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

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2nd Membership Meeting
April 2007
Minutes

Dallas

April 12, 2007

The Chair, Thom McDaniel, TWU Local 556 President, called the Meeting to order at 1005.

TWU Local 556 Executive Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Gwen Dunivent and Kyle Whiteley.

The Local's Uniform Committee Chair, Karen Amos, was also present.

Thom McDaniel reported that the **TWU Local 556 Executive Board World Tour and Scavenger Hunt** was running concurrently with the 2nd round of Membership Meetings of the year. Thom explained that the Executive Board was conducting both AM and PM Lounge Mobilizations in the respective Flight Attendant Lounges both before and after the Meetings. Thom went on to say that the during the World Tour, the Executive Board would be unveiling some exciting new opportunities for the Membership of Local 556, reporting on current events within our Union as well as listening to the concerns of the Membership.

The Chair recognized the Executive Board Members who were present.

Dallas Domicile Executive Board Member Gwen Dunivent recognized Shop Stewards Lynn Beall, Ron Regan, John Parrot and Don Shipman.

Responding to a Member's question, the Chair explained to those Members present the duties a Shop Steward.

Thom recognized TWU Local 556 Grievance Staff Members Becky Parker, Lyn Montgomery, Shae Grajeda, John Parrott and Catherine Rea.

Thom noted that Grievance Staff Member Kathy Anderson and Grievance Chair Denny Sebesta were currently at the Local Union Office preparing for the upcoming Open Time Arbitration.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review.

Jerry Lindemann made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Shae Grajeda **seconded** the motion. The motion **carried**.

Beverly Kracher made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Lyn Montgomery **seconded** the motion. The motion **carried**.

Responding to a Member's question, Thom McDaniel noted that Gayle Ross, the Local's Treasurer was currently in the Dallas Flight Attendant Lounge with a representative from Colonial Accident and Insurance Company explaining to Members the new TWU Local 556 sponsored Short Term Disability Insurance program. Thom reported that Gayle and the Colonial representative would be present later in the Meeting.

Responding to a question from a Member, Cuyler Thompson reported that Minutes of the January and February 2007 Executive Board Meetings were posted on the TWU Local 556 Website.

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

Thom McDaniel reported to those Members present that the current Collective Bargaining Agreement (CBA) or 'Contract' between the Flight Attendants of Southwest Airlines and the Southwest Airlines Company would become amendable on June 1st, 2008. Thom reported that as President and according to the Local's Bylaws, he would be the Lead Negotiator on the **TWU Local 556 Negotiating Team**. Thom explained that the Executive Board recently had decided when the Negotiating Team would be put in place. Thom explained that at the July Executive Board Meeting, in accordance with the Bylaws of the Local, the Board would be appointing two Members to the Negotiating Team. Thom explained that a notice would appear in the upcoming UNITY Magazine soliciting letters of interest and resumes for those Members who would like to be considered for the appointment. Those Members submitting interest may be interviewed prior to or at the Meeting. Thom went on to report that those Members in attendance at the 3rd Membership Meetings of 2007, scheduled to take place in August of that year, would be nominating Members for the other two positions on the Negotiating Team as outlined in the Local's Bylaws. Thom explained that after the Membership Meetings, the qualification of those who were nominated would be verified and that electronic voting would commence shortly thereafter. Thom explained that to be eligible to be elected to the Negotiating Team by the Membership, nominees must be Members in good standing of TWU Local 556, have been on the Southwest Airlines Inflight Seniority List for one year and have attended or been excused from two Membership Meetings during the previous year.

Responding to a Member's question, Thom stated that the TWU Local 556 Negotiating Team would be in place by October 1st, 2007.

Thom McDaniel reported on the Executive Board World Tour and Scavenger Hunt and noted that the Local's Officers as well as the local Domicile Executive Board Members would be touring all Flight Attendant Lounges during the month of April. The Board Members would be answering questions and listening to Member's concerns about current issues affecting the Membership. Board Members would be informing Flight Attendants about the new Short Term Disability Insurance program, the new Flight Attendant Assistance Program (FAAP), the Negotiating Team, scholarship opportunities, Manning and Napier Asset Management, the upcoming Scheduling Committee Survey, legislative issues and the Committee on Political Education (COPE) and the TWU Local 556 Website.

Thom McDaniel reported that there would be an article in the next issue of UNITY Magazine about the upcoming **Scheduling Committee Listening Tour** and **Scheduling Survey** which would be conducted specifically to find out how the Membership felt about the reduction of 4-day trips in the Flight Attendant Schedules. Thom appealed to all Members to take the survey. Thom noted that less that 50% of the Flight Attendants participated in the last Scheduling Survey, which was conducted last fall.

The Chair explained that 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. The motions would be voted on at the 3rd Membership Meeting of the same year.

The Chair opened the floor for motions to amend the **TWU Local 556 Bylaws**.

Jerry Lindemann made a **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." Thom McDaniel **seconded** the motion.

Jerry Lindemann made a **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". Karen Amos **seconded** the motion.

Jerry Lindemann made a **motion** to strike the words "$100" from Article XI, Letter (d), and replace it with the words, "$500". Michael Massoni **seconded** the motion.

Gayle Ross entered the Meeting at 1030 with Lori Whittaker, Colonial Insurance Representative.

The Chair asked Lori to exit the Meeting. The Chair reported that the Colonial Representative was there to explain the new Short Term Disability Insurance program being offered to the Flight Attendant Membership. The Chair explained that those Members in attendance at the Meeting must approve Lori to be at guest at the Meeting in order for her to attend.

There was a show of hands and no Member at the Meeting objected to Lori being allowed to enter the Meeting as a guest.

Lori Whittaker entered the Meeting.

Jerry Lindemann made a **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).

Janelle Alcantara **seconded** the motion.

Cindy Ritner made a **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". Karen Amos **seconded** the motion.

Cindy Ritner made a **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." Karen Amos **seconded** the motion.

Karen Amos made a **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". Jerry Lindemann **seconded** the motion.

Karen Amos made a **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". Ron Regan **seconded** the motion.

Karen Amos made a **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). Jerry Lindemann **seconded** the motion.

Karen Amos made a **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". Ron Regan **seconded** the motion.

Karen Amos made a **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". Ron Regan **seconded** the motion.

The Chair closed the floor to further Bylaw Amendments.

Gayle Ross explained the new **Short Term Disability Insurance program** that the Executive Board was offering to the Flight Attendant Membership and introduced Lori Whittaker, Colonial Insurance Representative, a guest at the Meeting. Lori noted that enrollment in the program would begin on May 1st, 2007 and that the insurance would take effect on July 1st, 2007. Lori reported that she had worked very hard with Gayle Ross and the Executive Board to come up with an insurance plan designed to fit the needs of the Membership of TWU Local 556. Lori stated that a flyer had been placed in all Flight Attendant Mailboxes that directed them to a Colonial Insurance link on the TWU Local 556 Website in order to schedule a time and date to meet an insurance enroller at an Inflight Base. Lori reported that there would be three enrollers at each base May 1st thru the 18th. Lori talked about Colonial Insurance and explained that all of the products that were being offered were "guaranteed issue" except for the cancer plan. She explained that there would be an open enrollment period between May 1st and May 18th each year but noted that all of the plans offered will automatically renew. Lori answered questions from the Membership.

Gayle Ross presented the **February 2007 TWU Local 556 Financial Report**. There was discussion.

Gayle Ross reported that the Executive Board had engaged **Manning and Napier Advisors, Inc.** to manage the assets of the Local.

Responding to a question regarding why the TWU Local 556 Budget was not available at the Membership Meeting, Gayle Ross noted that Members are welcome to come to the Local's Union Office to view financial information. There was discussion.

Members thanked Gayle Ross for her work helping to make Short Term Disability Insurance available to the Flight Attendants of Southwest Airlines.

Gayle Ross, responding to a Member's question, stated that the fees associated with engaging Manning and Napier amounted to less than 1% of the Local's managed assets per quarter.

Thom McDaniel welcomed Flight Attendant Beverly Kracher to the Meeting and noted that it was nice to have a Probationary Flight Attendant present.

Thom McDaniel explained a complaint that had been made to the **United States Department of Labor** (DOL) against TWU Local 556. Thom reported that the DOL had overseen the last Executive Board Election. Thom went on to report that the DOL had attended all of the Membership Meetings at which the nominations for the Executive Board had been conducted and had helped to compile the list of those who were eligible for office. After the election, the complaint was filed, and the DOL took the complaint before a judge. The Executive Board did not want to get into a lengthy dispute with the DOL which would have cost the Local and its Membership a considerable amount of money. The Executive Board agreed to settle the complaint by seeking to change the Bylaw requiring that Members attend or be excused from two Membership Meetings during the year preceding the nominations. The Executive Board also agreed as part of the settlement that if the Membership did not vote to change the Bylaw, the Executive Board will not enforce the requirement. Thom explained that before the end of this round of Membership Meetings a motion will be made to change this Bylaw. During the 2009 Executive Board Election, the eligibility requirements will be to be a Member in good standing and to have been on the Southwest Airlines Flight Attendant seniority list for one year preceding the nominations. These eligibility requirements apply to any election overseen by the DOL. There was discussion.

