



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

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***TWU Local 556  
First Membership Meeting Minutes 2013***

**Dallas  
February 15, 2013**

Stacy Martin called the Dallas Session of the Meeting to order at 1013.

TWU Local 556 Executive Board Members in attendance were President Stacy Martin, 1<sup>st</sup> Vice President Chris Click, 2<sup>nd</sup> Vice President Dawn Wann, Recording Secretary Jannah Dalak, Board Member at Large Tina Coffee, Las Vegas Domicile Executive Board Member Addie Crisp, Chicago Domicile Executive Board Member Donna Keith, Treasurer Jerry Lindemann and Dallas Domicile Executive Board Member Karen Amos.

Recording Secretary Jannah Dalak recorded the Minutes.

Recording Secretary Jannah Dalak presented the Third Membership Meeting Minutes.

Chris Click made a *motion* to dispense with reading of the Minutes and approve them as presented. Kimberly Colmenares *seconded* the motion. The motion *carried*.

Jerry Lindemann presented the Financial Report.

There was an open discussion regarding lost time and specific expenditures that have increased. Stacy Martin explained that Negotiations have continued for approximately four years due to the negotiating of several Side Letters. Additional out of the ordinary expenses included training for Shop Stewards, training of new Scheduling Committee Members, new Grievance Team Members, new FAAP Committee Members, new Executive Board Members and an Officer Election. Costs were also incurred when the first Side Letter 10 failed, and Side Letter 10 was renegotiated.

A Member asked if we were reimbursed for any Side Letters. Stacy Martin explained reimbursements for Side Letter 9 from Southwest Airlines for Lounge Education. Furthermore, there were no costs reimbursed for Side Letter 10.

There was a Member question regarding the replacement of the Scheduling Committee. There was open discussion regarding Scheduling Committee resignations.

Stacy Martin discussed the necessity for volunteering for your Local to curtail costs.

Stacy Martin explained budgets verses salaried positions for Executive Board Members.

Lost time was further discussed. There was an open discussion regarding Shop Steward Training and the total amount of Shop Stewards trained. Jerry Lindemann reported that over 200 Shop Stewards had been trained; the largest Shop Steward Training in the history of our Local.

A Member asked questions regarding how the Domicile Executive Board Members are paid. There was discussion.

A Member asked questions regarding account balances and account transfers. Discussion continued.

Stacy Martin called for a 10 minute recess at 1102.

The Meeting resumed at 1112.

Stacy Martin presented a financial PowerPoint presentation.

There were Member questions about the approval process for expenditures. There were questions about time sheet submission and approval process. Discussion continued on the TOPS pay system.

Domicile Executive Board Member Karen Amos explained that in the past she regularly performed extra duties of Weekend On-Call and other Committee Chair positions.

Stacy Martin explained that we have failed to agree on budget cuts in the Board Room. Stacy informed the Members at the Dallas Session that a Financial Committee has been created under Article XVI of the Constitution. This Committee will be a volunteer committee to create solutions to resolve financial issues. There was discussion about the selection of the Financial Committee Members.

There was additional discussion regarding Weekend On-Call.

There was discussion about changing Fact Finding Meeting pay structure.

A Member stated she was willing to volunteer for Fact-Finding Meetings.

Treasurer Jerry Lindemann explained that we will soon have a new system implemented to track current lost time, as opposed to the system that is currently in place that does not allow lost time to be tracked until the following month. Members asked questions about the cost of this new system. Discussion continued.

Discussion continued about the PowerPoint presentation.

Jannah Dalak left the Meeting at 1225

Chris Click recorded the Minutes.

Discussion continued about the PowerPoint presentation.

Jannah Dalak returned to the Meeting at 1230.

There was a question regarding who was on full-time pull status for the month of October 2012. Stacy Martin provided the pull sheet for October. There was discussion.

There was a question if the Domicile Executive Board Members fly trips. There was discussion.

There was a question about the International Arbitration. Stacy explained that the arbitration is regarding Article 15.10 and it is to protect the Collective Bargaining Agreement. A Member spoke on the importance of protecting the local autonomy.

There was a Member question regarding statements made to Class 256. Stacy Martin explained that he apologized to Class 256 and further disclosed that his statements were taken out of context.

A Member stated their disagreement of interpretation of Article 15.10 language. Discussion continued about the intent of the language.

Stacy Martin called for a 10 minute break at 1305.

The Meeting resumed at 1320.

Jerry Lindemann gave the update on the dues collection. There was discussion.

Allyson Parker-Lauck made a *motion* to appeal to the chair the *motion* made at the previous session of the Denver Membership Meeting (3<sup>rd</sup> Membership Meeting 2012) that each person that receives compensation for any lost time performed, on behalf of TWU Local 556, have a copy of their approved time sheet placed behind the secure section of the Local Union Website for the Membership to review. Fred Como *seconded* the motion.

Stacy Martin informed the Members at the Dallas Session that full-time Officers are required to place their sick calls on their time sheet and releasing the time sheet information would be a violation of confidentiality.

Val Lorien made a *motion* that with the exception of full-time Union pulls, each person that receives compensation for any lost time performed, on behalf of TWU Local 556, have a copy of their approved time sheet placed behind the secure section of the TWU Local 556 Union Website for the Membership to review. Elizabeth Leapley *seconded* the motion.

Valerie Boy *amended* the motion to strike all member names from timesheets for the purposes of sanitizing all personal and confidential information. Val Lorien *seconded* the motion.

Negotiators Val Lorien and Paul Sweetin provided the Negotiating Team (NT) update. The NT met with the Executive Board during the February Session of the Executive Board Meeting. Val Lorien informed the Members that the Negotiating Team email address is now active. Val also informed the Members that surveys will be conducted in the near future and reminded everyone to visit the TWU Local 556 Website to submit requests and solutions.

Kelley Martin made a motion: I *move* to raise the assessment fee from \$3.00 to \$5.00. *Seconded* by Jeanna Jackson. This *motion* will be voted on in the 2<sup>nd</sup> Membership Meetings held in June 2013.

There was a question about the 143 Arbitration. Executive Grievance Chair Lyn Montgomery explained that there is one more day of rebuttal testimony that will be held on February 24, 2013 and the Membership will be informed of the results.

There was a question about the 737-800 Training Pay. Executive Grievance Chair Lyn Montgomery stated that the 737-800 Grievance is still in talks.

Stacy Martin informed the Members at the Dallas Session that the Executive Board has petitioned the International Executive Council of Transport Workers Union to send the Executive Board to the Convention. Stacy Martin explained the costs of sending 33 Delegates to the Convention.

There was discussion about the International Convention and what activities occur at the Convention. A Member stated that they felt that it was important that the Executive Board reconsider the decision and send the entire 33 Delegates.

Allyson Parker-Lauck made a *motion* that TWU Local 556 sends a full complement of Delegates to the 2013 International Convention. *Seconded* by Elizabeth Leapley.

Stacy Martin recessed the Meeting at 1424.

**All Motions made at the Dallas Session February 15, 2013:**

- 1) To raise the assessment fee from \$3.00 to \$5.00. *Motion* made by Kelley Martin. *Seconded* by Jeanna Jackson.
- 2) With the exception of full-time union pulls, each person that receives compensation for any lost time performed, on behalf of TWU Local 556, have a copy of their approved timesheet placed behind the secure section of the Local Union Website for the Membership to review. *Motion* made by Val Lorien. *Seconded* by Elizabeth Leapley.
  - a) Amendment #1: Strike all member names from the timesheets from the purposes of sanitizing all personal and confidential information. *Amendment* made by Valerie Boy. *Seconded* by Val Lorien.
- 3) That TWU Local 556 sends a full complement of Delegates to the 2013 International Convention. *Motion* made by Allyson Parker-Lauck. *Seconded* by Elizabeth Leapley.
- 4) To appeal the ruling of the chair on the Motion made at the previous session (the Denver Session 3<sup>rd</sup> Membership Meeting of 2012) that each person that receives compensation for any lost time performed, on behalf of TWU Local 556, have a copy of their approved timesheet placed behind the secure section of the Local Union Website for the Membership to review. *Motion* made by Allyson Parker-Lauck. *Seconded* by Frederick Commo.

**Oakland**  
**February 19, 2013**

Stacy Martin called the Meeting to order at 1005.

