



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

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**1st Membership Meeting 2014
January 13 – 29, 2014
MINUTES**

Dallas

January 13, 2014

Local 556 President Audrey Stone called the 1st Membership Meeting of 2014 to order at 1010.

Executive Board Members Audrey Stone, John Parrott, Cuyler Thompson, Brett Nevarez, Donna Keith and Karen Amos were present at the Meeting.

Negotiating Team Members Paul Sweetin and Brandon Hillhouse were present at the Meeting.

Critical Incident Stress Management (CISM) Committee Chairperson Eileen Rodriguez was present at the Meeting.

Flight Attendant Drug and Alcohol Committee (FADAP) Chairperson Amy Hutchins Peters was present at the Meeting.

Local 556 Grievance Committee Chairpersons Lyn Montgomery and Becky Parker were present at the Meeting.

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

Shop Stewards Renda Marsh and Vince Eakes were present at the Meeting.

Audrey Stone introduced the Executive Board Members, Negotiators and Chairpersons present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted

that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

Denny Sebesta made a **motion** not to read the Minutes aloud and to approve them as presented. Brett Nevarez **seconded** the motion. The motion **carried**.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1): "If requested by a Member, a designated "Union Representative," whose credentials have been validated in advance by the TWU Local 556 Grievance Chairperson, may represent a Member during a Fact-Finding or Step Two Meeting in lieu of a Shop Steward."

Yea – 9 Nay – 3

***Motion (1a):** to amend motion #1, "to replace the third occurrence of the article "a" with the article "that."*

Yea – 10 Nay – 3

***Motion (1b):** to amend motion #1, by adding, "Said Union Representative had or has had previous Shop Steward Training or is an Executive Board Member."*

Yea – 0 Nay – 12

Motion (3): "The TWU International Agency Fee Policy (as amended) be posted on the TWU 556 Website as soon as is practical."

Yea – 6 Nay – 1

Motion (7): "If requested by a Member and a Shop Steward is unavailable a Member may request a designated "Union Representative" whose credentials have been validated by the Shop Steward Committee and approved by the Domicile Executive Board Member that the Meeting is being held."

Yea – 0 Nay – 12

***Motion (7a):** to amend motion #7, to "insert the word chair after Committee."*

Yea – 0 Nay – 8

John Parrott submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. There was discussion.

Those Members present recognized John Parrott for his work as the Treasurer of Local 556 and his outstanding efforts in turning around the finances of the Local.

Audrey Stone introduced Brandon Hillhouse as the newest Member of the Local 556 Negotiating Team. Audrey explained that Brandon had been appointed to the Team by the Local 556 Executive Board after the resignation of Negotiating Team Member Val Lorien.

Audrey Stone reported that the Contract Negotiations meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Audrey said that the Negotiating Team was scheduled to meet with the Southwest Airlines Negotiating Team again the following week.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting.

Audrey Stone shared with those Members present what she had learned about the Southwest Airlines Polar Vortex Operational Meltdown and what Southwest Airlines Management believed to be causal factors. Audrey reported that she had been in constant communication with Inflight and Scheduling leaders during the crisis and had updated the Local 556 Website and Facebook page with information for our Flight Attendants. She explained that staffing at the Union Office had been increased to deal with the situation. Audrey noted that at the request of the Union, the Primary Bidding period for Flight Attendants had been extended by one day to make allowances for stranded/rerouted Flight Attendants. Audrey said that Inflight Scheduling had, at the Union's request, created a special line for Flight Attendants calling in sick to bypass the regular call cue in order to report their illness in a timely manner.

Audrey Stone reported she had met with Vice President of Cabin Services Mike Hafner the previous week to discuss the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had asked for very specific information regarding what had led to such a debacle. Audrey went on to say that she had learned that Southwest Airlines Management was currently conducting an internal investigation to learn where the failures had occurred and that she would be sitting down with Chief Operating Officer Mike Van de Ven in the weeks ahead to discuss the failures and what would be done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

In response to a Member's question, there was discussion regarding Southwest Airlines Management misguided attempt to place the blame for the Southwest Airlines Polar Vortex Operational Meltdown on Members of TWU Local 555 in Chicago.

In response to a Member's question, there was discussion regarding the Emergency Sick Call Procedures implemented by Southwest Airlines Inflight Management the previous month, just before the holidays began. Audrey reported that she had requested all current and historical information regarding staffing levels during the holidays. She noted that it appeared that the operation had been staffed too "lean" for the holidays, leaving no room for irregular operations.

In response to a Member's question, there was discussion regarding the fact that Flight Attendants continued to be publicly "shamed" in attempts by Customer Service and Operations Agents into sitting on the 4th Jumpseat during deadheads. Audrey Stone reported that she had been assured by Inflight Management that the issue had been addressed with the leaders of the offending departments.

CISM Committee Chairperson thanked the Local 556 Office Team for their hard work during the crisis and for routing the necessary calls to CISM and FADAP.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board would appoint a Chairperson for the committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file.

