



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

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3rd Membership Meeting 2011 October 2011 Minutes

Oakland

October 24, 2011

Michael Massoni called the Oakland Session of the Meeting to order at 0910.

TWU Local 556 Executive Board Members Michael Massoni, Cuyler Thompson, Matt Hettich and Mark Torrez were present at the Meeting.

TWU Local 556 Shop Stewards Donald Silva, Jim Volpe and Boris Kurz were present at the Meeting.

The Chair of the Meeting explained that the Meeting would be conducted loosely using the parliamentary authority, Robert's Rules of Order. He explained that in order to conduct an efficient and respectful Meeting, Robert's Rules of Order would be more strictly enforced if necessary.

Donald Silva made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Michael Quattlebaum **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **Local 556 Financial Report**. There was discussion.

The Chair explained that since the motion currently on the floor was a compound motion, the Local 556 Membership would be voting during the 3rd Membership Meeting of 2011 on the first part of the motion, and on the second part of the motion during the 1st Membership Meeting of 2012. He stated that the vote currently being conducted would decide whether or not to vote by secret ballot on the motion to rescind the Local 556 Assessment Fee during the 1st Membership Meeting of 2012. There was discussion.

Those present at the Meeting declared at which Session of the Meeting they would be voting. Cuyler Thompson recorded the declarations on the official Attendance Record of the Meeting.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 12 Nay – 2

The Chair explained that many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were improper. He read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

The Chair reported that these improper motions, and the reasons that they were deemed improper, were in the Membership Meeting Packets available to all Membership Meeting attendees. He went on to say that these improper motions would not be discussed during the Meeting.

Those Members present at the Meeting voted on the motions to amend the TWU Local 556 Bylaws currently on the floor.

2. Eric Collins made a **motion**, “to amend Article IX (c) to read. (c) The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. Members and alternates will be elected through a secret ballot election by the Membership. The new Board of Election will be awarded by plurality of votes. The Chairperson will then be awarded to the person with the most time experienced on the Board of Election in descending order. The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting. Bobbie Celmer **seconded** the motion.

Yea – 4 Nay – 12

15. Audrey Stone made a **motion**, “In Article III, (b), strike “1989” and replace with “2012” and strike “\$50.00” and replace with “\$100.00.” Jo Burkholder **seconded** the motion.

Yea – 13 Nay – 2

16. Kevin Schnittker made a **motion**, “In Article VI, (p) to add the words “Domicile Executive Board Members must attend the Membership Meetings in their Domicile, unless excused from attendance by the Executive Board” after the words “short-term projects.” Jo Burkholder **seconded** the motion.

Yea – 16 Nay – 0

17. Cuyler Thompson made a **motion** to amend Article VI, (b) by removing the words “and reside,” striking “relocates” and replacing it with “transfers,” and removing the words “and resides.” David Kirtley **seconded** the motion.

Yea – 4 Nay – 12

18. Cuyler Thompson made a **motion** to amend Article VI, (q) by removing the sentence “Upon being appointed to the Executive Board, the Domicile Executive Board Member shall be allowed a three month time period to finish his/her move to the domicile to which he/she was appointed.” Chris Tuttle **seconded** the motion.

Yea – 3 Nay – 14

19. Cuyler Thompson made a **motion** to strike the text of Article IX (c) and replace it with, “The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The secret ballot vote will take place at the next scheduled Membership Meeting. The new Board of Elections will be determined by a majority vote of the Membership present. **The position of the Chairperson of the Board of Election will be awarded to the candidate receiving the most votes.** The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting.” David Kirtley **seconded** the motion.

Yea – 9 Nay – 4

20. Greg Hofer made a **motion** to amend Article 11 (c) by adding, “Such democratic institutions will include the rights of Members votes at Membership Meetings to be confidential and so expressed by secret ballot when voting on motions that were submitted in writing.” Leta Amon **seconded** the motion.

Yea – 9 Nay – 8

Michael Massoni left the Meeting at 1045 and returned at 1049.

Cuyler Thompson chaired the Meeting.

22. Greg Hofer made a **motion** to amend the Local 556 Bylaws by adding a preamble, “These Bylaws are a governing document to establish Local 556. These Bylaws provide a mechanism through which all Members are represented both individually and collectively, thereby providing for responsible leadership, at the same time retention of control of the Local by the Membership.” Chris Click **seconded** the motion.

Yea – 4 Nay – 14

23. Greg Hofer made a **motion** to amend Article II OBJECTIVES to add a new section, “To allow the Membership to express its general will through the assemble of it’s Members, to empower the effective leadership as it wishes while retaining the degree of direct control over our affairs that the Members choose to reserve for ourselves; The Executive Board has only such power as is delegated to it by these Bylaws or by vote of it’s Members assembly referring individual matters to it. Subject to the International Constitution and other such higher authority.” Chris Click **seconded** the motion.

Yea – 1 Nay – 14

26. Chris Click made a **motion** to amend Article III to add, “The supreme authority of the Local will be the Membership acting through duly called Membership Meetings expressing its general will subject to

these Bylaws and the International Constitution and any applicable State or Federal law.” Anne Barnes **seconded** the motion.

Yea – 4 Nay – 13

Greg Hofer made a **motion** to suspend the Meeting Agenda and to move directly to Motion #24. Sue Renz **seconded** the motion. The motion **carried**.

There was discussion.

Greg Hofer made a **motion** calling for the question. Sue Renz **seconded** the motion. The motion **carried**.

24. Cuyler Thompson made a **motion** to change Article XIII to Article XIV and add a new Article XIII LOCAL 556 MEMBERSHIP ASSEMBLY:”

ARTICLE XIII LOCAL 556 MEMBERSHIP ASSEMBLY

The TWU Local 556 Membership Assembly (Assembly) shall be the supreme authority for Local 556. The Convention will be held not less than every three (3) years. Notice of the Assembly shall be posted by the President not less than 180 days prior, by all available means. The President or his/her designee shall Chair the Assembly.

(a) All Assemblies will be governed by Robert’s Rules of Order, revised.

(b) The agenda for the Assembly shall be set by the President with the approval of the Executive Board, and will be posted by the Recording Secretary not less than forty-five (45) days before the Assembly by all available means.

(c) A Membership Assembly Committee will be appointed by the Executive Board at the first regularly scheduled Executive Board Meeting following the swearing in of the new Officers. The Assembly Committee will meet to determine the dates, location, Assembly site, meeting rooms, hotel accommodations, travel arrangements of delegates, and all other matters pertaining to the Assembly as may be deemed necessary to conduct the business of the Assembly, with the approval of the Executive Board.

(d) The voting delegates to the Assembly will be as follows:

- i. Nationally elected Officers*
- ii. Elected Shop Stewards who meet the definition of delegates as stated in Article VIII.*

Non-voting attendees to the Assembly may include TWU International Representatives, non-delegate Members of Local 556 and guests approved by the Executive Board.

(e) Voting on all matters before the Assembly shall be done by the delegates as defined in (e) above. Each delegate shall have one (1) vote. Delegates not in attendance will forfeit their vote and their seat will not be filled.

(f) All matters to be considered at the Assembly shall be sent to the Recording Secretary not less than ninety (90) days prior to the convening of the Assembly. Bylaw amendments and motions from a Member or Members of the Local to be considered by the Assembly, shall require consideration by the Resolutions and Bylaws Committee of the Local. The Resolutions and Bylaws Committee will consist of the nationally elected Executive Board Members, TWU International Representative(s) and Local 556 legal counsel.

(g) The Resolutions and Bylaws Committee will submit a report to the Chair to include recommendations as to which motions shall be ruled out of order, with stated reasons, and which motions should proceed to the Assembly for consideration.

(h) The general Membership of Local 556 may attend the Assembly as observers and may participate in open forum discussion when recognized by the Chair. Discussion will be limited to the topic currently being discussed at the time they are recognized. Only elected delegates may vote on business at the Assembly.

(i) Any non-delegate attendee who disrupts the meeting will be given a warning. Upon a second disruption, the nondelegate attendee may be removed from the Assembly by a majority vote of the voting delegates.

Michael Massoni **seconded** the motion.

Yea – 9 Nay – 7

31. Cuyler Thompson made a **motion** to change the title of Article V by adding the word “DOMICILE” before “MEMBERSHIP MEETINGS.” Michael Massoni **seconded** the motion.

Yea – 12 Nay – 0

35. Cuyler Thompson made a **motion** to delete the current text of Article V (a) and replace it with, “Each Domicile Executive Board Member should conduct at least one (1) quarterly informational Membership Session in their respective domicile.” Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

- a. Chris Click made an amendment to the **motion** to replace the word “should” with “shall.” Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

36. Cuyler Thompson made a **motion** to add a new section (b) to Article V and to re-letter all later sections. “Each Domicile Executive Board Member will conduct a Domicile Membership Meeting (DMM) of the general Membership of Local 556 at least ninety (90) days prior to the TWU Local 556 Membership Assembly in each of their respective domiciles for the sole purpose of nominating and electing Shop Stewards, collecting written submissions of motions for the Resolutions and Bylaws Committee, and Board of Election (BOE) nominations.

Yea – 10 Nay – 0

39. Cuyler Thompson made a **motion** to amend new Article V (d) (old section (c)) by adding “Domicile” before “Membership Meeting” in the first sentence. Chris Click **seconded** the motion.

Yea – 12 Nay – 0

40. Cuyler Thompson made a **motion** to amend new Article V (f) (old section (e)) by adding “Domicile” before “Membership” and after the “period (.)” and adding “Meeting” after “Membership” and before “or.” Chris Click **seconded** the motion.

Yea – 12 Nay – 0

43. Cuyler Thompson made a **motion** to amend new Article V (g) (old section (f)) by deleting “Recording Secretary” after “The” and changing it to “Domicile Executive Board Member,” and to add “Domicile Membership” before the last word “Meeting.” Chris Click **seconded** the motion.

Yea – 12 Nay – 0

46. Cuyler Thompson made a **motion** to amend Article V by deleting section (i) and re-lettering the following paragraphs and adding a new section (n), “In the event to Domicile Executive Board Member is absent, the Executive Board shall appoint another Board Member to perform their duties.” Chris Click **seconded** the motion.

Yea – 12 Nay – 0

48. Cuyler Thompson made a **motion** to amend new Article V (i) (old section (h)), by deleting “Executive Board” after “The” and adding “Domicile Executive Board Member” after “The” and deleting the “s” at the end of “Times.” Chris Click **seconded** the motion.

Yea – 13 Nay – 0

51. Cuyler Thompson made a **motion** to add a new section (j) to Article V and re-letter the following paragraphs, “The Domicile Executive Board Member or his/her designee shall record the Minutes of the Domicile Membership Meeting and Special Meetings and forward them to the Recording Secretary.” Chris Click **seconded** the motion.

Yea – 11 Nay – 1

52. Cuyler Thompson made a **motion** to amend new Article V (l) (old section (k)), “After the word “guest,” add “s”; add “Local 556” after “any” and before “Meeting;” add “Assembly, Domicile Membership Meeting” after “Membership” and before “or.” Chris Click **seconded** the motion.

Yea – 12 Nay – 0

- a. Cheri Vincent made a **motion** to amend and add, “Lounge Mobilizations.” Michael Massoni **seconded** the motion.

Yea – 13 Nay – 0

64. Cuyler Thompson made a **motion** to amend Article VI (k) by adding the words “the Local 556” after “at” and before “Membership” in the second sentence, and adding “Assembly and Special” after the word “Membership” and before “Meetings.” Michael Massoni **seconded** the motion.

Yea – 13 Nay – 0

68. Cuyler Thompson made a **motion** to amend Article VI (k) by adding the words “Local 556” after “all” and before “Membership,” and deleting “Meetings” after “Membership” and before “and Special Meetings.” in the sixth sentence; Adding “Assemblies” after “Membership” and before “and Special Meetings” in the sixth sentence.” Michael Massoni **seconded** the motion.

