



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

One Brookriver Place

7929 Brookriver Drive, Suite 750

Dallas, TX 75247 (214) 640-4700

(800) 969-7932

Fax (214) 357-9870

www.twu556.org

Hotline (800) 806-7992

2nd Membership Meeting August 2008 Minutes

Dallas

August 15, 2008

Thom McDaniel called the Meeting to order at 1010.

Executive Board Members Thom McDaniel, Cuyler Thompson and Gwen Dunivent were present at the Meeting.

Grievance Chair John Parrott was present at the Meeting.

Grievance Team Members Kathy Anderson, Amy Harthausen, Jamie Littleford, Becky Parker, Catherine Rea and Sara King were present at the Meeting.

Negotiating Team Members Cindy Ritner and Denny Sebesta were present at the Meeting.

Shop Steward Michelle Moore was present at the Meeting.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Gwen Dunivent made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Catherine Rea **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Catherine Rea made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Kimberly Colmenares **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Thom McDaniel presented the **May 2008 Financial Report**. There was discussion.

Thom McDaniel updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Thom updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

Gwen Dunivent made a **motion** to suspend the rules of the Meeting in order to nominate new Shop Stewards. Catherine Rea **seconded** the motion.

Gwen Dunivent **nominated** Kimberly Colmenares, Tanya McGrath and Shae Grajeda to be TWU Local 556 Shop Stewards. Cuyler Thompson **seconded** the motion.

Kathy Anderson **nominated** Deborah Danish to be a TWU Local 556 Shop Steward. Gwen Dunivent **seconded** the motion.

Kimberly Colmenares, Deborah Danish, Tanya McGrath and Shae Grajeda were elected as Shop Stewards.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Kathy Anderson made a **motion** to recess the Dallas Session of the Meeting. Catherine Rea **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1140.

Baltimore **August 19, 2008**

Thom McDaniel called the Meeting to order at 1007.

Executive Board Members Thom McDaniel, Cuyler Thompson, Susan Kern and Audrey Stone were present at the Meeting.

Shop Stewards Carl Scaglione, Stephanie Roberts, Bryan Gardner, Chris Sullivan, Ian Johnson and Chris Click were present at the Meeting.

The Chair noted that he and Susan Kern would be voting on any matters at the Sessions of the Meeting being held in their respective Flight Attendant Domiciles.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Bryan Gardner made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Audrey Stone **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Kevin Schnittker made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Audrey Stone **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Thom McDaniel presented the **May 2008 Financial Report**. There was discussion.

Thom McDaniel updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Thom invited Members to become part of the Contract Action Team (CAT). Audrey Stone, Baltimore Domicile Executive Board Member, could sign them up.

Cuyler noted that Members with questions or comments regarding Contract Negotiations could email them to negotiators@twu556.org. Members with non-Negotiations-related questions should click on the **“From the Source”** tab on the TWU Local 556 Website in order to have their questions answered by the appropriate Union Leadership.

Thom reported to those Members present that the Executive Board had recently approved language to move forward with a **Satellite Base Test**. The Union and the Company would be implementing the test in January 2009.

Thom updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

Audrey Stone made a **motion** to suspend the rules of the Meeting in order to nominate Shop Stewards. Ian Johnson **seconded** the motion. The motion **carried**.

Audrey Stone **nominated** Ralph ‘Bowie’ Anderson, Kevin Schnittker and Lucy White-Lehman to be Shop Stewards. Cuyler Thompson **seconded** the motion. The motion **carried**.

Bryan Gardner **nominated** Marc Dewood to be a Shop Steward. Lucy White-Lehman **seconded** the motion. The motion **carried**.

Chris Sullivan **nominated** Rick Tabarango to be a Shop Steward. Cuyler Thompson **seconded** the motion. The motion **carried**.

Rick Tabarango, Marc Dewood, Ralph 'Bowie' Anderson, Kevin Schnittker and Lucy White-Lehman were elected as **TWU Local 556 Shop Stewards**.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

There was further discussion regarding Contract Negotiations.

Chris Click made a **motion** to recess the Baltimore Session of the Meeting. Ian Johnson **seconded** the Meeting. The motion **carried**.

Thom McDaniel recessed the Session at 1237.

Chicago **August 20, 2008**

Thom McDaniel called the Meeting to order at 1015.

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

Shop Stewards Erich Schwenk, Ryan Regal Donna Keith and Tina Tyrrel were present at the Meeting.

The Chair noted that he and Susan Kern and Cuyler Thompson would be voting on any matters at the Sessions of the Meeting being held in their respective Flight Attendant Domiciles.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Erich Schwenk made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Ryan Regal **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Donna Keith made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Erich Schwenk **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Thom McDaniel presented the **May 2008 Financial Report**. There was discussion.