TWU Executive Board Members in attendance were President Stacy Martin, Recording Secretary Jannah Dalak and Oakland Domicile Executive Board Member Matt Hettich. Negotiating Team Members in attendance were Val Lorien, Paul Sweetin, Bill Holcomb and Brett Nevarez.

Stacy Martin gave the floor to Member Samantha Wilkins to address the Members at the Oakland Session of the Meeting.

Stacy thanked the Members at the Oakland Session for their great attendance.

Stacy Martin presented the Third Membership Meeting Minutes.

Matt Hettich made a *motion* to dispense with the reading of the Minutes and approve them as written. Samantha Wilkins *seconded* the motion. The motion *carried*.

Stacy Martin presented the December 2012 Financial Report.

There was a question about the structure of the financial report and the availability of year to year comparisons. Jannah Dalak explained that the most recent financial report approved by the Executive Board is presented at the following Membership Meeting.

A Member asked more questions about the Financial Report. Stacy Martin explained out of ordinary expenses. There was a question about the Shop Steward Training. Stacy Martin explained gross lost time.

A Member asked to see the financial PowerPoint presentation. There was a discussion about a forgotten projector.

A Member asked questions about procedures and fund transfers. There was open discussion.

A Member asked a question about why the Treasurer was not in attendance. There was discussion.

A Member asked questions about the name of the funds our Local invests in. There was discussion.

A Member asked a question about the procedure for transferring funds. There was discussion.

A Member asked a question about the Procedures and Guidelines Manual. There was discussion.

A Member asked questions about budgets. There was open discussion regarding budgets presented to the Executive Board.

Stacy Martin explained cyclical expenditures that re-occur every three and four years and that similar expenses were incurred in 2009. Stacy informed the Members that we have been in constant Negotiations for approximately four years due to Side Letters.

A Member asked about fund replenishment. There was discussion.

A Member asked questions about the responsibilities of the Treasurer. There was discussion.

A Member asked questions if the President is aware of all Union Business and if the President has missed Board Meetings due to other Union Business. Stacy Martin explained that his Union Business and attendance is recorded in the Minutes.

There were questions about the Scheduling Committee and a request to bring back old Scheduling Committee Members. Stacy Martin stated that the current Scheduling Committee Chair and Co-Chair are doing a great job.

A Member stated concerns regarding expenditures. Stacy Martin explained that we are aware of the fixed expenses and that he is looking at reducing costs as much as possible.

A Member requested gross lost time broken down into categories. There was discussion.

Members requested to know status of full-time Union pulls and reasons for the pulls. There was discussion.

A Member asked questions if the President has been fulfilling the responsibilities of the Treasurer's position. There was discussion.

Jaymes Arguelles made a *motion*: I move that the Treasurer include a lost time breakdown by committee to be included in the financials presented at Membership Meetings. *Seconded* by Linda Lipschultz.

There was a Member statement regarding the expenses that occurred during the 2009 fiscal year. Stacy Martin explained that similarly in 2012 we negotiated two Side Letters and each required Lounge Education; additionally some other expenses were a large transition within Local 556, a Negotiating Team Election and expenses for Votenet.

There were questions about the Scheduling Committee and a Member asked for specifics regarding private conversations with past Scheduling Committee Members. Stacy Martin stated he could not divulge private discussion. Stacy Martin further explained that the new Scheduling Committee is in place; that we will support them and give them a chance. Stacy further reported that several Board Members are pleased with their performance.

A Member requested a guarantee that the President would not cut the entire Scheduling Committee. Stacy Martin explained that the provisions are outlined in the contract language for the Scheduling Committee. There was discussion regarding the differences between solutions and pairings. Stacy stated that he does not have the authority to take away the Scheduling Committee.

A Member requested the status of budgets. Stacy Martin explained that we do have a budget in place. Stacy explained that as an Executive Board we have been debating budget issues. Stacy further explained that he has frozen all excessive spending and created a Financial Committee.

A Member requested why the President continues to stay in a hotel. There was discussion.

A Member requested that the President not stay in hotels and the full-time Officers take a pay cut. There was discussion.

A Member requested that the Executive Board not petition the International to send a reduced amount of Delegates to the Convention. There was discussion.

A Member asked questions about the Article 15.10 arbitration. There was discussion regarding the release of the transcript.

There was discussion about the International Convention and Members asked questions why the Executive Board is petitioning to reduce the number of Delegates. There was discussion.

Cuyler Thompson made a motion: I *move* that in accordance with TWU International Constitution that Local 556 will be represented by the full complement of Delegates allowed at the TWU International Convention of 2013. Samantha Wilkins *seconded* the motion. Stacy Martin ruled the motion *out of order*.

Stacy Martin called for a recess at 1150.

The Meeting resumed at 1208.

Discussion continued on the International Delegate Convention. Matt Hettich *appealed* the decision of the Chair. Cuyler Thompson *seconded* the appeal. There was discussion.

Cuyler Thompson made a motion: I *move* that the TWU Local 556 Executive Board not petition the TWU International to send less than the full complement of Delegates to the TWU International Convention 2013. Samantha Wilkins *seconded* the motion. Stacy Martin ruled the motion *out of order*.

There was discussion regarding specific budget cuts.

Samantha Wilkins made a *motion* that the Scheduling Committee report include Company Solutions verses Scheduling Committee Solutions provided to the Executive Board and be included in the Minutes. Cobia Gould *seconded* the motion.

There was discussion about the Grievance Review Committee. There was a question about the increase in grievances. Discussion continued.

There was a question about the process for trip pulls and how time sheets are stored. There was discussion.

Stacy Martin explained how Domicile Executive Board Members are paid.

There was another discussion about Stacy Martin's hotel expenses. Stacy informed the Members that he is willing to commute when it is possible. Stacy informed the Members that his house is for sale. There was discussion.

There was discussion about the process of reimbursement if there was overpayment to Members.

Jannah Dalak left the Meeting at 1345

Matt Hettich recorded the Minutes.

There was discussion on the base budgets and Stacey Martin explained how the Executive Board will stick to the budget that was previously adopted.

Jannah Dalak returned to the Meeting at 1350 and recorded the Minutes.

There was discussion regarding Fact-Finding Meeting pay and control procedures. A Member asked specifics about control procedures in place to make sure overspending does not occur in the way Fact-Finding Meetings are scheduled.

There was a question regarding procedures if a Domicile Executive Board Member has been overpaid. There was discussion.

A Member asked questions about Board Members trip sharking and picking up trips. Discussion continued regarding Board Member ability to pick up trips.

There was discussion about charges on Chris Click and Jerry Lindemann. A Member spoke about the charges he has appealed. There was clarification regarding burden of proof and Executive Board Member responsibilities under Article XIX. Discussion continued regarding Article XIX charges.

Stacy Martin informed the Members at the Oakland Session on the success of dues collection efforts. A Member requested that in future articles additional education be provided to the Members how to pay their dues on the Website and the process of how the money is paid from the Company to the Union.

A Member asked if any Members are being paid for attending Unity Days. There was discussion.

Val Lorien introduced Negotiating Team Members Paul Sweetin, Brett Nevarez and Bill Holcomb. Bill informed the Members how to reach the Negotiators via the TWU Local 556 Website. Val Lorien informed the Members that in approximately a month we will have a Negotiating Team Survey. Val explained the Assessment Fee fund and what it can and can't be used for. A Member asked a question if publications will be used. Val informed the Members that the Public Relations Firm is responsible for providing a clear concise message to the Membership. There was discussion if the Public Relations Firm is used to promote the passing of a Contract Vote. Discussion continued. Brett informed the Members that the Negotiating Team is Membership driven and requested support. A Member requested that we ask for updated email addresses. A Member requested that the NT look for volunteers to assist to mobilize the Members. A Member requested the Negotiating Team look into ways to increase our productivity. A Member asked if we can use Crew Web Access for Negotiating Updates. Val informed the Members that it could not be used for regular negotiating updates.

Jannah Dalak left the Meeting at 1450.

Stacy Martin took the Minutes.

There was discussion about the LODO Subcommittee. The NT talked about LODO and told the Membership what the involvement was with the NT and the LODO Subcommittee.

Jannah Dalak returned to the Meeting at 1455 and recorded the minutes.

There was a discussion regarding registering for Known Crew Member Program.