Yea – 11 Nay – 0

74. Cuyler Thompson made a **motion** to amend old Article VI (n) (new section (m)) by adding, “The Recording Secretary shall maintain a file of all Minutes of Domicile Membership Meetings as submitted by the Domicile Executive Board Members” after the first sentence and before “and;” adding “all” after the word “and” and before the words “Special Meetings.” Michael Massoni **seconded** the motion.

Yea – 13 Nay – 0

- a. Chris Click made a **motion** to amend, “The Meeting Minutes will be posted to the Local 556 Web site.” Geoffrey Burns **seconded** the motion.

Yea – 11 Nay – 0

76. Cuyler Thompson made a **motion** to amend new Article VI (o) (old section (p)) by changing the capital “B” in the word “Be” to lowercase in the first sentence, and adding “and as stated in Article V” after “Executive Board” and before “Domicile” in the third sentence. Michael Massoni **seconded** the motion.

Yea – 13 Nay – 0

80. Cuyler Thompson made a **motion** to amend Article VII (e) by deleting “a Membership Meeting” at the end of the first sentence and adding “the Local 556 Membership Assembly.” after “at” in the first sentence. Michael Massoni **seconded** the **motion**.

Yea – 12 Nay – 0

82. Cuyler Thompson made a **motion** to amend Article VIII (a) by deleting “each” after “at” and before “Domicile;” adding “the respective” after “at” and before “Domicile;” deleting “and” after represent and adding a comma (,); adding “or as requested, at other Domiciles,” after “represent” and before “assist;” adding “, and serve as voting delegates to the Local 556 Membership Assembly.” Michael Massoni **seconded** the motion.

Yea – 13 Nay – 0

84. Cuyler Thompson made a **motion** to amend Article VIII (c) by adding, “Beginning with the Officer election of 2012,” before “nominations;” deleting “at the first regularly scheduled” after “meeting;” changing the “N” in “nominations” to lowercase; deleting “Membership” before “Meeting;” adding “at

the Special” before “Meeting” and adding “in July 2012” after “Meeting;” adding a last sentence” “This shall be for a ten-month (10) term.” Michael Massoni **seconded** the motion.

Yea – 13 Nay – 0

85. Cuyler Thompson made a **motion** to add a new Article VIII (d) and re-lettering the following sections, “Beginning in May 2013, nominations and elections of Shop Stewards shall be held no later than ninety (90) days prior to the Local 556 Membership Assembly and every three (3) years thereafter.” Michael Massoni **seconded** the motion.

Yea – 12 Nay – 0

- a. Chris Click made a **motion** to amend the main motion by “vote via secret ballot.” Michael Massoni **seconded** the motion.

Yea – 8 Nay – 4

90. Cuyler Thompson made a **motion** to amend new Article VIII (h) (old section (g)) by changing the period at the end to a comma and adding, “but will not be eligible to serve as a delegate to the Local 556 Membership Assembly in that new base, until elected as a Shop Steward in their new domicile.” Anne Barnes **seconded** the motion.

Yea – 12 Nay – 0

91. Cuyler Thompson made a **motion** to amend new Article VIII (j) (old section (i)) by adding, “Beginning with the Shop Steward Election of 2013,” to the beginning of the sentence and changing the capital “E” in “Existing” to lowercase. Michael Massoni **seconded** the motion.

Yea – 12 Nay – 0

93. Cuyler Thompson made a **motion** to amend new Article VIII (l) (old section (k)) by deleting, “a minimum;” changing “200” to “100;” deleting the period (.) at the end of the sentence; adding “to include the Domicile Executive Board Member” after “Domicile;” adding “These Shop Stewards and Domicile Executive Board Member will represent their respective Domiciles as delegates at the TWU Membership Assembly.” Anne Barnes **seconded** the motion.

Yea – 12 Nay – 0

- a. Chris Click made a **motion** to amend, “change the number “100” to “50” in all places on this motion.” Tina Coffee **seconded** the motion.

Yea – 0 Nay – 12

95. Cuyler Thompson made a **motion** to amend new Article VIII (p) (old section (o)) by adding, “as stated in (k) above” after “Member” and before the “period (.)” at the end of the paragraph. Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

- a. Chris Click made a **motion** to amend, “vacancies in new Domiciles will be by Membership approval at a Domicile Membership Meeting.” Geoffrey Burns **seconded** the motion.

Yea – 0 Nay – 9

98. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “first regularly scheduled” before “Membership” and adding “Special” before “Membership” in the second sentence; deleting “scheduled” before “Membership” and adding “Special” before “Meeting” in the third sentence; adding “in 2012” after “Membership Meeting” in the third sentence. Anne Barnes **seconded** the motion.

Yea – 0 Nay – 10

100. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “three” before “year” and adding “one (1)” before “year” in fifth sentence; adding “beginning in October 2012” after the period (.) in the fifth sentence. Anne Barnes **seconded** the motion.

Yea – 10 Nay – 0

104. Cuyler Thompson made a **motion** to amend Article IX by adding a new section (d) and re-lettering the following sections, “Beginning in 2013, the Board of Election (BOE) shall consist of three (3) members and two alternates. The three members and the alternate shall be nominated at the Domicile Membership Meeting prior to the Local 556 Membership Assembly. The new BOE will be determined by majority of the delegates present at the Local 556 Membership Assembly. The term will be for a three (3) year period. Vacancies shall be filled by the nominee(s) receiving the next highest vote total. The nominee with the highest vote total will chair the Board of Election. In the event a tie exists, drawing of lots will determine the winner.” Michael Massoni **seconded** the motion.

Yea – 11 Nay – 0

106. Cuyler Thompson made a **motion** to amend new Article IX (e) (old section (d)) by deleting “the first (1st) regularly scheduled” after “at” and before “Membership,” and inserting “the January 2012 Special” after “at” and before “Membership;” deleting “of 1985” after “Meeting” and before “and.” Michael Massoni **seconded** the motion.

Yea – 11 Nay – 0

108. Cuyler Thompson made a **motion** to amend new Article IX (k) (old section (j)) by deleting “Book” after “Official Attendance;” adding “Sheet, as submitted to the Recording Secretary by the Domicile Executive Board Member” after “Official Attendance;” adding “Domicile” after “the” and before “Membership Meetings.” Chris Click **seconded** the motion.

Yea – 11 Nay – 0

110. Cuyler Thompson made a **motion** to amend new Article IX (k) (old section (j)) by adding, “The Official Attendance Book shall reflect the signatures and employee numbers of those Members in attendance at the Local 556 Membership Assembly and all Special Meetings,” to the end of the paragraph.” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

- a. Chris Click made a **motion** to amend, “to add the word “Membership” to “Special Meetings.” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

- b. Anne Barnes made a **motion** to amend, to add the words “Domicile Membership Meetings.” Chris Click seconded the motion.

Yea – 9 Nay – 1

111. Cuyler Thompson made a **motion** to amend new Article IX (o) (old section (n)) by adding “Special” after “at” and before “Membership Meetings” in the second sentence. Michael Massoni **seconded** the motion.

Yea – 11 Nay – 0

112. Cuyler Thompson made a **motion** to amend Article XII (a) by adding “Resolutions and Bylaws, Assembly” after “Grievance” and before “Scheduling” in the first sentence. Chris Click **seconded** the motion.

Yea – 11 Nay – 0

114. Cuyler Thompson made a **motion** to amend new Article XIV (a) by deleting “Membership only once every odd-numbered ending calendar year” in the first sentence; deleting the entire second sentence; adding “voting delegates in attendance at the Local 556 Membership Assembly” after “the” in the first sentence.” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

115. Cuyler Thompson made a **motion** to amend new Article XIV (a) by adding, “Upon approval by the Resolutions and Bylaws Committee” before “The proposed change, amendment or repeal;” changing the capital “T” in “the” before “proposed change” to a lowercase “t.” Michael Massoni **seconded** the motion.

Yea – 11 Nay – 0

116. Cuyler Thompson made a **motion** to amend new Article XIV (c) by deleting “1st regularly scheduled Membership Meeting” at the end of the first sentence, and replacing it with, “TWU Local 556 Membership Assembly.” Chris Click **seconded** the motion.

Yea – 11 Nay – 0

Michael Massoni recessed the Meeting at 1450. The Meeting reconvened at 1420.

33. Greg Hofer made a **motion** to amend Article II (c) by adding, “Such democratic institutions will include the rights of Members to know how their Executive Board Officers voted at Executive Board Meetings on Union business issues directly affecting the Membership; Executive Board officers will be required to vote by Roll Call at Executive Board Meetings, not including individual grievances, or

specific issues governed by the International Constitution, or State or Federal Law” Any name or portion of any vote thought to be personal or private in nature may be obliterated as to protect confidentiality. Chris Click **seconded** the motion.

Yea – 18 Nay – 1

a. Chris Click made a **motion**, to amend the previous amendment to add, “The Executive Board voting records will be charted and tallied on the Local Web site during their term to aid the Members while voting in upcoming elections.” Tina Coffee **seconded** the motion.

Yea – 18 Nay – 1

37. Tina Coffee made a **motion** to amend Article II Objectives, to add a new section, “To promote and to post on the Local Web site, the “Union Members Rights and Union Officer Responsibilities” poster as recognized and posted by the Department of Labor (see attached one page poster).” Greg Hofer **seconded** the motion.

Yea – 7 Nay – 9

42. Chris Click made a **motion** to amend Article IV (g) to read, “All Members shall adhere to the provisions of the Bylaws, the International Constitution, all Collective Bargaining Agreements or working rules of the Local. *Including standing rules, rules of order, or any special rules written as motions previously adopted by the Membership will be presented with these Bylaws but under a separate heading from the Bylaws.* Anne Barnes **seconded** the motion.

Yea – 0 Nay – 9

44. Greg Hofer made a **motion** to amend Article IV (g) by adding, “Motions previously adopted by the Membership are binding to the Membership and as such should be easily available to the Membership for easy reference. Motions previously adopted by the Membership will be presented with these Bylaws but under a separate heading as “Motions previously adopted.” Chris Click **seconded** the motion.

Yea – 0 Nay – 10

a. Chris Click made a **motion**, to amend the previous motion to add, “Motions previously adopted by the Membership are binding to the Membership and as such should be easily available to the Membership for easy reference. Motions previously adopted by the Membership will be posted on their own Web page on the Local Web site under a separate heading as “Motions previously adopted by the Membership.” Greg Hofer **seconded** the motion.

Yea – 0 Nay – 10

54. Cuyler Thompson made a **motion** to amend new Article V (m) (old section (l)), by deleting “regular” after “at” and before “Membership” and adding “all” after “at” and before Membership.” Cheri Vincent **seconded** the motion.

Yea – 10 Nay – 0

a. Chris Click made a **motion** to amend to add, "Domicile" before "Membership." Michael Massoni **seconded** the motion.

Yea – 8 Nay – 0

56. Cuyler Thompson made a **motion** to amend Article VI sections (a), (f), (g), (j) and (l) by deleting "1st" before "Vice President" in each of these paragraphs and deleting the words ""2nd Vice President." Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

57. Greg Hofer made a **motion** to amend Article V to add a new section, "Local 556 will credit one TFP to the payroll report for each Member who attends a complete session of a Membership Meeting by signing in on the Membership Meeting Attendance Book before call to order and signs out on the Attendance Book after the session is recessed or adjourned. Limit to one TFP per person per session per meeting. Not including 556 Officers who are already being paid to attend said meetings." Chris Click **seconded** the motion.

Yea – 0 Nay – 10

58. Greg Hofer made a **motion** to delete Article V (j) and replace it with, "The rules contained in the current edition of Roberts Rules of Order Newly Revised shall govern our Membership Meetings and in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules or order or working rules the Membership may adopt subject to our International Constitution, and any applicable State or Federal Law." Geoffrey Burns **seconded** the motion.

Yea – 0 Nay – 10

a. Chris Click made a **motion** to amend the previous amendment to add, "The Chair will have at least 3 loaner copies of the current parliamentary authority available at Membership Meetings for Member referral." Marilyn Hall **seconded** the motion.