In response to a Member's question, Audrey Stone explained that Flight Attendants Bill Holcomb, Rob Riddell and Mary Smith currently served on the Language of Destination/Origin Subcommittee (LODO) for the Union. She noted that the Subcommittee had been unable to come to an agreement with Southwest Airlines Management regarding LODO procedures. Audrey Stone reported that she met with Senior Director of Labor Relations to resolve the outstanding issues and that moving forward, the procedures would be negotiated under Section Six Negotiations with the rest of the Contract.

It was noted that the latest edition of the Local 556 Live Broadcast in which Flight Attendants could ask questions of President Audrey Stone "live" would air that day at 1400.

In response to a Member's question, there was discussion regarding the Flight Attendants who had chosen to become non-Member objectors at Local 556, only paying the Agency Fee instead of the full amount of Union Dues paid by Members of TWU Local 556. It was confirmed for a Member that objectors were not allowed to serve on any committees associated with TWU Local 556.

In response to a Member's question, there was discussion regarding the team tasked with the galley design of the 737-700 and 737-800 MAX aircraft. Audrey Stone reported that Local 556 Operational Safety Chairperson Michael Massoni served as the Union representative on the team.

In response to a Member's question, there was discussion regarding the fact the former Local 556 1st Vice President Chris Click had sued TWU Local 556 but that the case had been dismissed. There was discussion regarding the fact that TWU Local 556 had filed suit against former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann to recover the dues monies spent by them during their suspensions and before their removals from office the previous year.

In response to a Member's question, there was discussion regarding obtaining permission for Local 556 FADAP Representatives to address New Hire and Special Merger Training (SMT) classes during training to explain the FADAP Committee and the resources available to Flight Attendants.

Brett Nevarez made a **motion** to recess. John Parrott **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Dallas Session of the Meeting at 1213.

Houston

January 17, 2014

Audrey Stone called the Houston Session of the Membership Meeting to order at 0809.

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

TWU International Vice President Thom McDaniel was present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

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

Audrey Stone submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. There was discussion.

Audrey Stone reported that during that week's Board Meeting, the Executive Board voted to approve a balanced budget for the year—including monies set aside for a five percent Contract Enforcement Reserve Fund.

Those Members present recognized John Parrott for his work as the Treasurer of Local 556 and his outstanding efforts in turning around the finances of the Local.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 5	Nay – 0
(1a):	Yea – 5	Nay – 0
(1b):	Yea – 3	Nay – 2
(3):	Yea – 4	Nay – 0
(7):	Yea – 0	Nay – 5
(7a):	Yea – 4	Nay – 1

Audrey Stone recessed the Meeting for a break at 1119. The Meeting reconvened at 1121.

Audrey Stone reported that the Contract Negotiations meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Audrey said that the Negotiating Team was scheduled to meet with the Southwest Airlines Negotiating Team again the following week.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting. Audrey noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams.

Audrey Stone encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. There was discussion regarding the wording of some questions on the survey.

In response to a Member's question there was discussion regarding the fact that the Local 556 Executive Board had appointed Flight Attendant Brandon Hillhouse to the Negotiating Team after the resignation of Negotiating Team Member Val Lorien.

In response to a Member's question, there was discussion regarding the fact that the Negotiating Team was currently updating the Membership on the status of Contract Negotiations in electronic format only to save money, and was not currently publishing printed material to be distributed to Flight Attendant mailboxes.

In response to a Member's question, there was discussion regarding Southwest Airlines closing cities.

In response to a Member's question, there was discussion regarding the team tasked with the galley design of the 737-700 and 737-800 MAX aircraft. Audrey Stone reported that Local 556 Operational Safety Chairperson Michael Massoni served as the Union representative on the team. There was discussion regarding some of the issues that the Galley Design Team faced.

Audrey Stone shared with those Members present what she had learned about the Southwest Airlines Polar Vortex Operational Meltdown and what Southwest Airlines Management believed to be causal factors. Audrey reported that she had been in constant communication with Inflight and Scheduling leaders during the crisis and had updated the Local 556 Website and Facebook page with information for our Flight Attendants. She explained that staffing at the Union Office had been increased to deal with the situation. Audrey noted that at the request of the Union, the Primary Bidding period for Flight Attendants had been extended by one day to make allowances for stranded/rerouted Flight Attendants. Audrey said that Inflight Scheduling had, at the Union's request, created a special line for Flight Attendants calling in sick to bypass the regular call cue in order to report their illness in a timely manner.

Audrey Stone reported she met with Vice President of Cabin Services Mike Hafner the previous week to discuss the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had asked for very specific information regarding what had led to such a debacle. Audrey went on to say that she had learned that Southwest Airlines Management was currently conducting an internal investigation to learn where the failures had occurred and that she would be sitting down with Chief Operating Officer Mike Van de Ven in the weeks ahead to discuss the failures and what would be done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

There was discussion regarding Southwest Airlines Management misguided attempt to place the blame for the Southwest Airlines Polar Vortex Operational Meltdown on Members of TWU Local 555 in Chicago.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozak as the Co-Chairperson of the Committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file.

In response to a Member's question, there was discussion regarding how Committee Chairpersons are appointed at Local 556.

