “Inflight” and “Bylaws” by removing the hyphens”.

    Yea - 7 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), “Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the following positions will have an 18-month term. This 18-month term only applies to the 2009 election, and the terms for these positions will revert back to 3-years at the next election: President 2nd Vice President, Recording Secretary, and half of the Domicile Executive Board Members. The terms for all other positions in the 2009 elections will be 3-years. In order to determine which Domicile Executive Board Member terms will be 18-months for the 2009 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member’s term will last until the next scheduled election”.

There was discussion regarding the fact that the motion on the floor conflicted with the TWU International Constitution and why it had inadvertently not been ruled out of order by the Chair at the Oakland Session of the 3rd Membership Meeting of 2007.

    Yea - 0 Nay - 4

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, “The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election”.

    Yea - 0 Nay - 4

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, “These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means”.

    Yea - 0 Nay - 7

38. Motion to add a Letter (o) to Article IX to read, "Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases".

    Yea - 6 Nay - 0

39. Motion to add a Letter (j) to Article VII to read, "There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they "fly" extra trips that are not pulled for union work".

    Yea - 0 Nay - 6

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

Michael Broadhead made a **motion** to suspend the rules of the Meeting in order to nominate a Shop Steward. Jerry Lindemann **seconded** the motion. The motion **carried**.

Michael Broadhead **nominated** Kathleen Gregory as a Shop Steward. Jerry Lindemann **seconded** the motion. The motion **carried**.

Michael Broadhead left the Meeting at 1250.

The Chair introduced Sonia Hall of the **TWU Local 556 Board of Elections**. The floor was opened to nominations for the two Membership-elected positions of the **TWU Local 556 Negotiating Team**.

Sonia explained that in order for a Member to be eligible for nomination and election to the TWU Local 556 Negotiating Team, a Member must, in addition to all other requirements of the International Constitution and the Local's Bylaws:

1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Sonia explained the time-line for the election of the final two Members of the Negotiating Team. Sonia noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 10th and would conclude on September 28th. The results of the election would be posted on September 28th.

Robin Hampton **nominated** Daryl Daoang as a candidate for the TWU Local 556 Negotiating Team. Michael Massoni **seconded** the nomination.

Robin Hampton **nominated** Michael Broadhead as a candidate for the TWU Local 556 Negotiating Team. Tina Coffee **seconded** the nomination.

Robin Hampton **nominated** Cuyler Thompson, Michael Massoni and Jerry Lindemann as candidates for the TWU Local 556 Negotiating Team. Bonnie Barton **seconded** the nominations.

Tina Coffee **nominated** Karen Amos as a candidate for the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Robin Hampton **nominated** Tina Coffee as a candidate for the TWU Local 556 Negotiating Team. Jerry Lindemann **seconded** the nomination.

Tina Coffee **nominated** Jimmy West as a candidate for the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Tina Coffee **nominated** Robin Hampton as a candidate for the TWU Local 556 Negotiating Team. Michael Massoni **seconded** the nomination.

Tina Coffee **nominated** James Malone as a candidate for the TWU Local 556 Negotiating Team. Robin Hampton **seconded** the nomination.

Michael Massoni **nominated** Karla Kozak to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Michael Massoni **nominated** Justin Whittington as a candidate to the TWU Local 556 Negotiating Team. Jerry Lindemann **seconded** nomination.

Michael Massoni **nominated** Michelle Moore as a candidate to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

The Chair closed the floor to further nominations.

Michael Massoni reported to those Members present that the Southwest Airlines Director of Crew Scheduling, Audit, Planning and Automation, Brendan Conlon, had recently communicated to the Union his decision to honor neither the contractual language nor the negotiated settlement letter pertaining to the **Reserve Overlap Arbitration**. Michael reported that the Union had filed another grievance against Management's illegal overlap adjustments.

Michael Massoni updated those Members present on the ongoing **Open Time Arbitration**.

Michael Massoni read aloud to those Members present a letter from John Kerrigan, International Secretary-Treasurer of TWU, in which Mr. Kerrigan notified TWU Local 556 President Thom McDaniel that the current Membership dues structure of the Local was out of compliance with the TWU International Constitution. Michael reported that Dan Akins, the Local's economist, was reviewing the Local's dues structure and would make a recommendation to the Executive Board as to a potential solution in the near future. Michael noted that Members would see a **dues increase** in the near future.

Michael Massoni reported that Management was still unwilling to settle the **"D Flight Attendant" Grievance**.

Michael Massoni reported on the recent decision by the Federal Aviation Administration to uphold the appeal of Southwest Airlines to continue the practice of allowing a pilot to stand in for a Flight Attendant during boarding at intermediate stops.

Michael Massoni reported that the results of the recent **Scheduling Committee Survey** would be published in an upcoming UNITY publication.

Cuyler Thompson made a **motion** to adjourn the Phoenix Session of the Meeting. Jerry Lindemann **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Phoenix Session at 1400.

Dallas

August 13, 2007

The Chair, TWU Local 556 President, Thom McDaniel, called the Meeting to order at 1000.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Gwen Dunivent

Denny Sebesta, Grievance Chair, was present at the Meeting.

Grievance Staff Members Catherine Rea, Lyn Montgomery, John Parrott, Shae Grajeda, Jamie Littleford, Becky Parker and Kathy Anderson were recognized by Thom McDaniel.

Thom introduced Denny Sebesta as one of the newly appointed Members of the **TWU Local 556 Negotiating Team**. Thom noted that Don Shipman was also appointed.

Sonia Hall and Jannah Dalak, Board of Elections Chairs, were present at the Meeting.

Gwen Dunivent recognized Dallas Shop Stewards Vince Eakes, Ron Regan, John Parrott, Jane Johnson and Karen Amos.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for review.

Stacy Madison made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Kathy Anderson **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes** for review.

Jane Johnson made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Kathy Anderson **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes.

Jerry Lindemann, Treasurer, presented the **May 2007 TWU Local 556 Financial Report**. There was discussion.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting and then voted on at the 3rd Membership Meeting of odd-numbered years. Thom reported that after the 2nd Membership Meeting, the proposed motions to amend the Bylaws had been referred to Ed Cloutman, the Local's Legal Counsel, and Dan Rosen of TWU International for review. Thom directed those Members in attendance to a **Legal Advice Memorandum** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Thom noted that the document would be referred to during the Meeting to explain why certain motions to amend the Bylaws had been ruled out of order.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

There was discussion regarding how certain Bylaws were deemed to be out of order by the Chair and why those Members making said motions had not been notified prior to the Meeting. The Chair reported that the Executive Board had made that decision.

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, "Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position."

   Yea - 1 Nay - 29

2. Motion to strike to text of Article VI, Letter (h) and replace it with, "In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed,

the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy".

Yea - 25 Nay - 4

The Chair noted that Executive Board Members present at the Dallas Session of the Meeting would be voting in their respective Domiciles.

3. Motion to strike the words "$100" from Article XI, Letter (d), and replace it with the words, "$500".

   Yea - 2 Nay - 26

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

   (a) "A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

   Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.

   If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a "yes" or "no" vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)' response shall be mailed with the ballot.

   (b) An affirmative fifty percent (50%) plus one of the Local's Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

   Yea - 1 Nay - 29

5. Motion to add to Article IX, Letter (j), "The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable".

Yea - 32 Nay - 0

6. Motion to add a Letter (u) to Article VI, to read, "Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed."

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

Karen Amos made a **motion** to overrule the decision of the Chair on the ruling that Bylaw Amendment #6 is out of order and that Amendment #6 be voted on in the next round of Membership Meetings. Paul Alexander **seconded** the motion.

The Meeting took a break at 1140 in order to consult the Local's legal counsel, Ed Cloutman, regarding the motion on the floor and reconvened at 1155.

The Chair, Thom McDaniel, ruled that in accordance with the advice of legal counsel, the motion on the floor was **out of order**. Thom **agreed**, at a Member's request, that the supporting documentation (sections of the Labor-Management Reporting and Disclosure Act, or LMRDA) to which the aforementioned Legal Advice Memorandum referred would be requested and brought to the remaining Sessions of the 3rd Membership Meeting. There was discussion.

There was discussion regarding how the Executive Board scheduled the dates of Membership Meetings.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, "All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater".

   Yea - 12 Nay - 7

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), "The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board".

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

9. Motion to add, "Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President." after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, “New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base”.

    Yea - 13 Nay - 10

11. Motion to add a Letter (l) to Article V to read, “All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership Meeting”.

    Yea - 5 Nay – 20

Thom McDaniel passed the gavel to Michael Massoni in order to comment on the motion on the floor at 1228.

Michael Massoni chaired the Meeting.

Michael Massoni passed the gavel back to Thom McDaniel at 1235.

12. Motion to strike Article IX, Letter (a) (2).

    Yea - 16 Nay - 5

13. Motion to amend Article IX, Letter (h) to strike both “forty-five (45)” and replace them with “within sixty (60)”.

    Yea - 20 Nay - 0

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word “quarterly” and adding the word “regular”.

    Yea - 21 Nay - 0

14. Motion to add a Letter (l) to Article V to read, “A quorum shall be defined as those members in attendance at quarterly membership meetings”.

    Yea - 19 Nay - 0

15. Motion to strike the words “multi-day lounge mobilization” from Article VII, Letter (g).

    Yea - 11 Nay - 6

Thom McDaniel left the Meeting at 1310.

Michael Massoni chaired the Meeting.

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting “excluding the President” between “Executive Board” and “shall”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled out of order** by the Chair.

Thom McDaniel returned to the Meeting as Chair at 1313.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words “the vote will take place at the next scheduled Membership Meeting.” and adding the words “and election” after Nominations.

    Yea - 22 Nay – 0

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, “Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands”.

    Yea - 22 Nay – 0

19. Motion to strike the words, “and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

    Yea - 21 Nay - 0

20. Motion to strike the word “2” from Article VII, Letter (f) and replace it with the word “3”.

    Yea - 16 Nay - 0

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, “Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution”.