Yea – 1 Nay – 8

60. Cuyler Thompson made a **motion** to amend Article VI sections (a) and (j), by deleting the phrase "2nd Vice President." Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

63. Chris Click made a **motion** to amend Article VI (c) to add, "A running tally of each Executive Board Officers attendance record at Executive Board Meetings will be (in addition to the Minutes) charted and logged on the Local 556 Web site during their full or partial term and will be used as a voting aid by the Membership during elections." Michael Massoni **seconded** the motion.

Yea – 2 Nay – 7

a. Marilyn Hall made a **motion** to amend the previous motion to add, "Attendance or absence will be recorded and charted as: Present; Pre-excused absence; Tardy; Post-excused absence;

Non-excused absence. The attendance record can be amended only by a majority vote of the Executive Board.” Michael Massoni **seconded** the motion.

Yea – 1 Nay – 8

71. Cuyler Thompson made a **motion** to amend Article VI by deleting section (m) and re-lettering all of the following sections.” Anne Barnes **seconded** the motion.

Yea – 10 Nay – 0

75. Geoffrey Burns made a **motion** to amend Article XI to add a new section, “Whereas assessment fees are paid by the Members of 556, a vote to enact or approve an assessment fee will require a vote of the entire general Membership system wide subject to any applicable provisions in our International Constitution and State and Federal Law.” Greg Hofer **seconded** the motion.

Yea – 1 Nay – 9

78. Cuyler Thompson made a **motion** to amend Article VII (a) by deleting the “1st” before “Vice President” and deleting “2nd Vice President.” Michael Massoni **seconded** the motion.

Yea – 8 Nay – 0

83. Chris Click made a **motion** to amend Article VIII (c) to read, “Nominations and elections for Shop Stewards shall be held at the first regularly scheduled Membership Meetings following the swearing in of new Officers. *The vote will be by secret ballot of those present and voting.*” Tina Coffee **seconded** the motion.

Yea – 2 Nay – 7

86. Greg Hofer made a **motion** to amend Responsibilities of Members, Article VII (f) to add the underlined text as written. “The Executive Board by a two-thirds vote shall approve all proposed Collective Bargaining Agreements, *including side letters to the Collective Bargaining Agreement* prior to presentation to the *Membership for majority approval.*” Geoffrey Burns **seconded** the motion.

Yea – 0 Nay – 10

87. Cuyler Thompson made a **motion** to amend new Article VII (e) (old section (d)) by adding, “a Member” after “be” and before “in good standing” in the last sentence. Anne Barnes **seconded** the motion.

Yea – 10 Nay – 0

89. Tina Coffee made a **motion** to amend new Article VII (h) to read, “All rules contained in the current edition of Roberts Rules of Order Newly Revised shall govern the Executive Board Meetings to which they are applicable and not inconsistent with these Bylaws the International Constitution special rules of order to Membership may adopt.” Greg Hofer **seconded** the motion.

Yea – 0 Nay – 10

92. Cuyler Thompson made a **motion** to amend new Article VIII (k) (old section (j)) by deleting “Nominations and vote will be taken” from the first sentence; changing the “a” in “anytime” to a capital “A;” changing the period at the end to a comma (,); adding “the Domicile Executive Board Member will appoint a Shop Steward with the approval of the Executive Board” after the comma (,).” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

- a. Chris Click made a **motion** to amend by changing “approval of the Executive Board” to “approval of the Membership at their respective Domicile Membership Meeting.” Anne Barnes **seconded** the motion.

Yea – 1 Nay – 7

- b. Cheri Vincent made a **motion** amend, “Voting for the approval of Shop Stewards will be via secret ballot.” Chris Click **seconded** the motion.

Yea – 2 Nay – 7

94. Greg Hofer made a **motion** to amend new Article XI to add a new section to read, “The Treasurer will compile a monthly report listing the names, dates, pairing numbers, and TFP pulled and/or paid for each Local 556 Officers and Committee Chair during that month. The report will be posted on the Local Web site by the 20th of each month for the preceding month.” Geoffrey Burns **seconded** the motion.

Yea – 0 Nay – 9

102. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting” after “by” in the sixth sentence, and adding, “the nominee with the next highest vote total. The nominee receiving the highest number of votes will chair the Board of Election. In the event a tie exists, drawing of lots will determine the winner.” after “by” in the sixth sentence. Anne Barnes **seconded** the motion.

Yea – 10 Nay – 0

107. Cuyler Thompson made a **motion** to amend new Article IX (i) (old section (h)) by deleting “1st” before “Vice President.” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

113. Greg Hofer made a **motion** to amend Article XIII (a) to read: “These Bylaws may be amended at any regular meeting of the Membership by a two-thirds vote, provided that the amendment has been submitted in writing at the previous regular meeting. Each proposed change, amendment or repeal shall be submitted on a form which will include the change itself, a synopsis of the change and the 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/or the Union Web site. A printed copy will be mailed to Member if requested.” Tina Coffee **seconded** the motion.

Yea – 0 Nay – 10

Cuyler Thompson reported that there was a typographical error in the Membership Meeting packets. Those present at the Meeting voted on the amendment to Motion #15 above.

a. Tina Coffee made a **motion**, to amend motion #15 above regarding a proposed Bylaw Amendment increasing the Local's Initiation Fee contained in Article III (b), "to include that the Initiation Fee will be \$55, not \$100." Greg Hofer **seconded** the motion.

Yea – 1 Nay – 9

121. Greg Hofer made a **motion** to amend Article IV Responsibilities of Members, to add a new section. "Local 556 will not allow manipulation of the compensatory system within our Local to allow for Union Double dipping also known as collecting compensation from the Company while collecting compensation from the Union for the same period of time." Geoffrey Burns **seconded** the motion.

Yea – 1 Nay – 9

a. Geoffrey Burns made a **motion** to amend the previous amendment to add, "Excluding situations which involve vacation pay from Southwest Airlines." Anne Barnes **seconded** the motion.

Yea – 8 Nay – 0

122. Tina Coffee made a **motion** "to strike out Article VII (d) and insert for new provision to read, "A two-thirds majority of the Members of the Executive Board shall constitute a quorum for the purpose of conducting business." Anne Barnes **seconded** the motion.

Yea – 0 Nay – 10

7. Audrey Stone made a **motion**, "to capitalize the word "Domicile", "Bylaw" "Collective Bargaining Agreement", "Treasurer", and "President" everywhere that they appear in the Bylaws." Jo Burkholder **seconded** the motion.

Yea – 9 Nay – 0

8. Audrey Stone made a **motion**, "to change "First Vice President" to "1st Vice President" everywhere it appears in the Bylaws. Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

9. Audrey Stone made a **motion**, "remove the "- in the words "Vice-President" and "Board Members-at-Large." Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

10. Audrey Stone made a **motion**, "In Article IV, (g) add "," and the word "and" after "Constitution" and before the word "all." Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

11. Audrey Stone made a **motion**, “In Article VII, (g) remove one “per calendar quarter.” Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

12. Audrey Stone made a **motion**, “In Article VIII, (f) that begins with the words”Elected Shop Stewards,” remove the letter “(f)” and replace with the letter “(g).” Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

13. Audrey Stone made a **motion**, “In Article IX, (b), add a “,” after “ballots” and before “conduct”, and strike “of” after “conduct” and replace with the word “the.” Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

14. Audrey Stone made a **motion**, “In Article XIII, (c) add a space between “Web” and “site.” Jo Burkholder **seconded** the motion.

Yea – 10 Nay – 0

29. Cuyler Thompson made a **motion** to amend Article IV (g) by adding the word “and” after “Constitution” and before “all Collective Bargaining Agreements.” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

61. Cuyler Thompson made a **motion** to amend Article VI (old) sections (k), (l), (m), (n), (o) and (p), by deleting all “:” after the word “shall.” Geoffrey Burns **seconded** the motion.

Yea – 9 Nay – 0

62. Cuyler Thompson made a **motion** to amend Article VI (old) sections (k), (l), (m), (n) and (o), by deleting all semicolons (;) and changing them to periods.” Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

70. Cuyler Thompson made a **motion** to amend Article VI (k) by changing “He/she” to “The President” in the next to the last sentence.” Michael Massoni **seconded** the motion.

Yea – 9 Nay – 0

72. Cuyler Thompson made a **motion** to amend new Article VI (m) (old section (n)) by adding, “and maintain” after “keep” and before “correct minutes;” deleting “all” after “and” and before “Membership” and adding “The Local 556” after the word “and” and before “Membership” and deleting “meetings” after “Membership;” adding “Assembly” after “Membership” and before the “period (.)”.Anne Barnes **seconded** the motion.

Yea – 10 Nay – 0

81. Cuyler Thompson made a **motion** to amend Article VII (g) by deleting “per calendar quarter.” Anne Barnes **seconded** the motion.

Yea – 9 Nay – 0

88. Cuyler Thompson made a **motion** to amend new Article VIII (g) (old section (f)) to delete the “s” after “Shop Stewards;” change section (e) to (f); add “With the exception of (c) above,” to the beginning of the last sentence; change capital “T” in “The” to lowercase in the last sentence. Michael Massoni **seconded** the motion.

Yea – 10 Nay – 0

a. Anne Barnes made a **motion** to make the occurrence of the word “Shop Stewards” possessive at the beginning of Article VIII (f). Michael Massoni **seconded** the motion.

Yea – 9 Nay – 0

97. Cuyler Thompson made a **motion** to amend Article IX (b) by adding a comma (,) after “ballots” in the first sentence; deleting “of” after “conduct” and before “nominations;” adding a comma (,) after the word “Constitution.” Chris Click **seconded** the motion.

Yea – 10 Nay – 0

a. Anne Barnes made a **motion** to amend by deleting the comma (,) after the word “Bylaws.” Chris Click **seconded** the motion.

Yea – 10 Nay – 0

Michael Massoni updated those Members present regarding the ongoing Seniority List Integration (SLI) Negotiations between the Flight Attendants of TWU Local 556 and Association of Flight Attendants Council 57, representing the Flight Attendants of AirTran Airways.

Michael Massoni updated those Members present regarding the ongoing Overwater/Near International Flying Side Letter Negotiations.

Michael Massoni updated those Members present regarding the Mandatory Attendance Meetings currently being conducted by Southwest Airlines Inflight Management.

Michael Massoni updated those Members present regarding the Health and Safety Grievance that Local 556 had filed regarding the hot aircraft last summer.

Michael Massoni updated those Members present on the Grievance filed by Local 556 regarding Southwest Airlines Management’s plans to reconfigure 737-700s with six additional seats.

Michael Massoni reported that Local 556 was about to begin our holiday Toys for Tots Drive and would appreciate support from the other Labor groups.

There was discussion regarding reports that there were Flight Attendants who were using automated “screen-scaper” programs to unfairly manipulate Crew Web Access (CWA) and Open Time, and obtain Flight Attendants’ personal information.

There was discussion regarding the fact that TWU 556 had given their support to the Flight Attendants of Virgin America in their campaign to Unionize and to become part of TWU International.

There was discussion regarding the upcoming changes to the way that Southwest Airlines applied the Family Medical Leave Act (FMLA).

Matt Hettich made a **motion** to recess. Mark Torrez **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Oakland Session of the Meeting at 1730.

Las Vegas

October 25, 2011

Michael Massoni called the Las Vegas Session of the Meeting to order at 0904.

Executive Board Members Michael Massoni, Cuyler Thompson and Bryan Orozco were present at the Meeting.

Shop Stewards Kevin Onstead, Kevin Barber and Addie Crisp were present at the Meeting.

The Chair of the Meeting explained that the Meeting would be conducted loosely using the parliamentary authority, Robert’s Rules of Order. He explained that in order to conduct an efficient and respectful Meeting, Robert’s Rules of Order would be more strictly enforced if necessary.

Kevin Onstead made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Eric Weis **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **Local 556 Financial Report**. There was discussion.