Matt Hettich updated the Members on Oakland Domicile activities. Parking issues were discussed. Matt informed the Members at the Oakland Session that Class 263 will be coming to Oakland soon and Matt is working on an education tool for the New Hire Flight Attendants. Matt updated the Members on the restaurant boycott. Matt reminded Flight Attendants to sign up for E-Connections and stated there will be some upcoming picketing information.



Josh Ramirez made a motion to: I *move* that the Executive Board, at their next Executive Board Meeting, vote on all full time pulls, hotel expenses and rental car expenses per TWU Local 556 Bylaw Article XI. *Seconded* by Mario Galileo Cendejas. There was discussion.

Greg Hofer made a *motion* to recess. Samantha Wilkins *seconded* the motion. The motion carried.

The Meeting recessed at 1508.

**All Motions made at the Oakland Session February 19, 2013:**

- 1) I move that in accordance with TWU International Constitution that Local 556 will be represented by the full complement of Delegates allowed at the TWU International Convention of 2013. Motion made by Cuyler Thompson. Seconded by Samantha Wilkins. (Stacy Martin ruled the motion Out-of-Order. Matt Hettich appealed the decision of the chair. Cuyler Thompson seconded the appeal.)
- 2) I move that the TWU Local 556 Executive Board not petition the TWU International to send less than the full complement of Delegates to the TWU International Convention of 2013. Motion made by Cuyler Thompson. Seconded by Samantha Wilkins.
- 3) I make a motion that the Scheduling Committee Report include Company Solutions verses Scheduling Committee Solutions provided to the Executive Board and be included in the Minutes. Motion made by Samantha Wilkins. Seconded by Cobia Gould.
- 4) I move that the Executive Board, at their next Executive Board Meeting, vote on all full time pulls, hotel expenses and rental car expenses per TWU Local 556 Bylaw Article XI. Motion made by Joshua Rosenberg. Seconded by Mario Galileo Cendejas.
- 5) I move that the Treasurer include a lost time breakdown by committee to be included in the financials presented at Membership Meetings. Motion made by Jaymes Arguelles. Seconded by Linda Lipschultz.

**Las Vegas**  
**February 20, 2013**

Stacy Martin called the Meeting to order at 1020.

TWU Executive Board Members in attendance were President Stacy Martin, Recording Secretary Jannah Dalak and Las Vegas Domicile Executive Board Member Addie Crisp.

Stacy Martin presented the Third Membership Meeting Minutes.

Rickie Spand made a *motion* to suspend the reading of the minutes. Brett Nevarez *seconded* the motion. The motion carried. There were no objections or requested corrections to the minutes therefore they stand approved as written.

Stacy Martin presented the Financial Report.

A Member asked a question about previous financial reports. Stacy Martin asked Members to hold their questions until completion of the Financial Report.

There were questions about computer expenses. There was discussion.

There was a question about Flight Attendants participating in auditing the books. There was discussion about the Department of Labor requirements for audits.

There was a question about monetary loss and specific requests regarding breakdowns for the total amount. There was discussion.

There was a question about a transfer of funds and reasons it was not brought to the Membership. There was discussion.

There was a question about the current value of the Union. There was a question about what procedures are being put into place to make changes to the value of the Union. There was discussion.

There was a question about why the financial PowerPoint was not being presented. Discussion continued about renting a projector.

A Member requested more updated financial information.

A Member asked if we have a budget in place. There was discussion.

A Member asked to bring back the previous Scheduling Committee. There was discussion.

A Member asked what controls have been put in place to recover from financial losses. There was discussion.

A Member asked if we will be solvent for negotiations. There was discussion.

A Member asked questions regarding Board Members reimbursing the Union for overpayment. There was discussion.

There were questions about Article XIX charges on Jerry Lindemann and Chris Click. There was discussion.

A Member asked questions about the President staying in a hotel. There was discussion.

There were Member questions about large expenses. Stacy Martin explained that the recent financial loss is cyclical and also happened during the months of May 2009 through December 2009 and the Union recovered. Stacy further explained that during that time period the previous administration lost a comparable amount of money. Stacy further explained that our current expenses have been a result of a transition of several new Officers, Officer Training, new Grievance Team training, Shop Steward Training, Side Letter 10, renegotiating Side Letter 10, Lounge Mobilization Educators and Scheduling Committee replacements along with other miscellaneous expenses.

Stacy Martin introduced the Negotiating Team Members Val Lorien, Brett Nevarez, Bill Holcomb and Paul Sweetin.

Jannah Dalak left the Meeting at 1135.

Stacy Martin recorded the Minutes.

Brett Nevarez talked to the Members about the Contract and told them some of the issues that the NT is facing as we go forward. Stacy Martin asked Bill Holcomb, Val Lorian, and Paul Sweetin to address the Members and Val Lorian took the floor and told them about the assessment fee and the fact that we have been negotiating off the fund for the last four Side Letters, and included talking about the volunteerism and what was needed to make sure that we go forward on negotiations for the Contract.

Jannah Dalak returned to the Meeting at 1145 and recorded the Minutes.

Bill Holcomb informed the Members to email suggestions and solutions to the Negotiating Team. Paul Sweetin discussed Unity and supporting your Union.

Stacy Martin called for a recess at 1155.

The Meeting resumed at 1210.

There was discussion and numerous Member requests about several specific negotiating items. The Negotiating Team stated they will survey the Membership and negotiations will be Membership driven. There was a question about eliminating gray from the Contract and more precise black and white language. The Negotiating Team explained the value of grey language. There was discussion about the assessment fee and what it covers and how it may be spent.

Ricky Spand made a *motion* to suspend the agenda and stop talking about negotiations and return to the Financial Report. Mark Reyes *seconded* the motion. The motion *carried*.

A Member requested the status of dues collection. Stacy Martin responded that the Union took the marching orders from the Membership and dues collection is moving forward aggressively. Stacy explained the dues database collection process.

A Member requested the current value of the Union. There was discussion.

There was an additional Member question about the financial PowerPoint presentation. There was discussion.

A Member requested reasons why the Board petitioned International to send fewer Delegates to the International Convention. There was discussion.

Rickie Spand made a *motion* that in accordance with the TWU International Constitution that Local 556 will be represented by the full complement of Delegates allowed at the TWU International Convention of 2013. Seconded by Mark Anthony Reyes. Stacy Martin ruled the motion out of order. Addie Crisp appealed the decision of the chair. Mark Anthony Reyes seconded the appeal. Stacy Martin explained provisions in the TWU International Constitution that allow the President to form committees. There was discussion.

A Member requested that the President start commuting and not stay in a hotel. There was discussion.

A Member requested that the Executive Board be accountable. Discussion continued on hotel costs.

A Member asked that we restructure Fact-Finding Meeting formulas and Fact-Finding Meeting scheduling. There was discussion.

A Member asked why there was an arbitration scheduled with TWU International. There was discussion about Local autonomy.

Addie Crisp made a *motion* to recess. Paul Sweetin *seconded* the motion. The motion *carried*.

Stacy Martin recessed the Meeting at 1515.

### **Motions made at the Las Vegas Session**

- 1) Motion that in accordance with TWU International Constitution that Local 556 will be represented by the full complement of Delegates allowed at the TWU International Convention of 2013. Motion made by Rickie Spand. Seconded by Mark Anthony Reyes. (Stacy Martin ruled the motion Out-of-Order. Addie Crisp appealed the decision of the chair. Mark Anthony Reyes seconded the appeal.)

### **Phoenix February 21, 2013**

Stacy Martin called the Meeting to order at 1030.

TWU Executive Board Members in attendance were President Stacy Martin, Recording Secretary Jannah Dalak and Phoenix Domicile Executive Board Member John DiPippa.

Stacy Martin presented the Third Membership Meeting Minutes for approval.

Michael Massoni made a *motion* to dispense with the reading of the minutes and approve them as written. Jessica Parker *seconded* the motion. The motion carried.

Stacy Martin presented the Financial Report.

A Member asked why there was no year- to - year comparison report. There was discussion.

A Member stated concerns about the checking account. There was discussion.

A Member asked why professional charges were high. There was discussion.

A Member asked questions about the financial loss in investments and where the money is invested. There was discussion.

A Member requested what specific funds we invest. There was a Member question about the procedure to liquidate funds. There was discussion.

Stacy Martin explained that our current accounting system is antiquated and being updated. Stacy clarified the different accounting database systems.