    Yea - 19 Nay - 0

22. Motion to strike the word “two (2)” from Article VIII, Letter (i) and replace it with the word “three (3)”.

    Yea - 19 Nay - 0

23. Motion to add the words, “a minimum of” after the words “shall be” and before the word “one (1)” to Article VIII, Letter (k).

Yea - 15 Nay - 0

24. Motion to strike the words "in the year 2000" from Article IX, Letter (n).

    Yea - 16 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, "Vacancies may be filled at the next scheduled Membership Meeting in that domicile".

    Yea - 14 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words "odd-numbered ending" and "odd-numbered".

    Yea - 4 Nay - 14

27. Motion to add to Article IX, Letter (j), "For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time".

    Yea - 4 Nay - 15

29. Motion to change Article XII, Letter (a) by "striking 'Scheduling' as a Committee and renaming the existing Committee 'Line Construction'".

    Yea - 0 Nay - 17

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, "or a delegate or alternate to the TWU International Convention".

    Yea - 19 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, "The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested".

    Yea - 6 Nay - 12

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, "The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested".

    Yea - 6 Nay - 10

33. Motion to add to the end of Article VI, Letter (b), "In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member."

Yea - 2 Nay - 18

34. Motion to “correct the misspellings of all occurrences of the words “Inflight” and “Bylaws” by removing the hyphens”.

    Yea - 20 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), “Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the following positions will have an 18-month term. This 18-month term only applies to the 2009 election, and the terms for these positions will revert back to 3-years at the next election: President 2nd Vice President, Recording Secretary, and half of the Domicile Executive Board Members. The terms for all other positions in the 2009 elections will be 3-years. In order to determine which Domicile Executive Board Member terms will be 18-months for the 2009 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member’s term will last until the next scheduled election”.

There was discussion regarding the fact that the motion on the floor conflicted with the TWU International Constitution and why it had inadvertently not been ruled out of order by the Chair at the Oakland Session of the 3rd Membership Meeting of 2007.

Yea - 3 Nay - 9

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, “The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election”.

    Yea - 2 Nay - 8

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, “These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means”.

    Yea - 0 Nay - 17

38. Motion to add a Letter (o) to Article IX to read, “Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases”.

    Yea - 3 Nay - 16

39. Motion to add a Letter (j) to Article VII to read, “There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they “fly” extra trips that are not pulled for union work”.

    Yea - 0 Nay - 18

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

The Chair introduced Sonia Hall and Jannah Dalak, Chairs of the **TWU Local 556 Board of Elections**. The floor was opened to nominations for the two Membership-elected positions of the **TWU Local 556 Negotiating Team**.

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1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Sonia explained the time-line for the election of the final two Members of the Negotiating Team. Sonia noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 10th and would conclude on September 28th. The results of the election would be posted on September 28th.

Paul Alexander **nominated** Cindy Ritner as a candidate for the TWU Local 556 Negotiating Team. Ron Regan **seconded** the nomination.

Cheri Parnell-Vincent **nominated** James Malone as a candidate for the TWU Local 556 Negotiating Team. Paul Alexander **seconded** the nomination.

Karen Amos **nominated** Ron Regan as a candidate for the TWU Local 556 Negotiating Team. Cindy Ritner **seconded** the nomination.

Denny Sebesta **nominated** Brett Nevarez as a candidate for the TWU Local 556 Negotiating Team. Catherine Rea **seconded** the nomination.

Shae Grajeda **nominated** John Parrott as a candidate for the TWU Local 556 Negotiating Team. Lyn Montgomery **seconded** the nomination.

Cheri Parnell-Vincent **nominated** John Susong as a candidate for the TWU Local 556 Negotiating Team. John Parrott **seconded** the nomination.

Cheri Parnell-Vincent **nominated** Kim Zimmer as a candidate for the TWU Local 556 Negotiating Team. Paul Alexander **seconded** the nomination.

Becky Parker **nominated** James Gordon as a candidate for the TWU Local 556 Negotiating Team. John Parrott **seconded** the nomination.

Sonia Hall closed the floor to further nominations.

Thom McDaniel updated those Members present regarding the **Open Time Arbitration**. Thom noted that both Management and the Union had submitted post-hearing briefs to the Arbitrator and that she was currently rendering her decision. The Union has filed a post hearing motion based on the Company's brief and the Company has responded. The Union was awaiting the ruling from the Arbitrator. Thom noted that Members could read the Union's post-hearing brief on the Local 556 Website.

Thom McDaniel read aloud a letter from John Kerrigan, TWU International Secretary-Treasurer, in which TWU International requested that Local 556 recalculate the 'weighted average' used to determine the dues structure of the Local. Thom reported that Dan Akins, the Local's Economist, was then reassessing the weighted average. It was noted that the recalculation would most likely **increase the dues** of our Members.

Thom McDaniel explained why the **'D Flight Attendant'** program recently implemented by Management was a violation of our Contract. Thom reported that an Inflight Supervisor does not meet definition of a Flight Attendant according to the Contract and that the Union had filed a grievance. Thom noted that the case had been slated for arbitration. Thom reported that the Local had created and released a video response, in true "Southwest Style", that was available to be viewed on the TWU Local 556 Website.

Denny Sebesta, Grievance Chair, updated those Members present regarding the **Reserve Overlap Grievance**. Denny reported that the Union had filed this new grievance in response to Management arbitrarily violating a binding settlement letter dated December 8, 2006, which settled Grievance #3296. This settlement prohibits Scheduling from making adjustments to an unassigned Reserve day(s) in the current month to keep the Reserve legal for their assignment in the new month. The Company settled with the Union in order to avoid Arbitration. This new grievance calls for the Company to cease the practice and to abide by the December 8th settlement letter. Denny noted that Scheduling may release the Reserve ONLY at the Flight Attendant's request to maintain maximum flexibility for our Members.

There was discussion regarding **Minimum Crew** required onboard a Southwest Airlines aircraft at intermediate stops. Thom reported that Southwest Airlines, the Local and TWU International had all filed exemptions with the FAA to the requirement that three Flight Attendants remain onboard. After Southwest Airlines was granted the exemption, the Association of Flight Attendants (AFA) had complained loudly in the media. Thom explained that the AFA Leadership believed that the exemption opened the door for their Members to be required to take on additional duties. Thom explained that our Collective Bargaining Agreement (CBA) or Contract prohibited Southwest Airlines Management from requiring Southwest Airlines Flight Attendants from performing duties assigned to another work group (Operations Agents, Customer Service Agents, etc.). Thom reported that the Executive Board had notified the other Unions at Southwest Airlines that TWU Local 556 Members do not plan to take work away from their Members by performing duties that are assigned to their work groups.

Brett Nevarez, Scheduling Committee Co-Chair, updated those Members in attendance at the Meeting regarding the results of the recent **Scheduling Committee Survey**. There was discussion.

Thom McDaniel reported that he and Gwen Dunivent had met with Mike Van de Ven, Southwest Airlines Executive Vice President Aircraft Operations, and had asked that the qualifications for Flight Attendants to receive **Buddy Passes** be made less restrictive and more in line with other work groups at Southwest Airlines.

Gwen Dunivent reported that employees at the Dallas Base would be required to pay for employee parking in the near future.

There was discussion regarding the procedures of appealing a decision of the Chair of a Meeting.

Responding to a Member's question, there was a brief discussion regarding possible miscalculations of the Duty Hour Ratio (DHR) by Inflight Scheduling.

Karen Amos made a **motion** to adjourn the Dallas Session of the 3rd Membership Meeting of 2007. Paul Alexander **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Dallas Session of the Meeting at 1613.

Houston

August 17, 2007

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel, Jerry Lindemann, Stacy Martin, Cuyler Thompson and Jill van der Werff.

Jannah Dalak, a Board of Elections Chair, was present at the Meeting.

Shop Steward Kelley Martin was present at the Meeting.

The Chair noted that Stacy Martin, Jerry Lindemann and Thom McDaniel would be casting votes at the Houston Session of the Meeting. Jannah Dalak and Cuyler Thompson would be voting at the Baltimore Session of the 3rd Membership Meeting of 2007.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for review.

Jannah Dalak made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Jill van der Werff **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes** for review.

Jill van der Werff made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Kelley Martin **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes.

Jerry Lindemann, Treasurer, presented the **May 2007 TWU Local 556 Financial Report**.

The Chair introduced Jannah Dalak, Chair of the **TWU Local 556 Board of Elections**. The floor was opened to nominations for the two Membership-elected positions of the **TWU Local 556 Negotiating Team**.

Jannah explained that in order for a Member to be eligible for nomination and election to the TWU Local 556 Negotiating Team, a Member must, in addition to all other requirements of the International Constitution and the Local's Bylaws:

1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Jannah explained the time-line for the election of the final two Members of the Negotiating Team. Jannah noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 14th and would conclude on September 28th. The results of the election would be posted on September 28th.

Stacy Martin **nominated** Jill van der Werff, Kelley Martin, Michael McNeil, Victor Conejo and Crystal Rains as candidates for the TWU Local 556 Negotiating Team. Jerry Lindemann **seconded** the nominations.

Jerry Lindemann **nominated** Valerie Boy, Shae Grajeda, Jessica Parker, Stacy Martin, Mark Torrez and Kyle Whiteley as candidates for the TWU Local 556 Negotiating Team. Jill van der Werff **seconded** the nominations.

Thom McDaniel updated those Members present regarding the **Open Time Arbitration**. Thom noted that both Management and the Union had submitted post-hearing briefs to the Arbitrator and that she was currently rendering her decision. The Union has filed a post hearing motion based on the Company's brief and the Company has responded. The Union was awaiting the ruling from the Arbitrator. Thom noted that Members could read the Union's post-hearing brief on the Local 556 Website.

