

# Proposed Motions to Amends the TWU Local 556 Bylaws

1. Allyson Parker-Lauck made a **motion (#1)** to amend Article IX, (d) as follows: replace letter (d) with the following verbiage:

*“Beginning with the 2015 Officer elections, general elections will be staggered. In order to achieve this, for the 2015 election only, the following positions will have an eighteen-month term. This eighteen-month term applies only to the 2015 election, and the terms for these positions will revert back to three-years at the next election: President, 2<sup>nd</sup> Vice President, Recording Secretary, half of the Board Members at Large, and half of the Domicile Executive Board Members (if an uneven number exists in either the Board Member at Large or the Domicile Executive Board Member positions, the number of positions with eighteen-month terms will be rounded down). The terms for all other positions in the 2015 elections will be three years. In order to determine which Domicile Executive Board Members’ terms will be eighteen-months for the 2015 election only, lots will be drawn by the Board of Election prior to opening nominations. In the event a new domicile is opened, the new Domicile Executive Board Member’s term will last until the next scheduled election. Term lengths of Board Members at Large, for the 2015 election only, will be determined by the number of votes received. For example, if there are two Board Members at Large positions up for election in 2015, the candidate with the second highest vote count would serve a one-time only eighteen-month term. If there are three Board Members at Large positions up for election in 2015, the candidates with the two highest vote counts would serve a three-year term, and the candidate with the third-highest vote count would serve an eighteen-month term.*

*Nominations of Officers shall be held at the first regularly scheduled Membership Meeting of 2015, and again at the second regularly scheduled Membership Meeting of 2016 for those offices with the one-time only eighteen-month term and each three years thereafter, pursuant to Article XV, Section 1 of the International Constitution.”*

**Synopsis:** “implements staggering of elections to provide stability and continuity in our Local’s Executive Board leadership.

**Rationale:** “The 2012 Officer elections showed us the effects of a near complete National Officer turnover. Five of the seven nationally elected Officers were no longer in office. Continuity in leadership is essential. This motion provides for staggering the elections so that half, or nearly half, of the Executive Board remains in place at all times. There will be concerns about elections costs, but the last year has shown that inexperienced leadership costs far more than running elections every eighteen months.”

2. Allyson Parker-Lauck made a **motion (#2)** that, “In the event that the motion allowing staggered elections carries, I move to amend Article IX (i) as follows: change the second sentence in that Section to read:

*“The term shall begin May 1<sup>st</sup> or November 1<sup>st</sup> after the general election in accordance with the provisions of Article IX (d) of these Bylaws.”*

**Synopsis:** “clarifies the dates that Officer terms begin in the event the staggered elections motion carries.”

**Rationale:** “self-explanatory.”

3. Allyson Parker-Lauck made a **motion (#3)** to amend Article VIII (o), by changing the verbiage as follows,

*“If the Company opens a new Domicile, existing Shop Stewards transferring into the new Domicile will continue their term in the new Domicile and the resulting vacancies in their previous Domiciles will be filled in accordance with Article VIII (j). Nominations and elections for Shop Stewards in the new Domicile shall be held at the first regularly scheduled Membership Meeting following the opening of the new Domicile. The vote will be by secret ballot of those present and voting.”*

**Synopsis:** “provides a procedure for electing Shop Stewards in a new Domicile.”

**Rationale:** “Members in a new Domicile should be afforded the same rights to elected Shop Steward representatives as all other Domiciles.”

4. Allyson Parker-Lauck made a **motion (#4)** to amend Article VIII (k) by changing the verbiage as follows,

*“There shall be a minimum of one Shop Steward per every 200 Members (rounded up), and a maximum of one Shop Steward per every 100 Members (rounded up) in each Domicile.”*

**Synopsis:** “sets a maximum number of Shop Stewards where no maximum exists.”

**Rationale:** “There is currently no maximum limit on the number of Shop Stewards that can be elected in each Domicile. In theory, one Member could nominate the entire seniority list, and if elected, the Local would be responsible for the cost of training every one of them. Limiting the number of Shop Stewards to a more reasonable number will help ensure that only those who truly want to serve as a Shop Steward are elected, and will help control the very high cost of training people don’t actually need the training.”

Cheri Parnell-Vincent made a **motion (#4a)** to amend motion #4, made at the Oakland Session of the Membership Meeting, by adding the following:

*“In Bases with eight hundred Flight Attendants or less, the maximum amount of Stewards shall be one to seventy-five.”*

**Synopsis:** “In Bases with eight hundred Flight Attendants or less, the maximum amount of Stewards shall be one to seventy-five.”

**Rationale:** “In order not to place an undue burden on small bases.”

5. Allyson Parker-Lauck made a **motion (#5)** that in the event that the motion setting a maximum number of Shop Stewards to be elected in each Domicile carries, to amend Article VIII (c) by changing the verbiage as follows,

*“Nominations for Shop Stewards shall be held in each Domicile at the first regularly scheduled Membership Meeting following the swearing in of the newly elected Domicile Executive Board Members following their respective general election. The secret ballot vote will take place at the next scheduled Membership Meeting. The names of nominees will be placed on the ballot in random order, and those with the highest number of votes by a majority vote of those Members present, up to the maximum number allowed per Domicile, will be elected as Shop Stewards.”*

**Synopsis:** “This motion changes the method of electing Shop Stewards from an up or down vote to electing those who receive the highest number of votes.”

**Rationale:** “In the event the motion to set a maximum number of Shop Stewards carries, there has to be a methodology rather than the current upward down votes.”