A Member requested that the Treasurer be present at the Meeting to answer questions.

A Member asked if the Union Treasury has a check and balance system in place.

There was discussion about the check and balance system in place.

There were questions about the procedures for Executive Board check approval. There was discussion. Stacy Martin gave Michael Massoni the floor. Michael Massoni explained the procedures in place during Board Meetings for TWU Local 556 Financial Report approval. Stacy explained the budget approval process and cyclical losses. Stacy Martin explained 2009 losses were similar to these current losses.

A Member requested the Treasurer be present at the Meeting and investment fund information be placed on the Website. There was discussion.

There was a question about budget approval process; there was a statement about Board Member accountability. There was discussion.

Phoenix Domicile Executive Board Member John DiPippa commented that a PowerPoint financial presentation was made in Dallas and has not been presented at other Membership Meetings. Comments were made about a motion made in the January Executive Board Meeting regarding full-time Officers taking a pay cut. Board Member at Large Rob Riddell stated reasons why he made the motion to reduce pay.

There were questions and a discussion about the Negotiating Team nomination process.

Stacy Martin called for a recess at 1225.

The Meeting resumed at 1239.

Stacy Martin provided an update on the progress of dues collection. There was discussion.

There was a Member question about why the President would not take a pay cut. There was discussion. Stacy Martin explained that Unions are not punitive and he did not cut anyone's individual pay.

A Member asked how Domicile Executive Board Member's (DEBM) pay is calculated. Discussion continued about DEBM payment calculation. There was an explanation about pay calculation.

There was discussion about Board Member spending, Fact-Finding Meeting pay calculation and excessive payments made to Board Members.

There was discussion about the creation of a Financial Committee and the Members who have been asked to sit on the Committee. Committee objectives and appointed Members were discussed.

There were timeline questions regarding data combined for Domicile Executive Board Members. There was discussion.

There was a question about the Financial Committee objectives. Stacy explained that the budget is currently frozen and the Committee will ensure fiscally responsible spending.

A Member asked questions regarding the spreadsheet and the calculation methods. Discussion continued.

There was a statement made about time sheets.

There was a statement made to a Member about 737-800 Training pay.

Allyson Parker-Lauck motioned to censure the Chair. Jessica Parker *seconded* the motion. The motion carried.

There was a question about the total number of Negotiating Team Members. There was discussion.

There were questions and discussion about hotel costs for the President.

There were questions and discussion about the Scheduling Committee. Stacy Martin read the January Scheduling Committee Report for the Members at the Phoenix Session.

Members asked questions about the upcoming Negotiating Survey. There was discussion.

There were requests to move to new business.

Stacy Martin introduced the Negotiating Team Members Val Lorien, Paul Sweetin, Brett Nevarez and Bill Holcomb.

Jannah Dalak left the Meeting at 1400.

Stacy Martin recorded the Minutes.

The Negotiating Team addressed the Members. Brett Nevarez addressed the Membership. He discussed the issues as to it being Membership driven, so the PHX Members should know that we are all five committed to staying together. Paul addressed the Members as well. Val Lorien addressed the Membership as well.

Jannah Dalak returned to the Meeting at 1405 and recorded the Minutes.

There was discussion about a Facebook Group for Negotiations. There were requests that Board Members not post in Facebook Groups. The Negotiating Team asked that the Members at the Phoenix Session submit their negotiating requests to the Negotiating Team and visit the Website. There were requests from the Negotiating Team to work on internal Unity. There was a question about International support during upcoming elections. There was discussion about various Member negotiating requests. There was discussion about gate checks. There was discussion about the shift in Management style at Southwest Airlines. Discussion continued regarding topics addressed at the Message to the Field. There was further discussion about Negotiating Team decisions and confidential matters in relation to negotiations. Stacy thanked the Negotiating Team for being present at the Meeting.

Stacy Martin read a statement about a pending Arbitration. A Member made a statement about returning to new business.

Board Member at Large Tina Coffee addressed President Martin. There was discussion about Board Member accountability.

There was discussion about the TWU Local 555 upcoming Unity Day Event.

There was discussion about the upcoming Delegate Election and petitioning International to send fewer Delegates. A statement was made by a Member for other Members to send emails to International requesting that TWU send the full amount of Delegates to the International Convention. Discussion continued regarding the Delegate Convention.

Allyson Parker-Lauck made a *motion* that the Executive Board include screenshots of the pairings flown for their quarterly flying obligation per the Bylaws in the Executive Board Meeting Minutes, Hotel information and other Crew Member information will be redacted. Cheri Fromm *seconded* the motion.

Stacy Martin recessed the Meeting. There was discussion.

John DiPippa made a *motion* to recess. Stacy Martin *seconded* the motion. The motion *carried*.

Stacy Martin recessed the Meeting at 1545.

### **Motions made at the Phoenix Session**

- 1) Motion to censure the Chair. Motion made by Allyson Parker-Lauck. Seconded by Jessica Parker.
- 2) Motion that the Executive Board include screenshots of the pairings flown for their quarterly flying obligation per the Bylaws in the Executive Board Meeting Minutes. Hotel information and other Crew Member information will be redacted. Motion made by Allyson Parker-Lauck. Seconded by Cheri Fromm.

### **Houston** **February 25, 2013**

Stacy Martin called the Meeting to order at 1020.

TWU Executive Board Members in attendance were President Stacy Martin, Recording Secretary Jannah Dalak, Treasurer Jerry Lindemann and Houston Domicile Executive Board Member Valerie Boy.

Stacy Martin presented the Minutes from the Third Membership Meeting.

Cobia Gould made a *motion* to dispense with the reading of the Minutes and approve them as written. Joe Skotnik *seconded* the motion. The motion carried.

Jerry Lindemann presented the TWU Local 556 Financial Report.

A Member asked for clarification on a definition of gross lost time. There was discussion.

A Member asked for clarification on the procedures for reporting figures for the LM2. There was discussion.

A Member asked about Member refunds in the Financial Report. There was discussion.

A Member asked specifics surrounding a financial transfer on an account. A Member asked the procedures for approval processes. A Member asked what dates were the funds transferred. A Member asked if we have ever transferred or withdrawn money before. There was discussion.

A root beer float appeared.

There were questions about expenses regarding the negotiations for Side Letter 10 and additional expenses incurred to renegotiate Side Letter 10. There were questions regarding creating a breakdown for costs between the two Side Letter 10 Negotiations. Member questions continued about the balances in accounts and gross lost time. There was discussion.

There was a question about a financial account transfer. There was discussion.

There was discussion about the contents of the minutes. Jannah Dalak informed the Members that minutes can be amended by a request and a vote of the Executive Board.

There were Member questions and discussion about funds for negotiations.

There was discussion about the budget.

There were Member questions about updating the database and the costs incurred for this project. There was discussion.

There were questions about the Assessment Fee Account and balances in the account. There was discussion.

There were questions about money transfers. There was discussion.

There were questions about Assessment Fee Funds and what they can and cannot be used for. There was discussion.

There were questions if a Public Relations Firm was used for the Side Letter 10. There was discussion.

There were questions about the costs for arbitration with International. There was discussion.

There was a question about reimbursement for Side Letters. Jerry Lindemann clarified the reimbursement for Side Letter 9 was for Lounge Education expenses.

There was a question and discussion about budget cuts.

There were questions about reimbursements for lost time during Side Letter 9. There was discussion.

There was discussion about cyclical financial losses occurring every three and four years due to elections, the Constitution and Bylaw requirements.

There was discussion about Public Relations Firms that provide services to Local 556.



There was a question if it is customary for the Company to reimburse the Union for negotiations. There was discussion.

There was a Member question regarding the costs to train a new Scheduling Committee. There was discussion.

Stacy Martin called a recess at 1129.

The Meeting resumed at 1140.

A Member asked questions about the total costs to replace the Scheduling Committee. There was discussion.

A Member asked what we are doing to make preparations for negotiations. There was discussion.

There were questions about the new database that will assist with billing and budgeting. There was discussion.

There were questions about the costs of the new Scheduling Committee and the costs they are incurring. There was discussion.

There were questions about Fact-Finding Meetings and the way the pay is structured. Discussion continued. There was clarification about the current pay structure for Fact-Finding Meetings and the formula for Union pay calculation was explained. Discussion continued.