Thom McDaniel read aloud a letter from John Kerrigan, TWU International Secretary-Treasurer, in which TWU International requested that Local 556 recalculate the 'weighted average' used to determine the dues structure of the Local. Thom reported that Dan Akins, the Local's Economist, was then reassessing the weighted average. It was noted that the recalculation would most likely **increase the dues** of our Members.

Thom McDaniel explained why the **'D Flight Attendant'** program recently implemented by Management was a violation of our Contract. Thom reported that an Inflight Supervisor does not meet definition of a Flight Attendant according to the Contract and that the Union had filed a grievance. Thom noted that the case had been slated for arbitration. Thom reported that the Local had created and released a video response, in true "Southwest Style", that was available to be viewed on the TWU Local 556 Website.

Thom McDaniel updated those Members present regarding the **Reserve Overlap Grievance**. Thom reported that the Union had filed this new grievance in response to Management arbitrarily violating a binding settlement letter dated December 8, 2006, which settled Grievance #3296. This settlement prohibits Scheduling from making adjustments to an unassigned Reserve day(s) in the current month to keep the Reserve legal for their assignment in the new month. The Company settled with the Union in order to avoid Arbitration. This new grievance calls for the Company to cease the practice and to abide by the December 8th settlement letter. Thom noted that Scheduling may release the Reserve ONLY at the Flight Attendant's request to maintain maximum flexibility for our Members.

There was discussion regarding **Minimum Crew** required onboard a Southwest Airlines aircraft at intermediate stops. Thom reported that Southwest Airlines, the Local and TWU International had all filed exemptions with the FAA to the requirement that three Flight Attendants remain onboard. After Southwest Airlines was granted the exemption, the Association of Flight Attendants (AFA) had complained loudly in the media. Thom explained that the AFA Leadership believed that the exemption opened the door for their Members to be required to take on additional duties. Thom explained that our Collective Bargaining Agreement (CBA) or Contract prohibited Southwest Airlines Management from requiring Southwest Airlines Flight Attendants from performing duties assigned to another work group (Operations Agents, Customer Service Agents, etc.). Thom reported that the Executive Board had notified the other Unions at Southwest Airlines that TWU Local 556 Members do not plan to take work away from their Members by performing duties that are assigned to their work groups.

Thom McDaniel updated those Members in attendance at the Meeting regarding the results of the recent **Scheduling Committee Survey**. There was discussion.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting and then voted on at the 3rd Membership Meeting of odd-numbered years. Thom reported that after the 2nd Membership Meeting, the proposed motions to amend the Bylaws had been referred to Ed Cloutman, the Local's

Legal Counsel, and Dan Rosen of TWU International for review. Thom directed those Members in attendance to a **Legal Advice Memorandum** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Thom noted that the document would be referred to during the Meeting to explain why certain motions to amend the Bylaws had been ruled out of order.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, "Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position."

   Yea - 0 Nay - 6

Thom McDaniel passed the gavel to Cuyler Thompson in order to comment on the motion on the floor at 1052.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1056.

Thom McDaniel passed the gavel to Cuyler Thompson in order to address the Meeting regarding the motion on the floor at 1058.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1101.

There was discussion.

2. Motion to strike to text of Article VI, Letter (h) and replace it with, "In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy".

   Yea - 0 Nay - 5

3. Motion to strike the words "$100" from Article XI, Letter (d), and replace it with the words, "$500".

   Yea - 6 Nay - 0

Thom McDaniel passed the gavel to Cuyler Thompson in order to make comment on the motion on the floor at 1112.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1113.

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

   (a) "A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

   Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.

   If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a "yes" or "no" vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)' response shall be mailed with the ballot.

   (b) An affirmative fifty percent (50%) plus one of the Local's Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

   Yea - 0 Nay - 6

5. Motion to add to Article IX, Letter (j), "The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable".

   Yea - 0 Nay - 5

Thom McDaniel passed the gavel to Cuyler Thompson in order to make comment on the motion on the floor at 1121.

Cuyler Thompson Chaired the Meeting

Cuyler Thompson passed the gavel to Thom McDaniel at 1122.

6. Motion to add a Letter (u) to Article VI, to read, “Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed.”

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, “All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater”.

   Yea - 0 Nay - 5

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), “The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

9. Motion to add, “Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President.” after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, “New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base”.

    Yea - 0 Nay - 5

Thom McDaniel left the Meeting at 1128.

Cuyler Thompson chaired the Meeting.

11. Motion to add a Letter (l) to Article V to read, “All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or

abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership meeting".

Yea - 0 Nay - 4

Thom McDaniel returned to the Meeting at 1130.

Cuyler Thompson continued to Chair the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1135.

12. Motion to strike Article IX, Letter (a) (2).

    Yea - 3 Nay - 0

13. Motion to amend Article IX, Letter (h) to strike both "forty-five (45)" and replace them with "within sixty (60)".

    Yea - 6 Nay - 0

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word "quarterly" and adding the word "regular".

    Yea - 6 Nay - 0

14. Motion to add a Letter (l) to Article V to read, "A quorum shall be defined as those members in attendance at quarterly membership meetings".

    Yea - 6 Nay - 0

15. Motion to strike the words "multi-day lounge mobilization" from Article VII, Letter (g).

    Yea - 7 Nay - 0

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting "excluding the President" between "Executive Board" and "shall".

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled out of order** by the Chair.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words "the vote will take place at the next scheduled Membership Meeting." and adding the words "and election" after Nominations.

    Yea - 8 Nay - 0

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, “Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands”.

    Yea - 8 Nay - 0

19. Motion to strike the words, “and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

    Yea - 8 Nay - 0

20. Motion to strike the word “2” from Article VII, Letter (f) and replace it with the word “3”.

    Yea - 8 Nay - 0

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, “Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution”.

    Yea - 8 Nay - 0

22. Motion to strike the word “two (2)” from Article VIII, Letter (i) and replace it with the word “three (3)”.

    Yea - 8 Nay - 0

23. Motion to add the words, “a minimum of” after the words “shall be” and before the word “one (1)” to Article VIII, Letter (k).

    Yea - 8 Nay - 0

24. Motion to strike the words “in the year 2000” from Article IX, Letter (n).

    Yea - 8 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, “Vacancies may be filled at the next scheduled Membership Meeting in that domicile”.

    Yea - 8 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words “odd-numbered ending” and “odd-numbered”.

    Yea - 0 Nay - 8

27. Motion to add to Article IX, Letter (j), “For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time”.

    Yea - 0 Nay - 8

29. Motion to change Article XII, Letter (a) by “striking ‘Scheduling’ as a Committee and renaming the existing Committee ‘Line Construction’”.

    Yea - 0 Nay - 8

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, “or a delegate or alternate to the TWU International Convention”.

    Yea - 8 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, “The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested”.

    Yea - 8 Nay - 0

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, “The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested”.

    Yea - 8 Nay - 0

Thom McDaniel passed the gavel to Cuyler Thompson in order to make comment on the motion on the floor at 1142.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel back to Thom McDaniel at 1144.

33. Motion to add to the end of Article VI, Letter (b), “In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member.”

    Yea - 7 Nay - 0

34. Motion to “correct the misspellings of all occurrences of the words “Inflight” and “Bylaws” by removing the hyphens”.

    Yea - 8 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), "Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the following positions will have an 18-month term. This 18-month term only applies to the 2009 election, and the terms for these positions will revert back to 3-years at the next election: President 2nd Vice President, Recording Secretary, and half of the Domicile Executive Board Members. The terms for all other positions in the 2009 elections will be 3-years. In order to determine which Domicile Executive Board Member terms will be 18-months for the 2009 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member's term will last until the next scheduled election".

    Yea - 0 Nay - 7

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, "The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election".

    Yea - 0 Nay - 7

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, "These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means".

    Yea - 0 Nay - 7

38. Motion to add a Letter (o) to Article IX to read, "Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases".

    Yea - 0 Nay - 7

39. Motion to add a Letter (j) to Article VII to read, "There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they "fly" extra trips that are not pulled for union work".

    Yea - 0 Nay - 6

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

Jill van der Werff made a **motion** to suspend the rules of the Meeting in order to nominate Shop Stewards. Jerry Lindemann **seconded** the motion. The motion **carried**.

Jill van der Werff nominated Jose Calderon and Carrie Sanchez to be Shop Stewards. Stacy Martin **seconded** the motion. The motion **carried**.

Kelley Martin made a **motion** that the Grievance Chair pay shall be High Line plus 15% because it is shown that this position is not always going to be an Officer. Jill van der Werff **seconded** the motion.

Kelley Martin made a **motion** to adjourn the Houston Session of the Meeting. Jill van der Werff **seconded** the motion. The motion **carried**.

The Chair adjourned the Houston Session of the Meeting at 1255.

<u>Chicago</u>

August 22, 2007

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel, Cuyler Thompson and Kyle Whiteley.

The Chair noted that because other Sessions of the 3rd Membership Meetings had been so lengthy, many Members were unable to remain at the Meeting until adjournment. Thom noted that the Meeting would be deviating from the Agenda so that other important items could be discussed before voting on the proposed Bylaw changes was conducted.

Thom introduced Sonia Hall, a Board of Elections Chair.

The Chair introduced Shop Stewards Don Shipman, Julia Pavlicek, Rob Riddell and James Malone.

Thom McDaniel reported that the Executive Board had recently appointed Don Shipman and Denny Sebesta to the **TWU Local 556 Negotiating Team**.

The Chair noted that Thom McDaniel, Cuyler Thompson and Sonia Hall either had or would be casting votes at other Sessions of the 3rd Membership Meeting of 2007.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for review.

Rob Riddell made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Julia Pavlicek **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes** for review.

Rob Riddell made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Julia Pavlicek **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes.

Thom McDaniel presented the **May 2007 TWU Local 556 Financial Report**.