6. Mario-Galileo Cendejas made a **motion (#6)** to amend Article IX of the (k), as follows: Add the following lines after the fourth (4<sup>th</sup>) and after the last sentence,

*“Executive Board appointments will be made first, and shall be made after the top five (5) candidates have had a face-to-face interview with the Executive Board. The Membership elections of the remaining candidates will occur after only after the Executive Board has made their appointments must be completed no later than twelve (12) months prior to the opening of Section 6 Negotiations.” The following line will be added after the last sentence, “Any discipline which result in suspension or expulsion from the Contract Negotiating Committee will be governed by Articles XXI and XXII of the TWU Constitution.”*

**Synopsis:** “Streamlines the appointment and election process of the Negotiation Committee and also reiterates the exceptional importance of this Committee by adding interview requirement for the Executive Board appointments, and language to govern the removal of Negotiating Committee Members.”

**Rationale:** “The Negotiation Committee is the most important committee in our Local. It must be held to a higher standard from the other committees as it is the one that has most effect on every single Flight Attendant’s life. Interviews are necessary to better surmise the overall quality of potential Negotiators. It is imperative that Executive Board appoint their candidates first, so that they are not allowed the excuse of selecting second and third runners up from the Membership vote. It also allows the Membership to better gauge how they want to vote based on whom the Executive Board selected. Discipline must be regulated for this office. Immediately after the 2012 Elections, two competent and longstanding Members of Negotiating Team were fired from the Negotiating Committee, not for poor performance or for violating the Constitution, but because there President Stacy Martin decided he could not work with. Given the long Contract battles that other’s Southwest Airlines property are facing, it is possible, if not likely, that Local 556 will still be in Contract Negotiations 2015 through the Officer election cycle. Our Membership deserves a stable Negotiating Committee that is not subject to dismantling due to Union politics. However, this motion does provide a means for removal in the event any Negotiate Committee Member is in violation of the TWU International Constitution”

Robin Brewer made a **motion (#6a)** to amend motion #6, made at the Oakland Session of the Membership Meeting, by inserting these words after the first sentence of motion #6:

“The EB would select top 5 candidates from applications received. They would then interview those top 5 candidates for the 2 appointed NT positions.”

Synopsis: “Clarification as to the process of selecting top 5 candidates.”

Rationale: “Potentially saving the cost of face to face interviews of dozens of candidates.”

Cheri Parnell-Vincent made a **motion (#6b)** to amend motion #6, made at the Oakland Session of the Membership Meeting by:  
“striking the words “top” and “5”

7. Rickie Spand made a **motion (#7)** to insert a letter Q to Article VIII:

*“Elected Shop Stews will be utilized evenly for Union work.”*

**Synopsis:** “to ensure all Shop Stews are being used.”

**Rationale:** “Shop Stews are not being called to do Union meetings.”

8. Addie Crisp made a **motion (#8)** to insert a letter U into Article VI:

*“In the event of a medical leave for military leave that an Officer cannot perform their responsibilities, the Officer will recommend a temporary replacement to be approved by the Executive Board until the elected Officer can resume their duties.”*

**Synopsis:** “In an effort to further service our bases and Membership adequately, I would like to propose to designate a leader for each base, committee and position at all times. This proposal is a direct result of an incident that transpired when I, Addie Crisp (Las Vegas Domicile Executive Board Member) went on Maternity leave and the Las Vegas base was left without a voting Executive Board Member to represent them. The Las Vegas Shop Stewards stepped up by responding to emails, calls, and in person inquiries. The previous LAS DEBM took over the leadership role for the base at that time. Again there was no approved point person to formally express the Las Vegas views.”

**Rationale:** “This proposal will reduce confusion amongst the Membership and will also help to relieve stress on the elected official during their leave. The Membership needs a full voting delegation and also base representative to contact when assistance is needed. There is a gap in service when someone goes out on leave. That gap forces the person on leave into returning earlier than they should or resigning due to the lack of support in the Bylaws.”

9. Sam Wilkins made a **motion (#9)** to amend Article XIII by adding a letter (j) as follows:

*“All Executive Board Members shall serve on at least one Standing Committee during their term.”*

**Synopsis:** “self-explanatory.”

**Rationale:** “The TWU Local 556 Executive Board is a working Board and as such all who serve on the Board should be required to participate and contribute to the efforts of the Local.”

Cuyler Thompson made a **motion (#9a)** to amend motion #9, made at the Phoenix Session of the Membership Meeting by:

“striking the word “Standing” from the original motion.”

**Synopsis:** “Committee work may be done on other than a Standing Committee”

**Rationale:** “Not all committees are Standing. Board Members should be able to fill this requirement by serving on Company or ad-hoc committees.”

Cuyler Thompson made a **motion (#9b)** to amend motion #9, made at the Phoenix Session of the Membership Meeting by adding the following to letter (j):

*“Serving as a liaison to a committee will satisfy the requirement.”*

**Synopsis:** “Committee work may be done on other than a Standing Committee”

**Rationale:** “Not all committees are Standing. Board Members should be able to fill this requirement by serving on Company or ad-hoc committees.”

10. Sam Wilkins made a **motion (#10)** to amend Article XII as follows:

*“add to letter (a), following “Communications,” the words, “Mobilization/Organizing.”*

**Synopsis:** “create new Standing Committee.”

**Rationale:** “To continue mobilization and organizing efforts from Contract to Contract to create sustainable unity. Between Contracts, the Mobilization/Organizing Committee can assist in efforts with other TWU Locals as well as support labor-related issues in the labor community.”

11. Greg Hofer made a **motion (#11)** to amend Bylaw article XIII Amendments to Bylaws by adding the underlined language as written below to Section (a):

*“(a) These Bylaws may be altered, amended or repealed by a majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested. The voting method for Bylaw Amendments shall be by secret ballot to protect the voter’s identity.”*

**Synopsis:** “For years we voted by a show of hands exposing the votes. This Bylaw amendment may change that policy and protect our Members’ right to privacy while voting.”

**Rationale:** “Voting by secret ballot will better reflect the voters true intention without pressure or incentive from others. It will also better reflect the same democratic system we use while voting in elections across America such as our town Council, our Mayor our Governor our Senator and our President. We tend to get more Members to attend Bylaw Amendment meetings which also makes the voting more difficult to keep accurate. In 2011 we somehow forgot to vote on Bylaw Amendment 102 in Dallas altogether. This will help minimize that from happening.”