There were questions about Fact-Finding Meetings. There was discussion. Stacy Martin explained that Fact-Finding Meetings and Attendance Meetings have increased. Jerry Lindemann explained that we will be restructuring the way we pay the lost time.

A Member asked if the Union has a current Budget. There was discussion. Discussion continued about Domicile Executive Board Member spending.

A Member asked about a specific alleged expenditure for the Scheduling Committee and requested the time period that covered. There was discussion.

Stacy Martin explained the costs incurred were a result of many different incidents. There was discussion about the reasons for changes in the Scheduling Committee Members including training for replacements due to resignations. Discussion continued.

A Member requested information about a recent vote in which Executive Board Members were requested to take a pay cut. There was discussion.

A Member asked how many times a month the President stays in a hotel. There was discussion. Discussion continued regarding past Bylaws and the changes that have been made regarding hotel stays.

Discussion continued regarding the Scheduling Committee. A Member requested to replace the current Scheduling Committee with the prior Scheduling Committee. There was discussion.

A Member requested that the President listen to the Flight Attendants who are the Union's Customers. There were questions about clarification to what happened when the Scheduling Committee resigned. There was discussion.

There was a Member question about committee installation. Discussion continued. Stacy Martin reported the requirements per the Bylaws for committee installation. Stacy further stated that he would examine the statistics of the Scheduling Committee (past and current). Discussion continued about line writing.

There was a Member statement why they resigned from the Scheduling Committee.

Rose Marie “Rose” Johnston made a *motion*: to re-appoint Lisa Trafton Chair and Don Shipman as Co-Chairs of the TWU 556 Scheduling Committee. Motion *seconded* by Tom Shelby.

A Member asked a question about the Financial Committee that is currently being constructed. Stacy Martin explained the purpose of the committee and that it is a volunteer committee.

There was a discussion about the laptop/desktop/monitor (computer system) that was purchased by the President.

There was a question if Stacy Martin ran on the platform for the Executive Board to lower wages. There was discussion.

Jerry Lindemann updated the Membership on the dues collection. There was discussion.

A Member asked if the Employees of the Union Office utilize a time clock. There was discussion.

Domicile Executive Board Member Valerie Boy briefed the Members at the Houston Session on the upcoming Unity Days for TWU Local 555.

Stacy Martin briefed the Members at the Houston Session that the Executive Board has petitioned TWU International to send fewer Delegates to the International Convention. There was discussion.

Chris Click chaired the Meeting.

Negotiators Val Lorian, Brett Nevarez, Paul Sweetin and Bill Holcomb addressed the Members at the Houston Session. Val asked that Members to visit the TWU Website and email them with concerns and solutions. Val informed the Members that a motion has been made to increase the assessment fee and clarified the purpose for which the funds can be used. Val explained the expenses that are necessary for negotiations. Val explained the need for volunteerism and support for TWU Local 556. There was discussion about the cost of negotiations. Val explained the importance of Unity and that each contract is a building block for the next and that we are all a team that will work together.

Chris Click asked if there was any new business.

Chris Click recessed the Meeting at 1401.

### **Motions made at the Houston Session**

- 1) I make a motion to re-appoint Lisa Trafton Chair and Don Shipman as Co-Chair of the TWU 556 Scheduling Committee. Motion made by Rose Marie “Rose” Johnston. Seconded by Tom Shelby.

### **Denver**

February 26, 2013

Chris Click called the meeting to order at 1041.

TWU Executive Board Members in attendance were 1<sup>st</sup> Vice President Chris Click, Recording Secretary Jannah Dalak and Denver Domicile Executive Board Member Chris Sullivan.

Sam Wilkins made a *motion* to dispense the reading of the minutes and approve them as written. Fred Como *seconded* the motion. The motion *carried*.

Chris Click presented the Financial Report.

There were Member questions regarding investments and professional services. There was discussion.

A Member asked a question regarding the Minutes and documentation reflecting financial monetary fund transactions. Jannah Dalak stated that Minutes can be amended at any time by a request of an Executive Board Member and a vote of the Executive Board.

There was a question regarding Shop Steward Training. There was discussion regarding the importance of Shop Steward Training and the reasons for the singular training session as opposed to 9 individual sessions.

A Member asked why the Side Letter costs were high. There was discussion.

There were questions regarding why TWU Local 556 was reimbursed for Side Letter 9 and not reimbursed for Side Letter 10. There was discussion.

There was a Member question regarding the cost of public relations for Side Letters. There was discussion.

There was a Member question regarding who is responsible for approving Negotiating Team expenses including public relations. There was discussion.

There was a Member question regarding the total cost of lost time for the Scheduling Committee. There was discussion.

There was a discussion regarding the Scheduling Committee resignation.

It was acknowledged that the Scheduling Committee trained new Scheduling Committee Members and their participation in training was greatly appreciated.

There was a Member question about why Stacy Martin could not work with past Scheduling Committee Chairs. There was discussion.

There was a Member statement regarding why he resigned from the Scheduling Committee.

There were requests for publication of the line writers that use solutions from the Company. There was discussion.

Discussion continued regarding the Scheduling Committee and line writers.

There was a Member question regarding who writes individual domicile lines. There was discussion.

A Member asked a question who the Domicile Executive Board Member will be from the future Atlanta Domicile. There was discussion about Bylaw procedures.

Allyson Parker-Lauck made the following motions:

**Motion** that the balance sheets presented at all Membership Meetings include a comparison from the Financial Reports presented at the previous two meetings. Motion made by Allyson Parker-Lauck. Motion **seconded** by Samantha Wilkins.

**Motion** that the transfer or withdrawal of funds from an investment account requires approval by a 2/3 majority vote of the Executive Board. Vote authorization may be obtained through regular monthly Board Meetings, Special Session Meetings, telephone conference calls or other electronic means. Motion made by Allyson Parker-Lauck. **Seconded** by Samantha Wilkins.

**Motion** during extreme circumstances, when the Executive Board is not able to gather or arrange conference calls for immediate action, the Financial Secretary-Treasurer may obtain permission from at least TWO of the following Officers to be contacted in the following order: President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, Recording Secretary, Board Member at Large, Domicile Executive Board Member. Motion made by Allyson Parker-Lauck. **Seconded** by Kyle Whiteley.

There was a discussion on line building and pairings.

There was discussion about the large expenses that were incurred in 2009. Chris Click explained that certain costs are cyclical and that we will recover from the current high expenses just as the previous administration did.

Kyle Whiteley made the following **motion**: In recognition of the public outcry regarding the mismanagement of the funds of our Union and the failure of the TWU Local 556 Executive Board in their fiduciary responsibility to the Membership, I **move** that a “vote of no confidence” be put before the Members of TWU Local 556. **Seconded** by Samantha Wilkins.

Chris Click discussed the financial PowerPoint to explain increased expenses.

Chris Click called for a 10 minute recess at 1220.

The Meeting resumed at 1237.

Chris Click presented the financial PowerPoint presentation to further break down expenses.

There were questions about Domicile Board Member pay and Executive Board Member responsibilities. There was discussion.

There was discussion about the Grievance Review Committee and other cost saving measures that are being put in place to save our Union money.

There was a discussion about professional service fees.

There were questions about Attendance Meetings and Fact Finding Meetings. Discussion continued on the structure and scheduling of meetings.

There was a question about alleged excessive Board Member pulls and control procedures that are in place. Discussion continued.

There were Member questions about past charges that are currently under appeal. Discussion continued about proper and improper charges.

A Member asked about control procedures for Domicile Executive Board Members. There was discussion.

A Member asked about Board Member knowledge to excessive spending. There was discussion about the process of approving financials and spending.

There was discussion about a database that will have the ability to provide more 'real-time' tracking of lost time and other expenses.

There was discussion about calculation of pay rate for trip pulls.

There was discussion about computer expenses and the expense incurred for a phone system.

There was discussion about the International Delegate Convention and petitioning the International to reduce the amount of delegates.

A Member made a comparison of the Delegate Convention to Project Redesign. There was discussion.

Chris Click called a recess at 1425.

The Meeting resumed at 1435.

Discussion continued regarding the International Delegate Convention and items that are discussed and voted on at the convention.

Members requested the Executive Board look into financial solutions to allow all Delegates to attend the Convention. There was discussion.