Thom McDaniel updated those Members present regarding the **Open Time Arbitration**. Thom noted that both Management and the Union had submitted post-hearing briefs to the Arbitrator and that she was currently rendering her decision. The Union had filed a post hearing motion based on the Company's brief and the Company has responded. The Union was awaiting the ruling from the Arbitrator. Thom noted that Members could read the Union's post-hearing brief on the Local 556 Website.

Thom McDaniel read aloud a letter from John Kerrigan, TWU International Secretary-Treasurer, in which TWU International requested that Local 556 recalculate the 'weighted average' used to determine the dues structure of the Local. Thom reported that Dan Akins, the Local's Economist, was then reassessing the weighted average. It was noted that the recalculation would most likely **increase the dues** of our Members. There was discussion.

Thom McDaniel explained why the **'D Flight Attendant'** program recently implemented by Management was a violation of our Contract. Thom reported that an Inflight Supervisor does not meet definition of a Flight Attendant according to the Contract and that the Union had filed a grievance. Thom noted that the case had been slated for arbitration. Thom reported that the Local had created and released a video response, in true "Southwest Style", that was available to be viewed on the TWU Local 556 Website. There was discussion.

Board of Elections Chair Chris Sullivan entered the Meeting at 1030.

The Chair introduced Sonia Hall and Chris Sullivan, Chairs of the **TWU Local 556 Board of Elections**. The floor was opened to nominations for the two Membership-elected positions of the **TWU Local 556 Negotiating Team**.

Sonia explained that in order for a Member to be eligible for nomination and election to the TWU Local 556 Negotiating Team, a Member must, in addition to all other requirements of the International Constitution and the Local's Bylaws:

1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Sonia explained the time-line for the election of the final two Members of the Negotiating Team. Sonia noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 10th and would conclude on September 28th. The results of the election would be posted on September 28th.

The floor was closed to further nominations.

Thom McDaniel updated those Members present regarding the **Reserve Overlap Grievance**. He reported that the Union had filed this new grievance in response to Management arbitrarily violating a binding settlement letter dated December 8, 2006, which settled Grievance #3296. This settlement prohibits Scheduling from making adjustments to an unassigned Reserve day(s) in the current month to keep the Reserve legal for their assignment in the new month. The Company settled with the Union in order to avoid Arbitration. This new grievance calls for the Company to cease the practice and to abide by the December 8th settlement letter. Thom noted that Scheduling may release the Reserve ONLY at the Flight Attendant's request to maintain maximum flexibility for our Members.

There was discussion regarding **Minimum Crew** required onboard a Southwest Airlines aircraft at intermediate stops. Thom reported that Southwest Airlines, the Local and TWU International had all filed exemptions with the FAA to the requirement that three Flight Attendants remain onboard. After Southwest Airlines was granted the exemption, the Association of Flight Attendants (AFA) had complained loudly in the media. Thom explained that the AFA Leadership believed that the exemption opened the door for their Members to be required to take on additional duties. Thom explained that our Collective Bargaining Agreement (CBA) or Contract prohibited Southwest Airlines Management from requiring Southwest Airlines Flight Attendants from performing duties assigned to another work group (Operations Agents, Customer Service Agents, etc.). Thom reported that the Executive Board had notified the other Unions at Southwest Airlines that TWU Local 556 Members do not plan to take work away from their Members by performing duties that are assigned to their work groups.

Kyle Whiteley updated those Members present regarding the outcome of the recent **Scheduling Committee Survey**. Kyle reported that those Members voting had overwhelmingly selected Choice B (Reduced 4-day schedule, and consolidate the additional pairings as much as possible: like the May, June and July Flight Attendant Schedules). Kyle reported that the results of the Survey would be published in an upcoming Unity Update publication.

Thom McDaniel reported that all Members of the TWU Local 556 Negotiating Team would be in place by October 1st. Thom went on to say that the Executive Board had recently leased office space for the Negotiating Team next to the Local Union Office.

Thom McDaniel reported that Jerry Lindemann had assumed the office of TWU Local 556 Secretary-Treasurer after Gayle Ross had stepped down citing personal reasons. Thom also noted that Michael Broadhead had resigned as the Phoenix Domicile Executive Board Member the previous day. Thom noted that Michael had done an excellent job as an Executive Board Member and had made great changes at the Phoenix Base. Thom noted that the **Phoenix Domicile Executive Board Member** position had been unopposed during the last Officer Elections. Thom reported that the Executive Board had 45 days in which to appoint someone to the position. The Executive Board would be appointing a **Las Vegas Domicile Executive Board Member** at the next Board Meeting.

Kyle Whiteley made a **motion** to suspend the rules of the Meeting in order to nominate a Shop Steward. Rob Riddell **seconded** the Motion. The motion **carried**.

Kyle Whiteley **nominated** Scott Campbell to be a Shop Steward. Don Shipman **seconded** the motion. The motion **carried**.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting and then voted on at the 3rd Membership Meeting of odd-numbered years. Thom reported that after the 2nd Membership Meeting, the proposed motions to amend the Bylaws had been referred to Ed Cloutman, the Local's Legal Counsel, and Dan Rosen of TWU International for review. Thom directed those Members in attendance to a **Legal Advice Memorandum** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Thom noted that the document would be referred to during the Meeting to explain why certain motions to amend the Bylaws had been ruled out of order.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

It was noted that Chris Sullivan would be voting at the Chicago Session of the Meeting.

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, "Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position."

   Yea - 0 Nay - 12

2. Motion to strike to text of Article VI, Letter (h) and replace it with, "In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy".

   Yea - 4 Nay - 9

3. Motion to strike the words "$100" from Article XI, Letter (d), and replace it with the words, "$500".

   Yea - 13 Nay - 0

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

(a) "A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the

event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.

If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a "yes" or "no" vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)' response shall be mailed with the ballot.

(b) An affirmative fifty percent (50%) plus one of the Local's Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

Yea - 0 Nay - 11

5. Motion to add to Article IX, Letter (j), "The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable".

   Yea - 0 Nay – 11

Thom McDaniel passed the gavel to Cuyler Thompson in order to make comment on the motion on the floor at 1152.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1158

6. Motion to add a Letter (u) to Article VI, to read, "Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed."

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, "All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This

trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater".

Yea - 0 Nay - 12

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), "The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board".

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

9. Motion to add, "Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President." after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, "New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base".

Yea - 0 Nay - 9

11. Motion to add a Letter (l) to Article V to read, "All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership meeting".

Yea - 0 Nay - 8

12. Motion to strike Article IX, Letter (a) (2).

Yea - 3 Nay - 4

13. Motion to amend Article IX, Letter (h) to strike both "forty-five (45)" and replace them with "within sixty (60)".

Yea - 8 Nay - 0

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word "quarterly" and adding the word "regular".

Yea - 8 Nay - 0

14. Motion to add a Letter (l) to Article V to read, “A quorum shall be defined as those members in attendance at quarterly membership meetings”.

    Yea - 9 Nay - 0

15. Motion to strike the words “multi-day lounge mobilization” from Article VII, Letter (g).

    Yea - 8 Nay - 1

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting “excluding the President” between “Executive Board” and “shall”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled out of order** by the Chair.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words “the vote will take place at the next scheduled Membership Meeting.” and adding the words “and election” after Nominations.

    Yea - 9 Nay - 1

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, “Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands”.

    Yea - 9 Nay - 1

19. Motion to strike the words, “and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

    Yea - 8 Nay - 1

20. Motion to strike the word “2” from Article VII, Letter (f) and replace it with the word “3”.

    Yea - 9 Nay - 0

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, “Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution”.

    Yea - 8 Nay - 1

22. Motion to strike the word “two (2)” from Article VIII, Letter (i) and replace it with the word “three (3)”.

Yea - 9 Nay - 0

23. Motion to add the words, “a minimum of” after the words “shall be” and before the word “one (1)” to Article VIII, Letter (k).

Yea - 9 Nay - 0

24. Motion to strike the words “in the year 2000” from Article IX, Letter (n).

Yea - 9 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, “Vacancies may be filled at the next scheduled Membership Meeting in that domicile”.

Yea - 9 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words “odd-numbered ending” and “odd-numbered”.

Yea - 0 Nay - 9

27. Motion to add to Article IX, Letter (j), “For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time”.

Yea - 0 Nay - 9

29. Motion to change Article XII, Letter (a) by “striking ‘Scheduling’ as a Committee and renaming the existing Committee ‘Line Construction’”.

Yea - 0 Nay - 8

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, “or a delegate or alternate to the TWU International Convention”.

Yea - 9 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, “The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested”.

Yea - 9 Nay - 0

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, “The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on

the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested".

Yea - 9 Nay - 0

33. Motion to add to the end of Article VI, Letter (b), "In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member."

Yea - 6 Nay - 1

34. Motion to "correct the misspellings of all occurrences of the words "Inflight" and "Bylaws" by removing the hyphens".

Yea - 9 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), "Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the following positions will have an 18-month term. This 18-month term only applies to the 2009 election, and the terms for these positions will revert back to 3-years at the next election: President 2nd Vice President, Recording Secretary, and half of the Domicile Executive Board Members. The terms for all other positions in the 2009 elections will be 3-years. In order to determine which Domicile Executive Board Member terms will be 18-months for the 2009 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member's term will last until the next scheduled election".

Yea - 0 Nay - 9

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, "The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election".

Yea - 0 Nay - 9

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, "These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means".

Yea - 0 Nay - 9

38. Motion to add a Letter (o) to Article IX to read, "Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper

Yea - 0 Nay - 8

39. Motion to add a Letter (j) to Article VII to read, "There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they "fly" extra trips that are not pulled for union work".

    Yea - 0 Nay - 8

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

Kyle Whiteley, Chicago Domicile Executive Board Member, reported that Chicago Inflight Management had reluctantly agreed to allow the television that the Flight Attendants had purchased for their Flight Attendant Lounge to remain in the Lounge.

There was discussion regarding the location of the new liquor drop safe.

There was discussion regarding the probability of 'cashless' transactions on board Southwest Airlines flights.