12. Greg Hofer made a **motion (#12)** to amend Article XI, Finance and Expenses to add a new Section letter as follows:

*“All eligible Members of Local 556 will be allowed to vote for assessment fees or an increase in assessments fees.”*

**Synopsis:** “Currently only Members who attend Membership Meeting are allowed to vote on assessment fees. This Bylaw amendment will allow ALL Members to vote.”

**Rationale:** “There is a passage in the TWU International Constitution that says, “Majority rule shall prevail throughout International Union.” This same concept should apply to our Local yet when we vote on assessments fees it does not. We don’t allow Members who are unable to attend Membership Meetings to vote on assessment fees yet we require them to pay the fee if it passes. We want their money yet seem to not want their vote. We allow all Members to vote for Officer elections because the LMRDA a forces our Union to be fair. We need to require our Local to be just as fair when it comes to our Union finances. All Members should be considered when we propose to take money from them.”

Don Shipman made a **motion (#12a)** to amend motion #12, made at the Phoenix Session of the Membership Meeting, by adding the words, “in excess of \$5.00” at the end of the sentence:

**Synopsis:** “System-wide voting on assessment fees would only occur if the proposed fees were more than \$5.00.”

**Rationale:** “Typically, system-wide votes cost more than \$40,000. It is cost-prohibitive to hold a system-wide vote for an assessment fee of less than \$5.00.”

13. Greg Hofer made a **motion (#13)** to amend Article VII to add to Section letter as follows:

*“The Executive Board has the power and authority to administer the affairs of the Local between Membership Meetings however the Membership can countermand such action of the Executive Board as determined at Membership Meetings by majority vote of the Members present, provided it conforms to the provisions and principals and established policies of the International Union and Constitution, the Local Bylaws and State and Federal law. Otherwise, the Membership can give the Local 556 Executive Board instructions which it must carry out.”*

**Synopsis:** “The will of the majority of Membership must determine the direction of the Local, subject to the higher authorities listed above.”

**Rationale:** “As we Members are told, the Union gets it’s marching orders from the Membership and rightfully so, because the Executive Board should abide by the will of the Membership and its instruction. The Executive Board should have the right to govern between Membership Meetings but the final authority should always be the Membership subject to the higher authorities as listed.”

14. Greg Hofer made a **motion (#14)** to amend Article XIII Amendments to the Bylaws, Section (a) to insert a fraction 2/3rds as underlined below before the word majority in the first sentence. Section (a) will now read:

*“(a) These Bylaws may be altered, amended or repealed by a 2/3RDS majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”*

**Synopsis:** “The current language states only a “majority” vote to approve a Bylaw amendment yet past practice has required a 2/3rds majority. A majority vote is 50% plus one a 2/3rds majority is 66.66%. This Bylaw amendment will reflect actual past practice.”

**Rationale:** “As per RONR, Bylaw amendments should retain a higher level of approval (2/3rds or 66.66%) than a regular working rule or motion which requires a majority (50% plus one). This change is more of a housekeeping Bylaw amendment as we have always required a 2/3rds majority approval but the language stated otherwise.”

15. Greg Hofer made a **motion (#15)** to amend Article VII Executive Board by adding a new Section letter as follows:

*“Each Executive Board Monthly meeting synopsis will be posted on the Local Website within one (1) month after the meeting has concluded. If the synopsis has not been approved by the Executive Board at that time, the synopsis will still be posted on the Local Website and labeled as a “draft” synopsis which will notify the Membership that the released version is a draft version and subject to change once it is approved.”*

**Synopsis:** “Sometimes the Membership is not able to view the EB synopsis for 60 days or more. This Bylaw Amendment will allow the Membership to stay more current.”

**Rationale:** “In the interest of transparency and accountability there is no good reason to delay the release of the synopsis other than to be approved. The Membership will easily understand the “draft” version is subject to change as it has not been approved. We use the same concept and format with the Membership Meeting Minutes. They are released for Membership review in advance of being approved and the concept works just fine.”

16. Greg Hofer made a **motion (#16)** to amend Article VII Executive Board by adding the following language as underlined below to Section (f):

*“The Executive Board by a two-thirds (2/3rds) vote shall approve all proposed collective bargaining agreements including side letters to the collective bargaining agreement prior to the presentation to the Membership.”*

**Synopsis:** “Currently there is no language requiring a Membership vote on a Side Letter as we were all made aware in Side Letter 9. This article will make Side Letter voting a requirement.”

**Rationale:** “Members are allowed and expected to vote on all tentative agreements to the Contract. Why would we Members not be expected to vote on Side Letters to that same Contract? Note: This Bylaw Amendment would not include minor deviations from our Contract as those are known as settlement letters or Letters of Agreement. Initially, the Membership was told by the Local Union that we would not be allowed to vote on Side Letter 9, the seniority list integration. This will prevent that sort of situation from happening again with another Side Letter.”

17. Greg Hofer made a **motion (#17)** to amend Article II Objectives to add the following Section letter:

*“To promote Members Rights and Officers Responsibilities, Local 556 will post the Labor Management Reporting and Disclosure Act of 1959, as amended (LMRDA) or a direct link to it on a separate page of the Local Website for Membership review.”*

**Synopsis:** “The LMRDA is buried with thousands of other pages on the DOL Website and currently not on the Local Website. This will promote easy access to valuable Union information.”

**Rationale:** “A valuable tool for all Union Members to become familiar which will empower every Union Member. Our Local has been sued numerous times in the past. Our Local has been investigated numerous times by that Department of Labor regarding Executive Board election issues which resulted in subsequent DOL Supervised Elections. This small booklet will help inform and guide each Member to become not only a better Member but also a better Committee Member and even a better Executive Board Officer. This booklet doesn’t cover just Union Members Rights and Union Officer responsibilities but also addresses reporting requirements, trusteeships, election procedures, fiduciary duties and initiation fees, dues and assessments fees. All buzzwords at Local 556 in just the last year alone.”