Thom McDaniel updated those Members present on the status of the upcoming **Open Time Arbitration**. Thom noted that it was a very important case with a great deal of evidence in favor of the Local. Thom reported that typically the Local receives the decision of an arbitrator 30-60 days after an arbitration.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **'D' Position Flight Attendan**t and occupy the jumpseat and what it means to our Membership. Thom noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a 'D' Flight Attendant was assigned to the flight. Thom reported that the Union had filed Grievance 12 days ago and the Management had not responded. Thom reported that Management had run out of time to deny the Grievance. Thom appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a 'D' Flight Attendant on a flight. There was discussion.

Thom McDaniel responded to a Member's question regarding the requirement that Flight Attendants work 233 Trips for Pay (TFP) per quarter in order qualify for the new **'Buddy Passes'** and the unfairness of the requirement when compared to other employees in the Company. Thom McDaniel stated that he had discussed with Daryl Krause, Senior Vice-President of Inflight and Provisioning regarding the inclusion of jury duty to the calculation of quarterly TFP requirement. Thom reported that he had expressed the opinion of the Local to Daryl that vacations are "earned" and should also be included in the calculation. Thom recounted that Daryl had stated that Flight Attendants could simply "pick up" the next month to make up for it. Thom McDaniel **agreed** that he will revisit the issue with Daryl Krause.

In response to a Member's question there was discussion regarding the Inflight Refocus on Customer Service Program (IROCS) and the fact that Supervisors Badges are labeled as 'Crew', when in fact they are not 'Crew'. There was discussion.

There was more discussion about the 'D' Position Flight Attendant bulletin. Michael Massoni, First Vice-President and Chair of the Safety Committee, reported that he had spoken with the **Federal**

Aviation Administration (FAA) about the matter. Michael explained that he had learned that Southwest Airlines Management had obtained an "exception" from the FAA to add Inflight Supervisors to the manifest as a 'D' Flight Attendant so that they would be listed as an additional crewmember and not simply a 4th jumpseat rider. This exception would allow the Supervisor to be up while the seatbelt sign was on and perform Inflight Audits on the working crewmembers.

Thom McDaniel noted that the **TWU Local 556 Website** had been updated and contained an amazing amount of information largely due to the efforts of Kyle Whiteley, MDW Domicile Executive Board Member.

The Chair recognized Victor Conejo, Houston Shop Steward. He also noted that Amy Neeper, former Grievance Staff Member and Lana McWilliams who "fill in" at the Union Office when necessary were present at the Meeting. The Chair also recognized Cindy Ritner, former Board Member, Negotiating Team Member and Scheduling Committee Chair, Karen Amos, former Board Member and current Uniform Committee Member, and Ron Regan, former Executive Board Member and Treasurer.

Karen Amos, **Uniform Committee Chair**, reported the current status of the wear-testing of the new Customer Contact uniform pieces.

Responding to a question from a Member, Thom McDaniel reported that at a recent Labor Briefing conducted by Southwest Airlines Management immediately prior to the release of the Quarterly Earnings Report, he had asked Daryl Krause to comment on the exodus of former Flight Attendants from Inflight Leadership positions. Chief Executive Officer, Gary Kelly, had expressed that he understood the Union's concern but that he did not have an answer for Thom.

There was discussion regarding Unaccompanied Minor (UM) procedures.

Don Shipman made a **motion** to adjourn. Victor Conejo **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1230.

Houston

April 13, 2007

The Chair, Thom McDaniel called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel, Gayle Ross, Stacy Martin, Cuyler Thompson, Jill van der Werff, Brett Nevarez, and Allyson Parker-Lauck.

Thom McDaniel reported that the **TWU Local 556 Executive Board World Tour and Scavenger Hunt** was running concurrently with the 2nd round of Membership Meetings of the year. Thom explained that the Executive Board was conducting both AM and PM Lounge Mobilizations in the respective Flight Attendant Lounges both before and after the Meetings. Thom went on to say that the during the World Tour, the Executive Board would be unveiling some exciting new opportunities for the Membership of Local 556, reporting on current events within our Union as well as listening to the concerns of the Membership.

The Chair introduced the TWU Local 556 Executive Board Members who were present.

Houston Domicile Executive Board Member Jill van der Werff introduced the Houston Shop Stewards who were present at the Meeting: Javi Garcia, Michael McNeil, Crystal Rains, Kelley Martin and Jessica Parker.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review.

Jerry Lindemann made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Michael McNeil **seconded** the motion. The motion **carried**.

Cuyler Thompson, Recording Secretary, presented the **January and February 2007 Meeting Minutes** for review.

Jill van der Werff made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Jessica Parker **seconded** the motion. The motion **carried**.

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

Gayle Ross, Treasurer presented the **TWU Local 556 February 2007 Financial Report**.

Gayle Ross and Thom McDaniel answered questions from a Member regarding the Local's Financial Report. The recent issues that had developed as the result of a programming issue with **Dues Database** and the resulting incorrect billing of Members for past dues was also addressed. Gayle Ross reported that the pulling of Flight Attendants from trips to work in the Union Office in order to help correct the mistake had cost the Local no additional money.

The Chair recognized Shop Steward Valerie Boy as she entered the room.

Thom McDaniel explained to those Members present that the Executive Board was planning to be at the Negotiating Table with Southwest Airlines Management on or before June 1st, 2008, the date that the current CBA would become amendable. Thom reported that as President and according to the Local's Bylaws, he would be the Lead Negotiator on the **TWU Local 556 Negotiating Team**. Thom explained that the Executive Board recently had decided when the Negotiating Team would be put in place. Thom explained that at the July Executive Board Meeting, in accordance with the Bylaws of the Local, the Board would be appointing two Members to the Negotiating Team. Thom explained that a notice would appear in the upcoming UNITY Magazine soliciting letters of interest and resumes for those Members who would like to be considered for the appointment. Those Members submitting interest may be interviewed prior to or at the Meeting. Thom went on to report that those Members in attendance at the 3rd Membership Meetings of 2007, scheduled to take place in August of that year, would be nominating Members for two Members of the Negotiating Team as outlined in the Local's Bylaws. Thom explained that after the Membership Meetings, the qualification of those who were nominated would be verified and that electronic voting would commence shortly thereafter. Thom explained that to be eligible to be elected to the Negotiating Team by the Membership, nominees must be Members in good standing of TWU Local 556, have been on the Southwest Airlines Inflight Seniority List for one year and have attended or been excused from two Membership Meetings during the previous year. Thom reported that it was the goal of the Executive Board to have a Negotiating Team in place by October 1st, 2007.

Allyson Parker-Lauck answered questions regarding Negotiating Team and talked about the **'What's Next' Link** on the TWU Local 556 Website. Allyson reported that there had already been hundreds of suggestions submitted by Members on the website regarding the upcoming Negotiations.

Thom McDaniel answered questions from Members regarding Negotiations.

Thom McDaniel reported on the Executive Board World Tour and Scavenger Hunt and explained that the Local's Officers as well as the local Domicile Executive Board Members would be touring all Flight Attendant Lounges during the month of April. Thom noted that the 'blog' on the TWU Local 556 Website which was chronicling the events was fantastic. The Board Members would be answering questions and listening to Members' concerns about current issues affecting the Membership. Board Members would be informing Flight Attendants about the new Short Term Disability Insurance program, the new Flight Attendant Assistance Program (FAAP), the Negotiating Team, scholarship opportunities, Manning and Napier Asset Management, the upcoming Scheduling Committee Survey, legislative issues and the Committee on Political Education (COPE) and the TWU Local 556 Website.

By a show of hands, those present at the Meeting voted to allow Kelly Williams, Colonial Insurance Company Representative, to enter the Meeting as a guest.

Kelly Williams entered the Meeting at 1050.

Gayle Ross explained the new **Short Term Disability Insurance program** that the Executive Board was offering to the Flight Attendant Membership and introduced Kelly Williams. Kelly noted that enrollment in the program would begin on May 1st, 2007 and that the insurance would take effect on July 1st, 2007. Kelly stated that a flyer had been placed in all Flight Attendant Mailboxes that directed them to a Colonial Insurance link on the TWU Local 556 Website in order to schedule a time and date to meet an insurance enroller at an Inflight Base. Kelly reported that there would be enrollers at each base May 1st thru the 18th. He talked about Colonial Insurance product and explained that all of the products that were being offered were "guaranteed issue" except for the cancer plan. Kelly answered questions from the Membership.

Kelly Williams was excused at 1107.

There was more discussion regarding the Executive Board's World Tour. Allyson Parker-Lauck encouraged the Shop Stewards to apply for the Paul Gaynor Scholarship, available to Members pursuing a degree in labor studies, for which TWU International was currently accepting applications.