The Chair explained that since the motion currently on the floor was a compound motion, the Local 556 Membership would be voting during the 3rd Membership Meeting of 2011 on the first part of the motion, and on the second part of the motion during the 1st Membership Meeting of 2012. He stated that the vote currently being conducted would decide whether or not to vote by secret ballot on the motion to rescind the Local 556 Assessment Fee during the 1st Membership Meeting of 2012. There was discussion.

Those present at the Meeting declared at which Session of the Meeting they would be voting (or had already voted). Cuyler Thompson recorded the declarations on the official Attendance Record of the Meeting.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local

556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 15 Nay – 4

The Chair explained that many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were improper. He read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

The Chair reported that these improper motions, and the reasons that they were deemed improper, were in the Membership Meeting Packets available to all Membership Meeting attendees. He went on to say that these improper motions would not be discussed during the Meeting.

Those Members present at the Meeting voted on the motions to amend the TWU Local 556 Bylaws currently on the floor.

Rachel Brownfield made a **motion** to suspend the Meeting Agenda and to move directly to Motion #24. Jennifer Pruitt **seconded** the motion. The motion **carried**.

There was discussion.

Cassie Wallis made a **motion** calling for the question. Tracy Brach **seconded** the motion. The motion **carried**.

- 24. **Yea – 14 Nay – 6**
- 31. **Yea – 15 Nay – 3**
- 35. **Yea – 14 Nay – 3**
 - a. **Yea – 16 Nay – 0**
- 36. **Yea – 17 Nay – 0**
- 39. **Yea – 16 Nay – 0**
- 40. **Yea – 17 Nay – 0**
- 43. **Yea – 17 Nay – 0**
- 46. **Yea – 19 Nay – 0**
- 48. **Yea – 19 Nay – 0**
- 51. **Yea – 19 Nay – 0**
- 52. **Yea – 19 Nay – 0**
 - a. **Yea – 19 Nay – 0**
- 64. **Yea – 15 Nay – 0**
- 68. **Yea – 17 Nay – 0**
- 74. **Yea – 17 Nay – 0**
 - a. **Yea – 16 Nay – 1**

Michael Massoni left the Meeting at 1056 and returned at 1101.

Cuyler Thompson chaired the Meeting.

- 76. *Yea* – 16 *Nay* – 0
- 80. *Yea* – 9 *Nay* – 5
- 82. *Yea* – 16 *Nay* – 0
- 84. *Yea* – 13 *Nay* – 3
- 85. *Yea* – 16 *Nay* – 0
 - a. *Yea* – 16 *Nay* – 0
- 90. *Yea* – 15 *Nay* – 1
- 91. *Yea* – 13 *Nay* – 2
- 93. *Yea* – 16 *Nay* – 0
 - a. *Yea* – 8 *Nay* – 6
- 95. *Yea* – 14 *Nay* – 0
 - a. *Yea* – 15 *Nay* – 0
- 98. *Yea* – 8 *Nay* – 0
- 100. *Yea* – 9 *Nay* – 0
- 104. *Yea* – 8 *Nay* – 4
- 106. *Yea* – 14 *Nay* – 0
- 108. *Yea* – 13 *Nay* – 0
- 110. *Yea* – 13 *Nay* – 0
 - a. *Yea* – 13 *Nay* – 0
 - b. *Yea* – 13 *Nay* – 0
- 111. *Yea* – 13 *Nay* – 0
- 112. *Yea* – 14 *Nay* – 0
- 114. *Yea* – 0 *Nay* – 9
- 115. *Yea* – 9 *Nay* – 4
- 116. *Yea* – 14 *Nay* – 0

Michael Massoni recessed the Meeting at 1200. The Meeting reconvened at 1218.

- 2. *Yea* – 0 *Nay* – 11
- 15. *Yea* – 7 *Nay* – 4
 - a. *Yea* – 7 *Nay* – 5
- 16. *Yea* – 5 *Nay* – 7
- 17. *Yea* – 8 *Nay* – 2
- 18. *Yea* – 7 *Nay* – 1
- 19. *Yea* – 10 *Nay* – 0
- 20. *Yea* – 8 *Nay* – 1
- 22. *Yea* – 4 *Nay* – 4
- 23. *Yea* – 5 *Nay* – 5
- 26. *Yea* – 6 *Nay* – 5
- 33. *Yea* – 7 *Nay* – 0
 - a. *Yea* – 8 *Nay* – 0
- 37. *Yea* – 0 *Nay* – 10
- 42. *Yea* – 1 *Nay* – 7
- 44. *Yea* – 6 *Nay* – 3
 - a. *Yea* – 7 *Nay* – 3
- 54. *Yea* – 9 *Nay* – 1

- a. Yea – 8 Nay – 2*
- 56. *Yea – 3 Nay – 6*
- 57. *Yea – 3 Nay – 6*
- 58. *Yea – 8 Nay – 0*
- a. Yea – 7 Nay – 2*
- 60. *Yea – 4 Nay – 6*
- 63. *Yea – 10 Nay – 1*
- a. Yea – 10 Nay – 1*
- 71. *Yea – 5 Nay – 5*
- 75. *Yea – 8 Nay – 3*
- 78. *Yea – 8 Nay – 0*
- 83. *Yea – 3 Nay – 5*
- 86. *Yea – 0 Nay – 9*
- 87. *Yea – 9 Nay – 0*
- 89. *Yea – 7 Nay – 1*
- 92. *Yea – 9 Nay – 1*
- a. Yea – 7 Nay – 2*
- b. Yea – 4 Nay – 5*
- 94. *Yea – 0 Nay – 9*
- 102. *Yea – 10 Nay – 0*
- 107. *Yea – 5 Nay – 5*
- 113. *Yea – 0 Nay – 9*
- 121. *Yea – 0 Nay – 8*
- a. Yea – 8 Nay – 0*
- 122. *Yea – 0 Nay – 7*
- 7. *Yea – 14 Nay – 0*
- 8. *Yea – 14 Nay – 0*
- 9. *Yea – 14 Nay – 0*
- 10. *Yea – 14 Nay – 0*
- 11. *Yea – 14 Nay – 0*
- 12. *Yea – 14 Nay – 0*
- 13. *Yea – 14 Nay – 0*
- 14. *Yea – 14 Nay – 0*
- 29. *Yea – 14 Nay – 0*
- 61. *Yea – 14 Nay – 0*
- 62. *Yea – 14 Nay – 0*
- 70. *Yea – 14 Nay – 0*
- 72. *Yea – 14 Nay – 0*
- 81. *Yea – 14 Nay – 0*
- 88. *Yea – 14 Nay – 0*
- a. Yea – 14 Nay – 0*
- 97. *Yea – 14 Nay – 0*
- a. Yea – 14 Nay – 0*

Michael Massoni updated those Members present regarding the ongoing Seniority List Integration (SLI) Negotiations between the Flight Attendants of TWU Local 556 and Association of Flight Attendants Council 57, representing the Flight Attendants of AirTran Airways.

Michael Massoni updated those Members present regarding the ongoing Overwater/Near International Flying Side Letter Negotiations.

Michael Massoni updated those Members present regarding the Mandatory Attendance Meetings currently being conducted by Southwest Airlines Inflight Management.

Michael Massoni updated those Members present regarding the Health and Safety Grievance that Local 556 had filed regarding the hot aircraft last summer.

Michael Massoni updated those Members present on the Grievance filed by Local 556 regarding Southwest Airlines Management's plans to reconfigure 737-700s with six additional seats.

Michael Massoni reported that Local 556 was about to begin our holiday Toys for Tots Drive and would appreciate support from the other Labor groups.

There was discussion regarding the upcoming water evacuation training for Flight Attendants.

There was discussion regarding the fact that TWU 556 had given their support to the Flight Attendants of Virgin America in their campaign to Unionize and to become part of TWU International.

There was discussion regarding the upcoming changes to the way that Southwest Airlines applied the Family Medical Leave Act (FMLA).

Edith Espinosa made a **motion** to place the "Union Members Rights and Union Officers Responsibilities" poster on the TWU 556 Web site. Addie Crisp **seconded** the motion.

Addie Crisp made a **motion** to recess. Edith Espinosa **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Las Vegas Session of the Meeting at 1534.

Phoenix

October 26, 2011

Michael Massoni called the Phoenix Session of the Meeting to order at 0904.

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

Shop Stewards Mark Savage, Della Saucier, Anne Barnes, Louie Sibaja, Darryl Daoang, Rob Riddell, and Sonia Hall were present at the Meeting.

The Chair of the Meeting explained that the Meeting would be conducted loosely using the parliamentary authority, Robert's Rules of Order. He explained that in order to conduct an efficient and respectful Meeting, Robert's Rules of Order would be more strictly enforced if necessary.

Greg Hofer made a **motion** to suspend the Meeting Agenda to move directly to Motion #24. LouAnn Alexander **seconded** the motion. The motion **carried**.

The Chair reported that the posting of TWU Local 556 Members' individual votes by any means, including social media as was the case the previous day during the Baltimore Session of the Meeting, was strictly prohibited.

Those present at the Meeting declared at which Session of the Meeting they would be voting (or had already voted). Cuyler Thompson recorded the declarations on the official Attendance Record of the Meeting.

Those Members present at the Meeting voted on the motions to amend the TWU Local 556 Bylaws currently on the floor.

There was discussion regarding Motion #24.

Rob Riddell made a **motion** calling for the question. Susie Jacob **seconded** the motion. The motion **carried**.

24. *Yea – 0 Nay – 52*

31. *Yea – 0 Nay – 52*

Rob Riddell made a **motion** calling for the question. John Dipippa **seconded** the motion. The motion **carried**.

35. *Yea – 0 Nay – 40*

a. *Yea – 43 Nay – 1*

John Dipippa made a **motion** calling for the question. Louie Sibaja **seconded** the motion. The motion **carried**.

36. *Yea – 1 Nay – 47*

39. *Yea – 2 Nay – 47*

40. *Yea – 1 Nay – 47*

43. *Yea – 23 Nay – 24*

46. *Yea – 2 Nay – 45*

48. *Yea – 4 Nay – 43*

51. *Yea – 2 Nay – 48*

52. *Yea – 1 Nay – 48*

a. *Yea – 1 Nay – 47*

64. *Yea – 1 Nay – 47*

68. *Yea – 5 Nay – 40*

74. *Yea – 41 Nay – 1*

a. *Yea – 4 Nay – 39*

76. *Yea – 1 Nay – 38*

80. *Yea – 1 Nay – 41*

82. *Yea – 1 Nay – 42*

84. *Yea – 3 Nay – 43*

85. *Yea – 2 Nay – 39*

a. *Yea – 3 Nay – 37*

90. *Yea – 4 Nay – 38*

91. *Yea – 1 Nay – 39*

93. *Yea – 1 Nay – 43*

a. *Yea – 1 Nay – 41*

95. *Yea – 1 Nay – 38*

- a. Yea – 2 Nay – 38
- 98. Yea – 1 Nay – 41
- 100. Yea – 1 Nay – 40
- 104. Yea – 1 Nay – 39
- 106. Yea – 1 Nay – 39
- 108. Yea – 1 Nay – 37
- 110. Yea – 1 Nay – 35
- a. Yea – 1 Nay – 35
- b. Yea – 2 Nay – 37
- 111. Yea – 1 Nay – 36
- 112. Yea – 1 Nay – 36
- 114. Yea – 1 Nay – 36
- 115. Yea – 1 Nay – 35
- 116. Yea – 2 Nay – 35

The Chair recessed the Meeting at 1145. The Meeting reconvened at 1205.

The Chair explained that many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were improper. He read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

The Chair reported that these improper motions, and the reasons that they were deemed improper, were in the Membership Meeting Packets available to all Membership Meeting attendees. He went on to say that these improper motions would not be discussed during the Meeting.

There was discussion.

The Chair suspended the Agenda in order to vote on Motion #113.

Michael Massoni passed the gavel at 1223 to Cuyler Thompson in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Michael Massoni resumed chairing the Meeting at 1226.

Tracy Edwards made a **motion** calling for the question. John Dipippa **seconded** the motion. The motion **carried**.