18. Greg Hofer made a **motion (#18)** to amend Article IV Responsibilities of Members by adding the underlined language as written below to Section (c):

*“No Member shall improperly disclose confidential matters of the Union which will include our Members privacy while voting at Membership Meetings. Therefore motions submitted in writing must be voted on by using a paper ballot or electronic ballot which does not expose the Members direct vote.”*

**Synopsis:** “For years we have voted by a show of hands exposing a Members votes. This Bylaw will protect our Members rightful privacy while voting.”

**Rationale:** “Voting by secret ballot will better reflect the voters true intent without pressure or incentive from others. It will also better reflect the same democratic system we use while voting in elections across America such as our town council, our Mayor our Governor our Senator and our President. In the last year our Local has allowed voting privacy at Membership Meetings however there is not a current working rule the guarantees that change will continue. Members just like citizens have the right to vote in private, how we vote is truly confidential. Anytime any 556 Members votes by a show of hands they are subjecting themselves to outside influence. Voting by secret ballot will NOT slow down the meeting process, it will improve accuracy and improve participation. Keep in mind, elected Officers on the Executive Board are required to vote by roll call for the exact opposite reason. Their vote should be exposed because they are elected.

19. Beverly Belanger made a **motion (#19)** to amend Article XI Finances and Expenses by adding a new Section letter as follows:

*“The Union Business Bar as displayed on the Crew Web Access Screens of Members and Officers will reflect the accurate TFP as paid to that person on the same day the Member performed and reported the work completed unless the person is being paid retroactively in which case it will be coded differently to inform the Members as such.”*

**Synopsis:** “Compensation as paid to any Member or Officer should be reported accurately on the day the compensation was earned.”

**Rationale:** “Since Members dues paid Members compensation and they can view such compensation in CWA, it should be reported accurately to not misinform a Member. If a Union Business bar shows 14 TFP for one days work or 21 TFP for one days work, any Member might question the legitimacy of how Union compensation is earned and paid. The Local should do all possible to ensure Members that their dues used as compensation are reported correctly.”

20. Greg Hofer made a **motion (#20)** to amend Article VII to add a new letter Section as written below:

*“It will be the policy of Local 556 to accept and allow the Chair of the Executive Board to vote last, after all other Officers have voted to break a tie vote. His vote may also be cast last, after all other Officers have voted to not only break a tie but to cause a tie vote.”*

**Synopsis:** “There has been some dispute on the EB as to when or if the Chair is allowed to vote in certain situations. This Bylaw Amendment will clear up that dispute.”

**Rationale:** “As we all know the majority vote should rule and that applies to the Executive Board. However, it has been past practice for the Chair of the EB to vote only to break a tie vote yet Roberts Rules clearly states that the Chair of any Executive Board is also allowed to vote to cause a tie as written on page 405 of the 11<sup>th</sup> edition copied below. Our Bylaws currently require our Executive Board to conduct their meetings as per the current edition of Roberts Rules so this Bylaw Amendment will elevate this rule to ensure it’s following.

In all other cases the presiding officer, if a member of the assembly, can (but is not obliged to) vote whenever his vote will affect the result, that is, he can vote either to break or to cause a tie; or, in a case where a two-thirds vote is required, he can vote either to cause or to block the attainment of the necessary two-thirds. In particular: “On a tie vote, a motion requiring a majority vote for adoption is lost, since a tie is not a majority.”

Elizabeth Leapley made a **motion (#20a)** to amend motion #20, made at the Phoenix Session of the Membership Meeting, by:

“replacing the word “his” with the words “his/her”

No synopsis or rationale.

21. Beverly Belanger made a **motion (#21)** to amend Article VI to add a new Section letter as written below:

*“Whereas term limits ARE allowed per Federal Law as stated in Section 452. 49 (b) of the Code of Federal Regulations Title 29, (attached) “it would NOT violate the Act for a Union to prohibit successive terms in office or to limit the number of years and Officer may serve. Such rules are intended to encourage as many Members as possible to seek positions of leadership in the organization. Therefore, Local 556 will impose a retroactive term limit of two consecutive terms for the Office of President. Any partial term in excess of one half will be considered a full term.”*

**Synopsis:** “Currently there are no provisions regarding term limits in our Bylaws. However,”

**Rationale:** “Section 452.49 (b) of the Code of Federal Regulations Title 29 proves that no Union attorney can rightfully claim that term limits are not allowed by Federal law. This law supersedes any interpretation by our International President, no language in our International Constitution, interpretive or literal can rightfully claim that term limits violate the intent or spirit of our International Constitution.”

Cheri Parnell-Vincent made a **motion (#21a)** to amend motion #21, made at the Phoenix Session of the Membership Meeting, to “strike the word Office of President” and insert, before the word “the,” “all Officers, excepting if he/she runs unopposed.”

**Synopsis:** “To enable term limits for all positions.”

**Rationale:** “To enable term limits for all positions.”

22. Cuyler Thompson made a **motion (#22)** to amend Article IX by adding a letter (o):

*“In future elections, the President, Vice President and Treasurer must have at least one public debate before holding such office.”*



**Synopsis:** “would require a debate prior to election.”

**Rationale:** “556 Members would hold the right to make informed decisions.”

23. Cuyler Thompson made a **motion (#23)** to amend Article VI to add a new Section letter as written below:

*“Whereas term limits ARE allowed per Federal Law as stated in Section 452.49 (b) of the Code of Federal Regulations Title 29, (attached) “it would NOT violate the Acts (LMRDA) for a Union to prohibit successive terms in office or to limit the number of years and Officer may serve. Such rules are intended to encourage as many Members as possible to seek positions of leadership in the organization. Therefore, Local 556 will impose a retroactive term limit of two consecutive terms for the Office of President. Any partial term in excess of one half will be considered a full term.”*

**Synopsis:** “Currently there are no provisions regarding this.”

**Rationale:** “Section 452.49 (B) of the Code of Federal Regulations Title 29 proves that no Union attorney can rightfully claim that term limits are not allowed by Federal law. This law supersedes any interpretation by our International President, no language in our International Constitution, interpretive or literal can rightfully claim that term limits violate the intent or spirit of our International Constitution.”