Allen Craig made a ***motion***: I move that the Local implement a one-time \$5.00 assessment to cover the cost of sending a full complement of Delegates to the 2013 International Convention. ***Seconded*** by Samantha Wilkins.

The Negotiating Team (NT) Val Lorient, Brett Nevarez, Bill Holcomb and Paul Sweetin briefed the Members at the Denver Session at the Meeting. The NT explained the assessment fee and the reasons needed for an increase in the assessment. The Negotiating Team asked the Members to contact them at their email address or through the link on the TWU Website to submit contract negotiating concerns and solutions.

There was discussion about Stacy Martin's hotel costs.

Chris Click opened the floor for New Business.

Shop Steward T.J. Barron addressed the Members at the Denver Session about the Overwater Training, the KCM key tags that are inoperable, the Ronald McDonald house dinner on March 6, the upcoming St. Patrick's Day parade, the Denver Culture Committee and volunteers for the Veteran's Committee.

A Member asked about creating a Special Merger Training (SMT) Committee. There was discussion about the education materials that are being constructed by Oakland Domicile Executive Board Member Matt Hettich.

A Member asked about specific job duties for committee chairs. There was discussion.

A Member asked who Travis Ketterman was. There was discussion.

Chris Click recessed the meeting at 1527.

### **Motions made at the Denver Session**

- 1) Motion in recognition of the public outcry regarding the mismanagement of the funds of our Union and the failure of the TWU Local 556 Executive Board in their fiduciary responsibility to the Membership, I move that a "vote of no confidence" be put before the Members of TWU Local 556. Motion made by Kyle Whiteley. Seconded by Samantha Wilkins.
- 2) Motion that the balance sheets presented at all Membership Meetings include a comparison from the Financial Reports presented at the previous two meetings. Motion made by Allyson Parker-Lauck. Seconded by Samantha Wilkins.
- 3) Motion that the transfer or withdrawal of funds from an investment account requires approval by a 2/3 majority vote of the Executive Board. Vote authorization may be obtained through regular monthly Board Meetings, Special Session Meetings, telephone conference calls or other electronic means. Motion made by Allyson Parker-Lauck. Seconded by Samantha Wilkins.
- 4) Motion during extreme circumstances, when the Executive Board is not able to gather or arrange conference calls for immediate action, the Financial Secretary-Treasurer may obtain permission from at least TWO of the following Officers to be contacted in the following order: President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, Recording Secretary, Board Member at Large, a Domicile Executive Board Member. Motion made by Allyson Parker-Lauck. Seconded by Kyle Whiteley.
- 5) I move that the Local implement a one-time \$5.00 assessment to cover the cost of sending a full complement of Delegates to the 2013 International Convention. Motion made by Allen Craig. Seconded by Samantha Wilkins.

**Chicago**  
**February 27, 2013**

Chris Click called the Meeting to order at 1012.

TWU Executive Board Members in attendance were 1<sup>st</sup> Vice President Chris Click, Recording Secretary Jannah Dalak and Chicago Domicile Executive Board Member Donna Keith.

Chris Click presented the Third Membership Meeting Minutes.

Roy Soria made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Chris Kuchnicki ***seconded*** the motion. The motion ***carried***.

Chris Click presented the Financial Report.

Members requested to keep TWU Local 556 financial documents. There was discussion.

There were Member questions about hotel expenses and if there was a possibility about capping hotel expenses. There was discussion.

Chris Kuchnicki made a ***motion*** that the Treasurer be present at all future TWU 556 Membership Meetings to make a complete financial breakdown as long as that position is at full time pay. Roben Triplett ***seconded*** the motion.

Donna Montalbano made a ***motion*** I would like to make a motion to include the budget numbers in a column next to the Profit and Loss Statement numbers – quarterly and monthly. In an effort to make the monthly and quarterly Profit and Loss numbers more meaningful. Frederick Commo ***seconded*** the motion.

A Member asked questions about procedures for controlling costs. There was discussion.

A Member requested the Treasurer be present at each Membership Meeting.

Domicile Executive Board Member Donna Keith stated that she would like any purchase over \$500 to be approved by the Executive Board.

A Member asked if we have pre-negotiated rates for hotel costs. There was discussion about hotel contracts.

A Member asked if the Executive Board has been operating off the prior administration's budget. There was discussion.

A Member asked for the definition of gross lost time. There was discussion.

Discussion continued about hotel costs for Board Members.

A Member asked if we could coordinate control procedures for hotel reservations. A Member asked if the President will be moving to Dallas. There was discussion.

A Member asked a question if the Union has set contracted hotels. There was discussion.

A Member asked a question if trips are being pulled for Union Business for Executive Board Members and what are the rules. There was discussion.

A Member asked how to remove the Executive Board. There was discussion.

A Member asked about using Expedia or Priceline to obtain hotel rooms and reduce expenses. There was discussion.

Discussion continued about reducing hotel expenses.

A Member asked if there was a budgeted amount for hotel expenses. There was discussion.

Chris Click called for a recess at 1131.

The Meeting resumed at 1143.

Chris Click explained the difference between one-time expenses and recurring expenses.

There were Member questions about the cost differences between the two Side Letter 10 negotiations. There was discussion.

There was discussion about the costs from the Shop Steward Training and ways to cut expenses in the future for the next Shop Steward Training.

There was discussion about why there was a 6<sup>th</sup> negotiator placed on the Negotiating Team and why they were not removed.

There was a discussion about the use of a public relations firm for Side Letter 10.

There was discussion about volunteers for lounge education.

There was a question about professional services and attorney costs. There was discussion.

There was discussion regarding Shop Stewards returning to the spirit of volunteerism for the Membership.

There was a question about why the Treasurer is not at the Meetings. There was discussion.

There was a question about the Scheduling Committee. There was discussion about the extensive costs to replace the Scheduling Committee. There were questions and requests that the Scheduling Committee be representative from all Domiciles. There was discussion. A Member requested that the money being spent on hotels for our President be spent on the Scheduling Committee.

There was Member question about the pay formula for Scheduling Committee. There was discussion.

Chris Click discussed the current Scheduling Committee total lost time expenses and stated two Members from the prior Scheduling Committee have returned to the Committee.

A Member asked the question if a Scheduling Committee Chair has a conflict of interest with Management. There was discussion.



Roben Triplett made a ***motion*** that the Members of the Scheduling Committee represent at least  $\frac{3}{4}$  of the working inflight base. There should be an alternative program in place that will not exceed over  $\frac{1}{2}$  of the Members of said committee from any one base. ***Seconded*** by Zach Berry.

Jannah Dalak read the January Scheduling Committee Report.

A Member asked if the Executive Board is actively working to improve line quality. There was discussion.

A Member asked if it was possible to compare the statistics from the previous Scheduling Committee. There was discussion.

There was discussion about removing a Member from the 737- 800 Subcommittee.

Fred Commo made a ***motion*** to suspend the agenda to move to the Negotiating Team. Donna Montalbano ***seconded*** the motion. The motion ***carried***.

The Negotiating Team briefed the Members at the Chicago Session of the Meeting. Negotiators Val Lorien, Bill Holcomb, Paul Sweetin and Brett Nevarez introduced themselves and asked the Members at the Session to visit the Website and contact the Negotiators with Member questions, requests and solutions. There was discussion about the cost of Negotiations and the need for an increase in the assessment fee. There was Member clarification about increasing the assessment fee to \$5.00. There was a Member question about extending the contract. There was discussion that the Negotiating Team will take their marching orders from the Membership based upon the survey results. There were questions about protecting the general fund of the Union. There was discussion about the powers of the President as Lead Negotiator. There was discussion about the public relations firm utilized for Side Letter 10 and the fact that they acted as a coordinating council to get the message out to the Membership.

Chris Click called for a recess at 1400.

The Meeting resumed 1410.

There was discussion about why the President was not in attendance.

Chris Kuchnicki made a ***motion*** that the President of TWU 556 be present at all future Membership Meetings so the questions of our Membership can be truly answered. Brendon Remezas ***seconded*** the motion.

There was discussion about the process of a removal of a Member from the Scheduling Committee.

There was discussion about the current Chair of the Scheduling Committee and a perceived conflict of interest with Management.

There was discussion about Members returning to the Scheduling Committee. Domicile Executive Board Member Donna Keith requested Don Shipman be returned to the Scheduling Committee. Discussion continued in regards to returning Don Shipman to the Scheduling Committee.