- 113. Yea – 0 Nay – 26
- 2. Yea – 20 Nay – 0
- 15. Yea – 4 Nay – 18
- a. Yea – 7 Nay – 15

16. *Yea* – 12 *Nay* – 0
17. *Yea* – 1 *Nay* – 13
18. *Yea* – 0 *Nay* – 14
19. *Yea* – 0 *Nay* – 15

Louie Sibaja made a **motion** calling for the question. LouAnn Alexander **seconded** the motion. The motion **carried**.

20. *Yea* – 0 *Nay* – 14

Michael Massoni passed the gavel at 1419 to Cuyler Thompson in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Michael Massoni resumed chairing the Meeting at 1421.

22. *Yea* – 14 *Nay* – 1

Michael Massoni left the Meeting at 1436 and returned to the Meeting at 1439.

Cuyler Thompson chaired the Meeting.

23. *Yea* – 5 *Nay* – 7
26. *Yea* – 6 *Nay* – 7
33. *Yea* – 14 *Nay* – 0
 a. Yea – 13 *Nay* – 0
37. *Yea* – 6 *Nay* – 7
42. *Yea* – 12 *Nay* – 0
44. *Yea* – 16 *Nay* – 0
 a. Yea – 17 *Nay* – 0
54. *Yea* – 12 *Nay* – 1
 a. Yea – 0 *Nay* – 0
56. *Yea* – 3 *Nay* – 8
57. *Yea* – 4 *Nay* – 8
58. *Yea* – 11 *Nay* – 0
 a. Yea – 12 *Nay* – 0
60. *Yea* – 3 *Nay* – 8
63. *Yea* – 15 *Nay* – 0
 a. Yea – 15 *Nay* – 0
71. *Yea* – 4 *Nay* – 9
75. *Yea* – 9 *Nay* – 4
78. *Yea* – 4 *Nay* – 6
83. *Yea* – 5 *Nay* – 7

Michael Massoni made a **motion** calling for the question. Louie Sibaja **seconded** the motion. The motion **carried**.

86. *Yea* – 11 *Nay* – 4

87. *Yea – 14 Nay – 0*
 89. *Yea – 7 Nay – 0*
 92. *Yea – 7 Nay – 2*
 a. Yea – 1 Nay – 11
 b. Yea – 0 Nay – 13
 94. *Yea – 2 Nay – 7*
 102. *Yea – 1 Nay – 12*
 107. *Yea – 3 Nay – 9*

Louie Sibaja made a **motion** calling for the question. Michael Massoni **seconded** the motion. The motion **carried**.

121. *Yea – 1 Nay – 8*
 a. Yea – 0 Nay – 6

Michael Massoni made a **motion** calling for the question. Patty Phillips **seconded** the motion. The motion **carried**.

122. *Yea – 10 Nay – 3*
 7. *Yea – 12 Nay – 0*
 8. *Yea – 12 Nay – 0*
 9. *Yea – 12 Nay – 0*
 10. *Yea – 12 Nay – 0*
 11. *Yea – 12 Nay – 0*
 12. *Yea – 12 Nay – 0*
 13. *Yea – 12 Nay – 0*
 14. *Yea – 12 Nay – 0*
 29. *Yea – 12 Nay – 0*
 61. *Yea – 12 Nay – 0*
 62. *Yea – 12 Nay – 0*
 70. *Yea – 12 Nay – 0*
 72. *Yea – 12 Nay – 0*
 81. *Yea – 12 Nay – 0*
 88. *Yea – 12 Nay – 0*
 a. Yea – 12 Nay – 0
 97. *Yea – 12 Nay – 0*
 a. Yea – 12 Nay – 0

Marilyn Hall made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Mark Savage **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **Local 556 Financial Report**. There was discussion.

The Chair explained that since the motion currently on the floor was a compound motion, the Local 556 Membership would be voting during the 3rd Membership Meeting of 2011 on the first part of the motion, and on the second part of the motion during the 1st Membership Meeting of 2012. He stated that the vote currently being conducted would decide whether or not to vote by secret ballot on the motion to rescind the Local 556 Assessment Fee during the 1st Membership Meeting of 2012. There was discussion.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 2 Nay – 10

Louie Sibaja made a **motion** to recess. Mark Savage **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Phoenix Session of the Meeting at 1534.

Dallas

October 27, 2011

Michael Massoni called the Dallas Session of the Meeting to order at 0939.

Executive Board Members Michael Massoni, John Parrott, Cuyler Thompson, Karen Amos and Don Shipman were present at the Meeting.

Shop Stewards Vince Eakes, Kelley Martin, Kimberly Colmenares, Tanya McGrath, Valerie Boy, Phil Vaughn, Stacy Madison and Jessica Parker were present at the Meeting.

Grievance Chair Allyson Parker-Lauck, Health Committee Chair Michele Moore, Contract and Leave Coordinator Denny Sebesta, Board of Adjustment and Arbitration Coordinator Lyn Montgomery, Grievance Team Members Joe Skotnik, Kathy Anderson, Chris St. Julian, Erich Schwenk, Sara King and Catherine Rea were present at the Meeting.

The Chair of the Meeting explained that the Meeting would be conducted loosely using the parliamentary authority, Robert's Rules of Order. He explained that in order to conduct an efficient and respectful Meeting, Robert's Rules of Order would be more strictly enforced if necessary.

Those present at the Meeting declared at which Session of the Meeting they would be voting (or had already voted). Cuyler Thompson recorded the declarations on the official Attendance Record of the Meeting.

The Chair reported that the posting of TWU Local 556 Members' individual votes by any means, including social media as was the case during previous Sessions of the Meeting, was strictly prohibited. It was discussed that photos of Members in attendance at the Union Meeting should not be posted to the internet.

Michael Massoni made a **motion** to suspend the Meeting Agenda and to move directly to Motion #24. Jeanna Jackson **seconded** the motion. The motion **carried**.

Chris Click made a **motion** to group together and vote on all motions associated with the Membership Assembly except Motion #112. Stephanie Ayers **seconded** the motion. The motion **carried**.

There was discussion regarding the fact that Local 556 President Thom McDaniel was currently attending to Seniority List Integration matters in Washington, D.C. and not present at the Meeting.

There was discussion regarding Motion #24.

Cheri Parnell-Vincent made a **motion** to suspend discussion and move directly to the vote. Julieann Huntzicker **seconded** the motion.

The Chair ruled the motion **out of order** because there were Members who had not yet spoken to the Motion.

There was discussion regarding Members who were being paid by the Union while in attendance at the Meeting.

Paul Sweetin made a **motion** calling for the question. Karen Amos **seconded** the motion. The motion **carried**.

- 24. *Yea* – 2 *Nay* – 120
- 31. *Yea* – 2 *Nay* – 120
- 35. *Yea* – 2 *Nay* – 120
 - a. *Yea* – 0 *Nay* – 0
- 36. *Yea* – 2 *Nay* – 120
- 39. *Yea* – 2 *Nay* – 120
- 40. *Yea* – 2 *Nay* – 120
- 43. *Yea* – 2 *Nay* – 120
- 46. *Yea* – 2 *Nay* – 120
- 48. *Yea* – 2 *Nay* – 120
- 51. *Yea* – 2 *Nay* – 120
- 52. *Yea* – 2 *Nay* – 120
 - a. *Yea* – 0 *Nay* – 0
- 64. *Yea* – 2 *Nay* – 120
- 68. *Yea* – 2 *Nay* – 120
- 74. *Yea* – 2 *Nay* – 120
 - a. *Yea* – 0 *Nay* – 0
- 76. *Yea* – 2 *Nay* – 120
- 80. *Yea* – 2 *Nay* – 120
- 82. *Yea* – 2 *Nay* – 120
- 84. *Yea* – 2 *Nay* – 120
- 85. *Yea* – 2 *Nay* – 120
 - a. *Yea* – 0 *Nay* – 0
- 90. *Yea* – 2 *Nay* – 120
- 91. *Yea* – 2 *Nay* – 120
- 93. *Yea* – 2 *Nay* – 120
 - a. *Yea* – 0 *Nay* – 0
- 95. *Yea* – 2 *Nay* – 120
 - a. *Yea* – 0 *Nay* – 0
- 98. *Yea* – 2 *Nay* – 120
- 100. *Yea* – 2 *Nay* – 120
- 104. *Yea* – 2 *Nay* – 120
- 106. *Yea* – 2 *Nay* – 120
- 108. *Yea* – 2 *Nay* – 120

110. *Yea – 2 Nay – 120*
 a. Yea – 0 Nay – 0
 b. Yea – 0 Nay – 0
111. *Yea – 2 Nay – 120*
114. *Yea – 2 Nay – 120*
115. *Yea – 2 Nay – 120*
116. *Yea – 2 Nay – 120*

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to a vote for grouped together Motions #56, 60, 71, 78 and 107. Julia Wolfswinkel **seconded** the motion. The motion **carried**.

There was discussion.

Karen Amos made a **motion** calling for the question. Melissa Anderson **seconded** the motion. The motion **carried**.

56. *Yea – 0 Nay – 121*
60. *Yea – 0 Nay – 121*
71. *Yea – 0 Nay – 121*
78. *Yea – 0 Nay – 121*
107. *Yea – 0 Nay – 121*

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to a vote for grouped together Motions #17 and 18. Donna Gilliam **seconded** the motion. The motion **carried**.

There was discussion.

Michael Massoni left the Meeting to take a call from the Orlando Session of the Meeting at 1053.

John Parrott chaired the Meeting.

Karen Amos made a **motion** calling for the question. Chris Click **seconded** the motion. The motion **carried**.

17. *Yea – 13 Nay – 105*
18. *Yea – 13 Nay – 105*

Michael Massoni returned to the Meeting at 1101.

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #33. Julia Wolfswinkle **seconded** the motion. The motion **carried**.

There was discussion.

Donna Gilliam made a **motion** calling for the question. Melissa Anderson **seconded** the motion. The motion **carried**.

33. *Yea – 108 Nay – 0*
 a. Yea – 109 Nay – 7

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #113. Julieann Huntzicker **seconded** the motion. The motion **carried**.

113. Yea – 0 Nay – 116

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #83. Liana Rohrer **seconded** the motion. The motion **carried**.

83. Yea – 110 Nay – 6

Donna Gilliam made a **motion** to suspend the Meeting Agenda and to move directly to Motion #15. Brandy Makovy **seconded** the motion. The motion **carried**.

15. Yea – 97 Nay – 6
a. Yea – 12 Nay – 101

The Chair recessed the Meeting at 1215 and reconvened at 1235.

The Chair explained that many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were improper. He read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

The Chair reported that these improper motions, and the reasons that they were deemed improper, were in the Membership Meeting Packets available to all Membership Meeting attendees. He went on to say that these improper motions would not be discussed during the Meeting.

There was discussion.

Karen Amos made a **motion** to suspend the Meeting Agenda and to move directly to Motion #112. Rebecca Lawler **seconded** the motion. The motion **carried**.

112. Yea – 0 Nay – 88

Beth Chapman made a **motion** to suspend the Meeting Agenda and to move directly to Motion #57. Donna Gilliam **seconded** the motion. The motion **carried**.

There was discussion.

Liana Rohrer made a **motion** calling for the question. Karen Amos **seconded** the motion. The motion **carried**.

57. Yea – 1 Nay – 83

The Chair moved the Agenda to Motion #23.

There was discussion.

Michelle Zenici made a **motion** calling for the question. Amy Neeper **seconded** the motion. The motion **carried**.

23. Yea – 48 Nay – 11

Valerie Boy made a **motion** to suspend the Meeting Agenda and to move directly to Motion #121. Chris Click **seconded** the motion. The motion **carried**.

There was discussion.

Julieann Huntzicker made a **motion** calling for the question. Jeanna Jackson **seconded** the motion. The motion **carried**.

121. Yea – 13 Nay – 40
a. Yea – 54 Nay – 0

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to a vote grouping together Motions #7, 8, 9, 10, 11, 12, 13, 14, 29, 61, 62, 70, 72, 81, 88 and 97. Janet Reed **seconded** the motion. The motion **carried**.