Thom McDaniel updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Thom invited Members to become part of the **Contract Action Team (CAT)**. It was noted that Members should contact Chicago Domicile Executive Board Member Kyle Whiteley if they wanted to be part of the Team.

There was discussion regarding the upcoming **'TWU Local 555/556 Making SWA Work Picnic'** being held jointly between both Locals in all Flight Attendant Domiciles on August 29th. The event was intended to be a show of solidarity between the two workgroups. Both groups were currently in Contract Negotiations.

Thom updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Tina Tyrrel made a **motion** to recess the Chicago Session of the Meeting. Ryan Regal **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Session at 1140.

Orlando

August 21, 2008

Thom McDaniel called the Meeting to order at 1007.

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

Shop Stewards Jesse Cano, Jim Pelt, Stephanie Tillman and Robert Skye were present at the Meeting.

The Chair noted that he and Cuyler Thompson would be voting on any matters at the Sessions of the Meeting being held in their respective Flight Attendant Domiciles.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Jim Pelt made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Susan Kern **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Jim Pelt made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Jesse Cano **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Thom McDaniel presented the **May 2008 Financial Report**. There was discussion.

Thom McDaniel updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Thom invited Members to become part of the **Contract Action Team (CAT)**. It was noted that Members should contact Orlando Domicile Executive Board Member Susan Kern if they wanted to be part of the Team.

There was discussion regarding the upcoming '**TWU Local 555/556 Making SWA Work Picnic**' being held jointly between both Locals in all Flight Attendant Domiciles on August 29th. The event was intended to be a show of solidarity between the two workgroups. Both groups were currently in Contract Negotiations.

Thom updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Jim Pelt made a **motion** to recess the Orlando Session of the Meeting. Stephanie Tillman **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Session at 1115.

Houston

August 22, 2008

Thom McDaniel called the Meeting to order at 1004.

Executive Board Members Thom McDaniel, Cuyler Thompson, Susan Kern and Michael McNeil were present at the Meeting.

Shop Stewards Chey Clark, Will Browne and Chad Knesek were present at the Meeting.

The Chair noted that Susan Kern and Cuyler Thompson would be voting on any matters at the Sessions of the Meeting being held in their respective Flight Attendant Domiciles.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Will Browne made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Drew Kennedy **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Chey Clark made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Will Brown **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Thom McDaniel presented the **May 2008 Financial Report**. There was discussion.

Thom McDaniel updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Thom invited Members to become part of the **Contract Action Team (CAT)**. It was noted that Members should contact Houston Domicile Executive Board Member Michael McNeil if they wanted to be part of the Team.

There was discussion regarding the upcoming '**TWU Local 555/556 Making SWA Work Picnic**' being held jointly between both Locals in all Flight Attendant Domiciles on August 29th. The event was intended to be a show of solidarity between the two workgroups. Both groups were currently in Contract Negotiations.

Thom updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

Thom reported to those Members present that the Executive Board had recently approved language to move forward with a **Satellite Base Test**. The Union and the Company would be implementing the test in January 2009.

Michael McNeil made a **motion** to suspend the rules of the Meeting in order to nominate new Shop Stewards. Troy Ford **seconded** the motion.

Michael McNeil **nominated** Drew Kennedy to be a TWU Local 556 Shop Steward. Troy Ford **seconded** the motion.

Drew Kennedy was elected as a Shop Steward.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Will Browne made a **motion** to recess the Houston Session of the Meeting. Drew Kennedy **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Session at 1140.

Oakland

August 26, 2008

Michael Massoni called the Meeting to order at 1007.

Executive Board Members Michael Massoni, Cuyler Thompson and Susan Kern were present at the Meeting.

Shop Stewards Donald Silva, Boris Kurz, Greg Hofer, Doreen Argyropoulos, Rachel Tabb, Heather Joy, Regina Lux, Cristina Wenzl, Kent Hand and Cynthia Belle were present at the Meeting.

The Chair noted that he, Susan Kern and Cuyler Thompson would be voting on any matters at the Sessions of the Meeting being held in their respective Flight Attendant Domiciles.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Doreen Argyropoulos made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Donald Silva **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Donald Silva made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Cristina Wenzl **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

There was discussion regarding the fact the only the names Executive Board Members, Committee Chairs and/or Shop Stewards appear in the Minutes of Membership Meetings. It was noted that the past practice of not including the names of rank and file Flight Attendants could only be changed by a motion passed during a Membership Meeting.

Michael Massoni presented the **May 2008 Financial Report**. There was discussion.

Michael updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. He reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Michael Massoni invited Members to become part of the **Contract Action Team (CAT)**. It was noted that Members should contact Oakland Domicile Executive Board Member Mark Torrez if they wanted to be part of the Team.