In response to a Member's question, there was discussion regarding how Members of Local 556 could file a Grievance.

In response to a Member's question, there was discussion regarding the supplemental insurance options available to TWU Local 556 Members.

Michael Cook made a **motion** to recess. Peggy Davis **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Houston Session of the Meeting at 1230.

Oakland

January 23, 2014

Audrey Stone called the Meeting to order at 1002.

Local 556 Executive Board Members Audrey Stone, Cuyler Thompson and Matt Hettich were present at the Meeting.

Shop Stewards Josh Rosenberg, Sam Wilkins, Mike Konkel, Patrick Reynolds and Terrian Ashley were present at the Meeting.

Board of Election Member and Shop Steward Lori Lochelt was present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

Matt Hettich made a **motion** not to read the Minutes aloud and to approve them as presented. Sam Wilkins **seconded** the motion. The motion **carried**.

Audrey Stone submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. There was discussion.

In response to a Member's question, there was discussion regarding the fact that several Members of the Union had recently received "final notice" that in accordance with the Contract, they would be terminated from Southwest Airlines for non-payment of Union dues. Those Members present at the Meeting recognized Treasurer John Parrott for abiding by the Contract in the Union's attempts to recover the outstanding dues owed by Members of the Local. It was noted that no Members of TWU Local 556 had been terminated for non-payment of dues.

Audrey Stone reported that during the most recent Executive Board Meeting, the Board had voted to approve a balanced budget for the year, which included a five percent Contract Enforcement Reserve Fund.

In response to a Member's question, there was discussion regarding the fact the former Local 556 1st Vice President Chris Click had sued TWU Local 556 but that the case had been dismissed. There was discussion regarding the fact that TWU Local 556 had filed suit against former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann to recover the dues monies spent by them during their suspensions and before their removals from office the previous year.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 24	Nay – 0
(1a):	Yea – 25	Nay – 0
(1b):	Yea – 0	Nay – 24

In response to a Member's question there was discussion regarding the TWU Agency Fee Policy and those former Members of TWU Local 556 who had "opted out" of their Union.

Those Members present continued to vote on the motions on the floor:

(3):	Yea – 22	Nay – 1
(7):	Yea – 0	Nay – 24
(7a):	Yea – 0	Nay – 23

Audrey Stone recessed the Meeting for a break at 1124. The Meeting reconvened at 1135.

In response to a Member's question there was discussion regarding the motions made during the 3rd Membership Meeting of 2013 which had been ruled out of order or improper by the Chairperson of the Membership Meeting.

Audrey Stone reported that the Contract Negotiation meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Audrey said that the Negotiating Team met with the Southwest Airlines Negotiating Team most recently on Tuesday and Wednesday, January 21 and 22.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting. Audrey noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. She explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management. Audrey Stone encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. There was discussion regarding the questions on the survey and problems with the Local 556 Website.

In response to a Member's question there was discussion regarding the fact that the Local 556 Executive Board had appointed Flight Attendant Brandon Hillhouse to the Negotiating Team after the resignation of Negotiating Team Member Val Lorien.

In response to a Member's question, there was discussion regarding the ongoing Contract Negotiations of other Labor Unions at Southwest Airlines.

Audrey Stone reported that she met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month. Audrey explained that she would report the details of the investigation later in the week, after Southwest Airlines Management had had the opportunity to share the same results with the other Labor groups in the Company. Audrey Stone she would be reporting on what was being done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

Audrey Stone reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozakas the Co-Chairperson of the Committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file.

Oakland Domicile Executive Board Member Matt Hettich reported that the number of Fact-Finding and Attendance Meetings at the Oakland Base had recently decreased. Matt explained the improvements negotiated with the port of Oakland regarding the Employee Parking situation. Matt Hettich invited those Members present to participate in the upcoming TWU California State Conference meeting.

Those Members present expressed their gratitude to Matt Hettich for his hard work on their behalf.

Sam Wilkins made a **motion** to have a list of all Members published regularly (quarterly) and securely, only available to the TWU Local 556 Membership. Patrick Reynolds **seconded** the motion.

Audrey Stone explained that depending on the advice of legal counsel, those Members present at the 2nd Membership Meeting of 2014 would vote on the motion on the floor.

Matt Hettich made a **motion** to recess. Patrick Reynolds **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Oakland Session of the Meeting at 1228.

Phoenix

January 24, 2014

Audrey Stone called the Phoenix Session of the Meeting to order at 1002.

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

Shop Stewards Tim Blore, Della Saucier, Sandra Rall and Darryl Daoang were present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

Rob Riddell made a **motion** not to read the Minutes aloud and to approve them as presented. Tina Coffee **seconded** the motion. The motion **carried**.

Audrey Stone submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. Audrey Stone explained that although Local 556 John Parrott was not present at the Meeting, he was available via text or email to answer questions of those Members present at the Meeting. There was discussion.