24. Cuyler Thompson made a **motion (#24)** to amend Article VII to add a new Section letter as follows:

*“The Executive Board has the power and authority to administer the affairs of the Local between Membership Meetings however the Membership can countermand such action of the Executive Board as determined at Membership Meetings by majority vote of the Members present, provided it conforms with the provisions and principles and established policies of the International Union and Constitution, the Local Bylaws and State and Federal law. Otherwise, the Membership can give the Local 556 Executive Board instructions which it must carry out.”*

**Synopsis:** “The will of the majority of the Membership must determine the direction of the Local, subject to the higher authorities listed above.”

**Rationale:** “As we Members are told, the Union gets it’s marching orders from the Membership and rightfully so, because the Executive Board should abide by the will of the Membership and its instruction. The Executive Board should have the right to govern between Membership Meetings but the final authority should always be the Membership subject to the higher authorities as listed.

25. Cuyler Thompson made a **motion (#25)** to amend Article XI Finances and Expenses to add a new Section letter as follows:

*“Any assessment fees or increase of an assessment fee will be voted on by all eligible Members and require a majority vote for approval. All Members eligible to vote will be given the opportunity to vote by phone and or Internet.”*

**Synopsis:** “Currently only Members who attend Membership Meeting are allowed to vote on assessment fees. This Bylaw amendment will allow ALL Members to vote.”

**Rationale:** “There is a passage in the TWU International Constitution that says, “Majority rule shall prevail throughout the International Union.” This same concept would apply to our Local yet when we vote on assessments fees it does not. We don’t allow Members who are unable to attend Membership Meetings to vote on assessment fees yet we require them to pay the fee if it passes. We want their money yet we seem not to want their vote. We allow all Members to vote for Officer elections because the LMRDA forces our Union to be fair. We need to require our Local to be just as fair when it comes to our Union finances.”

Don Shipman made a **motion (#25a)** to amend motion #25, made at the Orlando Session of the Membership Meeting, by adding the words, “in excess of \$5.00” at the end of the sentence:

**Synopsis:** “System-wide voting on assessment fees would only occur if the proposed fees were more than \$5.00.”

**Rationale:** “Typically, system-wide votes cost more than \$40,000. It is cost-prohibitive to hold a system-wide vote for an assessment fee of less than \$5.00.”



26. Cuyler Thompson made a **motion (#26)** to amend Article VII Executive Board by adding the following language as underlined below to Section (f):

*“The Executive Board by a two-thirds (2/3) vote shall approve all proposed collective bargaining agreements including side letters to the collective bargaining agreement prior to the presentation to the Membership.”*

**Synopsis:** “Currently there is no language regarding a Membership vote on a Side Letter as we are all made aware in Side Letter 9. This article will make Side Letter voting a requirement.”

**Rationale:** “Members are allowed and expected to vote on all tentative agreements to Contract. Why would we Members not be expected to vote on Side Letters to that Same Contract? Note: This Bylaw Amendment would not include minor deviations from our Contract as those are known as settlements letters or Letters of Agreement.”

27. Cuyler Thompson made a **motion (#27)** to amend Article VII Executive Board, Section (e) to now read as follows:

*“The Membership shall set salaries for all Officers, subject to the approval of all eligible Members through a system wide vote of Membership via electronic ballot. The ballot vote must be conducted in conjunction with an Officer election ballot. Changes of salaries of Officers shall be posted on all Union Bulletin Boards and any electronic means available, at least forty-five (45) days prior to the meeting, as part agenda.”*

**Synopsis:** “Currently only the Members at Membership Meeting can vote, this will allow all Members to vote.”

**Rationale:** “To be fair and to measure the true intention of the Members, all Members should be allowed to vote. All Members who actually pay the salary should be the ones to approve the salary.”

Cheri Parnell-Vincent made a **motion (#27a)** to amend motion #27, made at the Orlando Session of the Membership Meeting, to:

*“strike the second sentence” and insert “Executive Board Members” in lieu of the word “Officers.”*

**Synopsis:** “Eliminate the second sentence. Use the word Executive Board Member rather than Officer.”

**Rationale:** “clarify verbiage and eliminating the vote is in conjunction with an Officer Election.”

28. Michael Arthur made a **motion (#28)** to amend Article X as follows: Add Sections (c) and (d):

*“(c) A recall election of a base’s Domicile Executive Board Member shall be held if fifty (50%) percent plus one of the Membership in good standing of the affected base sign, in person, a written petition demanding the recall of the bases DEBM. Such petition must allege that the DEBM has violated his/her obligations under the Local or International Constitution and specify the obligations that have been violated and the acts or omissions that constitute a violation. The above statement must be set forth on each page of the petition and the Members’ Employee number and date of signature must accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature.*

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

*(d) An affirmative vote of the fifty (50%) plus one of the affected base’s Members in good standing must return ballots stating that the DEBM in question should be recalled. The office shall be declared vacant and an election shall be held to fill the position.”*

**Synopsis:** “Adding language to allow for the recall of a Domicile Executive Board Member through a recall petition and election from the Membership of the affected base.”

**Rationale:** “Currently, the only method the Membership of the base has to remove a DEBM using Article X of our Bylaws is by a petition circulated throughout the entire system. This would allow an individual base a measure of autonomy to remove a Domicile Executive Board Member who is not performing his or her duties in accordance with our Bylaws and/or Constitution.”