7. Yea – 47 Nay – 0
8. Yea – 47 Nay – 0
9. Yea – 47 Nay – 0
10. Yea – 47 Nay – 0
11. Yea – 47 Nay – 0
12. Yea – 47 Nay – 0
13. Yea – 47 Nay – 0
14. Yea – 47 Nay – 0
29. Yea – 47 Nay – 0
61. Yea – 47 Nay – 0
62. Yea – 47 Nay – 0
70. Yea – 47 Nay – 0
72. Yea – 47 Nay – 0
81. Yea – 47 Nay – 0
88. Yea – 47 Nay – 0
a. Yea – 0 Nay – 0
97. Yea – 47 Nay – 0
a. Yea – 47 Nay – 0

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to a vote grouping together Motions #42 and 44. Sheri Carek **seconded** the motion. The motion **carried**.

42. Yea – 48 Nay – 0
44. Yea – 48 Nay – 0
a. Yea – 44 Nay – 1
2. Yea – 44 Nay – 30

16. *Yea* – 17 *Nay* – 45
 19. *Yea* – 22 *Nay* – 37
 20. *Yea* – 3 *Nay* – 55
 22. *Yea* – 44 *Nay* – 14
 26. *Yea* – 6 *Nay* – 37
 37. *Yea* – 1 *Nay* – 46
 54. *Yea* – 40 *Nay* – 0
 a. Yea – 0 *Nay* – 39
 58. *Yea* – 41 *Nay* – 0
 a. Yea – 40 *Nay* – 0
 63. *Yea* – 43 *Nay* – 1
 a. Yea – 44 *Nay* – 1
 75. *Yea* – 29 *Nay* – 14
 83. *Yea* – 110 *Nay* – 6
 86. *Yea* – 39 *Nay* – 1
 87. *Yea* – 37 *Nay* – 0
 89. *Yea* – 34 *Nay* – 0
 92. *Yea* – 34 *Nay* – 1
 a. Yea – 34 *Nay* – 1
 b. Yea – 9 *Nay* – 28
 94. *Yea* – 1 *Nay* – 37
 102. *Yea* – 0 *Nay* – 0
 122. *Yea* – 0 *Nay* – 33

Karen Amos made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Kimberly Colmenares **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **Local 556 Financial Report**. There was discussion.

The Chair explained that since the motion currently on the floor was a compound motion, the Local 556 Membership would be voting during the 3rd Membership Meeting of 2011 on the first part of the motion, and on the second part of the motion during the 1st Membership Meeting of 2012. He stated that the vote currently being conducted would decide whether or not to vote by secret ballot on the motion to rescind the Local 556 Assessment Fee during the 1st Membership Meeting of 2012. There was discussion.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

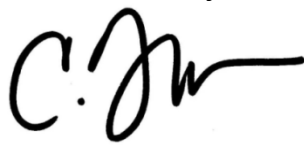
Yea – 2 *Nay* – 34

There was more discussion regarding the fact that Local 556 President Thom McDaniel was currently attending to Seniority List Integration matters in Washington, D.C. and not present at the Meeting.

Liana Rohrer made a **motion** to recess. Ben Geary **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Dallas Session of the Meeting at 1642.

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



Cuyler Thompson
Recording Secretary

3rd Membership Meeting 2011

October 2011

DRAFT Minutes (to be approved at the 1st Membership Meeting 2012)

Houston

October 24, 2011

Thom McDaniel called the Houston Session of the Meeting to order at 0905.

TWU Local 556 Executive Board Members Thom McDaniel, Crystal Reven, Stacy Martin, and Audrey Stone were present at the Meeting.

TWU Local 556 Shop Stewards Latonia Benoit-Paul, Valerie Boy, David Jackson, Kelley Martin, Jill van der Werff, and Victor Conejo were present at the Meeting.

TWU Local 556 Shop Steward and Board of Election Member Jannah Dalak was present at the Meeting.

The Chair of the Meeting explained that those voting in another base would need to declare where they would be voting. There was discussion regarding the fact that voting can only be conducted by a Member in one session of the Meeting.

The Chair explained that many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were improper. He read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

The Chair reported that these improper motions, and the reasons that they were deemed improper, were in the Membership Meeting Packets available to all Membership Meeting attendees. He went on to say that these improper motions would not be discussed during the Meeting.

Chris Click made a **motion** to suspend the Meeting Agenda and move straight to voting on the Bylaw Motions. Kristie Click **seconded** the motion.

There was discussion.

Chris Click made a **motion** calling for the question. Kristie Click **seconded** the motion. The motion **carried**.

The motion on the floor **carried**.

Those Members present at the Meeting voted on the motions to amend the **TWU Local 556 Bylaws** currently on the floor.

2. Eric Collins made a **motion**, “to amend Article IX (c) to read. (c) The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. Members and alternates will be elected through a secret ballot election by the Membership. The new Board of Election will be awarded by plurality of votes. The Chairperson will then be awarded to the person with the most time experienced on the Board of Election in descending order. The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting. Bobbie Celmer **seconded** the motion.

Yea – 15 Nay – 4

15. Audrey Stone made a **motion**, “In Article III, (b), strike “1989” and replace with “2012” and strike “\$50.00” and replace with “\$100.00.” Jo Burkholder **seconded** the motion.

Yea – 27 Nay – 0

16. Kevin Schnittker made a **motion**, “In Article VI, (p) to add the words “Domicile Executive Board Members must attend the Membership Meetings in their Domicile, unless excused from attendance by the Executive Board” after the words “short-term projects.” Jo Burkholder **seconded** the motion.

Yea – 20 Nay – 7

17. Cuyler Thompson made a **motion** to amend Article VI, (b) by removing the words “and reside,” striking “relocates” and replacing it with “transfers,” and removing the words “and resides.” David Kirtley **seconded** the motion.

Yea – 0 Nay – 23

18. Cuyler Thompson made a **motion** to amend Article VI, (q) by removing the sentence “Upon being appointed to the Executive Board, the Domicile Executive Board Member shall be allowed a three

month time period to finish his/her move to the domicile to which he/she was appointed.” Chris Tuttle **seconded** the motion.

Yea – 0 Nay – 20

19. Cuyler Thompson made a **motion** to strike the text of Article IX (c) and replace it with, “The Board of Election shall consist of three (3) Members and two alternates. The three Members and the alternates shall be nominated at the first regularly scheduled Membership Meeting following the swearing in of the new Officers. The secret ballot vote will take place at the next scheduled Membership Meeting. The new Board of Elections will be determined by a majority vote of the Membership present. **The position of the Chairperson of the Board of Election will be awarded to the candidate receiving the most votes.** The term will be for a three-year period. Vacancies shall be filled by nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting.” David Kirtley **seconded** the motion.

Yea – 8 Nay – 19

20. Greg Hofer made a **motion** to amend Article 11 (c) by adding, “Such democratic institutions will include the rights of Members votes at Membership Meetings to be confidential and so expressed by secret ballot when voting on motions that were submitted in writing.” Leta Amon **seconded** the motion.

Yea – 17 Nay – 8

22. Greg Hofer made a **motion** to amend the Local 556 Bylaws by adding a preamble, “These Bylaws are a governing document to establish Local 556. These Bylaws provide a mechanism through which all Members are represented both individually and collectively, thereby providing for responsible leadership, at the same time retention of control of the Local by the Membership.” Chris Click **seconded** the motion.

There was discussion.

Hollie Mason made a **motion** calling for the question. Crystal Reven **seconded** the motion. The motion **carried**.

A Member requested that the Chair allow a revote due to the fact that some Members had missed the voting. The Chair stated that the vote was valid.

Chris Click made a **motion** to appeal the decision of the Chair and request a revote. Kristie Click **seconded** the motion.

The Chair stated that he would allow the vote to be conducted again, but asked the Members present to pay attention to the Meeting and cast their vote at the appropriate time.

Yea – 4 Nay – 14

23. Greg Hofer made a **motion** to amend Article II OBJECTIVES to add a new section, “To allow the Membership to express its general will through the assemble of it’s Members, to empower the effective leadership as it wishes while retaining the degree of direct control over our affairs that the Members choose to reserve for ourselves; The Executive Board has only such power as is delegated to it by these

Bylaws or by vote of it's Members assembly referring individual matters to it. Subject to the International Constitution and other such higher authority." Chris Click **seconded** the motion.

Yea – 13 Nay – 12

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #24. Victor Conejo **seconded** the motion. The motion **carried**.

There was discussion regarding grouping and voting on all Project Redesign Membership Assembly Bylaw Motions together.

24. Cuyler Thompson made a **motion** to change Article XIII to Article XIV and add a new Article XIII LOCAL 556 MEMBERSHIP ASSEMBLY:"

ARTICLE XIII LOCAL 556 MEMBERSHIP ASSEMBLY

The TWU Local 556 Membership Assembly (Assembly) shall be the supreme authority for Local 556. The Convention will be held not less than every three (3) years. Notice of the Assembly shall be posted by the President not less than 180 days prior, by all available means. The President or his/her designee shall Chair the Assembly.

(a) All Assemblies will be governed by Robert's Rules of Order, revised.

(b) The agenda for the Assembly shall be set by the President with the approval of the Executive Board, and will be posted by the Recording Secretary not less than forty-five (45) days before the Assembly by all available means.

(c) A Membership Assembly Committee will be appointed by the Executive Board at the first regularly scheduled Executive Board Meeting following the swearing in of the new Officers. The Assembly Committee will meet to determine the dates, location, Assembly site, meeting rooms, hotel accommodations, travel arrangements of delegates, and all other matters pertaining to the Assembly as may be deemed necessary to conduct the business of the Assembly, with the approval of the Executive Board.

(d) The voting delegates to the Assembly will be as follows:

i. Nationally elected Officers

ii. Elected Shop Stewards who meet the definition of delegates as stated in Article VIII.

Non-voting attendees to the Assembly may include TWU International Representatives, non-delegate Members of Local 556 and guests approved by the Executive Board.

(e) Voting on all matters before the Assembly shall be done by the delegates as defined in (e) above. Each delegate shall have one (1) vote. Delegates not in attendance will forfeit their vote and their seat will not be filled.

(f) All matters to be considered at the Assembly shall be sent to the Recording Secretary not less than ninety (90) days prior to the convening of the Assembly. Bylaw amendments and motions from a

Member or Members of the Local to be considered by the Assembly, shall require consideration by the Resolutions and Bylaws Committee of the Local. The Resolutions and Bylaws Committee will consist of the nationally elected Executive Board Members, TWU International Representative(s) and Local 556 legal counsel.

(g) The Resolutions and Bylaws Committee will submit a report to the Chair to include recommendations as to which motions shall be ruled out of order, with stated reasons, and which motions should proceed to the Assembly for consideration.

(h) The general Membership of Local 556 may attend the Assembly as observers and may participate in open forum discussion when recognized by the Chair. Discussion will be limited to the topic currently being discussed at the time they are recognized. Only elected delegates may vote on business at the Assembly.

(i) Any non-delegate attendee who disrupts the meeting will be given a warning. Upon a second disruption, the nondelegate attendee may be removed from the Assembly by a majority vote of the voting delegates.

Michael Massoni **seconded** the motion.

There was discussion.

April Hunley made a **motion** calling for the question. Leslie Treanor **seconded** the motion.

The Chair ruled the motion **out of order** because there were Members who had not yet spoken to the Motion and wished to.

There was discussion.

Stacy Martin made a **motion** calling for the question. Chris Click **seconded** the motion.

The Chair ruled the motion **out of order** because there were Members who had not yet spoken to the Motion and wished to.

There was discussion.

Stacy Martin made a **motion** calling for the question. Matthew Siebenlist **seconded** the motion. The motion **carried**

Yea – 8 Nay – 21

Thom McDaniel called a break to the Meeting at 1108. The Meeting reconvened at 1119.

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #71. Kim McFarland **seconded** the motion. The motion **carried**.