Thom McDaniel informed those members present of the upcoming **Scheduling Committee Listening Tour** and **Scheduling Survey** taking place in June and July of that year.

Brett Nevarez, Co-Chair of the Scheduling Committee, reported to Members regarding the reduction in 4-day trips in the Flight Attendant schedules that had been ongoing for the last six months.

In response to a Member's question, Thom McDaniel updated those Members present on the status of the upcoming **Open Time Arbitration**. Thom noted that it was a very important case with a great deal of evidence in favor of the Local. Thom reported that typically the Local receives the decision of an arbitrator 30-60 days after an arbitration.

There was a discussion following a question from a Member regarding the days of the month that Flight Attendants are paid.

The Chair explained that 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. The motions would be voted on at the 3rd Membership Meeting of the same year.

Cuyler Thompson read allowed the proposed amendments to the Bylaws that were made the day before at the Dallas Membership Meeting.

The Chair opened the floor for motions to amend the **TWU Local 556 Bylaws**.

Thom McDaniel made a **motion** to strike Article IX, Letter (a) (2). Jerry Lindemann **seconded** the motion.

Thom McDaniel made a **motion** to amend Article IX, Letter (h) to strike both “forty-five (45)” and replace them with “within sixty (60)”. Jerry Lindemann **seconded** the motion.

Jessica Parker made a **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”. Jerry Lindemann **seconded** the motion.

Jessica Parker made a **motion** to strike the words “multi-day lounge mobilization” from Article VII, Letter (g). Javi Garcia **seconded** the motion.

Jessica Parker made a **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”. Jill van der Werff **seconded** the motion.

The Chair closed the floor to further motions to amend the Bylaws.

Thom McDaniel stated that if any Members thought of other Bylaws changes that they would have liked to have made at the Meeting, they were welcome to email them to Cuyler Thompson or himself and that the motions would be made later in the round of Membership Meetings.

Thom McDaniel explained a complaint that had been made to the **United States Department of Labor** (DOL) against TWU Local 556. Thom reported that no one was denied eligibility in the last Officer Elections because they did not meet the eligibility requirements. Thom reported that the DOL had overseen the last Executive Board Election. Thom went on to report that the DOL had attended all of the Membership Meetings at which the nominations for the Executive Board had been conducted and had helped to compile the list of those who were eligible for office. After the election, the complaint was filed, and the DOL took the complaint before a judge. The Executive Board did not want to get into a lengthy dispute with the DOL which would have cost the Local and its Membership a considerable amount of money. The Executive Board agreed to settle the complaint by seeking to change the Bylaw requiring that Members attend or be excused from two Membership Meetings during the year preceding the nominations. The Executive Board also agreed as part of the settlement that if the Membership did not vote to change the Bylaw, the Executive Board will not enforce the requirement. Thom explained that before the end of this round of Membership Meetings a motion will be made to change this Bylaw. During the 2009 Executive Board Election, the eligibility requirements would be to be a Member in good standing and to have been on the Southwest Airlines Flight Attendant seniority list for one year preceding the nominations. These eligibility requirements apply to any election overseen by the DOL. There was discussion.

Responding to a Member's question, Thom McDaniel explained to those Members present the proposed **Project Coordinator position** which appeared in a past month's Executive Board Meeting Minutes. Thom stated that at the March 2007 Executive Board Meeting it was decided to hire an additional person to work in the Union Office to do much of the administrative work that many of the Executive Board Members were currently doing. Thom reported that the position would not be filled by a Flight Attendant, but by non-Southwest Airlines personnel. This would save the Local money. Thom explained that the money that would be used to pay the position had previously been earmarked to fund the LAS Domicile Executive Board Member position. Thom stated that since the LAS Base opening date had been changed, the LAS Domicile Executive Board Member position would not need to be filled until the next year's budget was in effect.

Responding to a Member's question, Brett Nevarez reported on the **Flight Attendant Assistance Program** (FAAP) and explained that the Program is based on Members helping Members. Brett went on to say that the Program was designed to aid Flight Attendants with a wide range of personal as well as substance abuse issues.

Allyson Parker-Lauck recognized Brett Nevarez as the Chair of the Local's **Drug and Alcohol Abuse Committee**. Allyson reported to those Members present that Brett had been serving the Membership well and commended him for his work establishing the FAAP.

There was discussion regarding the fact that Inflight Supervisors were boarding aircraft during turns at the gate and informing Crewmembers that according to the **Flight Attendant Manual** the A and C Position Flight Attendants must remain at the front of the aircraft until all passengers had deplaned before they could begin tidying. It was reported by a Member that Recurrent Trainers were telling Flight Attendants that they should ignore the Flight Attendant Manual unless there was an FAA Inspector present on the aircraft. Thom McDaniel reported that the Executive Board had spoken with Naomi Hudson about the issue previously that week. Thom **agreed** to contact Naomi about the issue again.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **'D' Position Flight Attendan**t, occupy the jumpseat and what it means to our Membership. Thom noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a 'D' Flight Attendant was assigned to the flight. Thom reported that the Union had filed Grievance 12 days ago and the Management had not responded. Thom reported that Management had run out of time to deny the Grievance. Thom appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a 'D' Flight Attendant on a flight. There was discussion.

Jill van der Werff made a **motion** to suspend the rules of the Meeting in order to nominate Members to be Shop Stewards. Brett Nevarez **seconded** the motion. The motion **carried**.

Jill van der Werff nominated Stephanie Tillman to be **TWU Local 556 Shop Stewards**. All Houston Members present at the Meeting voted to approve them.

Gayle Ross apologized to those Members present for continuing to enter and exit the Meeting. She stated that she was in the process of finalizing the agreement with Colonial Insurance Company to offer Short Term Disability Insurance to the Membership.

Valerie Boy made a **motion** to adjourn. Jessica Parker **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1230.

Orlando

April 16, 2007
Thom McDaniel, the Chair, called the Meeting to order at 1000.

TWU Local 556 Executive Board Members present were Thom McDaniel, Gayle Ross, Cuyler Thompson, Brett Nevarez and Susan Kern.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review. There was discussion.

Susan Kern made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Robert Skye **seconded** the motion. The motion **carried**.

Cuyler Thompson, Recording Secretary, presented the **January and February 2007 Meeting Minutes** for review.

Darryl Padgett made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Jim Pelt **seconded** the motion. The motion **carried**.

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

Gayle Ross, Treasurer presented the **TWU Local 556 February 2007 Financial Report**.

There was discussion.

Thom McDaniel explained to those members present that the Executive Board was planning for the Negotiating Team to be at the Negotiating Table with Southwest Airlines Management on or before June 1st, 2008, the date that the current CBA would become amendable. Thom stated that as President and according to the Local's Bylaws, he would be the Lead Negotiator on the **TWU Local 556 Negotiating Team**. Thom reported that the Executive Board recently had decided when the Negotiating Team would be put in place. Thom explained that at the July Executive Board Meeting, in accordance with the Bylaws of the Local, the Board would be appointing two Members to the Negotiating Team. Thom explained that a notice would appear in the upcoming UNITY Magazine soliciting letters of interest and resumes for those Members who would like to be considered for the appointment. Those Members submitting interest may be interviewed prior to or at the Meeting.

Thom went on to report that those Members in attendance at the 3rd Membership Meetings of 2007, scheduled to take place in August of that year, would be nominating Members for two Members of the Negotiating Team as outlined in the Local's Bylaws. Thom explained that after the Membership Meetings, the qualifications of those who were nominated would be verified and that electronic voting would commence shortly thereafter. Thom explained that to be eligible to be elected to the Negotiating Team by the Membership, nominees must be Members in good standing of TWU Local 556, have been on the Southwest Airlines Inflight Seniority List for one year and have attended or been excused from two Membership Meetings during the previous year. Thom reported that it was the goal of the Executive Board to have a Negotiating Team in place by October 1st, 2007. There was discussion.

There was discussion regarding the fact that the Southwest Airlines Pilots Association had returned to the negotiation table with Southwest Airlines Management that day after a hiatus. There was discussion regarding the history of the SWAPA negotiations.

Thom McDaniel reported to those members present that the TWU Local 556 Executive Board World Tour and Scavenger Hunt was currently underway and had been well-received by our Membership in the Flight Attendant Lounges.

Thom McDaniel reported that the six-month test of the reduction in 4-day pairings in the Flight Attendant Schedules was nearing an end. Thom reported that the Local's **Scheduling Committee** would be conducting a 'Listening Tour' in the Bases in June and July and that it would be conducted concurrently with a **Scheduling Survey**.

Brett Nevarez, Co-Chair of the Local's Scheduling Committee, explained and detailed changes that Flight Attendants would see in the May, June and July Schedules. Brett stated that the lines would be much more pure and clean when compared with what appeared in the Bid Packs over the last few months. There was discussion regarding the fact that there were many 4-day trips in Orlando Open Time when it was released on the 23rd of March that did not appear in the Flight Attendant Bid Packet.