Rob Riddell made a **motion** to adjourn the Chicago Session of the 3rd Meeting of 2007. Don Shipman **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Chicago Session at 1308.

Baltimore

August 23, 2007

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel and Cuyler Thompson.

Jannah Dalak, a Chair of the TWU Local 556 Board of Elections was present at the Meeting.

Ryan Regal and Audrey Stone, TWU Local 556 Shop Stewards, were present at the Meeting.

The Chair noted that Thom McDaniel had voted at the Houston Session of the Meeting. Cuyler Thompson and Jannah Dalak would be casting votes at the Baltimore Session.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for review.

Audrey Stone made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Jannah Dalak **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes** for review.

Jannah Dalak made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Audrey Stone **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes.

Thom McDaniel presented the **May 2007 TWU Local 556 Financial Report**.

The Chair noted that because other Sessions of the 3rd Membership Meetings had been so lengthy, many Members were unable to remain at the Meeting until adjournment. Thom noted that the Meeting would be deviating from the Agenda so that other important items could be discussed before voting on the proposed Bylaw changes was conducted.

The Chair introduced Jannah Dalak, Chair of the TWU Local 556 Board of Elections, opened the floor to nominations to the **TWU Local 556 Negotiating Team**.

Jannah explained that in order for a Member to be eligible for nomination and election to the TWU Local 556 Negotiating Team, a Member must, in addition to all other requirements of the International Constitution and the Local's Bylaws:

1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Jannah explained the time-line for the election of the final two Members of the Negotiating Team. Jannah noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 14th and would conclude on September 28th. The results of the election would be posted on September 28th.

Cuyler Thompson **nominated** Ian Johnson as a candidate to the TWU Local 556 Negotiating Team. Audrey Stone **seconded** the nomination.

Cuyler Thompson **nominated** Audrey Stone as a candidate to the TWU Local 556 Negotiating Team. Rob Swafford seconded the **nomination**.

The floor was closed to further nominations.

Thom McDaniel updated those Members present regarding the **Open Time Arbitration**. Thom noted that both Management and the Union had submitted post-hearing briefs to the Arbitrator and that she was currently rendering her decision. The Union had filed a post hearing motion based on the Company's brief and the Company has responded. The Union was awaiting the ruling from the Arbitrator. Thom noted that Members could read the Union's post-hearing brief on the Local 556 Website. There was discussion.

Thom McDaniel read aloud a letter from John Kerrigan, TWU International Secretary-Treasurer, in which TWU International requested that Local 556 recalculate the 'weighted average' used to determine the dues structure of the Local. Thom reported that Dan Akins, the Local's Economist, was then reassessing the weighted average. It was noted that the recalculation would most likely **increase the dues** of our Members. There was discussion.

Thom McDaniel reported that as of the previous day, the **'D Flight Attendant'** program had been discontinued by Management. Thom explained why the 'D Flight Attendant' program recently implemented by Management was a violation of our Contract. Thom reported that an Inflight Supervisor does not meet definition of a Flight Attendant according to the Contract and that the Union had filed a grievance. Thom noted that the case had been slated for arbitration. Thom reported that the Local had created and released a video response, in true "Southwest Style", that was available to be viewed on the TWU Local 556 Website. There was discussion.

There was a lengthy discussion regarding the fact that Supervisors in the Baltimore Inflight Office consistently provide inaccurate information to the Flight Attendants.

Thom McDaniel updated those Members present regarding the **Reserve Overlap Grievance**. He reported that the Union had filed this new grievance in response to Management arbitrarily violating a binding settlement letter dated December 8, 2006, which settled Grievance #3296. This settlement prohibits Scheduling from making adjustments to an unassigned Reserve day(s) in the current month to keep the Reserve legal for their assignment in the new month. The Company settled with the Union in order to avoid Arbitration. This new grievance calls for the Company to cease the practice and to abide by the December 8th settlement letter. Thom noted that Scheduling may release the Reserve ONLY at the Flight Attendant's request to maintain maximum flexibility for our Members.

There was discussion regarding **Minimum Crew** required onboard a Southwest Airlines aircraft at intermediate stops. Thom reported that Southwest Airlines, the Local and TWU International had all filed exemptions with the FAA to the requirement that three Flight Attendants remain onboard. After Southwest Airlines was granted the exemption, the Association of Flight Attendants (AFA) had complained loudly in the media. Thom explained that the AFA Leadership believed that the exemption opened the door for their Members to be required to take on additional duties. Thom explained that our Collective Bargaining Agreement (CBA) or Contract prohibited Southwest Airlines Management from requiring Southwest Airlines Flight Attendants from performing duties assigned to another work group (Operations Agents, Customer Service Agents, etc.). Thom reported that the Executive Board had notified the other Unions at Southwest Airlines that TWU Local 556 Members do not plan to take work away from their Members by performing duties that are assigned to their work groups.

Thom McDaniel informed those Members present at the Meeting regarding the results of the recent **Scheduling Committee Survey**.

Thom McDaniel reported that Jerry Lindemann had assumed the office of TWU Local 556 Secretary-Treasurer after Gayle Ross had stepped down citing personal reasons. Thom also noted that Michael Broadhead had resigned as the Phoenix Domicile Executive Board Member the previous day. Thom noted that Michael had done an excellent job as an Executive Board Member and had made great changes at the Phoenix Base. Thom noted that the **Phoenix Domicile Executive Board Member** position had been unopposed during the last Officer Elections. Thom reported that the Executive Board had 45 days in which to appoint someone to the position. Thom also reported that Michael Broadhead had given the Executive Board three very good choices from which to choose his successor. The Executive Board would be appointing a **Las Vegas Domicile Executive Board Member** at the next Board Meeting.

Thom McDaniel reported that the Executive Board had recently appointed Don Shipman and Denny Sebesta to the TWU Local 556 Negotiating Team.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting and then voted on at the 3rd Membership Meeting of odd-numbered years. Thom reported that after the 2nd Membership Meeting, the proposed motions to amend the Bylaws had been referred to Ed Cloutman, the Local's Legal Counsel, and Dan Rosen of TWU International for review. Thom directed those Members in attendance to a **<u>Legal Advice Memorandum</u>** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Thom noted that the document would be referred to during the Meeting to explain why certain motions to amend the Bylaws had been ruled out of order.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, "Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position."

   Yea - 0 Nay - 5

2. Motion to strike to text of Article VI, Letter (h) and replace it with, "In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy".

   Yea - 0 Nay - 5

3. Motion to strike the words “$100” from Article XI, Letter (d), and replace it with the words, “$500”.

   Yea – 5 Nay - 0

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

(a) “A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members’ employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.

If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a “yes” or “no” vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)’ response shall be mailed with the ballot.

(b) An affirmative fifty percent (50%) plus one of the Local’s Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

   Yea - 0 Nay - 5

5. Motion to add to Article IX, Letter (j), “The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable”.

   Yea - 0 Nay – 4

6. Motion to add a Letter (u) to Article VI, to read, “Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed.”

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, “All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater”.

   Yea - 0 Nay - 4

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), “The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

9. Motion to add, “Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President.” after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, “New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base”.

    Yea - 0 Nay - 4

11. Motion to add a Letter (l) to Article V to read, “All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership meeting”.

    Yea - 0 Nay - 4

12. Motion to strike Article IX, Letter (a) (2).

    Yea - 3 Nay - 1

13. Motion to amend Article IX, Letter (h) to strike both “forty-five (45)” and replace them with “within sixty (60)”.

    Yea – 4 Nay - 0

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word "quarterly" and adding the word "regular".

Yea - 4 Nay - 0

14. Motion to add a Letter (l) to Article V to read, "A quorum shall be defined as those members in attendance at quarterly membership meetings".

Yea - 4 Nay - 0

15. Motion to strike the words "multi-day lounge mobilization" from Article VII, Letter (g).

Yea - 4 Nay - 0

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting "excluding the President" between "Executive Board" and "shall".

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled out of order** by the Chair.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words "the vote will take place at the next scheduled Membership Meeting." and adding the words "and election" after Nominations.

Yea - 1 Nay - 2

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, "Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands".

Yea - 4 Nay - 0

19. Motion to strike the words, "and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

Yea - 2 Nay - 2

20. Motion to strike the word "2" from Article VII, Letter (f) and replace it with the word "3".

Yea - 4 Nay - 0

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, "Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution".

    Yea - 4 Nay - 0

22. Motion to strike the word "two (2)" from Article VIII, Letter (i) and replace it with the word "three (3)".

    Yea - 4 Nay - 0

23. Motion to add the words, "a minimum of" after the words "shall be" and before the word "one (1)" to Article VIII, Letter (k).

    Yea - 4 Nay - 0

24. Motion to strike the words "in the year 2000" from Article IX, Letter (n).

    Yea - 4 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, "Vacancies may be filled at the next scheduled Membership Meeting in that domicile".

    Yea - 3 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words "odd-numbered ending" and "odd-numbered".

    Yea - 0 Nay - 4

27. Motion to add to Article IX, Letter (j), "For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time".

    Yea - 0 Nay - 4

29. Motion to change Article XII, Letter (a) by "striking 'Scheduling' as a Committee and renaming the existing Committee 'Line Construction'".

    Yea - 0 Nay - 4

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, "or a delegate or alternate to the TWU International Convention".

    Yea - 4 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, "The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested".

Yea - 4 Nay - 0

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, "The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested".

    Yea - 4 Nay - 0

33. Motion to add to the end of Article VI, Letter (b), "In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member."

    Yea - 4 Nay - 0

34. Motion to "correct the misspellings of all occurrences of the words "Inflight" and "Bylaws" by removing the hyphens".

    Yea - 4 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), "Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the following positions will have an 18-month term. This 18-month term only applies to the 2009 election, and the terms for these positions will revert back to 3-years at the next election: President 2nd Vice President, Recording Secretary, and half of the Domicile Executive Board Members. The terms for all other positions in the 2009 elections will be 3-years. In order to determine which Domicile Executive Board Member terms will be 18-months for the 2009 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member's term will last until the next scheduled election".