71. Cuyler Thompson made a **motion** to amend Article VI by deleting section (m) and re-lettering all of the following sections.” Anne Barnes **seconded** the motion.

Chris Click made a **motion** calling for the question. Kristie Click **seconded** the motion. The motion **carried**

Yea – 0 Nay – 19

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #75. Jill van der Werff **seconded** the motion. The motion **carried**.

75. Geoffrey Burns made a **motion** to amend Article XI to add a new section, “Whereas assessment fees are paid by the Members of 556, a vote to enact or approve an assessment fee will require a vote of the entire general Membership system wide subject to any applicable provisions in our International Constitution and State and Federal Law.” Greg Hofer **seconded** the motion.

Stacy Martin made a **motion** calling for the question. Victor Conejo **seconded** the motion. The motion **carried**.

Yea – 17 Nay – 4

26. Chris Click made a **motion** to amend Article III to add, “The supreme authority of the Local will be the Membership acting through duly called Membership Meetings expressing its general will subject to these Bylaws and the International Constitution and any applicable State or Federal law.” Anne Barnes **seconded** the motion.

Yea – 20 Nay – 5

33. Greg Hofer made a **motion** to amend Article II (c) by adding, “Such democratic institutions will include the rights of Members to know how their Executive Board Officers voted at Executive Board Meetings on Union business issues directly effecting the Membership; Executive Board officers will be required to vote by Roll Call at Executive Board Meetings, not including individual grievances, or specific issues governed by the International Constitution, or State or Federal Law” Any name or portion of any vote thought to be personal or private in nature may be obliterated as to protect confidentiality. Chris Click **seconded** the motion.

Yea – 19 Nay – 6

a. Chris Click made a **motion**, to amend the previous amendment to add, “The Executive Board voting records will be charted and tallied on the Local Web site during their term to aid the Members while voting in upcoming elections.” Tina Coffee **seconded** the motion.

Yea – 18 Nay – 6

37. Tina Coffee made a **motion** to amend Article II Objectives, to add a new section, “To promote and to post on the Local Web site, the “Union Members Rights and Union Officer Responsibilities” poster as recognized and posted by the Department of Labor (see attached one page poster).” Greg Hofer **seconded** the motion.

Yea – 17 Nay – 0

42. Chris Click made a **motion** to amend Article IV (g) to read, “All Members shall adhere to the provisions of the Bylaws, the International Constitution, all Collective Bargaining Agreements or

working rules of the Local. *Including standing rules, rules of order, or any special rules written as motions previously adopted by the Membership will be presented with these Bylaws but under a separate heading from the Bylaws.* Anne Barnes **seconded** the motion.

Yea – 15 Nay – 3

44. Greg Hofer made a **motion** to amend Article IV (g) by adding, “Motions previously adopted by the Membership are binding to the Membership and as such should be easily available to the Membership for easy reference. Motions previously adopted by the Membership will be presented with these Bylaws but under a separate heading as “Motions previously adopted.” Chris Click **seconded** the motion.

Yea – 15 Nay – 1

a. Chris Click made a **motion**, to amend the previous motion to add, “Motions previously adopted by the Membership are binding to the Membership and as such should be easily available to the Membership for easy reference. Motions previously adopted by the Membership will be posted on their own Web page on the Local Web site under a separate heading as “Motions previously adopted by the Membership.” Greg Hofer **seconded** the motion.

Yea – 14 Nay – 1

54. Cuyler Thompson made a **motion** to amend new Article V (m) (old section (l)), by deleting “regular” after “at” and before “Membership” and adding “all” after “at” and before Membership.” Cheri Vincent **seconded** the motion.

Yea – 14 Nay – 1

a. Chris Click made a **motion** to amend to add, “Domicile” before “Membership.” Michael Massoni **seconded** the motion.

Yea – 17 Nay – 0

56. Cuyler Thompson made a **motion** to amend Article VI sections (a), (f), (g), (j) and (l) by deleting “1st” before “Vice President” in each of these paragraphs and deleting the words “”2nd Vice President.” Michael Massoni **seconded** the motion.

Yea – 0 Nay – 14

57. Greg Hofer made a **motion** to amend Article V to add a new section, “Local 556 will credit one TFP to the payroll report for each Member who attends a complete session of a Membership Meeting by signing in on the Membership Meeting Attendance Book before call to order and signs out on the Attendance Book after the session is recessed or adjourned. Limit to one TFP per person per session per meeting. Not including 556 Officers who are already being paid to attend said meetings.” Chris Click **seconded** the motion.

Chris Click made a **motion** calling for the question. Kim McFarland **seconded** the motion. The motion **carried**.

Yea – 10 Nay – 9

58. Greg Hofer made a **motion** to delete Article V (j) and replace it with, “The rules contained in the current edition of Roberts Rules of Order Newly Revised shall govern our Membership Meetings and in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules or order or working rules the Membership may adopt subject to our International Constitution, and any applicable State or Federal Law.” Geoffrey Burns **seconded** the motion.

Yea – 14 Nay – 1

a. Chris Click made a **motion** to amend the previous amendment to add, “The Chair will have at least 3 loaner copies of the current parliamentary authority available at Membership Meetings for Member referral.” Marilyn Hall **seconded** the motion.

Yea – 13 Nay – 1

60. Cuyler Thompson made a **motion** to amend Article VI sections (a) and (j), by deleting the phrase “2nd Vice President.” Michael Massoni **seconded** the motion.

Yea – 0 Nay – 14

63. Chris Click made a **motion** to amend Article VI (c) to add, “A running tally of each Executive Board Officers attendance record at Executive Board Meetings will be (in addition to the Minutes) charted and logged on the Local 556 Web site during their full or partial term and will be used as a voting aid by the Membership during elections.” Michael Massoni **seconded** the motion.

Yea – 19 Nay – 0

a. Marilyn Hall made a **motion** to amend the previous motion to add, “Attendance or absence will be recorded and charted as: Present; Pre-excused absence; Tardy; Post-excused absence; Non-excused absence. The attendance record can be amended only by a majority vote of the Executive Board.” Michael Massoni **seconded** the motion.

Yea – 18 Nay – 0

78. Cuyler Thompson made a **motion** to amend Article VII (a) by deleting the “1st” before “Vice President” and deleting “2nd Vice President.” Michael Massoni **seconded** the motion.

Yea – 0 Nay – 13

83. Chris Click made a **motion** to amend Article VIII (c) to read, “Nominations and elections for Shop Stewards shall be held at the first regularly scheduled Membership Meetings following the swearing in of new Officers. *The vote will be by secret ballot of those present and voting.*” Tina Coffee **seconded** the motion.

Yea – 15 Nay – 0

86. Greg Hofer made a **motion** to amend Responsibilities of Members, Article VII (f) to add the underlined text as written. “The Executive Board by a two-thirds vote shall approve all proposed

Collective Bargaining Agreements, *including side letters to the Collective Bargaining Agreement* prior to presentation to the *Membership for majority approval.*” Geoffrey Burns **seconded** the motion.

Yea – 15 Nay – 0

87. Cuyler Thompson made a **motion** to amend new Article VII (e) (old section (d)) by adding, “a Member” after “be” and before “in good standing” in the last sentence. Anne Barnes **seconded** the motion.

Yea – 17 Nay – 0

89. Tina Coffee made a **motion** to amend new Article VII (h) to read, “All rules contained in the current edition of Roberts Rules of Order Newly Revised shall govern the Executive Board Meetings to which they are applicable and not inconsistent with these Bylaws the International Constitution special rules of order to Membership may adopt.” Greg Hofer **seconded** the motion.

Yea – 2 Nay – 9

92. Cuyler Thompson made a **motion** to amend new Article VIII (k) (old section (j)) by deleting “Nominations and vote will be taken” from the first sentence; changing the “a” in “anytime” to a capital “A;” changing the period at the end to a comma (,); adding “the Domicile Executive Board Member will appoint a Shop Steward with the approval of the Executive Board” after the comma (,).” Michael Massoni **seconded** the motion.

Yea – 2 Nay – 11

a. Chris Click made a **motion** to amend by changing “approval of the Executive Board” to “approval of the Membership at their respective Domicile Membership Meeting.” Anne Barnes **seconded** the motion.

Yea – 11 Nay – 2

b. Cheri Vincent made a **motion** amend, “Voting for the approval of Shop Stewards will be via secret ballot.” Chris Click **seconded** the motion.

Yea – 12 Nay – 1

94. Greg Hofer made a **motion** to amend new Article XI to add a new section to read, “The Treasurer will compile a monthly report listing the names, dates, pairing numbers, and TFP pulled and/or paid for each Local 556 Officers and Committee Chair during that month. The report will be posted on the Local Web site by the 20th of each month for the preceding month.” Geoffrey Burns **seconded** the motion.

Yea – 0 Nay – 12

102. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “nominations and elections of a majority vote of the Membership present at the next regularly scheduled Membership Meeting” after “by” in the sixth sentence, and adding, “the nominee with the next highest vote total. The nominee receiving the highest number of votes will chair the Board of Election. In the event a tie exists, drawing of lots will determine the winner.” after “by” in the sixth sentence. Anne Barnes **seconded** the motion.

Yea – 2 Nay – 14

107. Cuyler Thompson made a **motion** to amend new Article IX (i) (old section (h)) by deleting “1st” before “Vice President.” Michael Massoni **seconded** the motion.

Yea – 0 Nay – 14

113. Greg Hofer made a **motion** to amend Article XIII (a) to read: “These Bylaws may be amended at any regular meeting of the Membership by a two-thirds vote, provided that the amendment has been submitted in writing at the previous regular meeting. Each proposed change, amendment or repeal shall be submitted on a form which will include the change itself, a synopsis of the change and the 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/or the Union Web site. A printed copy will be mailed to Member if requested.” Tina Coffee **seconded** the motion.

Yea – 6 Nay – 8

Audrey Stone reported that there was an error in the Membership Meeting packets, as #120 was actually an amendment to #15. Those present at the Meeting voted on the amendment to motion #15 above.

a. Tina Coffee made a **motion**, to amend motion #15 above regarding a proposed Bylaw Amendment increasing the Local’s Initiation Fee contained in Article III (b), “to include that the Initiation Fee will be \$55, not \$100.” Greg Hofer **seconded** the motion.

Yea – 0 Nay – 17

121. Greg Hofer made a **motion** to amend Article IV Responsibilities of Members, to add a new section. “Local 556 will not allow manipulation of the compensatory system within our Local to allow for Union Double dipping also known as collecting compensation from the Company while collecting compensation from the Union for the same period of time.” Geoffrey Burns **seconded** the motion.

Yea – 0 Nay – 15

a. Geoffrey Burns made a **motion** to amend the previous amendment to add, “Excluding situations which involve vacation pay from Southwest Airlines.” Anne Barnes **seconded** the motion.

Yea – 0 Nay – 12

122. Tina Coffee made a **motion** “to strike out Article VII (d) and insert for new provision to read, “A two-thirds majority of the Members of the Executive Board shall constitute a quorum for the purpose of conducting business.” Anne Barnes **seconded** the motion.

Yea – 0 Nay – 12

David Jackson made a **motion** to group and vote on the remaining Project Redesign Bylaws together. Holly Mason **seconded** the motion. The motion **carried**.

Thom McDaniel made a **motion** amending the motion on the floor to add “to approve the following Bylaw Motions and Amendments:” #31, 35, 36, 39, 40, 43, 46, 48, 51, 52, 64, 68, 74, 76, 80, 82, 84, 85, 90, 91, 93, 95, 98, 100, 104, 106, 108, 110, 111, 112, 114, 115, and 116. Crystal Reven **seconded** the motion.