29. Holly Imamovic made a **motion (#29)** to amend the TWU Local 556 Bylaws by:

*“striking any occurrence of the word “stenographer” and replacing it with the words “court reporter” in any and all future TWU Local 556 Communications.”*

**Synopsis:** “Replace the word stenographer with the words court reporter.”

**Rationale:** “to use the most current and updated version of the profession that is now known to be “court reporter.”

30. Holly Imamovic made a **motion (#30)** to amend the TWU Local 556 Bylaws and:

*“strike any reference to TWU Local 556 as a “trade Union” in favor of the term “Industrialized Labor Union. This is especially applicable in the first sentence of the second paragraph of the Preamble of our TWU Local 556 Bylaws.”*

**Synopsis:** “To clarify that we are indeed an Industrialized Labor Union as opposed to a Trade Union.”

**Rationale:** “To be in full compliance with the TWU International’s Constitution as well as TWU International’s history.”

31. Charlene Carter made a **motion (#31)** to amend the Local 556 Bylaws by adding a new Letter to Article IV:

*“The Financial Report as presented at Membership Meetings be required to include a separate report called “Lost Time is to Members.” The report will include an alphabetical breakdown of all Members and Officers who received over twenty TFP in that reporting period. The report will be compiled monthly and will include a running total each month for each individual for each fiscal year. The Local Union Website will also have the same Monthly Lost Time Report on its own secure page on the Treasurers page.”*

**Synopsis:** “Members will be better able to review a monthly breakdown lost time paid to Members without funds being comingled with committees or other classifications.”

**Rationale:** “The LM-2 report wires Union’s to be transparent and accountable in terms of where dues money is paid to whom. This Bylaw amendment similar to the LM-2 report only in monthly format and more current. For years Members have asked what “lost time” is. Members have asked how much are people being paid to do the work for the Union? This amendment will address those questions and go a long way to provide the accountability to the Membership that they deserve.”

32. Charlene Carter made a **motion (#32)** to amend the Local 556 Bylaws by adding a new Article, Electronic Membership Meetings with the following letter (a):

*“(a) There shall be at least one (1) Electronic Membership Meeting of the general Membership of Local 556 in any 12 month period starting in 2014. The Executive Board will initially determine the policies and procedures of how such a meeting will be conducted.”*

**Synopsis:** “Currently we offer no form of electronic meetings to the general Membership. This Bylaw Amendment will allow E Meetings to take place.”

**Rationale:** “In part, our very job description defeats our ability to attend a Membership Meeting. Where Members live also defeats our ability to attend the meeting. As a result, one to five percent of those who attend meetings control the other 95 percent. Rule by minority has replaced rule by the majority. But technology is rapidly advancing which allows for sophisticated online meetings that meet all necessary guidelines as per Federal law and Roberts Rules and all other governing documents. We have the ability for electronic meetings that allow for affordable unlimited log-on participants via phone and/or computer with full Member verification, simultaneous interaction complete with recall.

As Southwest adds new domiciles ATL and others, at some point we may not be able to conduct effective meetings in all those domiciles as we would want. We will eventually have to reduce our required meetings per year and phase into some form of electronic meetings. Changing or transitioning from the standard form of meeting to a new electronic meeting may be beneficial to the Membership while still maintaining the standard form and function and purpose of regular meetings. The Executive Board will be tasked to research and determine the best practices to form the Policies and Procedures of this undertaking.”

33. Charlene Carter made a **motion (#33)** to amend the Article VII, Executive Board to add the following Section letter as follows:

*"If an Officer chooses to restrict their screen at any time and it's confirmed by the Treasurer, the restricted screen shot will be posted on the Local Website on the 7<sup>th</sup> day of each month as it appeared at the end of the previous month. The Screen shot will be posted on a separate page of the Local Website called "Executive Board Restricted Screens." Each screenshot will be revealed for a three-month period."*

**Synopsis:** "Currently there is no bylaw that requires all EB Officers to display their CWA screen to the Members. This Bylaw Amendment will change that."

**Rationale:** "Members have rights to see where their dues money is being paid and to which elected Officers. Members have asked for years to see if elected leaders are actually performing the same jobs as those they represent? Members don't know who is a full-time pull or who is an as needed pull. Members don't know how much Officers are paid. This Bylaw amendment will allow our Local to be more transparent to the Members. If an Officer chooses to restrict his screen because he is being stalked or harassed on his overnights, this Bylaw amendment will solve that problem as his/her screen is published retroactively. Our sister Union SWAPA has a similar bylaw requiring their elected leaders to not restrict their CWA screens. This action will promote the accountability and transparency that Members prefer"

34. Charlene Carter made a **motion (#34)** to amend the Article XI, Finances and Expenses (b) to add the language as underlined below:

*"An annual audit will be conducted by a Certified Public Accountant. Members are entitled to review a full and complete copy of the audit as written by the CPA at the Membership Meetings or on a secure page of the Local Website."*

**Synopsis:** "Members viewing our annual audit is not addressed in the Bylaws. This will allow Members to view the audit as written by the CPA."

**Rationale:** "As our Local becomes a bigger and bigger multi million dollar non profit bringing in around \$400,000.00 per month, millions per year, the audit becomes extremely important. This is Member money and their right to see how this money is spent and invested is critical to us. Allowing Members to view the audit is just another step in the check and balance system we need to be assured these large sums of money are accounted for."

35. Charlene Carter made a **motion (#35)** to amend the Article III, Membership to add a new Section letter:

*"A copy of the Transport Workers Union of America, Policy on Agency Fee Objections (as amended) will be posted on a separate page of the Local 556 Website for Membership review."*

**Synopsis:** "The TWU Policy on Agency Fee Objections is currently not on the Local Website, this Bylaw Amendment will place the policy on the Local Website for Member review."