In response to a Member's question, there was discussion regarding the fact that several Members of the Union had recently received "final notice," that in accordance with the Contract, they would be terminated from Southwest Airlines for non-payment of Union dues. Those Members present at the Meeting recognized Treasurer John Parrott for abiding by the Contract in the Union's attempts to recover the outstanding dues owed

by Members of the Local. It was noted that no Members of TWU Local 556 had been terminated for non-payment of dues.

In response to a Member's question, there was discussion regarding how Shop Stewards could be scheduled more efficiently to represent Members during Fact-Finding and Step Two Meetings in an effort to cut down on expenses. There was discussion regarding how Shop Stewards were selected to attend these meetings.

Those Members present continued to discuss the Financial Report. John Parrott was recognized for his help in getting the Union's finances back on track.

Audrey Stone reported that during that week's Board Meeting, the Executive Board voted to approve a balanced budget for the year—including monies set aside for a five percent Contract Enforcement Reserve Fund.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 14	Nay – 0
(1a):	Yea – 14	Nay – 0
(1b):	Yea – 0	Nay – 13
(3):	Yea – 10	Nay – 1
(7):	Yea – 0	Nay – 12
(7a):	Yea – 0	Nay – 12

Audrey Stone recessed the Phoenix Session of the Meeting at 1128 for a break. The Meeting reconvened at 1139.

Audrey Stone reported that in response to a Member's question, Treasurer John Parrott had responded via email that the Local 556 Office consisted of 10,000 square feet of leased space near Dallas Love Field.

Audrey Stone reported that the Contract Negotiation meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Audrey said that the Negotiating Team met with the Southwest Airlines Negotiating Team most recently on Tuesday and Wednesday, January 21 and 22.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting. Audrey noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. She explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management. Audrey Stone encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. There was discussion regarding the questions on the survey and problems with the Local 556 Website.

In response to a Member's question there was discussion regarding the fact that the Local 556 Executive Board had appointed Flight Attendant Brandon Hillhouse to the Negotiating Team after the resignation of Negotiating Team Member Val Lorient.

Audrey Stone reported that due to problems with the TWU Local 556 Website, the deadline for Flight Attendants to submit their Negotiations Survey had been extended until February 3, 2014. There was discussion regarding the Survey.

Audrey Stone reported that she met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month. Audrey explained that she would report the details of the investigation later in the week, after Southwest Airlines Management had had the opportunity to share the same results with the other Labor groups in the Company. Audrey Stone she would be reporting on what was being done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

Audrey Stone reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

There was a great deal of discussion regarding Inflight Supervisors working as Flight Attendants on scheduled Southwest Airlines flights.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Karla Kozak as the Co-Chairperson of the Committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file. There was discussion regarding the costs of arbitration.

There was discussion regarding Flight Attendant uniforms and compliance with Southwest Airlines uniform standards.

John DiPippa discussed the Phoenix Employee Parking situation.

In response to a Member's question there was discussion regarding the TWU Agency Fee Policy and those former Members of TWU Local 556 who had "opted out" of their Union.

Cuyler Thompson read aloud a motion made during the Oakland Session of the Membership Meeting.

There was more discussion regarding Contract Negotiations.

There was discussion regarding boarding procedures.

Della Saucier made a **motion** to recess. Rob Riddell **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Phoenix Session of the Meeting at 1332.

Las Vegas

January 25, 2014

Audrey Stone called the Las Vegas Session of the Meeting to order at 1203.

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

Shop Stewards Bryan Orozco, Sara Hecox, Paul Bucheit, Patti Phillips, Rickie Spand, Rachel Brownfield and Dana Suechting were present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

Rickie Spand made a **motion** not to read the Minutes aloud and to approve them as presented. Rachel Brownfield **seconded** the motion. The motion **carried**.

In response to a Member's question, there was discussion regarding the fact that several Members of the Union had recently received "final notice" that in accordance with the Contract, they would be terminated from Southwest Airlines for non-payment of Union dues. Those Members present at the Meeting recognized Treasurer John Parrott for abiding by the Contract in the Union's attempts to recover the outstanding dues owed by Members of the Local. It was noted that no Members of TWU Local 556 had been terminated for non-payment of dues.

There was discussion regarding the fact that the Local's Executive Board had recently approved a balanced budget for the year, including a five percent Contract Enforcement Reserve (savings) Fund.

In response to a Member's question, there was discussion regarding the Flight Attendants who had chosen to become non-Member objectors at Local 556, only paying the Agency Fee instead of the full amount of Union Dues paid by Members of TWU Local 556. It was confirmed for a Member that objectors were not allowed to serve on any committees associated with TWU Local 556. There was discussion regarding the fact that objectors would be required to pay the \$100 Initiation Fee if they chose to once again become a Member of the Transport Workers Union.

In response to a Member's question, there was discussion regarding the fact the former Local 556 1st Vice President Chris Click had sued TWU Local 556 but that the case had been dismissed. There was discussion regarding the fact that TWU Local 556 had filed suit against former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann to recover the dues monies spent by them during their suspensions and before their removals from office the previous year.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present discussed motion (1), currently on the floor.