Chris Click presented a PowerPoint presentation. There was discussion.

A Member asked about the budgeted numbers for the Domicile Executive Board Members. There was discussion.

There was discussion about Board Member accountability for other Board Members.

Discussion continued about committee chair billing.

There was discussion about possible new procedures for trip pulls.

There was discussion about a motion made in the January meeting regarding reducing the full-time officer pay.

There was a Member question about The President not in Board Sessions.

There was a Member question about the President's hours in the Office.

Erich Schwenk made a ***motion***: I move that all Officers and Staff Members who are on full time pulls being paid at high line plus 15% will be required to volunteer 3 days per month for our Union. This volunteer work can be done in the Union Office during their regular scheduled work week in lieu of pay, or can be performed on call for weekend office hours. This volunteer time does not include after-hours emergency on call.

***Seconded*** by Chris Kuchnicki.

The following Amendments were made to the motion.

Amendment #1: The provisions in this motion will take effect the month following the passage of this motion and will expire after a full six months have been completed. Amendment #1 made by Roy Soria. Seconded by Chris Kuchnicki.

Amendment #2: Volunteer days will be recorded and published in the Executive Board Meeting Minutes to include which days each person this affects volunteered. Volunteer days must be full days not an accumulation of hours. Amendment #2 made by Frederick Commo. Seconded by Josh Lynch.

There was a Member request that Stacy Martin be present at all Meetings.

Val Lorien addressed the Members at the Chicago Session of a meeting that Stacy Martin was attending that prohibited him from being present at the Chicago Session. There was discussion.

There was discussion about the Financial Committee that is being created to implement control procedures under the direction of President Stacy Martin.

There was a discussion about funds being placed in savings accounts.

There was a discussion about the responsibilities of the Financial Committee.

There was a Member request to be placed on the Financial Committee.

Chris Click provided the dues collection update.

There was a question and discussion about Stacy Martin allegedly owing dues when he ran for office.

There was discussion about Board of Election responsibilities for verifying member in good standing.

There was discussion about 555 Unity Days.

Chris opened the floor for New Business.

There was discussion about the International Delegate Convention and petitioning the International to reduce our number of Delegates.

There was a Member question regarding voting on International Officers and if our Local supports International. There was discussion.

There was a discussion about the ruling on an International Arbitration.

There was discussion about sending voluntary delegates to the International Convention.

There was discussion about our relationship with International.

There was a Member question if there was a decertification attempt. There was discussion.

Jannah Dalak left the Meeting at 1455.

Chris Kuchnicki recorded the Minutes.

There was discussion by Paul Sweetin about the arbitration between our Local and the International. There was additional discussion by Paul Sweetin and the other Negotiating Team members Val Lorien, Bill Holcomb, Brett Nevarez that this arbitration wouldn't affect negotiations.

Jannah Dalak returned to the Meeting at 1503 and recorded the Minutes.

A Member stated that she appreciates Chris Click and Jannah Dalak attending the Meeting.

Chris Kuchnicki made a ***motion*** that the President of TWU Local 556 be present at all future Membership Meetings so the questions of our Membership can be fully answered. ***Seconded*** by Brendon Remezas.

Chris Click recessed the Meeting at 1510.

### ***Motions made at the Chicago Session***

- 1) Donna Montalbano I would like to make a motion to include the budget numbers in a column next to the Profit and Loss Statement numbers – Quarterly and Monthly. In an effort to make the monthly and quarterly P & L numbers more meaningful. Motion made by Donna Montalbano. Seconded by Frederick Commo.
- 2) Motion that the Treasurer be present at all future TWU 556 Membership Meetings to make a complete financial breakdown as long as that position is a full time pull. Motion made by Chris Kuchnicki. Seconded by Roben Triplett.

- 3) Motion the Members of the Scheduling Committee represents at least  $\frac{3}{4}$  of the working inflight base. There should be an alternative program in place that will not exceed over  $\frac{1}{2}$  of Members of said committee be from any one base. Motion made by Roben Triplett. Seconded by Zach Berry.
- 4) I move that all Officers and Staff Members who are on full time pulls being paid at high line plus 15% will be required to volunteer 3 days per month for our Union. This volunteer work can be done in the Union Office during their regular scheduled work week in lieu of pay, or can be performed on call for weekend office hours. This volunteer time does not include afterhour's emergency on call. Motion made by Erich Schwenk. Seconded by Chris Kuchnicki.
  - a) Amendment #1: The provisions in this motion will take effect the month following the passage of this motion and will expire after a full six months have been completed. Amendment #1 made by Roy Soria. Seconded by Chris Kuchnicki.
  - b) Amendment #2: Volunteer days will be recorded and published in the Executive Board Meeting Minutes to include which days each person this affects volunteered. Volunteer days must be full days not an accumulation of hours. Amendment #2 made by Fred Commo. Seconded by Josh Lynch.
- 5) Motion that the President of TWU Local 556 be present at all future Membership Meetings so the questions of our Membership can be fully answered. Motion made by Chris Kuchnicki. Seconded by Brendon Remezas.

**Baltimore**  
**March 7, 2013**

Chris Click called the Meeting to order at 1015.

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

Recording Secretary Jannah Dalak recorded the Minutes.

Chris Click presented the Third Membership Meeting Minutes.

Audrey Stone made a *motion* to dispense with reading of the Minutes and *approve* them as presented. Steve Romero *seconded* the motion. The motion carried.

Chris Click presented the Financial Report.

There were Member questions regarding gross lost time. Chris discussed gross lost time and one time (out of ordinary) expenses that reoccur every three years.

There was discussion regarding new Officer Training, Side Letter 10 (negotiated twice), voting costs, the largest Shop Steward Training our Local has conducted in history, Grievance Team transition training, and Scheduling Committee costs incurred to train replacements for the resignations.

There were Member questions and discussion regarding budgets.

There was a discussion regarding volunteerism for the Local.

There was discussion regarding a new system that will allow for real time tracking of gross lost time costs.

There was discussion about our Membership Dues and the average wage of our dues paying Members.

Discussion continued about Shop Steward Training and the importance of the role of Shop Stewards. Shop Steward Co-Chair Lucy White-Lehman discussed Bylaw requirements for training Shop Stewards and other reasons why the training was scheduled in one location verses each individual base. Lucy further explained the importance of the new Shop Stewards meeting the Grievance Chairs and coming together to network with long-term Shop Stewards.

There was discussion on the importance of the Shop Steward Conference Calls.

Chris further explained cyclical expenses that occur every three years.

There were question about International reimbursements and a discussion about the importance of local autonomy.

There was a Member question about a financial transfer, there was discussion.

Discussion continued about expenses for negotiating Side Letter 10 twice.

Chris Click read a financial PowerPoint presentation.

There were questions and discussion about Fact-Finding Meetings, Attendance Meetings and the increased amount of these meetings and the resulting increased costs to the Local. Discussion continued on the process of Meeting scheduling.

There was discussion about volunteering for the Local.

There was a discussion about the Attendance Meeting Contract Language Grievance. Chris reported that the Grievance Team is handling an increased load.

There were Member requests to see the PowerPoint presentation.

Chris informed the Members about the Financial Committee that the President is forming under Article XVI of the Constitution. There was discussion about the committee, the committee members and offering ideas and suggestions to the committee.

There was discussion regarding Domicile Executive Board Member expenses.

Discussion was held on the Communication Committee and publications. Chris informed the Members that costs have been reduced up to 60% in areas of publications.

There were questions about hotel expenditures for Board Members. There was discussion about the June 2012 Executive Board Special Session Minutes and the statement regarding hotel stays. Discussion continued and Member statements were heard regarding opposition for hotel expenses for the President.

There was a discussion about the highline plus 15% pay for full time Officers. There was a Member question about a motion made to reduce the pay. There was clarification on the process for voting on motions and requirements in the Bylaws.

There was discussion about Domicile Executive Board Member expenses and budgets; there were questions and discussion about how budgets were exceeded.

Members requested that the President and the Treasurer attend all Membership Meetings. Increased costs were explained for additional Board Members to attend the Meetings.

Chris Click called for a break at 1230.

The Meeting resumed at 1245.