**Rationale:** "This TWU Policy is based on decisions made by the Supreme Court which recognizes all Union Member's rights who are subject to a Union security clause which conditions their employment on a payment of dues or fees. These Union Members have the right to object to expenses by Local 556 or TWU you that are not related to the Contract, its administration or its grievance adjustment or it's ongoing negotiations.

Members who value the rights of Members to join Unions also value the rights of Members to be informed of their rights. Union Members want their other Union Members to join our Union because it's the right thing to do, not because they think they have too. Our goal of Unity is stronger when Members choose to be Members because the benefits of Membership outweigh the perceived benefits of non Membership."

36. Charlene Carter made a **motion (#36)** to amend the Article VII Executive Board, Section (e) to now read as follows:

*"The Executive Board shall set salaries and/or expenses for all Officers, subject to the approval of all eligible Members through a system wide vote of the Membership. Changes of salaries and/or expenses of Officers shall be posted on all Union Bulletin Boards and any electronic means available, at least forty-five (45) days prior to the meeting, as part of the agenda."*

**Synopsis:** "Currently only the Members at Membership meeting can vote, this will allow all Members to vote."

**Rationale:** “the way the current Bylaw is written allows for a conflict of interest, Officers being allowed to set their own pay, magnified by allowing a very small minority of Union Members to approve it. To be fair and to measure true intent of the Membership, all Members should be allowed to vote. All Members who actually pay the salary and expenses should be the ones to approve the salary and expenses.”

37. Charlene Carter made a **motion (#37)** to amend the Article VII (e), to add the following language:

*“The current maximum monthly paid now set by the Executive Board for full time pulls is the highest line Crew Planning can build plus 15%. This will be capped not to exceed 149 TFP per bid month and will include all Officers.”*

**Synopsis:** “Currently there is no hard cap on monthly compensation is paid to some Officers on the EB. This Bylaw Amendment will change that.”

**Rationale:** “Is it acceptable for a full time pull Officer to be pay capped and a as needed pull Officer to not be pay capped? As per Local 556 working rule, full time pulls on the Executive Board are capped at 149 TFP yet Officers on as needed pulls or part time pulls have been paid more than Executive Board Officers on full time pulls. This Bylaw Amendment will cap Union salary and expenses for all Officers regardless of pull status.”

38. Charlene Carter made a **motion (#38)** to amend the Article XIII Section (b) by adding the following language as underlined below:

*“(b) The Bylaws shall conform to the provisions and principles of the Constitution and to the established policies of the International Union and shall be effective only when approved by the International Administrative Committee. No amendment to the Bylaws shall be effective until so approved unless superseded by applicable Federal Law.”*

**Synopsis:** “This Bylaw amendment recognizes the authority of the provisions and principles of the Constitution in relation to Federal Law such as the LMRDA and Title 29 of the Code of Federal Regulations.”

**Rationale:** “This Bylaw Amendment will introduce how federal law relates to Unions and Locals.”

39. Cuyler Thompson made a **motion (#39)** to amend Article VII (b) as follows:

*“Insert a comma (,) after the first word Local in the first sentence,” and to “Insert the word “approved” after the word “the” and before the word “orders” in the first sentence.*

**Synopsis:** Paragraph (b) in Article VII will read: The Executive Board shall transact all business of the Local, and faithfully execute the *approved* orders of the Membership; adopt measures in the interest of the Local and recommend such actions to the Local, as it may deem necessary. The Executive Board shall receive and make recommendations in regard to reports by Standing and Special Committees and Officers. The Executive Board shall exercise these powers entrusted to it as specifically expressed in the International Constitution.”

**Rationale:** “The comma is for grammatical purposes. The word “approved” is because all Membership directives and orders of the Membership for the board must be made in the form of a motion at Membership Meetings and approved by a majority vote of the Membership at the next meeting.”

40. Kim Hensley made a **motion (#40)** to amend Article VII, Executive Board to add the following Section letter as follows:

*“If any Officer is reported and confirmed by the Treasurer to restrict their screen at any time the Local Treasurer will add to be Officers name to a monthly report called “The Officer CWA Transparency and Accountability Report” which will display the following details regarding trips pulled for Union business for all Officers on the Executive Board.*

*Date: Month and day. Name. Title. Full Time Pull or As Needed Pull. All Trip Numbers and dates which were pulled in part or total. Original trip or Acquired trip. TFP paid for this trip.”*

**Synopsis:** “Currently there is no bylaw that requires EB Officers to display their trip numbers to the Members. This Bylaw Amendment will change that.”

**Rationale:** “Members have rights to see where dues money is paid. For years, Members have questioned why they can’t see with their dues money is being spend. The DOL actually agrees and requires that Unions put out LM-2 Reports annually to tell members how much money is paid to Union leaders. This Bylaw Amendment will accomplish a similar goal on a monthly basis which will make our Local more transparent to our Members.”

41. Cuyler Thompson made a **motion (#41)** to strike (c) in Article VIII in its entirety and add (c) in Article VIII the following:

*“Nominations will be made at Membership Meetings prior to the Officer election. Shop Stewards shall be elected via domicile specific general election and run concurrent to Executive Board elections and terms.”*

**Synopsis:** “Currently Shop Stewards are elected at Membership Meetings and only a small percentage of domicile Membership chooses their representatives.”

**Rationale:** “A general election affords a greater participation and running concurrent to Executive Board Officer Elections and terms mitigates cost.”

42. Cuyler Thompson made a **motion (#42)** to add the following language to (h) under Article VI:

*“In the event both the President and 1<sup>st</sup> Vice President are vacated at the same time, the position will be filled via special election.”*

**Synopsis:** “Currently there is no specific language that lends itself to this scenario.”

**Rationale:** “The Membership should be afforded the opportunity to choose Office of the President and its 1<sup>st</sup> Vice President as possible successor when both are being filled simultaneously.”