Thom McDaniel explained that according to Robert's Rules of Order, which governed our Meeting, in order for a guest to be admitted to the Meeting, those Members in attendance at the Meeting must approve. No Member objected to allowing a guest into the Meeting.

Gayle Ross explained that she and the Executive Board had worked to make Short Term Disability Insurance available to our Membership and introduced Lori Whittaker, Colonial Insurance Representative.

Lori entered the Meeting at1035.

Lori noted that enrollment in the program would begin on May 1st', 2007 and that the insurance would take effect on July 1st, 2007. Lori reported that she had worked very hard with Gayle Ross and the Executive Board to come up with an insurance plan designed to fit the needs of the Membership of TWU Local 556. Lori stated that a flyer had been placed in all Flight Attendant Mailboxes that directed them to a Colonial Insurance link on the TWU Local 556 Website in order to schedule a time and date to meet an insurance enroller at an Inflight Base. Lori reported that there would be three enrollers at each base May 1st thru the 18th. Lori talked about Colonial Insurance and explained that all of the products that were being offered were "guaranteed issue" except for the cancer plan. She explained that there would be an open enrollment period between May 1st and May 18th each year but noted that all of the plans offered will automatically renew. Lori answered questions from the Membership.

Lori Whittaker was excused at 1103.

The Chair explained that 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. The motions would be voted on at the 3rd Membership Meeting of the same year.

Cuyler Thompson read aloud the proposed amendments to the Bylaws that were made at the previous sessions of the 2nd round of Membership Meetings of 2007.

The Chair opened the floor for motions to amend the **TWU Local 556 Bylaws**.

Thom McDaniel made a **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”. Robert Skye **seconded** the motion.

Susan Kern made a **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”. Kat Skye **seconded** the motion.

Susan Kern made a **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). Jim Pelt **seconded** the motion.

Susan Kern made a **motion** to strike the word “2” from Article VII, Letter (f) and replace it with the word “3”. Jim Pelt **seconded** the motion.

Susan Kern made a **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”. Kat Skye **seconded** the motion.

Susan Kern made a **motion** to strike the word “two (2)” from Article VIII, Letter (i) and replace it with the word “three (3)”. Jim Pelt **seconded** the motion.

Susan Kern made a **motion** to add the words, “a minimum of” after the words “shall be” and before the word “one (1)” to Article VIII, Letter (k). Robert Skye **seconded** the motion.

Susan Kern made a **motion** to strike the words “in the year 2000” from Article IX, Letter (n). Jim Pelt **seconded** the motion.

Susan Kern made a **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”. Jim Pelt **seconded** the motion.

Jim Pelt made a motion to strike from Article XIII, Letter (a) the words “odd-numbered ending” and “odd-numbered”. Darryl Padgett seconded the motion.

The Chair closed to floor to further Bylaw amendments but noted that if a Member had perhaps forgotten to make an amendment that they were welcome to contact Thom McDaniel or Cuyler Thompson and that they would be sure to make the motion before the end of the round of Membership Meetings.

Thom McDaniel reported that Association of Professional Flight Attendants (APFA) would be picketing at various airports across the country in the coming weeks protesting the corporate greed exhibited by the executives of American Airlines when they recently granted themselves large compensation packages but failed to raise the wages of employees.

Thom McDaniel updated those Members present on the status of the upcoming **Open Time Arbitration**. Thom noted that it was a very important case with a great deal of evidence in favor of the Local. He noted that the Local had the burden of proof in the case due to the fact that the Grievance involved Contract violation. Thom reported that typically the Local receives the decision of an arbitrator 30-60 days after an arbitration.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **‘D’ Position Flight Attendan**t, occupy the jumpseat and what it means to our Membership. Thom noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a ‘D’ Flight Attendant was assigned to the flight. Thom reported that the Union had filed Grievance 12 days ago and the Management had not responded. Thom reported that Management had run out of time to deny the Grievance. Thom appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a ‘D’ Flight Attendant on a flight.

Thom McDaniel reminded those Members present how very important it was to follow published Company UM Procedures.

There was discussion regarding the fact that Inflight Supervisors were boarding aircraft during turns at the gate and informing the crew that according to the **Flight Attendant Manual** the A and C Position Flight Attendants must remain at the front of the aircraft until all passengers had deplaned before they could begin tidying.

There was discussion regarding the Reserve Pass/Fly Settlement.

In response to a Member’s question pertaining to the Executive Board Meeting Minutes from February 2007, there was discussion about Naomi Hudson’s plea to make Flight Attendant’s Point Totals available on their Crew Web Access (CWA) Screens. It was reported that according to Naomi’s plan, once the Point Totals were placed on the CWA Screens, the totals could not be changed. It was noted that this could harm many of our Members due to the fact that Naomi was unwilling to recalculate all of the Flight Attendant’s Point Totals to insure that they were accurate.

Darryl Padgett made a **motion** to adjourn. Jim Pelt **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1220.

Baltimore

April 18, 2007

Michael Massoni, the Chair, called the Meeting to order at 1000.

TWU Local 556 Executive Board Members present were Michael Massoni, Gayle Ross, Cuyler Thompson, Kyle Whiteley and Allyson Parker-Lauck.

The Chair introduced Members of the Executive Board that were present and explained their respective duties within the Union. Michael noted that TWU Local 556 Legislative Representative, TWU International Executive Board Member and TWU Local 556 Civil and Human Rights (CHRC) Chair, Portia Reddick-White, was present at the Meeting.

It was noted that Executive Board Member Cuyler Thompson would be voting at the Baltimore Session of the Membership Meeting. Other Executive Board Members present noted that they were or would be voting in other Sessions of the Meeting.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review. There was discussion.

Michael Arnold made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Carl **seconded** the motion. The motion **carried**.

Cuyler Thompson, Recording Secretary, presented the **January and February 2007 Meeting Minutes** for review.

Michael Arnold made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Kyle Whiteley **seconded** the motion. The motion **carried**.

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

Gayle Ross, Treasurer presented the **TWU Local 556 February 2007 Financial Report**.

There was discussion.

Gayle Ross explained history of how the Executive Board came to engage the **Manning and Napier Advisors, Inc.** to manage the assets of the Local. Gayle noted that the cost associated with having Manning and Napier manage our assets amounted to less than one percent of our assets per quarter. Gayle explained that the Executive Board had opted for this calculation rather that paying a “flat fee” to Manning and Napier because it provided them incentive to maximize returns for the Local. There was discussion regarding a “paper loss” which was actually an accounting adjustment associated with the sale of Bear Stearns Bonds required to move our assets to Manning and Napier Advisors, Inc.

Michael Massoni reported that the amendable date for the Local's current CBA with the Southwest Airlines Company was May 31st, 2008. Michael explained that the Executive Board was already preparing for negotiations. Michael reported that a notice requesting letters of interest and resumes from those Members wanting to be considered for the Executive Board's appointments to the Negotiating Team would appear in the upcoming issue of UNITY Magazine. Michael explained that in July, the Executive Board would interview and appoint two members to be Negotiating Team. He went on to say that at the 3rd round of Membership Meetings of that year, the Membership in attendance would nominate Members to fill two more positions on the Negotiating Team. Michael reported that the TWU Local 556 Negotiating Team would be in place by October 1st, 2007. Michael reported that he and Gayle Ross were currently negotiating office space for the Negotiating Team. Michael Massoni explained the qualifications for Members of the Negotiating Team. Michael noted that Members should visit the **"What's Next?"** tab on the Local's Website to make suggestions for the next Contract negotiations.

Michael reported that the **TWU Local 556 Executive Board World Tour and Scavenger Hunt** was currently underway and touring all bases during the 2nd round of Membership Meetings.

Allyson Parker-Lauck described the new Flight Attendant Assistance Program and detailed the goals of the program. Allyson reported that the central idea of the program was to be able to allow a Flight Attendant to contact another Member or someone on the Union Staff of Leadership to get help or treatment without involving Southwest Airlines' Management. There was discussion regarding the new substance abuse on duty procedures recently promulgated by Management and the duties and responsibilities of Crewmembers.

Michael noted that there was an increasing amount of information available to our Members on the **TWU Local 556 Website** and noted that Kyle Whiteley, MDW Domicile Executive Board Member had done a fantastic job updating the website.

Allyson Parker-Lauck talked about Scholarships that were available to our Members. She explained how Members and/or their families may apply for the Paul Gaynor and Shanna Martin Memorial Scholarships. Allyson reported that Trevor Metzger and Allyson Dunivent, children of Southwest Airlines Flight Attendants had both benefited from the Shanna Martin Memorial Scholarship last year. Allyson also noted that there were several Michael J Quill Scholarships available to our Members from TWU International.

Gayle Ross reported that she had brought the idea of Union-sponsored **Short Term Disability Insurance** to the TWU Local 556 Executive Board earlier in the year and that the Board had leapt at the opportunity. Gayle explained that Colonial Insurance was the carrier chosen and detailed the three insurance products that were available to our Members.