Members of the Negotiating Team (NT) Paul Sweetin, Bill Holcomb and Brett Nevarez introduced themselves to the Members at the Baltimore Session. There was a discussion about a survey that will be released. The NT asked the Members to visit the Negotiating Team link on the Website and submit issues that they would like addressed and also to provide any solutions they may have. There was discussion about the importance of participation and the Assessment Fee vote that will be held in the next round of Membership Meetings. Discussion continued on the roles of the Negotiating Team verses the Executive Board.

Chris Click informed the Members about the new directive by TSA to allow knives and other previously restricted items back onto the aircraft. COPE Co-Chair Portia Reddick-White reported that TWU Local 556 is working with the Coalition of Flight Attendants to lobby and attend a TSA hearing on March 13. Portia asked that Members interested in attending to email her for more information. Discussion continued about the importance of lobbying and working together with other Flight Attendant Unions. There was a discussion about sequestration and the importance of government cuts and how they affect flight attendants.

There was discussion about the supplemental insurance and the overtime calculation being left out of salary calculation.

There was a discussion about creating a breakdown of hotel costs for appointed verses elected positions.

There was a discussion about filing grievances.

Chris updated the Members on dues recovery and the progress that has been made.

Chris updated the Members on the upcoming Unity Day to be held in Albuquerque.

Chris informed the Members of the petition sent to International to send fewer delegates and the expenses of sending 33 delegates to convention. There was discussion. Discussion continued regarding past Delegate Conventions.

Chris asked if there was any more new business.

Chris Click recessed the Meeting at 1530.

**Orlando**  
**March 8, 2013**

Chris Click called the Meeting to order at 1005.

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

Chris Click presented the Third Membership Meeting Minutes.

Brett Nevarez made a *motion* to dispense with the reading of the Minutes and *approve* them as presented. Gisela Alvarez *seconded* the motion. The motion *carried*.

Chris Click presented the Financial Report.

Chris Click discussed the differences between out of the ordinary expenses and reoccurring expenses.

There was discussion regarding out of the ordinary expenses such as New Officer training, Side Letter 10, renegotiating Side Letter 10, Lounge Educators, and Scheduling Committee expenses. There were member questions about voting total differences between the two Side Letter 10 votes. There was discussion about the cost of the public relations firm, Scheduling Committee expenses, Scheduling Committee resignations, additional training for new Scheduling Committee Members, and the reason for the resignations.

There was a question regarding the location of President and the Treasurer. Discussion continued about the reasons the President and Treasurer were not in attendance.

There was discussion about Shop Steward Training. Chris Click explained the reasons for a centralized Shop Steward Training as opposed to holding individual training in each Domicile and, the Bylaw requirements that affected the timeline for Shop Steward Training.

There were questions about the number of Shop Stewards that were trained and there was a discussion about the importance of having Shop Stewards.

There was discussion about Lounge Educators and how Lounge Educators were selected. Negotiator Val Lorien explained the process of selection for Lounge Educators.

There was a question about Shop Steward Appointments for new domiciles. There was discussion and an explanation of the appointment procedures per the Bylaws.

There was a discussion about trip sharking and pulls for union business for Executive Board Members. Chris Click answered Member questions regarding his personal trip pulls.

Chris Click called for a recess at 1040.

The meeting resumed at 1055.

Discussion continued on expenses. There was discussion about reoccurring expenses such as Fact-Finding and Attendance Meetings. There was discussion about the increase in Meetings.

There were questions about the Financial PowerPoint. Chris Click explained to the Members that he was reading the information from the PowerPoint. Members requested to view the presentation.

There was a discussion about the scheduling of Fact-Finding and Attendance Meetings and restructuring the way they are scheduled.

There were questions about the increased amount of arbitrations and the associated costs. There was discussion.

There were questions regarding the 143 Arbitration. Negotiator Val Lorient explained the reasons behind the 143 Grievance.

There were questions about how the Grievance Team is paid. Discussion continued.

There were questions about whether other departments are being targeted for attendance issues. Discussion continued.

A Member asked questions about the motion made in the January 2013 Executive Board Session regarding pay cuts for full-time officers. There was discussion.

There was a discussion about hotel accommodations for Executive Board Members.

Chris Click called for recess at 1230.

The Meeting resumed at 1238.

There was discussion regarding the differences between Domicile Executive Board Member budgets and Executive Board Member full-time salaries.

There was a question about the current budget and the status of the budget. Chris click explained to the Members of the Orlando session that under Article XVI of the Constitution President Stacy Martin has formed a volunteer financial committee that will evaluate fiscal responsibility within our Local.

A projector and a screen appeared.

There were questions about the process of trip pulls. There was a discussion about control procedures for trip pulls.

There was a discussion about responsibilities of the President and the Treasurer in regards to trip pulls. Discussion continued.

There was discussion about replenishing funds that have been spent in 2012.



There was a discussion about the June 2012 Special Session Minutes and the agreement for hotel stays for Executive Board Members to transition into their positions.

Discussion continued regarding the Treasurer and his responsibilities. There were Member questions about the budget that was approved in January.

There was a request to view the financial PowerPoint presentation. Chris Click informed the Members he was reading the information.

Jimmy West made a *motion* to view the PowerPoint presentation. Don Shipman *seconded* the motion. The motion *carried*. Chris Click ruled the motion out of order.

Decorum of the Meeting was lost.

Chris Click called for a recess at 1315.

The Meeting resumed at 1330.

A Member made a *motion* to raise a point of order to recognize Jimmy West. Elizabeth Leapley *seconded* the motion. The motion *carried*.

Jimmy West called for a reading of the minutes documenting the time period before the recess.

Jannah Dalak read the portion of the Minutes requested.

Chris Click agreed to remove the out of order ruling on the motion to view the PowerPoint.

Chris Click showed the Members the slides of the PowerPoint. Chris asked if there were any questions.

There were questions about the process of the calculations for wages and differences in TFP calculations. There was discussion.

Jannah Dalak clarified her position and responsibilities.

Chris Click explained Domicile Executive Board Member expenses, budgets and responsibilities.

Jannah Dalak explained that Jimmy West had been performing additional work outside his Domicile Executive Board Member duties and has participated in Grievance Summits, assisting in the Union Office and Arbitrations.

Chris Click provided information on the dues collection and informed the Members that the collection efforts have been extremely successful. There were questions about the procedures for dues collection, financial penalties and collection costs. Discussion continued.

There were questions regarding the database updating. Chris explained that the updated system will allow for real time tracking of lost time.

Gisela Alvarez made a *motion* to suspend the Agenda and move directly to the Negotiating Team discussion. Delynn Porter seconded the motion. The motion *carried*.

Bill Holcomb provided the Members at the Orlando Session an update on the Negotiating Team and introduced other Negotiating Team Members Paul Sweetin, Brett Nevarez and Val Lorien. Bill informed the Members how to reach the Negotiators via the TWU Local 556 Website. Brett informed the Members that in approximately a month we will have a Negotiating Team Survey. Val explained the Assessment Fee fund and what it can and can't be used for. A Member asked if publications will be used. Val informed the Members that the PR firm is responsible for providing a clear concise message to the Membership. Brett informed the Members that the Negotiating Team is Membership driven and requested support. A Member requested that we ask for updated email addresses. A Member requested that they look for volunteers to assist to mobilize the Members. A Member requested the Negotiating Team look into ways to increase our productivity. There were questions regarding the LODO Subcommittee and Val Lorien updated the Members on the status of the negotiations. Val reminded the Members the deadline to complete the survey is March 22. Members asked questions about International funding assistance. Discussion continued about the costs to negotiate a contract.

There was a discussion about the Delegate Election and the Convention. Chris informed the Members that the Executive Board had petitioned the International to allow 556 the ability to send fewer Delegates. Members made statements about the parallels to project redesign. There was discussion regarding the reasons for the petition.

Discussion continued about the Convention and Members asked questions about the next course of action if the petition is denied. Chris explained that if the petition is denied nothing changes.

A Member requested that a motion be made at the next Executive Board Session to rescind the petition.

A Member asked if any Board Members are interested in International positions. There was discussion. Chris Click stated he is not interested in an International position.

Delynn Porter made a *motion to adjourn*. Paul Sweetin *seconded* the motion. The motion *carried*.

Chris Click adjourned the Meeting at 1515.

These minutes are true and correct to the best of my knowledge.



Jannah Dalak  
TWU Local 556 Recording Secretary