43. Holly Imamovic made a **motion (#43)** to amend Article VII, by adding the following language:

*“No full time officer shall be paid any more than 129 trips for pay plus an additional fifteen percent, regardless of how many trips any national officer has placed on their board either by the bidding process or by placing additional trips on their board.”*

**Synopsis:** “Cap pay of national Officers on full time pulls.”

**Rationale:** “To protect the Local from overpaying Officers.”

44. Rick Rivera made a **motion (#44)** to add the following language to Article XI, paragraph (f):

*“Two (2) calendar days prior to a trip pull for any Member, a one (1) page outline of the expected Union Business to be performed must be submitted to an Executive Board Member for approval. Within five (5) calendar days after the pull, the Member will submit a written report documenting what business was conducted during that time. Said document will be approved by two (2) Executive Board Officers and will be published on the Local’s Website. Failure to submit both documents within the time deadlines will result in no payment for that pull.”*

**Synopsis:** “Members will have a clear understanding of what work is being accomplished while on Union Business.”

**Rationale:** “Providing this information will ensure transparency to the Membership and will better manage the financial affairs of the Local.”

45. Portia Reddick-White made a **motion (#45)** to replace the first three sentences of Article IX, Letter (k) with the following:

*“Negotiating Committee Members will be elected at the same time as the Executive Board Election and will serve a concurrent term along with the Executive Board for three years. The Negotiating Committee will continue to serve as Negotiators for any ongoing matters before the Local. The Negotiating Team will consist of six elected Members; the President of the Local will serve as the Lead Negotiator.”*

**Synopsis:** “We would maintain a Negotiating Committee – they should all be elected by the Membership and reelected as well.”

**Rationale:** “will save time, money by having election at same time.”

46. Portia Reddick-White made a **motion (#46)** to add to Article XI, Letter (g):

*“The TWU Local 556 shall establish and maintain a COPE fund in accordance with Article XXII of the TWU Constitution of COPE the funds collected. The 556 COPE fund will utilize 60% of all COPE funds donated by Local Members that will be then distributed to labor friendly candidates that have been voted on and approved by the Executive Board. The remaining 40% of COPE funds collected will be forwarded to the International COPE fund.”*

**Synopsis:** “The Local collects COPE funds and presently send it all to the International for distribution. We are growing and our needs have increased. We need to be able to give to our own candidates.”

**Rationale:** “Our Board can establish who is friendly or not through our CLC participation. We need to be in control of our donated funds.”

47. Portia Reddick-White made a **motion (#47)** to add Letter (h) to Article IV:

*“No Member may make attacking, bullying, derogatory, false or misleading comments utilizing social media whether the communication or site message is sanctioned or unsanctioned by the Union.”*

**Synopsis:** “A social media policy to curb cyber bullying.”

**Rationale:** “Keeps Members in check to refrain from harming other Members.”

48. Portia Reddick-White made a **motion (#48)** to add Letter (j) to Article VI:

*“The Executive Board shall establish a pool of fifty Members in good standing to serve as Trial Committee Members if and when necessary to serve as a Trial Committee pool upon forty-five days after the new Executive Boards term is initiated (May 1, of the given year). Members of the Trial Committee pool will be chosen at random if an event arises that would require an Article XX trial.”*

**Synopsis:** “A Committee pool in place to pick Members to serve as Trial Committee Members.”

**Rationale:** “This process streamlines the need to throw together a group in the need of a Trial Committee in advance and without bias or discrimination.”

49. Donna Montalbano made a **motion (#49)** to amend Article XI, by adding Section (g):

*“The Budget presented at the General Membership Meetings will reflect “ACTUAL” costs spent, “YEAR to DATE” spent and “BUDGETED” columns representative of the fiscal year October 1 - September 30. If any line item is grossly out of balance, an explanation will accompany the entry.”*

**Synopsis:** “To show meaningful and complete information regarding the financial health of our Local Union.”

**Rationale:** “It would aid in a more knowledgeable conversation and review of the budget during Meetings.”

50. Donna Montalbano made a **motion (#50)** to amend Article VII, by adding Section (u):

*“All Officers and Staff Members who are on full time pulls being paid at high line plus 15 % will not be allowed to load their board with trips/pairings so that it would be impossible to serve the Membership and their Flight Attendant duties.”*

**Synopsis:** “Prevent any individual from maxing out their board knowing that the Company or the Union will pay for that time.”

**Rationale:** “it wastes the Company’s money, impacts our profit sharing and is fiscally irresponsible action.”

51. Cuyler Thompson made a **motion (#51)** to amend Article VI, Letter (i) by adding:



*“Any Member or Officer suspended under Article XIX or XXI that conducts ANY Union business while suspended or pending appeals be determined to be a Member in bad standing for a period of time to be determined by the Executive Board but not less than one year.”*

**Synopsis:** “Officers and Members that are subject to discipline will be further disciplined for attempting to circumvent the process by continuing to conduct Union business while suspended.”

**Rationale:** “This motion would ensure the spirit of the Constitution Articles regarding discipline are taken seriously while the process is allowed to be followed through to a resolution.”

52. Cuyler Thompson made a **motion (#52)** to amend Article XI by adding a new Letter:

*“Any assessment fee or increase in assessment fee will be put out to the entire Membership via electronic vote if that vote can be included on an existing non-election or eligible election ballot that will be presented to the Membership within 90 days of any motion regarding assessment fees or increase in assessment being made by a Member at a Membership meeting. If said motion for assessment or increase of assessment is over 90 days from any existing non-election or eligible election ballot and cannot be included on that ballot, the voting for assessments or increases in assessments will remain at current practice.”*

**Synopsis:** “To allow an assessment vote to be included on a ballot happening soon.”

**Rationale:** “If the vote on assessment increases can be taken to the entire Membership and included on an already existing ballot the entire Membership would be able to have a voice on the matter without incurring any extra cost that voting can cause.”