The Chair noted that those Members present at the Meeting must vote to allow guests into the Meeting. No Member at the Meeting objected to allowing a Colonial Insurance Representative to enter the Meeting.

Lori Whittaker entered the Meeting at 1054.

Lori noted that enrollment in the program would begin on May 1st,, 2007 and that the insurance would take effect on July 1st, 2007. Lori reported that she had worked very hard with Gayle Ross and the Executive Board to come up with an insurance plan designed to fit the needs of the Membership of

TWU Local 556. Lori stated that a flyer had been placed in all Flight Attendant Mailboxes that directed them to a Colonial Insurance link on the TWU Local 556 Website in order to schedule a time and date to meet an insurance enroller at an Inflight Base. Lori reported that there would be three enrollers at each base May 1st thru the 18th. Lori talked about Colonial Insurance and explained that all of the products that were being offered were "guaranteed issue" except for the cancer plan. She explained that there would be an open enrollment period between May 1st and May 18th each year but noted that all of the plans offered will automatically renew. Lori answered questions from the Membership.

Lori was excused from the Meeting at 1105.

There was discussion regarding the security of our Members at work in light of the tragic events at Virginia Tech earlier in the week. Michael Massoni **agreed** to discuss the matter at the next meeting of the Safety Committee with the Southwest Airlines Management.

Kyle Whiteley discussed the upcoming **Scheduling Committee Listening Tour** and the **Scheduling Committee Survey**. There was discussion regarding the implication that the reduction in 4 days had on the Flight Attendant's schedules. There was discussion about pairing construction.

There was discussion regarding the use of computer and video technology in Membership Meetings. Michael Massoni, as Chair of the Information Technology Committee, updated those Members present regarding the computerization of the Grievance Process.

The Chair explained that according to the Local's Bylaws, they may be changed only in odd-numbered years and explained the process.

Cuyler Thompson, Recording Secretary, read aloud all of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting.

The Chair opened the floor to Bylaw Amendments.

Mike Fillmon made a **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". Gayle Ross **seconded** the motion.

Cuyler Thompson made **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. Mike Fillmon **seconded** the motion.

Kyle Whiteley made a **motion** to change Article XII, Letter (a) by "striking 'Scheduling' as a Committee and renaming the existing Committee 'Line Construction'". Gayle Ross **seconded** the motion.

Portia Reddick-White made a **motion** to insert in Article IX, Letter (a), after the words Negotiating Committee, "or a delegate or alternate to the TWU International Convention". Gayle Ross **seconded** the motion.

There was discussion regarding making the position of Domicile Executive Board Member a full-time position.

Allyson Parker-Lauck noted that if a Member wanted to make a Bylaw Amendment before the end of the Membership Meeting that they were welcome to email them to her and she would be sure to make the motion before the end of the Meeting.

Michael Massoni explained a complaint that had been made to the **United States Department of Labor** (DOL) against TWU Local 556. Michael reported that no one was denied eligibility in the last Officer Elections because they did not meet the eligibility requirements. Michael reported that the DOL had overseen the last Executive Board Election. Michael went on to report that the DOL had attended all of the Membership Meetings at which the nominations for the Executive Board had been conducted and had helped to compile the list of those who were eligible for office. After the election, the complaint was filed, and the DOL took the complaint before a judge. The Executive Board did not want to get into a lengthy dispute with the DOL which would have cost the Local and its Membership a considerable amount of money. The Executive Board agreed to settle the complaint by seeking to change the Bylaw requiring that Members attend or be excused from two Membership Meetings during the year preceding the nominations. The Executive Board also agreed as part of the settlement that if the Membership did not vote to change the Bylaw, the Executive Board will not enforce the requirement. Michael explained that before the end of this round of Membership Meetings a motion will be made to change this Bylaw. During the 2009 Executive Board Election, the eligibility requirements would be to be a Member in good standing and to have been on the Southwest Airlines Flight Attendant seniority list for one year preceding the nominations. These eligibility requirements apply to any election overseen by the DOL. There was discussion.

Michael reported that the **Open Time Arbitration** would begin the following day. Michael noted that Grievance Chair, Denny Sebesta, and Grievance Staff Member, Kathy Anderson, had worked long and hard on preparing the case for arbitration. Michael noted that Lucy White-Lehman was unable to attend the Baltimore Session of the Membership Meeting due to the fact that she was appearing as a witness for the Local at the arbitration. Other witnesses included Brett Nevarez, Kevin Onstead and Chris Click. Mark Richard, the Local's Strategic Advisor, was presenting the case. Allyson Parker-Lauck had prepared the graphics for the arbitration. Michael explained that the Local was seeking for Inflight Scheduling's practice of hiding trips to stop, compensation for all Flight Attendants and punitive damages to be paid by Southwest Airlines Management. There was discussion.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **'D' Position Flight Attendan**t, occupy the jumpseat and what it means to our Membership. Michael Massoni noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a 'D' Flight Attendant was assigned to the flight. Michael reported that the Union had filed Grievance 12 days ago and the Management had not responded. Michael reported that Management had run out of time to deny the Grievance. Michael appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a 'D' Flight Attendant on a flight.

Michael noted that it was very important for Flight Attendants to follow published UM Procedures.

Michael invited Members to sign the online petition in support of American Airlines Employees in there protest and picket against the corporate greed of American Airlines Executives.

Portia Reddick-White reported on the upcoming Day of Action/National Transportation Day happening in Washington, D.C. on May 17th. She explained that there were currently several legislative issues affecting Flight Attendants being considered in the capitol: FMLA and the reduction of hours required for our Members to qualify, COPE, the Occupational Safety and Health Administration (OSHA) coverage for Flight Attendants and Pilots, the Employee Free Choice Act, the Transportation Worker Identification Card (TWIC) Program, the FCC mobile phone ban on aircraft and Cabin Air Quality. Portia invited Members to contact there Congressmen/women.

Portia Reddick-White made a **motion** to adjourn. Kyle Whiteley **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Meeting at 1255.

Chicago

April 19, 2007
Michael Massoni, the Chair, called the Meeting to order at 1008.

TWU Local 556 Executive Board Members present were Michael Massoni, Gayle Ross, Cuyler Thompson, Kyle Whiteley and Allyson Parker-Lauck.

The Chair introduced Members of the Executive Board that were present and explained their respective duties within the Union. Michael recognized former Domicile Executive Board Member Bunkie McCarthy and James Gordon, the creator of the Precinct Captain Program, which was such an essential part of the success of our last Contract Negotiations.

The Chair explained that if Members intended to make a motion to amend the Local's Bylaws, that they should fill out the 'Motion Form' and have their synopsis and rationale written before the Meeting progressed to that point of the Meeting Agenda. Michael explained the rules for amending the Local's Bylaws and those amendments cannot be counter to our Contract, our Bylaws or our International Constitution.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review. There was discussion.

Don Shipman made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Bunkie McCarthy **seconded** the motion. The motion **carried**.

It was noted that the Executive Board Members present were or would be voting in other Sessions of the Meeting.

Cuyler Thompson, Recording Secretary, presented the **January and February 2007 Meeting Minutes** for review.

Bunkie McCarthy made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Julia Pavlicek **seconded** the motion. The motion **carried**.

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

Gayle Ross, Treasurer presented the **TWU Local 556 February 2007 Financial Report**.

Gayle Ross explained that the Executive Board had engaged **Manning and Napier Advisors, Inc.** to manage the assets of the Local. Gayle noted that Albee Richardson, the Local's CPA had recommended this. Gayle explained that Manning and Napier understood that the Local needed to make low risk investments but needed good returns on invested monies. Gayle noted that Members could contact her at the Union Office if they would like to know the breakdown of the investment.

Michael Massoni reported that the amendable date for the Local's current CBA with the Southwest Airlines Company was May 31st, 2008. Michael explained that the Executive Board was already preparing for negotiations. Michael reported that a notice requesting letters of interest and resumes from those Members wanting to be considered for the Executive Board's appointments to the Negotiating Team would appear in the upcoming issue of UNITY Magazine. Michael explained that in July, the Executive Board would interview and appoint two members to be Negotiating Team. He went on to say that at the 3rd round of Membership Meetings of that year, the Membership in attendance would nominate Members to fill two more positions on the Negotiating Team. Michael reported that the TWU Local 556 Negotiating Team would be in place by October 1st, 2007. Michael reported that he and Gayle Ross were currently negotiating office space for the Negotiating Team. Michael Massoni explained the qualifications for Members of the Negotiating Team. Michael noted that Members should visit the "**What's Next?**" tab on the Local's Website to make suggestions for the next Contract negotiations. Michael noted that there had already been more that 700 suggestions made via the TWU Local 556 Website. Responding to question regarding bag tags that could be provided for Flight Attendant's crew bags, Michael Massoni stated that the Executive Board had made the decision to wait for the Negotiating Team to be in place and allow them to strategize and be part of the entire negotiation process.