There was discussion regarding the upcoming '**TWU Local 555/556 Making SWA Work Picnic**' being held jointly between both Locals in all Flight Attendant Domiciles on August 29th. The event was intended to be a show of solidarity between the two workgroups. Both groups were currently in Contract Negotiations.

Michael updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Doreen Argyropoulos made a **motion** to recess the Oakland Session of the Meeting. Cristina Wenzl **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Oakland Session of the Meeting at 1205.

Las Vegas

August 27, 2008

Michael Massoni called the Meeting to order at 1006.

Executive Board Members Michael Massoni, Cuyler Thompson, Kevin Onstead and Susan Kern were present at the Meeting.

Shop Stewards Victor Conejo, William Menton, Bryan Orozco and Karla Kozak were present at the Meeting.

The Chair noted that he, Susan Kern and Cuyler Thompson would be voting on any matters at the Sessions of the Meeting being held in their respective Flight Attendant Domiciles.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Kevin Onstead made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Karla Kozak **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Susan Kern made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Kevin Onstead **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Michael Massoni presented the **May 2008 Financial Report**. There was discussion.

Michael updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. He reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

Michael Massoni invited Members to become part of the **Contract Action Team (CAT)**. It was noted that Members should contact Las Vegas Domicile Executive Board Member Kevin Onstead if they wanted to be part of the Team.

There was discussion regarding the upcoming '**TWU Local 555/556 Making SWA Work Picnic**' being held jointly between both Locals in all Flight Attendant Domiciles on August 29th. The event was intended to be a show of solidarity between the two workgroups. Both groups were currently in Contract Negotiations.

Michael updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson and Susan Kern, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Karla Kozak made a **motion** to recess the Oakland Session of the Meeting. Victor Conejo **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Las Vegas Session of the Meeting at 1140.

Phoenix

August 28, 2008

Michael Massoni called the Meeting to order at 1015.

Executive Board Members Michael Massoni, Cuyler Thompson, John DiPippa and Susan Kern were present at the Meeting.

Shop Stewards Darryl Daoang, Nancy Osborne, Tim Blore and Mark Savage were present at the Meeting.

The Chair noted that Cuyler Thompson had voted during the Baltimore Session of the Meeting.

Cuyler Thompson, Recording Secretary, presented the **1st Membership Meeting Minutes of 2008** for review.

Nancy Potts made a **motion** not to read them aloud but to approve the 1st Membership Meeting Minutes of 2008 as amended. Darryl Daoang **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April, May and June 2008 Executive Board Meeting Synopses** for review.

Reese Alexander made a **motion** not to read aloud the April, May and June 2008 Executive Board Meeting Synopses. Nancy Potts **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial Information contained in the April, May and June 2008 Executive Board Meeting Synopses.

Michael Massoni presented the **May 2008 Financial Report**. There was discussion.

Michael updated those Members present on the progress of ongoing **Contract Negotiations** between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. He reported that the Negotiating Team expected to have Tentative Agreements on all non-economic Articles of the Contract by September 1st. He went on to say that the Negotiating Team would present economic proposals to Management in September. Negotiations were scheduled to resume at the table on August 27th-29th.

John DiPippa invited Members to become part of the **Contract Action Team (CAT)**. It was noted that Members should contact Phoenix Domicile Executive Board Member John DiPippa if they wanted to be part of the Team.

There was discussion regarding the upcoming **‘TWU Local 555/556 Making SWA Work Picnic’** being held jointly between both Locals in all Flight Attendant Domiciles on August 29th. The event was intended to be a show of solidarity between the two workgroups. Both groups were currently in Contract Negotiations.

Michael updated those Members present on what the Union and the Company had been doing in order to get the Flight Attendants some relief regarding the recent changes to **Minimum Crew Requirements**.

There was discussion regarding Cabin Air Quality and the per capita paid to TWU International.

John DiPippa made a **motion** to suspend the rules of the Meeting in order to nominate a Shop Steward. Nancy Osborne **seconded** the motion. The motion **carried**.

John DiPippa **nominated** Louie Sibaja to be a TWU Local 556 Shop Steward. Nancy Osborne **seconded** the motion. The motion **carried**.

Louie Sibaja was voted in as a Shop Steward.

It was noted that a **Shop Steward Training Session** was being conducted by Cuyler Thompson, Chairs of the Shop Steward Committee, immediately following the Membership Meeting.

Nancy Osborne made a **motion** to adjourn the 2nd Membership Meeting of 2008. Louie Sibaja **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Phoenix Session of the Meeting at 1155.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a long horizontal stroke extending to the right.

Cuyler Thompson
Recording Secretary