Larry Koepke **called for the question**. Sara Hecox seconded the **motion**. The motion **carried**.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 31	Nay – 1
(1a):	Yea – 33	Nay – 0
(1b):	Yea – 8	Nay – 23
(3):	Yea – 30	Nay – 1
(7):	Yea – 0	Nay – 31
(7a):	Yea – 2	Nay – 28

Audrey Stone recessed the Meeting for a break at 1327. The Meeting reconvened at 1337.

Audrey Stone reported that the Contract Negotiation meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Audrey said that the Negotiating Team met with the Southwest Airlines Negotiating Team most recently on Tuesday and Wednesday, January 21 and 22.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting. Audrey noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. She explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management. Audrey Stone encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. There was discussion regarding the questions on the survey and problems with the Local 556 Website.

In response to a Member's question there was discussion regarding the fact that the Local 556 Executive Board had appointed Flight Attendant Brandon Hillhouse to the Negotiating Team after the resignation of Negotiating Team Member Val Lorien.

Audrey Stone reported that she met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month. Audrey explained that she would report the details of the investigation later in the week, after Southwest Airlines Management had had the opportunity to share the same results with the other Labor groups in the Company. Audrey Stone she would be reporting on what was being done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

Audrey Stone reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozakas the Co-Chairperson of the Committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file. There was discussion regarding the costs of arbitration.

In response to a Member's question, there was discussion regarding Southwest Airlines Inflight Scheduling knowing that they were violating the Contract when assigning a trip to a Flight Attendant and not caring.

Addie Crisp made a **motion** to recess. Diana Williams **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Meeting at 1451.

Denver

January 26, 2014

Audrey Stone called the Denver Session of the Meeting to order at 1205.

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

Shop Stewards Carolee Weatherbee and TJ Barron were present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

Shelby Valiant made a **motion** not to read the Minutes aloud and to approve them as presented. Jessica Parker **seconded** the motion. The motion **carried**.

In response to a Member's question, there was discussion regarding the fact that several Members of the Union had recently received "final notice" that in accordance with the Contract, they would be terminated from Southwest Airlines for non-payment of Union dues. Those Members present at the Meeting recognized Treasurer John Parrott for abiding by the Contract in the Union's attempts to recover the outstanding dues owed

by Members of the Local. It was noted that no Members of TWU Local 556 had been terminated for non-payment of dues.

There was discussion regarding the fact that the Local's Executive Board had recently approved a balanced budget for the year, including a five percent Contract Enforcement Reserve (savings) Fund.

In response to a Member's question, Audrey Stone agreed that the Executive Board would discuss publishing the TWU Local 556 Operating Budget on the Union's Website.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 12	Nay – 2
(1a):	Yea – 8	Nay – 1
(1b):	Yea – 11	Nay – 1
(3):	Yea – 0	Nay – 13
(7):	Yea – 1	Nay – 12
(7a):	Yea – 7	Nay – 3

Cuyler Thompson reported that he had received an answer to a Member's question via email from Treasurer John Parrott.

Audrey Stone reported that the Contract Negotiation meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Audrey said that the Negotiating Team met with the Southwest Airlines Negotiating Team most recently on Tuesday and Wednesday, January 21 and 22.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting. Audrey noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. She explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management.

There was discussion regarding the questions on the survey and problems with the Local 556 Website. Audrey Stone encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. Audrey Stone reported that the deadline for Members to complete the survey had been extended through February 3.

There was discussion regarding negotiating with Southwest Airlines to accommodate Flight Attendants who needed to express breast milk while on board the aircraft.

There was discussion regarding the Grievance regarding the Evolve aircraft and the fact that more seats on the aircraft mean more work for our Flight Attendants.

In response to a Member's question, Audrey Stone explained that Flight Attendants Bill Holcomb, Rob Riddell and Mary Smith currently served on the Language of Destination/Origin Subcommittee (LODO) for the Union. She noted that the Subcommittee had been unable to come to an agreement with Southwest Airlines

Management regarding LODO procedures. Audrey Stone reported that she met with Senior Director of Labor Relations to resolve the outstanding issues and that moving forward, the procedures would be negotiated under Section Six Negotiations with the rest of the Contract.

In response to a Member's question, there was discussion regarding "minimums" and Flight Attendant productivity.

In response to a Member's question, Audrey Stone explained that because of strategic reasons the results of the ongoing Negotiations Survey would not be published for the Membership to see.

In response to a Member's question, there was discussion regarding the possibility of Flight Attendants being able to place an "avoidance bid" in order not to fly with certain Flight Attendants.

In response to a Member's question, there was discussion regarding making refrigerators available in all Flight Attendants' hotel rooms on overnights.

Audrey Stone reported that she met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month. Audrey explained that she would report the details of the investigation later in the week, after Southwest Airlines Management had had the opportunity to share the same results with the other Labor groups in the Company. Audrey Stone she would be reporting on what was being done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

Audrey Stone reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozakas the Co-Chairperson of the Committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file. There was discussion regarding the costs of arbitration.

In response to a Member's question, there was discussion regarding the fact that Flight Attendants were being required to attend an additional hour of Recurrent Training this year with no additional compensation.