There was discussion regarding the Satellite Base Survey.

Michael Massoni suspended the agenda in order to observe a moment of silence in remembrance of those lives lost in the tragic events that had occurred at Virginia Tech earlier in the week.

Michael Massoni led those Members present reciting The Pledge of Allegiance.

Michael reported that the **TWU Local 556 Executive Board World Tour and Scavenger Hunt** was currently underway and touring all bases during the 2nd round of Membership Meetings. Michael explained that one of the items that the Executive Board was promoting was the new TWU Local 556 sponsored **Short Term Disability Insurance Program**. Gayle Ross explained the program and noted that the premiums would be payroll deducted. Gayle reported that there would be enrollers from Colonial Insurance in the Flight Attendant Lounge May 1st thru the 18th and that coverage would begin July 1st. Gayle stated that a flyer had been placed in Flight Attendant mailboxes instructing them to visit the TWU 556 Website in order to sign up for a time to meet with an enroller. Gayle explained to those Members present the three products being offered to Members.

Michael noted that there was an increasing amount of information available to our Members on the **TWU Local 556 Website** and noted that Kyle Whiteley, MDW Domicile Executive Board Member had done a fantastic job updating the website.

There was discussion regarding COPE. Michael noted that COPE supported labor friendly candidates, not necessarily Democrats or Republicans.

Allyson Parker-Lauck explained the FAAP and noted that Brett Nevarez, Chair of the Local's Drug and Alcohol Committee, had helped to create a program to help Flight Attendants who have a variety of personal issues not just substance abuse issues. James Malone, reported on the two days of FAAP Training that he had received at the Union Office. Members were invited to contact the FAAP via get-help@twu556.org.

Allyson Parker-Lauck talked about Scholarships that were available to our Members. She explained how Members and/or their families may apply for the Paul Gaynor and Shanna Martin Memorial Scholarships. Allyson also noted that there were several Michael J Quill Scholarships available to our Members from TWU International.

Kyle Whiteley discussed the upcoming **Scheduling Committee Listening Tour** and the **Scheduling Committee Survey**. There was discussion regarding the implication that the reduction in 4 days had on the Flight Attendant's schedules. Responding to a Member's question Kyle explained why there were so many trips uncovered in Open Time when it opened on the 23rd of the previous month.

Michael reported that the Open Time Arbitration would begin the following day. Michael noted that Grievance Chair, Denny Sebesta, and Grievance Staff Member, Kathy Anderson, had worked long and hard on preparing the case for arbitration. Mark Richard, the Local's Strategic Advisor, was presenting the case. Allyson Parker-Lauck had prepared the graphics for the arbitration. Michael explained that the Local was seeking for Inflight Scheduling's practice of hiding trips to stop, compensation for all Flight Attendants and punitive damages to be paid by Southwest Airlines Management. There was discussion.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **'D' Position Flight Attendan**t, occupy the jumpseat and what it means to our Membership. Thom noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a 'D' Flight Attendant was assigned to the flight. Thom reported that the Union had filed Grievance 12 days ago and the Management had not responded. Thom reported that Management had run out of time to deny the Grievance. Michael appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a 'D' Flight Attendant on a flight.

Michael noted that it was very important for Flight Attendants to follow published UM Procedures. There was discussion.

There was discussion regarding the fact that Inflight Supervisors were boarding aircraft during turns at the gate and informing the crew that according to the **Flight Attendant Manual** the A and C Position Flight Attendants must remain at the front of the aircraft until all passengers had deplaned before they could begin tidying.

Michael invited Members to sign the online petition in support of American Airlines Employees in there protest and picket against the corporate greed of American Airlines Executives.

Michael Massoni Thom explained a complaint that had been made to the **United States Department of Labor** (DOL) against TWU Local 556. Michael reported that no one was denied eligibility in the last Officer Elections because they did not meet the eligibility requirements. Michael reported that the DOL had overseen the last Executive Board Election. Michael went on to report that the DOL had attended all of the Membership Meetings at which the nominations for the Executive Board had been conducted and had helped to compile the list of those who were eligible for office. After the election, the complaint was filed, and the DOL took the complaint before a judge. The Executive Board did not want to get into a lengthy dispute with the DOL which would have cost the Local and its Membership a considerable amount of money. The Executive Board agreed to settle the complaint by seeking to change the Bylaw requiring that Members attend or be excused from two Membership Meetings during the year preceding the nominations. The Executive Board also agreed as part of the settlement that if the Membership did not vote to change the Bylaw, the Executive Board will not enforce the requirement. Michael explained that before the end of this round of Membership Meetings a motion will be made to change this Bylaw. During the 2009 Executive Board Election, the eligibility requirements would be to be a Member in good standing and to have been on the Southwest Airlines Flight Attendant seniority list for one year preceding the nominations. These eligibility requirements apply to any election overseen by the DOL. There was discussion.

The Chair explained that according to the Local's Bylaws, they may be changed only in odd-numbered years and explained the process. The Chair explained that Cuyler Thompson, Recording Secretary, would read aloud all of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting.

John Susong made a **motion** to dispense with the reading aloud of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting and that only their corresponding rationales be read aloud. Don Shipman **seconded** the motion. The motion **carried**.

Cuyler Thompson, Recording Secretary, read aloud only the rationales of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting.

The Chair opened the floor to Bylaw Amendments.

Kyle Whiteley made a **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". Eddie Vilkins **seconded** the motion.

Kyle Whiteley made a **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". James Gordon **seconded** the motion.

The Chair closed the floor to further motions to amend the Bylaws.

Kyle Whiteley reported that MDW Member Frank Gbur had recently passed away.

Kyle Whiteley updated those Members present on the construction of new MDW Flight Attendant Lounge. Kyle reported that all SIDA exits automatically open when a fire alarm is sounded.

Kyle Whiteley reported that he would be attending an Executive Board Meeting during the upcoming Safety Fair. Kyle thanked Julia Pavlicek for volunteering to attend the fair in his stead. Julia requested that any Member interested in helping with the preparations or attending the fair contact her.

Bunkie McCarthy made a **motion** to adjourn. Don Shipman **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1157.

Oakland

April 24, 2007
The Chair, Thom McDaniel, called the Meeting to order at 1000.

Board Members present at the Meeting were Thom McDaniel, Gayle Ross, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez and Mark Torrez.

The Chair introduced the Members of the Executive Board that were present and noted that Board Members were currently participating in the **TWU Local 556 World Tour and Scavenger Hunt**.

Thom noted that Kevin Onstead, recently appointed Union Liaison to the LAS Domicile, was present. Thom noted that Kevin had contacted him and had asked if he could fill that roll. Thom reported that the Executive Board had thought it a good idea and had approved Kevin as the Liaison.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review. There was discussion.

Donald Silva made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Doreen Argyopoulos **seconded** the motion. The motion **carried**.

It was noted that the Executive Board Members present were or would be voting in other Sessions of the Meeting.

Cuyler Thompson, Recording Secretary, presented the **January and February 2007 Meeting Minutes** for review.

Kevin Onstead made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Val Lorien **seconded** the motion. The motion **carried**.

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

Gayle Ross, Treasurer presented the **TWU Local 556 February 2007 Financial Report**.

Gayle Ross explained that the Executive Board had engaged **Manning and Napier Advisors, Inc.** to manage the assets of the Local. Gayle noted that Albee Richardson, the Local's CPA had recommended this. Gayle explained that Manning and Napier understood that the Local needed to make low risk investments but needed good returns on invested monies. Gayle noted that Members could contact her at the Union Office if they would like to know the breakdown of the investment. There was discussion.

Thom McDaniel explained to those members present that the Executive Board was planning for the Negotiating Team to be at the Negotiating Table with Southwest Airlines Management on or before June 1st, 2008, the date that the current CBA would become amendable. Thom reported that as President and according to the Local's Bylaws, he would be the Lead Negotiator on the **TWU Local 556 Negotiating Team**. Thom explained that the Executive Board recently had decided when the Negotiating Team would be put in place. Thom explained that at the July Executive Board Meeting, in accordance with the Bylaws of the Local, the Board would be appointing two Members to the Negotiating Team. Thom explained that a notice would appear in the upcoming UNITY Magazine soliciting letters of interest and resumes for those Members who would like to be considered for the appointment. Those Members submitting interest would be interviewed prior to or at the Meeting. Thom went on to report that those Members in attendance at the 3rd Membership Meetings of 2007, scheduled to take place in August of that year, would be nominating Members for two Members of the Negotiating Team as outlined in the Local's Bylaws. Thom explained that after the Membership Meetings, the qualification of those who were nominated would be verified and that electronic voting would commence shortly thereafter. Thom explained that to be eligible to be elected to the Negotiating Team by the Membership, nominees must be Members in good standing of TWU Local 556, have been on the Southwest Airlines Inflight Seniority List for one year and have attended or been excused from two Membership Meetings during the previous year. Thom reported that it was the goal of the Executive Board to have a Negotiating Team in place by October 1st, 2007. Brett Nevarez and Kevin Onstead reported to those Members present on their experiences on the Negotiating Team during the last Contract Negotiations. There was discussion.