    Yea - 0 Nay - 3

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, "The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election".

    Yea - 0 Nay - 3

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, "These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means".

    Yea - 0 Nay - 4

38. Motion to add a Letter (o) to Article IX to read, "Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases".

    Yea - 0 Nay - 4

39. Motion to add a Letter (j) to Article VII to read, "There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they "fly" extra trips that are not pulled for union work".

    Yea - 0 Nay - 3

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

Jannah Dalak made a **motion** to adjourn the Baltimore Session of the Meeting. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Baltimore Session of the Meeting at 1300.

Orlando

August 24, 2007

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel, Cuyler Thompson and Susan Kern.

Jannah Dalak, a Chair of the TWU Local 556 Board of Elections was present at the Meeting.

Jim Pelt, Kat Skye and Robert Skye, TWU Local 556 Shop Stewards, were present at the Meeting.

Cuyler Thompson, Recording Secretary, presented the **2nd Membership Meeting Minutes of 2007** for review.

Kat Skye made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2007 and approve them as presented. Jim Pelt **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **May and June 2007 Executive Board Meeting Minutes** for review.

Susan Kern made a **motion** to dispense with the reading aloud of the May and June 2007 Executive Board Meeting Minutes. Jim Pelt **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the May and June 2007 Executive Board Meeting Minutes.

Thom McDaniel presented the **May 2007 TWU Local 556 Financial Report**.

The Chair noted that because other Sessions of the 3rd Membership Meetings had been so lengthy, many Members were unable to remain at the Meeting until adjournment. Thom noted that the Meeting would be deviating from the Agenda so that other important items could be discussed before voting on the proposed Bylaw changes was conducted.

The Chair introduced Jannah Dalak, Chair of the TWU Local 556 Board of Elections, and opened the floor to nominations to the **TWU Local 556 Negotiating Team**.

Thom McDaniel noted that Denny Sebesta and Don Shipman had recently been appointed to the TWU Local 556 Negotiating Team by the Executive Board.

Jannah explained that in order for a Member to be eligible for nomination and election to the TWU Local 556 Negotiating Team, a Member must, in addition to all other requirements of the International Constitution and the Local's Bylaws:

1. Be on the Southwest Airlines Inflight seniority list for not less than a period of one (1) year at the time of nominations.

2. Shall have attended at least two (2) Membership Meetings during the twelve (12) months preceding nominations: or pursuant to Article XV, section 6 of the International Constitution providing within thirty (30) days, after such non-attendance of a Membership Meeting, he/she files a written statement with the Local Recording Secretary with the reasons for his/her non-attendance.

3. Have maintained continued good standing in the Local for the same twelve (12) month period.

Jannah explained the time-line for the election of the final two Members of the Negotiating Team. Jannah noted that the last session of the 3rd Membership Meeting would take place in Orlando on August 24th, 2007. She went on to report that on August 25th certified returned receipts requested accept/decline letters would be sent to the Flight Attendants who were nominated. Those nominated would then have until September 7th to accept or decline the nomination. Voting by the Membership for these positions on the Negotiating Team would commence electronically on September 14th and would conclude on September 28th. The results of the election would be posted on September 28th.

Eric Collins **nominated** Tina Coffee as a candidate to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Eric Collins **nominated** Jim Pelt as a candidate to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Robert Skye **nominated** Susan Kern as a candidate to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Susan Kern **nominated** Darryl Padgett as a candidate to the TWU Local 556 Negotiating Team. Jim Pelt **seconded** the nomination.

Jim Pelt **nominated** Robet and Kat Skye as candidates to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nominations.

Jim Pelt **nominated** Eric Collins as a candidate to the TWU Local 556 Negotiating Team. Cuyler Thompson **seconded** the nomination.

Kat Skye **nominated** Cuyler Thompson as a candidate to the TWU Local 556 Negotiating Team. Jim Pelt **seconded** the nomination.

Jim Pelt **nominated** David Reed as a candidate to the TWU Local 556 Negotiating Team. Susan Kern **seconded** the nomination.

Susan Kern **nominated** Mark Savage as a candidate to the TWU Local 556 Negotiating Team. Jim Pelt **seconded** the nomination.

Kat Skye **nominated** Portia Reddick-White as a candidate to the TWU Local 556 Negotiating Team. Susan Kern **seconded** the nomination.

Robert Skye **nominated** James Gordon as a candidate to the TWU Local 556 Negotiating Team. Susan Kern **seconded** the nomination.

Robert Skye **nominated** Allyson Parker-Lauck as a candidate to the TWU Local 556 Negotiating Team. Kat Skye **seconded** the nomination.

The floor was closed to further nominations.

Thom McDaniel updated those Members present regarding the **Open Time Arbitration**. Thom noted that both Management and the Union had submitted post-hearing briefs to the Arbitrator and that she was currently rendering her decision. The Union had filed a post hearing motion based on the Company's brief and the Company has responded. The Union was awaiting the ruling from the Arbitrator. Thom noted that Members could read the Union's post-hearing brief on the Local 556 Website. There was discussion.

Cuyler Thompson read aloud a letter from John Kerrigan, TWU International Secretary-Treasurer, in which TWU International requested that Local 556 recalculate the 'weighted average' used to determine the dues structure of the Local. Thom McDaniel reported that Dan Akins, the Local's Economist, was then reassessing the weighted average. It was noted that the recalculation would most likely **increase the dues** of our Members. There was discussion.

Thom McDaniel reported that the **'D Flight Attendant'** program had been discontinued by Management. Thom explained why the 'D Flight Attendant' program recently implemented by Management was a violation of our Contract. Thom reported that an Inflight Supervisor does not meet definition of a Flight Attendant according to the Contract and that the Union had filed a grievance. Thom noted that the case had been slated for arbitration. Thom reported that the Local had created and released a video response, in true "Southwest Style", that was available to be viewed on the TWU Local 556 Website. There was discussion.

Thom McDaniel updated those Members present regarding the **Reserve Overlap Grievance**. He reported that the Union had filed this new grievance in response to Management arbitrarily violating a binding settlement letter dated December 8, 2006, which settled Grievance #3296. This settlement prohibits Scheduling from making adjustments to an unassigned Reserve day(s) in the current month to keep the Reserve legal for their assignment in the new month. The Company settled with the Union in order to avoid Arbitration. This new grievance calls for the Company to cease the practice and to abide by the December 8th settlement letter. Thom noted that Scheduling may release the Reserve ONLY at the Flight Attendant's request to maintain maximum flexibility for our Members.

There was discussion regarding **Minimum Crew** required onboard a Southwest Airlines aircraft at intermediate stops. Thom reported that Southwest Airlines, the Local and TWU International had all filed exemptions with the FAA to the requirement that three Flight Attendants remain onboard. After Southwest Airlines was granted the exemption, the Association of Flight Attendants (AFA) had complained loudly in the media. Thom explained that the AFA Leadership believed that the exemption opened the door for their Members to be required to take on additional duties. Thom explained that our Collective Bargaining Agreement (CBA) or Contract prohibited Southwest Airlines Management from requiring Southwest Airlines Flight Attendants from performing duties assigned to another work group (Operations Agents, Customer Service Agents, etc.). Thom reported that the Executive Board had notified the other Unions at Southwest Airlines that TWU Local 556 Members do not plan to take work away from their Members by performing duties that are assigned to their work groups.

Thom McDaniel informed those Members present at the Meeting regarding the results of the recent **Scheduling Committee Survey**.

Thom McDaniel reported that all Members of the TWU Local 556 Negotiating Team would be in place by October 1st. Thom went on to say that the Executive Board had recently leased office space to house the Negotiating Team next to the Local Union Office.

There was discussion regarding flying "Minimums'. Members at the Meeting reported that Recurrent Trainers in Orlando had been telling Flight Attendants during the classes that Management would soon be implementing 'Minimums'. There was discussion regarding that fallacy.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws may only be made at the 2nd Membership Meeting and then voted on at the 3rd Membership Meeting of odd-numbered years. Thom reported that after the 2nd Membership Meeting, the proposed motions to amend the Bylaws had been referred to Ed Cloutman, the Local's Legal Counsel, and Dan Rosen of TWU International for review. Thom directed those Members in attendance to a **<u>Legal Advice Memorandum</u>** from attorney Ed Cloutman. In the Memorandum, Mr. Cloutman commented on five of the thirty-nine proposed Bylaw Amendments. Thom noted that the document would be referred to during the Meeting to explain why certain motions to amend the Bylaws had been ruled out of order.

(A copy of the Legal Advice Memorandum may be found attached to the end of this document.)

Those Members present at the Meeting voted on the following motions to amend the TWU Local 556 Bylaws:

1. Motion to strike the text of Article VI, Letter (b), and replace it with, “Domicile Executive Board Members must be based in the domicile they represent. In the event a Domicile Executive Board Member changes their base designation other than the base for which they were elected, the position shall be considered vacated. A Member who is based in that domicile must fill the vacated position.”

   Yea - 0 Nay - 5

2. Motion to strike to text of Article VI, Letter (h) and replace it with, “In all vacancies except the President, if a position is vacated the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing All vacancies must be filled within fort-five (45) days of the occurrence of the vacancy”.

   Yea - 0 Nay - 5

3. Motion to strike the words “$100” from Article XI, Letter (d), and replace it with the words, “$500”.

   Yea – 4 Nay - 0

4. Motion to strike the text of Article X, Letters (a) and (b) and replace them with,

(a) “A recall election shall be held if members in good standing sign a petition demanding the recall of an officer. The number of signatures required shall equal fifty (50%) percent plus one of the total number of ballots cast for the office being recalled for the petition to be considered. In the event of a DEBM office being recalled, the number of signatures must equal fifty percent (50%) plus one of the number of Members in good standing in the base for which the recall is being petitioned at the time the officer election was held. For purposes of this Bylaw, the signing members must be based in the base of the office being recalled at the time the petition is being held.

Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members’ employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.

If a valid petition is filed pursuant to section (a) of this Article, ballots shall be sent to all Members in good standing thirty (30) days from the time the petition is validated. The ballot shall provide a “yes” or “no” vote on whether the officer(s) who are the subject of the petition shall be recalled. A statement of the allegations in the petition and the officer(s)’ response shall be mailed with the ballot.

(b) An affirmative fifty percent (50%) plus one of the Local's Members in good standing returning ballots stating that the officer(s) in question should be recalled will automatically cause the office to be declared vacant and an election shall be held to fill the position(s).

Yea - 0 Nay - 4

5. Motion to add to Article IX, Letter (j), "The appointment of two (2) Negotiators by the Executive Board and the election of two (2) Negotiators by the Membership shall be completed and in place no later than October 1st of the year prior to the Contract becoming amendable".

   Yea - 0 Nay – 4

6. Motion to add a Letter (u) to Article VI, to read, "Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed."

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

Thom McDaniel passed the gavel to Cuyler Thompson at 1128 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1131.

7. Motion to strike the text of Article VII, Letter (g) and replace it with, "All Officers shall be required to fly a pairing of at least a four (4) trip minimum for pay per calendar quarter. This trip may not be rig affected. No Executive Board Member may be excused from this requirement, unless they are on an inactive status as a Flight Attendant with the Company. A day of reserve will not satisfy this requirement. Actual trips flown must pay 4.0 or greater".

   Yea - 0 Nay - 5

8. Motion to add to the end of the first paragraph of Article IX, Letter (m), "The ten days shall serve as a time frame for election protests that are submitted while the Board of Election is overseeing the elections. A protest may be submitted after the ten day period. A protest submitted after the ten day window will not be submitted to the Board of Election, the protest shall be submitted directly to Executive Board".

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

9. Motion to add, "Any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the Negotiator position, with the exception of the President." after the last sentence of Article IX, Letter (j).

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the motion was **ruled out of order** by the Chair.

10. Motion to strike the text of Article VI, Letter (q) and replace it with, “New base openings that create an additional base re: Executive Board Member position – shall be elected by the membership in the new base. The election shall take place immediately after the vacancy bid. This shall be done to ensure that the new base members have appropriate representation upon the opening of the base”.

Yea - 0 Nay - 6

11. Motion to add a Letter (l) to Article V to read, “All voting that takes place at Membership meetings shall be done by secret ballot. Ballots shall be numbered and shall read yes, no or abstain and shall have a box to check in front of each choice, thus designating the members vote. The ballots shall be read aloud and recorded by the acting Recording Secretary at the Membership meeting”.

Yea - 0 Nay - 6

12. Motion to strike Article IX, Letter (a) (2).

Yea - 6 Nay - 0

13. Motion to amend Article IX, Letter (h) to strike both “forty-five (45)” and replace them with “within sixty (60)”.

Yea – 6 Nay - 0

17. Motion to amend a motion on the floor, regarding quorums and adding a Letter (l) to Article V, by striking the word “quarterly” and adding the word “regular”.

Yea - 6 Nay - 0

14. Motion to add a Letter (l) to Article V to read, “A quorum shall be defined as those members in attendance at quarterly membership meetings”.

Yea - 6 Nay - 0

15. Motion to strike the words “multi-day lounge mobilization” from Article VII, Letter (g).

Yea - 6 Nay - 0

16. Motion to amend a motion on the floor, pertaining to Executive Board Member Term Limits and adding a Letter (u) to Article VI, by inserting “excluding the President” between “Executive Board” and “shall”.

No vote was conducted on the preceding motion. Citing the aforementioned Legal Advice Memorandum, the main motion was **ruled out of order** by the Chair.

28. Motion to amend a motion on the floor, regarding Article VIII, Letter (c), by striking the words "the vote will take place at the next scheduled Membership Meeting." and adding the words "and election" after Nominations.

Yea - 5 Nay - 0

18. Motion to strike the text of Article VIII, Letter (c) in its entirety and replace it with, "Nominations for Shop Steward shall be held at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The vote will take place at the next scheduled Membership Meeting. The vote will be taken by a show of hands".

Yea - 5 Nay - 0

19. Motion to strike the words, "and have attended at least one (1) regular Membership Meeting in the previous year or providing within thirty (30) days, after non attendance of a Membership Meeting, he/she files a written statement with the Local Secretary with the reasons for his/her non attendance in order to be eligible to hold a Shop Steward position from Article VIII, Letter (d).

Yea - 5 Nay - 0

20. Motion to strike the word "2" from Article VII, Letter (f) and replace it with the word "3".

Yea - 5 Nay - 0

21. Motion to strike in its entirety the text of Article VIII, Letter (h) replace it with, "Any discipline which would result in suspension or expulsion from the office of Shop Steward will be governed by Articles XXI and XXII of the TWU Constitution".

Yea - 6 Nay - 0

22. Motion to strike the word "two (2)" from Article VIII, Letter (i) and replace it with the word "three (3)".

Yea - 6 Nay - 0

23. Motion to add the words, "a minimum of" after the words "shall be" and before the word "one (1)" to Article VIII, Letter (k).

Yea - 6 Nay - 0

24. Motion to strike the words "in the year 2000" from Article IX, Letter (n).

Yea - 6 Nay - 0

25. Motion to strike the last sentence of Article IX, Letter (n) and replace it with, "Vacancies may be filled at the next scheduled Membership Meeting in that domicile".

Yea - 6 Nay - 0

26. Motion to strike from Article XIII, Letter (a) the words “odd-numbered ending” and “odd-numbered”.

    Yea - 0 Nay - 5

27. Motion to add to Article IX, Letter (j), “For a three month period after the contract negotiations, contract completed and signed, at least two Negotiators will work in the Union Office full-time”.

    Yea - 0 Nay - 5

29. Motion to change Article XII, Letter (a) by “striking ‘Scheduling’ as a Committee and renaming the existing Committee ‘Line Construction’”.

    Yea - 0 Nay - 4

30. Motion to insert in Article IX, Letter (a), after the words Negotiating Committee, “or a delegate or alternate to the TWU International Convention”.

    Yea - 4 Nay - 0

31. Motion to strike the entire text of Article XIII, Letter (c) and replace it with, “The current amended Bylaws will be posted to the Union Website within 60 days of the 1st regularly scheduled Membership Meeting. A printed copy will be mailed to a Member if requested”.

    Yea - 4 Nay - 0

32. Motion to strike the text of the last sentence of Article XIII, Letter (a) and replace it with, “The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested”.

    Yea - 4 Nay - 0

33. Motion to add to the end of Article VI, Letter (b), “In the event that no person who is based and resides in their domicile chooses to run for office or accept the appointment to fill a vacancy, the residency requirement will be waived so that non-residents may run for, or be appointed as, Domicile Executive Board Member.”

    Yea - 5 Nay - 0

34. Motion to “correct the misspellings of all occurrences of the words “Inflight” and “Bylaws” by removing the hyphens”.

    Yea - 5 Nay - 0

35. Motion to add to the end of Article IX, Letter (d), “Beginning with the 2009 Officer elections, general elections will be staggered. In order to achieve this, for the 2009 election only, the

Yea - 0 Nay - 4

36. Motion to strike the text of the second sentence of Article IX, Letter (h) and replace it with, "The term shall begin on May 1st or November 1st, depending on the election cycle, after the general election".

    Yea - 0 Nay – 5

Thom McDaniel left the Meeting at 1237.

Susan Kern Chaired the Meeting.

37. Motion to amend Article XXIII, Letter (a), by striking the text of the second sentence and replacing with, "These Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be offered to vote upon by the entire Membership via electronic means".

    Yea - 0 Nay – 4

Thom McDaniel returned to the Meeting as Chair at 1241.

38. Motion to add a Letter (o) to Article IX to read, "Under Board of Elections, TWU 556 to list all candidates with a link to a web page, via the internet, or distribute one 8 ½ x 11 inch page of campaign literature for each candidate prior to general election. Each candidate will be responsible to provide their own page ready for print or scanning fourteen days prior to the nomination at the end of the Membership Meetings. Such page may include printed copy, photos and/or artwork that focus on their capabilities and platform. The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases".

    Yea - 0 Nay - 5

39. Motion to add a Letter (j) to Article VII to read, "There will be a cap on all union officer pay and or Flight Attendants working in the office on a pull shall not exceed High TFP plus 15% unless they "fly" extra trips that are not pulled for union work".

    Yea - 0 Nay - 5

(The results of the votes cast at all Sessions of the Meeting may be found at the end of this document.)

There was discussion regarding the Southwest Airlines Code Share Agreement with American Trans Air (ATA).

Jim Pelt made a **motion** to adjourn the 3rd Membership Meeting of 2007. Susan Kern seconded the motion. The motion **carried**.

Thom McDaniel adjourned the 3rd Membership Meeting of 2007 at 1305.

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

Cuyler Thompson
Recording Secretary, TWU Local 556

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June 21, 2007

CONFIDENTIAL/ATTORNEY-CLIENT MEMORANDUM

Legal Advice Memorandum

TO: Thom McDaniel, President, TWU Local 556
Cuyler Thompson, Recording Secretary, TWU Local 556

Gentlemen:

I have reviewed the proposed amendments to the Local 556 By Laws submitted by members and subject to a vote approving or disapproving at a subsequent membership meeting. Of the thirty-nine (39) proposed By Law amendments, I have comments and advice with respect to same. They are as follows:

(1) In the proposed amendment to Article X(a), there is a sentence which reads: "If the entire Board is the subject of the petition and officer assigned by the International Union will validate the signatures". While I do not find anything unlawful about this language, and I realize it is in the current By Laws, I do not believe the Local Union can impose obligations upon officials of the International concerning the affairs of the Local unless the International has agreed to do so. I would suggest that the International be advised of this language and request that it approve or disapprove that sentence.