Cuyler Thompson read aloud the motions made at previous sessions of the Meeting.

In response to a Member's question, there was discussion regarding the fact the former Local 556 1st Vice President Chris Click had sued TWU Local 556 but that the case had been dismissed. There was discussion regarding the fact that TWU Local 556 had filed suit against former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann to recover the dues monies spent by them during their suspensions and before their removals from office the previous year.

In response to a Member's question, there was discussion regarding the Flight Attendants who had chosen to become non-Member objectors at Local 556, only paying the Agency Fee instead of the full amount of Union Dues paid by Members of TWU Local 556. It was confirmed for a Member that objectors were not allowed to serve on any committees associated with TWU Local 556. There was discussion regarding the fact that objectors would be required to pay the \$100 Initiation Fee if they chose to once again become a Member of the Transport Workers Union.

In response to a Member's question, there was discussion regarding why Chris Sullivan, the Denver Domicile Executive Board Member had voted the way he had during an Executive Board Meeting regarding non-Member objectors and TWU Local 556.

In response to a Member's question, there was discussion regarding there was discussion regarding the fact that Colorado would participate with Arizona and Nevada State in their TWU State Conferences.

In response to a Member's question, there was discussion regarding the number of Shop Stewards in the Denver Base.

Those Members present thanked Audrey Stone for her professionalism and diplomacy.

Carolee Weatherbee Burnett made a **motion** to recess. Mario Galileo Cendejas **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Meeting at 1515.

Chicago

February 27, 2014

Audrey Stone called the Chicago Session of the Meeting to order at 1002.

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

Shop Stewards Brendon Remezas and Corliss King were present at the Meeting.

Audrey Stone detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Audrey discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Audrey explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. She noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Audrey stated that audio or video recording of the day's proceedings was prohibited. Audrey Stone noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

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

Audrey Stone submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. There was discussion.

Those Members present recognized John Parrott for his work as the Treasurer of Local 556 and his outstanding efforts in turning around the finances of the Local.

In response to a Member's question, there was discussion regarding the fact the former Local 556 1st Vice President Chris Click had sued TWU Local 556 but that the case had been dismissed. There was discussion regarding the fact that TWU Local 556 had filed suit against former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann to recover the dues monies spent by them during their suspensions and before their removals from office the previous year.

Audrey Stone reported that due to the current status of Contract Negotiations, Negotiating Team Members had, in an effort to save money, agreed to fly pairings for Southwest Airlines as duties permitted.

In response to a Member's question, Audrey Stone explained that Flight Attendants Bill Holcomb, Rob Riddell and Mary Smith currently served on the Language of Destination/Origin Subcommittee (LODO) for the Union. She noted that the Subcommittee had been unable to come to an agreement with Southwest Airlines Management regarding LODO procedures. Audrey Stone reported that she met with Senior Director of Labor Relations to resolve the outstanding issues and that moving forward, the procedures would be negotiated under Section Six Negotiations with the rest of the Contract.

Audrey Stone reported that during the most recent Executive Board Meeting, the Board had voted to approve a balanced budget for the year, which included a five percent Contract Enforcement Reserve Fund.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 11	Nay – 0
(1a):	Yea – 11	Nay – 0
(1b):	Yea – 0	Nay – 11

In response to a Member's question there was discussion regarding the TWU Agency Fee Policy and those former Members of TWU Local 556 who had "opted out" of their Union.

(3):	Yea – 2	Nay – 6
(7):	Yea – 0	Nay – 11
(7a):	Yea – 11	Nay – 0

Audrey Stone recessed the Meeting for a break at 1206. The Meeting reconvened at 1213.

Audrey Stone reported that the Contract Negotiation meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational

meltdown. Audrey said that the Negotiating Team met with the Southwest Airlines Negotiating Team most recently on Tuesday and Wednesday, January 21 and 22.

Audrey Stone reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Audrey said that it had been a productive meeting. Audrey noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. She explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management.

There was discussion regarding the questions on the survey and problems with the Local 556 Website. Audrey Stone encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. Audrey Stone reported that the deadline for Members to complete the survey had been extended through February 3.

In response to a Member's question there was discussion regarding the fact that the Local 556 Executive Board had appointed Flight Attendant Brandon Hillhouse to the Negotiating Team after the resignation of Negotiating Team Member Val Lorien.

In response to a Member's question there was discussion regarding the ongoing Contract Negotiations between Southwest Airlines and TWU Local 555, representing the Ramp, Operations, Provisioning and Freight Agents.

In response to a Member's question there was discussion regarding Southwest Airlines Management's new "Start Strong" initiative and Flight Attendants feeling pressured to board the aircraft before completing all of their FAA-required pre-flight duties.

Audrey Stone reported that she met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Audrey explained that she had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month. Audrey explained that she would report the details of the investigation later in the week, after Southwest Airlines Management had had the opportunity to share the same results with the other Labor groups in the Company. Audrey Stone she would be reporting on what was being done to ensure that our Flight Attendants did not have to experience such a situation like this ever again.