Thom reported that the **TWU Local 556 Executive Board World Tour and Scavenger Hunt** was running concurrently with the 2nd round of Membership Meetings of the year. Thom explained that the Executive Board was conducting both AM and PM Lounge Mobilizations in the respective Flight Attendant Lounges both before and after the Meetings. Thom went on to say that the during the World Tour, the Executive Board would be unveiling some exciting new opportunities for the Membership of Local 556, reporting on current events within our Union as well as listening to the concerns of the Membership.

Brett Nevarez reported on his work establishing the new FAAP.

Gayle Ross and Thom McDaniel reported on the new Short Term Disability Insurance that the Union was sponsoring for the Members of TWU Local 556 and their families. Gayle noted that the income replacement insurance program as well as the accident and cancer insurance would take effect on July 1st of that year. Gayle went on to explain that enrollers from Colonial Insurance Company would be in the Flight Attendant Lounges from May 1st until May 18th. Gayle explained that Members should visit the TWU Local 556 Website to sign up for a time in which to meet with an enroller. Gayle noted that the cost of the insurance would typically cost Flight Attendants between 1 and 3 TFP per month, depending on seniority. There was discussion. Gayle Ross **agreed** to author a Q and A and to provide it to the Shop Stewards so that they may answer questions regarding the insurance program.

Thom McDaniel directed Members to the TWU Local 556 Website to see several recent additions. Thom reported that a Satellite Base Survey had recently been completed via the site and there would be another Scheduling Survey on the site very soon. Thom noted that the Local's Scheduling Committee would be conducting a Listening Tour in conjunction with the survey. Thom explained the **"What's Next?"** tab on the website. Thom noted that there were several scholarship opportunities available to Members and their families on the site.

The Chair explained that according to the Local's Bylaws, they may be changed only in odd-numbered years and explained the process. The Chair explained that Cuyler Thompson, Recording Secretary, would read aloud all of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting.

Kevin Onstead made a **motion** to dispense with the reading aloud of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting and that only their corresponding rationales be read aloud. Brett Nevarez **seconded** the motion. The motion **carried**.

The Chair noted that the proposed Bylaw Amendments would not be debated at the Meeting.

Cuyler Thompson read aloud the rationales and summarized for those Members present the proposed Bylaw Amendments made at the other sessions of the Membership Meeting

Thom McDaniel explained a complaint that had been made to the **United States Department of Labor** (DOL) against TWU Local 556. Thom reported that no one was denied eligibility in the last Officer Elections because they did not meet the eligibility requirements. Thom McDaniel reported that the DOL had overseen the last Executive Board Election. Michael went on to report that the DOL had attended all of the Membership Meetings at which the nominations for the Executive Board had been conducted and had helped to compile the list of those who were eligible for office. After the election, the complaint was filed, and the DOL took the complaint before a judge. The Executive Board did not want to get into a lengthy dispute with the DOL which would have cost the Local and its Membership a considerable amount of money. The Executive Board agreed to settle the complaint by seeking to change the Bylaw requiring that Members attend or be excused from two Membership Meetings during the year preceding the nominations. The Executive Board also agreed as part of the settlement that if the Membership did not vote to change the Bylaw, the Executive Board will not enforce the requirement. Thom explained that before the end of this round of Membership Meetings a motion will be made to change this Bylaw. During the 2009 Executive Board Election, the eligibility requirements would be to be a Member in good standing and to have been on the Southwest Airlines Flight Attendant seniority list for one year preceding the nominations. These eligibility requirements apply to any election overseen by the DOL.

Responding to a Member's question, Thom stated that he did not anticipate that Southwest Airlines Management would want to open negotiations on the contract earlier than scheduled. Thom noted that all of the unionized labor groups at Southwest Airlines would most likely be negotiating contracts in 2008. There was discussion.

Cuyler Thompson continued to read the rationales and summarize the proposed bylaw amendments that had been made at previous sessions of the Meeting.

The Chair opened the floor for Members to propose Bylaw changes

Allyson Parker-Lauck made a **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." Brian Orozco **seconded** the motion.

Allyson Parker-Lauck made a **motion** to correct the misspellings of all occurrences of the words "Inflight" and "Bylaws" by removing the hyphens". Doreen Argyropoulos **seconded** the motion.

The Chair closed the floor to further Bylaw Amendment proposals.

There was discussion regarding the Shop Steward Program and training. Thom reported that he was currently working with Shop Steward Greg Hofer on a "Q and A" for our contract to be published jointly with Management.

Thom reported that the Union had gone to Arbitration on April 19 and 20 with 4 Group Grievances dealing with **Open Time Manipulation** by Southwest Airlines Management. Thom went on to say that due to the complexity of the case and the length of the witness testimony, the case was not completed in the two days allocated and the Arbitrator had given us the date of May 2 to complete the testimony. Out of respect for the process, neither witnesses nor Union or Management representatives were allowed to discuss testimony until the hearing is completed. Thom stated that the Union stood by our position that the Company had and continued to violate our Contract and we would provide complete information on the Arbitration once the hearing has concluded. Thom reported that typically the Local receives the decision of an arbitrator 30-60 days after an arbitration. Thom noted that Allyson Parker-Lauck, Denny Sebesta and Kathy Anderson, among others, had worked very hard in preparation for the arbitration. Thom reported that Mark Richard was the attorney who was presenting the Union's case. Thom noted and thanked Oakland Member and Shop Steward Greg Hofer for the fantastic research that he had provided on the case and for the article that he had recently written for UNITY Magazine. Thom noted that Flight Attendants Kimberly James, Chris Click, Debbie Mosier, and Kevin Onstead as well as himself and Executive Board Members Brett Nevarez and Lucy White-Lehman had all been witnesses for the Union's case.

Thom McDaniel explained the importance of following published UM Procedures. There was discussion.

There was discussion regarding carryon luggage.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **'D' Position Flight Attendan**t, occupy the jumpseat and what it means to our Membership. Thom noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a 'D' Flight Attendant was assigned to the flight. Thom reported that the Union had filed Grievance and the Union initially believed that Management had not responded. Thom reported that Management had recently produced a letter denying the Grievance but that its authenticity had not yet been established. Thom appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a 'D' Flight Attendant on a flight.

There was discussion regarding the fact that Inflight Supervisors were boarding aircraft during turns at the gate and informing the crew that according to the **Flight Attendant Manual** the A and C Position

Flight Attendants must remain at the front of the aircraft until all passengers had deplaned before they could begin tidying.

There was discussion regarding the *Contract Quickies*, a guide to understanding the Contract that had recently been published by two Baltimore-based Flight Attendants.

Mark Torrez made a **motion** to suspend the rules of the Meeting in order to nominate new Shop Stewards. Brett Nevarez **seconded** the motion. The motion **carried**.

Mark Torrez made a **motion** to elect Reg Lux as an Oakland Shop Steward. Brett Nevarez **seconded** the motion. The motion **carried**.

Donald Silva made a **motion** to elect Boris Kurz as an Oakland Shop Steward. Val Lorien **seconded** the motion. The **motion** carried.

Allyson Parker-Lauck made a **motion** to adjourn. Doreen Argyropoulos **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1200.

Phoenix

April 25, 2007

The Chair, Thom McDaniel, called the Meeting to order at 1000.

Board Members present at the Meeting were Thom McDaniel, Michael Massoni, Gayle Ross, Cuyler Thompson, Brett Nevarez and Michael Broadhead.

The Chair introduced the Members of the Executive Board that were present, noted their positions within the Local and explained that Board Members were on the final stop on the **TWU Local 556 World Tour and Scavenger Hunt**.

Scheduling Committee Member Richard Locher was present at the Meeting.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2007** for review. There was discussion.

Michael Broadhead made a **motion** to dispense with the reading aloud of and approve the 1st Membership Meeting Minutes of 2007 as presented. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson, Recording Secretary, presented the **January and February 2007 Meeting Minutes** for review.

Michael Broadhead made a **motion** to dispense with the reading aloud of the January and February 2007 Executive Board Meeting Minutes. Daryl Daoang **seconded** the motion. The motion **carried**.

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

Gayle Ross, Treasurer presented the **TWU Local 556 February 2007 Financial Report**.

Gayle Ross explained that the Executive Board had engaged **Manning and Napier Advisors, Inc.** to manage the assets of the Local. Gayle noted that Albee Richardson, the Local's CPA had recommended this. Gayle explained that Manning and Napier understood that the Local needed to make low risk investments but needed good returns on invested monies. Gayle noted that Members could contact her at the Union Office if they would like to know the breakdown of the investment. There was discussion.