(2) The proposed amendment to Article VI(u) reads: "Terms of office for the Executive Board shall be limited to two (2) consecutive terms in the same position, unless running unopposed". This is language which runs afoul of federal law, specifically, the Labor Management, Reporting & Disclosure Act (LMRDA). The reason is that it limits the ability of a member otherwise in good standing to run for an office and interferes with union democracy protected by the LMRDA's Bill of Rights. In my opinion, this language is unlawful.

(3) The proposed amended By Law effecting Article IX(m) provides that "a protest may be submitted after the ten (10) day period. A protest submitted after the ten (10) day window will not be submitted to the Board of Election, the protest shall be submitted directly to the Executive Board". This language insofar as it goes is not unlawful, but the omission of any ***end*** date or closure to the period of protest is legally problematic. If a protest may be filed at any time during the three (3) year tenure of a member elected to the Executive Board, there is no finality to the election and the provisions of the LMRDA forbid unreasonable voting and office holding requirements. This language would violate the LMRDA, as it has no date by which a protest after ten (10) days must be filed (for example, 2 weeks, 30 days, 45 days).

(4) A proposed Bylaw amendment to Article IX(j) which provides that "any Executive Board Member who is elected or appointed as a Negotiator shall resign their current position on the Executive Board upon acceptance of the negotiated position, with the exception of President." This language is unlawful under the LMRDA for it requires a duly elected official to resign in order to accept other union duties. There is no provision in the LMRDA which allows a union bylaw to interrupt or terminate a duly elected officer's position. In my opinion, this language is unlawful.

(5) The proposed language for amendments to Bylaws Article IX(o) which provides that "The literature if on paper will be formatted in a booklet that will be distributed by the Election Committee. It will be the responsibility of the Election Committee to inform the Executive Board once the information is distributed. The information shall be distributed no later than March 1st in all bases".

This language is in essence the language that was the basis for the U.S. Department of Labor lawsuit tried in U.S. District Judge Lindsay's Court. Judge Lindsay faulted the union for not complying with this Bylaw. The reason the Bylaw was not complied with to the letter was that Local 556 depends on volunteers for distribution and there are no "failsafe" checks and balances that insure the information will be distributed properly in each base by the Election Committee by March 1st. Should such a failure occur and a member complain about the results of an election, there is a ***guaranteed*** new lawsuit by the Department of Labor challenging the elections and requiring Local 556 to rerun, at great expense, the election.

My advice is don't return to where you were, in that a similar result will occur (at some point). Unless the union is prepared to pay for people to be pulled and to distribute campaign literature and make that part of someone's job description, I do not see how using volunteers will ever insure by law compliance. The Election Committee cannot be at each base at the same time and especially on and by March 1st.

If there are any questions regarding this confidential legal advice, please advise. Of course, if Local 556 elects to disclose this advice to the membership at a meeting, it waives any attorney/client privilege, but that is, of course, the union's privilege to waive if it so chooses. I cannot waive it for you.

Yours truly,

Ed Cloutman

Edward B. Cloutman, III

EBC/kph

Votes on Motions to Amend the TWU Local 556 Bylaws - 3rd M

	Motion #1 Yea	**Motion #1 Nay**	Motion #2 Yea	**Motion #2 Nay**
Oakland	1	5	2	4
Phoenix	0	5	0	5
Dallas	1	29	25	4
Houston	0	6	0	5
Chicago	0	12	4	9
Baltimore	0	5	0	5
Orlando	0	5	0	5
	Motion #1 Yea	**Motion #1 Nay**	Motion #2 Yea	**Motion #2 Nay**
TOTALS:	2	**67**	31	**37**

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Motion #3 Yea	**Motion #3 Nay**	Motion #4 Yea	**Motion #4 Nay**	Motion #5 Yea	**Motion #5 Nay**
5	1	0	5	2	3
5	0	0	5	0	7
2	26	1	29	32	0
6	0	0	6	0	5
13	0	0	11	0	11
5	0	0	5	0	4
4	0	0	4	0	4
Motion #3 Yea	**Motion #3 Nay**	Motion #4 Yea	**Motion #4 Nay**	Motion #5 Yea	**Motion #5 Nay**
40	**27**	1	**65**	34	34

Motion #7 Yea	**Motion #7 Nay**	Motion #10 Yea	**Motion #10 Nay**	Motion #11 Yea	**Motion #11 Nay**
1	4	2	3	3	2
0	8	7	0	0	8
12	17	13	10	5	20
0	5	0	5	0	4
0	12	0	9	0	8
0	4	0	4	0	4
0	5	0	6	0	6
Motion #7 Yea	**Motion #7 Nay**	Motion #10 Yea	**Motion #10 Nay**	Motion #11 Yea	**Motion #11 Nay**
13	**55**	22	**37**	8	**52**

Motion #12 Yea	Motion #12 Nay	**Motion #13 Yea**	Motion #13 Nay	**Motion #17 Yea**	Motion #17 Nay
4	1	5	1	5	0
6	2	8	0	6	0
16	5	20	0	21	0
3	0	6	0	6	0
3	4	8	0	9	0
3	1	4	0	4	0
6	0	6	0	6	0
Motion #12 Yea	Motion #12 Nay	**Motion #13 Yea**	Motion #13 Nay	**Motion #17 Yea**	Motion #17 Nay
41	13	**57**	1	**57**	0

Motion #14 Yea	Motion #14 Nay	**Motion #15 Yea**	Motion #15 Nay	**Motion #28 Yea**	Motion #28 Nay	**Motion #18 Yea**	Motion #18 Nay	**Motion #19 Yea**	Motion #19 Nay	**Motion #20 Yea**	Motion #20 Nay
4	0	1	3	1	1	3	0	1	0	2	0
7	0	6	2	6	0	6	0	6	0	4	2
19	0	11	6	22	0	22	0	21	0	16	0
6	0	7	0	8	0	8	0	8	0	8	0
9	0	8	1	9	1	9	1	8	1	9	0
4	0	4	0	1	2	4	0	2	2	4	0
6	0	6	0	5	0	5	0	5	0	5	0
Motion #14 Yea	Motion #14 Nay	**Motion #15 Yea**	Motion #15 Nay	**Motion #28 Yea**	Motion #28 Nay	**Motion #18 Yea**	Motion #18 Nay	**Motion #19 Yea**	Motion #19 Nay	**Motion #20 Yea**	Motion #20 Nay
55	0	**43**	12	**52**	4	**57**	1	**51**	3	**48**	2

Motion #21 Yea	Motion #21 Nay	**Motion #22 Yea**	Motion #22 Nay	**Motion #23 Yea**	Motion #23 Nay	**Motion #24 Yea**	Motion #24 Nay	**Motion #25 Yea**	Motion #25 Nay	Motion #26 Yea	**Motion #26 Nay**
2	0	2	0	2	0	2	0	2	0	0	2
5	0	3	3	7	0	7	0	7	0	0	6
19	0	19	0	15	0	16	0	14	0	4	14
8	0	8	0	8	0	8	0	8	0	0	8
8	1	9	0	9	0	9	0	9	0	0	9
4	0	4	0	4	0	4	0	3	0	0	4
6	0	6	0	6	0	6	0	6	0	0	5
Motion #21 Yea	Motion #21 Nay	**Motion #22 Yea**	Motion #22 Nay	**Motion #23 Yea**	Motion #23 Nay	**Motion #24 Yea**	Motion #24 Nay	**Motion #25 Yea**	Motion #25 Nay	Motion #26 Yea	**Motion #26 Nay**
52	1	**51**	3	**51**	0	**52**	0	**49**	0	4	**48**

Motion #27 Yea	**Motion #27 Nay**	Motion #29 Yea	**Motion #29 Nay**	**Motion #30 Yea**	Motion #30 Nay	**Motion #31 Yea**	Motion #31 Nay	**Motion #32 Yea**	Motion #32 Nay	Motion #33 Yea	**Motion #33 Nay**
0	2	1	1	2	0	2	0	2	1	3	0
0	7	7	0	7	0	7	0	7	0	7	0
4	15	0	17	19	0	6	12	6	10	2	18
0	8	0	8	8	0	8	0	8	0	7	0
0	9	0	8	9	0	9	0	9	0	6	1
0	4	0	4	4	0	4	0	4	0	4	0
0	5	0	4	4	0	4	0	4	0	5	0
Motion #27 Yea	**Motion #27 Nay**	Motion #29 Yea	**Motion #29 Nay**	**Motion #30 Yea**	Motion #30 Nay	**Motion #31 Yea**	Motion #31 Nay	**Motion #32 Yea**	Motion #32 Nay	Motion #33 Yea	**Motion #33 Nay**
4	**50**	8	**42**	**53**	0	**40**	12	**40**	11	34	**19**

Motion #34 Yea	Motion #34 Nay	Motion #35 Yea	**Motion #35 Nay**	Motion #36 Yea	**Motion #36 Nay**
2	0	1	1	1	1
7	0	0	4	0	4
20	0	3	9	2	8
8	0	0	7	0	7
9	0	0	9	0	9
4	0	0	3	0	3
5	0	0	4	0	5
Motion #34 Yea	Motion #34 Nay	Motion #35 Yea	**Motion #35 Nay**	Motion #36 Yea	**Motion #36 Nay**
55	0	4	**37**	3	**37**

Motion #37 Yea	**Motion #37 Nay**	Motion #38 Yea	**Motion #38 Nay**	Motion #39 Yea	**Motion #39 Nay**
1	2	0	3	0	3
0	7	6	0	0	6
0	17	3	16	0	18
0	7	0	7	0	6
0	9	0	8	0	8
0	4	0	4	0	3
0	4	0	5	0	5

Motion #37 Yea	**Motion #37 Nay**	Motion #38 Yea	**Motion #38 Nay**	Motion #39 Yea	**Motion #39 Nay**
1	**50**	9	**43**	0	**49**