Audrey Stone reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

In response to a Member's question there was discussion regarding Flight Attendants and "self-acknowledging" reroutes.

Audrey Stone reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Audrey explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozakas the Co-Chairperson of the Committee during that week's Board Meeting.

Audrey Stone reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. She noted that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance

Procedures. Audrey said that prior to the Grievance Summit, the Union had 140 Grievances on file; she said that as of January 1, 2014, there were 92 Grievances on file. There was discussion regarding the costs of arbitration.

There was discussion regarding the respectful working relationship that President Audrey Stone had established with Southwest Airlines Inflight Management.

Those Members present at the Meeting discussed Chicago Inflight Base Manager Dave Kissman and his performance during the recent Polar Vortex Meltdown.

Cuyler Thompson read aloud the motions made at previous sessions of the Meeting.

Brendon Remezas made a **motion** to recess. Fred Commo **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Chicago Session of the Meeting at 1401.

Baltimore **January 28, 2014**

Brett Nevarez called the Baltimore Session of the Meeting to order at 1009.

Executive Board Members Brett Nevarez and Cuyler Thompson were present at the Meeting.

Shop Steward Olivia Bennett-Raffucci was present at the Meeting.

Brett Nevarez explained that Local 556 President Audrey Stone would not be present during the Baltimore and Orlando Sessions of the Meeting because she would be addressing the Special Merger Training (SMT) classes of Flight Attendants at Southwest Airlines Headquarters and hosting a Union dinner for them at the Union Office.

Brett Nevarez detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Brett discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Brett explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. He noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Brett stated that audio or video recording of the day's proceedings was prohibited. Brett Nevarez noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

Rob Swafford made a **motion** not to read the Minutes aloud and to approve them as presented. Laurel Swan **seconded** the motion. The motion **carried**.

Brett Nevarez submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. There was discussion.

Brett Nevarez reported that during the most recent Executive Board Meeting, the Board had voted to approve a balanced budget for the year, which included a five percent Contract Enforcement Reserve Fund.

In response to a Member's question there was discussion regarding the TWU Agency Fee Policy and those former Members of TWU Local 556 who had "opted out" of their Union.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 6	Nay – 0
(1a):	Yea – 6	Nay – 0
(1b):	Yea – 6	Nay – 0
(3):	Yea – 4	Nay – 2
(7):	Yea – 0	Nay – 6
(7a):	Yea – 6	Nay – 0

Brett Nevarez reported that the Contract Negotiation meetings with Southwest Airlines Management had been cancelled earlier that month due to the Polar Vortex storm and resulting Southwest Airlines operational meltdown. Brett said that the Negotiating Team met with the Southwest Airlines Negotiating Team most recently on Tuesday and Wednesday, January 21 and 22.

Brett reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Brett said that it had been a productive meeting. Brett noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. He explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management.

There was discussion regarding the questions on the survey and problems with the Local 556 Website. Brett encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. Brett Nevarez reported that the deadline for Members to complete the survey had been extended through February 3.

In response to a Member's question there was discussion regarding the ongoing Contract Negotiations between Southwest Airlines and TWU Local 555, representing the Ramp, Operations, Provisioning and Freight Agents.

Brett Nevarez reported that Audrey Stone met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Brett Nevarez explained that Audrey had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month.

Brett Nevarez reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

In response to a Member's question, there was discussion regarding Flight Attendants being able to submit for reimbursement after paying for their own hotel rooms.

Brett Nevarez reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Brett explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozakas the Co-Chairperson of the Committee during the previous week's Board Meeting.

Brett Nevarez reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. Brett said that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Brett said that prior to the Grievance Summit, the Union had 140 Grievances on file; he said that as of January 1, 2014, there were 92 Grievances on file.

In response to a Member's question, there was discussion regarding the record profits recently posted by Southwest Airlines and the ongoing Contract Negotiations.

Joni Koechley made a **motion** to recess. Wayne Montminy **seconded** the motion. The motion **carried**.

Orlando

January 29, 2014

Brett Nevarez called the Orlando Session of the Meeting to order at 1007.

Executive Board Members Brett Nevarez, Cuyler Thompson and Jimmy West were present at the Meeting.

Shop Stewards Susan Kern Johnson, Anita Vinje, Gisela Alvarez and Mitch Marks present at the Meeting.

Brett Nevarez explained that Local 556 President Audrey Stone would not be present during the Baltimore and Orlando Sessions of the Meeting because she would be addressing the Special Merger Training (SMT) classes of Flight Attendants at Southwest Airlines Headquarters and hosting a Union Dinner for them at the Union Office.

Brett Nevarez detailed the contents of the Membership Meeting Packets, prepared by Recording Secretary Cuyler Thompson and distributed to those Members present at the Meeting. Brett discussed the Meeting Agenda and explained that all votes during the Meeting would be conducted by a show of hands. The results of votes conducted during all sessions of the 1st Membership Meeting would be tabulated after the last session of the Meeting adjourned in Orlando on January 29, 2014. Brett explained that the Meeting would be conducted in accordance with the parliamentary procedure Robert's Rules of Order, per the Local 556 Bylaws. He noted that three printed copies of Robert's Rules of Order were on hand and available to Members present at the Meeting. Brett stated that audio or video recording of the day's proceedings was prohibited. Brett Nevarez noted that although Local 556 Treasurer John Parrott was not present during the Meeting, he was available to answer questions via email and/or text message.