Thom McDaniel explained to those members present that the Executive Board was planning for the Negotiating Team to be at the Negotiating Table with Southwest Airlines Management on or before June 1st, 2008, the date that the current CBA would become amendable. Thom reported that as President and according to the Local's Bylaws, he would be the Lead Negotiator on the **TWU Local 556 Negotiating Team**. Thom explained that the Executive Board recently had decided when the Negotiating Team would be put in place. Thom explained that at the July Executive Board Meeting, in accordance with the Bylaws of the Local, the Board would be appointing two Members to the Negotiating Team. Thom explained that a notice would appear in the upcoming UNITY Magazine soliciting letters of interest and resumes for those Members who would like to be considered for the appointment. Those Members submitting interest would be interviewed prior to or at the Meeting. Thom went on to report that those Members in attendance at the 3rd Membership Meetings of 2007, scheduled to take place in August of that year, would be nominating Members for two Members of the Negotiating Team as outlined in the Local's Bylaws. Thom explained that after the Membership Meetings, the qualification of those who were nominated would be verified and that electronic voting would commence shortly thereafter. Thom explained that to be eligible to be elected to the Negotiating Team by the Membership, nominees must be Members in good standing of TWU Local 556, have been on the Southwest Airlines Inflight Seniority List for one year and have attended or been excused from two Membership Meetings during the previous year. Thom reported that it was the goal of the Executive Board to have a Negotiating Team in place by October 1st, 2007.

Thom McDaniel reported that the **TWU Local 556 Executive Board World Tour and Scavenger Hunt** was running concurrently with the 2nd round of Membership Meetings of the year. Thom explained that the Executive Board was conducting both AM and PM Lounge Mobilizations in the respective Flight Attendant Lounges both before and after the Meetings. Thom went on to say that the during the World Tour, the Executive Board would be unveiling some exciting new opportunities for the Membership of Local 556, reporting on current events within our Union as well as listening to the concerns of the Membership.

Gayle Ross explained the new Short Term Disability Insurance being offered to Members of TWU Local 556 and noted that premiums would be payroll deducted. Gayle reported that there would be enrollers from Colonial Insurance in the Flight Attendant Lounge May 1st thru the 18th and that coverage would begin July 1st. Gayle stated that a flyer had been placed in Flight Attendant mailboxes instructing them to visit the TWU 556 Website in order to sign up for a time to meet with an enroller. Gayle explained to those Members present the three products being offered to Members. Thom noted that the Union is not receiving any money by offering the insurance to the Membership and that Union dues were not paying any of the claims.

Thom talked about the wealth of information available to our Members on the **TWU Local 556 Website**. Thom discussed the availability of Executive Board Meeting and Membership Meeting Minutes and the Shanna Martin Memorial, Paul Gaynor and Michael J. Quill Scholarship information.

Brett Nevarez reported that underlying idea of the new FAAP was to have Flight Attendants seek help from the Union first when burdened with personal or substance abuse issues before going to Management, perhaps jeopardizing their careers. Brett noted that Members may contact the FAAP via the internet at get-help@twu556.org.

Thom reported that the Local's **Scheduling Committee Listening Tour** would be in all Flight Attendant Lounges during the month of June. Thom went on to say that the **Scheduling Survey** would begin on July 1st. This survey was being conducted to ascertain how our Membership felt about the reduction of 4-day pairings from the Flight Attendant's schedules. Brett Nevarez, one of the Chairs of the Scheduling Committee, discussed issues faced by the Committee when building the Lines. There was discussion.

The Chair explained that according to the Local's Bylaws, they may be changed only in odd-numbered years and explained the process. The Chair explained that Cuyler Thompson, Recording Secretary, would read aloud all of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting.

Michael Broadhead made a **motion** to dispense with the reading aloud of the proposed Bylaw Amendments made at the other sessions of the Membership Meeting and that only their corresponding rationales be read aloud. Brett Nevarez **seconded** the motion. The motion **carried**.

The Chair noted that the proposed Bylaw Amendments would not be debated at the Meeting.

Cuyler Thompson read aloud the rationales and summarized for those Members present the proposed Bylaw Amendments made at the other sessions of the Membership Meeting.

Brett Nevarez made a **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". Michael Broadhead **seconded** the motion.

Brett Nevarez made a **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". Michael Massoni **seconded** the motion.

Thom McDaniel explained a complaint that had been made to the **United States Department of Labor** (DOL) against TWU Local 556. Thom reported that no one was denied eligibility in the last Officer Elections because they did not meet the eligibility requirements. Thom McDaniel reported that the DOL had overseen the last Executive Board Election. Michael went on to report that the DOL had attended all of the Membership Meetings at which the nominations for the Executive Board had been conducted and had helped to compile the list of those who were eligible for office. After the election, the complaint was filed, and the DOL took the complaint before a judge. The Executive Board did not want to get into a lengthy dispute with the DOL which would have cost the Local and its Membership a considerable amount of money. The Executive Board agreed to settle the complaint by seeking to change the Bylaw requiring that Members attend or be excused from two Membership Meetings during the year preceding the nominations. The Executive Board also agreed as part of the settlement that if the Membership did not vote to change the Bylaw, the Executive Board will not enforce the requirement. Thom explained that before the end of this round of Membership Meetings a motion will be made to change this Bylaw. During the 2009 Executive Board Election, the eligibility requirements would be to be a Member in good standing and to have been on the Southwest Airlines Flight Attendant seniority list for one year preceding the nominations. These eligibility requirements apply to any election overseen by the DOL.

Thom McDaniel left the Meeting 1155.

Michael Massoni chaired the Meeting

Michael Massoni reminded Members present at the Meeting of the importance of adhering to published UM procedures. There was discussion.

Thom McDaniel returned to the Meeting at 1202.

Thom reported that the Union had gone to Arbitration on April 19 and 20 with 4 Group Grievances dealing with **Open Time Manipulation** by Southwest Airlines Management. Thom went on to say that due to the complexity of the case and the length of the witness testimony, the case was not completed in the two days allocated and the Arbitrator had given us the date of May 2 to complete the testimony. Out of respect for the process, neither witnesses nor Union or Management representatives were allowed to discuss testimony until the hearing is completed. Thom stated that the Union stood by our position that the Company had and continued to violate our Contract and we would provide complete information on the Arbitration once the hearing has concluded. Thom reported that typically the Local receives the decision of an arbitrator 30-60 days after an arbitration. Thom noted that Grievance Chair Denny Sebesta, Grievance Staff Member Kathy Anderson and Communications Committee Chair Allyson Parker-Lauck had been instrumental in the preparation of the case.

There was discussion regarding the recent Bulletin to the Flight Attendant Manual regarding Southwest Airlines decision to allow Inflight Supervisors to act as a **'D' Position Flight Attendan**t, occupy the jumpseat and what it means to our Membership. Thom noted that the definition of a Flight Attendant was contained in the CBA and that Inflight Supervisors did not qualify. It was also explained that on flights where more than 122 passengers were aboard, Flight Attendants would not receive the $5 override if a 'D' Flight Attendant was assigned to the flight. Thom reported that the Union had filed Grievance and the Union initially believed that Management had not responded. Thom reported that Management had recently produced a letter denying the Grievance but that its authenticity had not yet been established. Thom appealed to Members to report it to the Union Office immediately if they were aware of an Inflight Supervisor serving in the capacity of a 'D' Flight Attendant on a flight.

There was discussion regarding the fact that Inflight Supervisors were boarding aircraft during turns at the gate and informing the crew that according to the **Flight Attendant Manual** the A and C Position Flight Attendants must remain at the front of the aircraft until all passengers had deplaned before they could begin tidying.

There was discussion regarding the definition of “assisting” passengers with their carryon.

There was discussion regarding the fact that Crewmembers must be in full uniform in order to be exempt from the Transportation Security Administration (TSA) carryon rules.

There was a discussion regarding **Preferential Bidding Systems**.

Responding to a Member’s question, there was discussion regarding the language in the CBA as it may apply to a Leveraged Buyout of the Southwest Airlines Company.

There was discussion regarding the upcoming opening of the LAS Domicile. Thom McDaniel noted that OAK Flight Attendant and Las Vegas resident Kevin Onstead was currently serving in the capacity of Liaison to the LAS Domicile for the Executive Board.

There was discussion regarding the recent Satellite Base Survey.

There was discussion regarding seeking medical benefits for retired for Flight Attendants during the upcoming Contract Negotiations.

There was discussion regarding the recent increase in the budgets of Domicile Executive Board Members. The budgets allowed for 36 TFP per month. This amount had recently changed from 19 TFP.

There was discussion regarding the wear-testing of the new customer contact employee uniforms.

Tina Coffee made a **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”. Robin Hampton **seconded** the motion.

Tina Coffee made a **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 focuses 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”. Robin Hampton **seconded** the motion.

Tina Coffee made a **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”. Robin Hampton **seconded** the motion.

Michael Broadhead made a **motion** to adjourn.   Lisa Valet **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1300.

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

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Cuyler Thompson
TWU Local 556 Recording Secretary