Cuyler Thompson presented the Minutes of the 3rd Membership Meeting of 2013 for review.

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

Brett Nevarez submitted the November 2013 TWU Local 556 Financial Report, the most recent report approved by the Local 556 Executive Board. There was discussion.

Brett Nevarez reported that during the most recent Executive Board Meeting, the Board had voted to approve a balanced budget for the year, which included a five percent Contract Enforcement Reserve Fund.

In response to a Member's question, there was discussion regarding the fact that several Members of the Union had recently received "final notice" that in accordance with the Contract, they would be terminated from Southwest Airlines for non-payment of Union dues. Those Members present at the Meeting recognized Treasurer John Parrott for abiding by the Contract in the Union's attempts to recover the outstanding dues owed by Members of the Local. It was noted that no Members of TWU Local 556 had been terminated for non-payment of dues.

In response to a Member's question, there was discussion regarding the fact the former Local 556 1st Vice President Chris Click had sued TWU Local 556 but that the case had been dismissed. There was discussion regarding the fact that TWU Local 556 had filed suit against former Local 556 President Stacy Martin, former 1st Vice President Chris Click and former Treasurer Jerry Lindemann to recover the dues monies spent by them during their suspensions and before their removals from office the previous year.

Those Members present at the Meeting declared at which Session of the Membership Meeting that they would be voting.

Those Members present voted on the motions on the floor:

Motion (1):	Yea – 3	Nay – 1
(1a):	Yea – 2	Nay – 1
(1b):	Yea – 0	Nay – 5

Brett Nevarez recessed the Meeting for a break at 1125 and reconvened at 1134.

Brett reported that the Local 556 Negotiating Team met with other Union Negotiating Teams during the month of December to discuss current issues at the bargaining table. Brett said that it had been a productive meeting. Brett noted that the Negotiating Teams from other workgroups were very frustrated with the Southwest Airlines Negotiating Teams. He explained that the Union continued to engage in productive Contract Negotiations with Southwest Airlines Management.

There was discussion regarding the questions on the survey and problems with the Local 556 Website. Brett encouraged Members to take the Contract Negotiations Survey, currently being conducted via the TWU Local 556 Website. Brett Nevarez reported that the deadline for Members to complete the survey had been extended through February 3.

(3):	Yea – 7	Nay – 0
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In response to a Member's question there was discussion regarding the fact that the Local 556 Executive Board had appointed Flight Attendant Brandon Hillhouse to the Negotiating Team after the resignation of Negotiating Team Member Val Lorien.

(7):	Yea – 1	Nay – 6
(7a):	Yea – 7	Nay – 0

In response to a Member’s question there was discussion regarding Southwest Airlines Management’s new “Start Strong” initiative and Flight Attendants feeling pressured to board the aircraft before completing all of their FAA-required pre-flight duties.

Brett Nevarez reported that Audrey Stone met with Vice President of Cabin Services Mike Hafner earlier in the month and had requested a great deal of specific information regarding the Southwest Airlines Polar Vortex Operational Meltdown. Brett Nevarez explained that Audrey had recently met with other members of Southwest Airlines Management to discuss results of an internal investigation regarding the factors which led to Southwest Airlines losing control of the operation earlier in the month.

Brett Nevarez reported that the Union would be implementing an Extreme Irregular Operations Emergency Response Plan to assist the Members of TWU Local 556 in the event that such a situation occurred again.

Brett Nevarez reported that those Members present during the 3rd Membership Meeting of 2013 had voted to create a Mobilization/Organizing Committee at TWU Local 556. Brett explained that the Executive Board had appointed Oakland Shop Steward Sam Wilkins to be the Chairperson and Chicago Flight Attendant Karla Kozak as the Co-Chairperson of the Committee during the previous week’s Board Meeting.

Brett Nevarez reported that since the last Membership Meeting, the Union had participated in three days of Grievance Summits with members of Southwest Airlines Inflight Management. Brett said that the idea of this Grievance Summit had originated at the negotiating table during discussions about Article 19, Grievance Procedures. Brett said that prior to the Grievance Summit, the Union had 140 Grievances on file; he said that as of January 1, 2014, there were 92 Grievances on file.

Shop Steward Gisela Alvarez reported that a TWU Local 555/556 Unity Day was scheduled to take place in Orlando on February 18.

Cuyler Thompson reported the voting results of the motions currently on the floor to those Members present at the Meeting:

Motion (1):	Yea – 115	Nay – 7
(1a):	Yea – 114	Nay – 5
(1b):	Yea – 28	Nay – 91
(3):	Yea – 85	Nay – 25
(7):	Yea – 2	Nay – 119
(7a):	Yea – 37	Nay – 75

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

Brett Nevarez adjourned the 1st Membership Meeting of 2014 at 1253.

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
TWU Local 556