31. Cuyler Thompson made a **motion** to change the title of Article V by adding the word “DOMICILE” before “MEMBERSHIP MEETINGS.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

35. Cuyler Thompson made a **motion** to delete the current text of Article V (a) and replace it with, “Each Domicile Executive Board Member should conduct at least one (1) quarterly informational Membership Session in their respective domicile.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

a. Chris Click made an amendment to the **motion** to replace the word “should” with “shall.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

36. Cuyler Thompson made a **motion** to add a new section (b) to Article V and to re-letter all later sections. “Each Domicile Executive Board Member will conduct a Domicile Membership Meeting (DMM) of the general Membership of Local 556 at least ninety (90) days prior to the TWU Local 556 Membership Assembly in each of their respective domiciles for the sole purpose of nominating and electing Shop Stewards, collecting written submissions of motions for the Resolutions and Bylaws Committee, and Board of Election (BOE) nominations.

Yea – 4 Nay – 11

39. Cuyler Thompson made a **motion** to amend new Article V (d) (old section (c)) by adding “Domicile” before “Membership Meeting” in the first sentence. Chris Click **seconded** the motion.

Yea – 4 Nay – 11

40. Cuyler Thompson made a **motion** to amend new Article V (f) (old section (e)) by adding “Domicile” before “Membership” and after the “period (.)” and adding “Meeting” after “Membership” and before “or.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

43. Cuyler Thompson made a **motion** to amend new Article V (g) (old section (f)) by deleting “Recording Secretary” after “The” and changing it to “Domicile Executive Board Member,” and to add “Domicile Membership” before the last word “Meeting.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

46. Cuyler Thompson made a **motion** to amend Article V by deleting section (i) and re-lettering the following paragraphs and adding a new section (n), “In the event to Domicile Executive Board Member

is absent, the Executive Board shall appoint another Board Member to perform their duties.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

48. Cuyler Thompson made a **motion** to amend new Article V (i) (old section (h)), by deleting “Executive Board” after “The” and adding “Domicile Executive Board Member” after “The” and deleting the “s” at the end of “Times.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

51. Cuyler Thompson made a **motion** to add a new section (j) to Article V and re-letter the following paragraphs, “The Domicile Executive Board Member or his/her designee shall record the Minutes of the Domicile Membership Meeting and Special Meetings and forward them to the Recording Secretary.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

52. Cuyler Thompson made a **motion** to amend new Article V (l) (old section (k)), “After the word “guest,” add “s”; add “Local 556” after “any” and before “Meeting;” add “Assembly, Domicile Membership Meeting” after “Membership” and before “or.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

a. Cheri Vincent made a **motion** to amend and add, “Lounge Mobilizations.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

64. Cuyler Thompson made a **motion** to amend Article VI (k) by adding the words “the Local 556” after “at” and before “Membership” in the second sentence, and adding “Assembly and Special” after the word “Membership” and before “Meetings.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

68. Cuyler Thompson made a **motion** to amend Article VI (k) by adding the words “Local 556” after “all” and before “Membership,” and deleting “Meetings” after “Membership” and before “and Special Meetings.” in the sixth sentence; Adding “Assemblies” after “Membership” and before “and Special Meetings” in the sixth sentence.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

74. Cuyler Thompson made a **motion** to amend old Article VI (n) (new section (m)) by adding, “The Recording Secretary shall maintain a file of all Minutes of Domicile Membership Meetings as submitted by the Domicile Executive Board Members” after the first sentence and before “and;” adding “all” after the word “and” and before the words “Special Meetings.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

a. Chris Click made a **motion** to amend, “The Meeting Minutes will be posted to the Local 556 Web site.” Geoffrey Burns **seconded** the motion.

Yea – 4 Nay – 11

76. Cuyler Thompson made a **motion** to amend new Article VI (o) (old section (p)) by changing the capital “B” in the word “Be” to lowercase in the first sentence, and adding “and as stated in Article V” after “Executive Board” and before “Domicile” in the third sentence. Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

80. Cuyler Thompson made a **motion** to amend Article VII (e) by deleting “a Membership Meeting” at the end of the first sentence and adding “the Local 556 Membership Assembly.” after “at” in the first sentence. Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

82. Cuyler Thompson made a **motion** to amend Article VIII (a) by deleting “each” after “at” and before “Domicile;” adding “the respective” after “at” and before “Domicile;” deleting “and” after represent and adding a comma (,); adding “or as requested, at other Domiciles,” after “represent” and before “assist;” adding “, and serve as voting delegates to the Local 556 Membership Assembly.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

84. Cuyler Thompson made a **motion** to amend Article VIII (c) by adding, “Beginning with the Officer election of 2012,” before “nominations;” deleting “at the first regularly scheduled” after “meeting;” changing the “N” in “nominations” to lowercase; deleting “Membership” before “Meeting;” adding “at the Special” before “Meeting” and adding “in July 2012” after “Meeting;” adding a last sentence “This shall be for a ten-month (10) term.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

85. Cuyler Thompson made a **motion** to add a new Article VIII (d) and re-lettering the following sections, “Beginning in May 2013, nominations and elections of Shop Stewards shall be held no later than ninety (90) days prior to the Local 556 Membership Assembly and every three (3) years thereafter.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

a. Chris Click made a **motion** to amend the main motion by “vote via secret ballot.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

90. Cuyler Thompson made a **motion** to amend new Article VIII (h) (old section (g)) by changing the period at the end to a comma and adding, “but will not be eligible to serve as a delegate to the Local 556

Membership Assembly in that new base, until elected as a Shop Steward in their new domicile.” Anne Barnes **seconded** the motion.

Yea – 4 Nay – 11

91. Cuyler Thompson made a **motion** to amend new Article VIII (j) (old section (i)) by adding, “Beginning with the Shop Steward Election of 2013,” to the beginning of the sentence and changing the capital “E” in “Existing” to lowercase. Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

93. Cuyler Thompson made a **motion** to amend new Article VIII (l) (old section (k)) by deleting, “a minimum;” changing “200” to “100;” deleting the period (.) at the end of the sentence; adding “to include the Domicile Executive Board Member” after “Domicile;” adding “These Shop Stewards and Domicile Executive Board Member will represent their respective Domiciles as delegates at the TWU Membership Assembly.” Anne Barnes **seconded** the motion.

Yea – 4 Nay – 11

a. Chris Click made a **motion** to amend, “change the number “100” to “50” in all places on this motion.” Tina Coffee **seconded** the motion.

Yea – 4 Nay – 11

95. Cuyler Thompson made a **motion** to amend new Article VIII (p) (old section (o)) by adding, “as stated in (k) above” after “Member” and before the “period (.)” at the end of the paragraph. Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

a. Chris Click made a **motion** to amend, “vacancies in new Domiciles will be by Membership approval at a Domicile Membership Meeting.” Geoffrey Burns **seconded** the motion.

Yea – 4 Nay – 11

98. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “first regularly scheduled” before “Membership” and adding “Special” before “Membership” in the second sentence; deleting “scheduled” before “Membership” and adding “Special” before “Meeting” in the third sentence; adding “in 2012” after “Membership Meeting” in the third sentence. Anne Barnes **seconded** the motion.

Yea – 4 Nay – 11

100. Cuyler Thompson made a **motion** to amend Article IX (c) by deleting “three” before “year” and adding “one (1)” before “year” in fifth sentence; adding “beginning in October 2012” after the period (.) in the fifth sentence. Anne Barnes **seconded** the motion.

Yea – 4 Nay – 11

104. Cuyler Thompson made a **motion** to amend Article IX by adding a new section (d) and re-lettering the following sections, “Beginning in 2013, the Board of Election (BOE) shall consist of three (3) members and two alternates. The three members and the alternate shall be nominated at the Domicile Membership Meeting prior to the Local 556 Membership Assembly. The new BOE will be determined by majority of the delegates present at the Local 556 Membership Assembly. The term will be for a three (3) year period. Vacancies shall be filled by the nominee(s) receiving the next highest vote total. The nominee with the highest vote total will chair the Board of Election. In the event a tie exists, drawing of lots will determine the winner.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

106. Cuyler Thompson made a **motion** to amend new Article IX (e) (old section (d)) by deleting “the first (1st) regularly scheduled” after “at” and before “Membership,” and inserting “the January 2012 Special” after “at” and before “Membership;” deleting “of 1985” after “Meeting” and before “and.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

108. Cuyler Thompson made a **motion** to amend new Article IX (k) (old section (j)) by deleting “Book” after “Official Attendance;” adding “Sheet, as submitted to the Recording Secretary by the Domicile Executive Board Member” after “Official Attendance;” adding “Domicile” after “the” and before “Membership Meetings.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

110. Cuyler Thompson made a **motion** to amend new Article IX (k) (old section (j)) by adding, “The Official Attendance Book shall reflect the signatures and employee numbers of those Members in attendance at the Local 556 Membership Assembly and all Special Meetings,” to the end of the paragraph.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

a. Chris Click made a **motion** to amend, “to add the word “Membership” to “Special Meetings.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

b. Anne Barnes made a **motion** to amend, to add the words “Domicile Membership Meetings.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

111. Cuyler Thompson made a **motion** to amend new Article IX (o) (old section (n)) by adding “Special” after “at” and before “Membership Meetings” in the second sentence. Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

112. Cuyler Thompson made a **motion** to amend Article XII (a) by adding “Resolutions and Bylaws, Assembly” after “Grievance” and before “Scheduling” in the first sentence. Chris Click **seconded** the motion.

Yea – 4 Nay – 11

114. Cuyler Thompson made a **motion** to amend new Article XIV (a) by deleting “Membership only once every odd-numbered ending calendar year” in the first sentence; deleting the entire second sentence; adding “voting delegates in attendance at the Local 556 Membership Assembly” after “the” in the first sentence.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

115. Cuyler Thompson made a **motion** to amend new Article XIV (a) by adding, “Upon approval by the Resolutions and Bylaws Committee” before “The proposed change, amendment or repeal;” changing the capital “T” in “the” before “proposed change” to a lowercase “t.” Michael Massoni **seconded** the motion.

Yea – 4 Nay – 11

116. Cuyler Thompson made a **motion** to amend new Article XIV (c) by deleting “1st regularly scheduled Membership Meeting” at the end of the first sentence, and replacing it with, “TWU Local 556 Membership Assembly.” Chris Click **seconded** the motion.

Yea – 4 Nay – 11

The motion on the floor **did not carry**.

Crystal Reven made a **motion** to accept the following Bylaw #7, 8, 9, 10, 11, 12, 13, 14, 29, 61, 62, 70, 72, 81, 88, and 97. David Jackson **seconded** the motion. The motion **carried**.

7. Audrey Stone made a **motion**, “to capitalize the word “Domicile”, “Bylaw” “Collective Bargaining Agreement”, “Treasurer”, and “President” everywhere that they appear in the Bylaws.” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

8. Audrey Stone made a **motion**, “to change “First Vice President” to “1st Vice President” everywhere it appears in the Bylaws. Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

9. Audrey Stone made a **motion**, “remove the “-“ in the words “Vice-President” and “Board Members-at-Large.” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

10. Audrey Stone made a **motion**, “In Article IV, (g) add “,” and the word “and” after “Constitution” and before the word “all.” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

11. Audrey Stone made a **motion**, “In Article VII, (g) remove one “per calendar quarter.” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

12. Audrey Stone made a **motion**, “In Article VIII, (f) that begins with the words “Elected Shop Stewards,” remove the letter “(f)” and replace with the letter “(g).” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

13. Audrey Stone made a **motion**, “In Article IX, (b), add a “,” after “ballots” and before “conduct”, and strike “of” after “conduct” and replace with the word “the.” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

14. Audrey Stone made a **motion**, “In Article XIII, (c) add a space between “Web” and “site.” Jo Burkholder **seconded** the motion.

Yea – 14 Nay – 0

29. Cuyler Thompson made a **motion** to amend Article IV (g) by adding the word “and” after “Constitution” and before “all Collective Bargaining Agreements.” Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

61. Cuyler Thompson made a **motion** to amend Article VI (old) sections (k), (l), (m), (n), (o) and (p), by deleting all “:” after the word “shall.” Geoffrey Burns **seconded** the motion.

Yea – 14 Nay – 0

62. Cuyler Thompson made a **motion** to amend Article VI (old) sections (k), (l), (m), (n) and (o), by deleting all semicolons (;) and changing them to periods.” Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

70. Cuyler Thompson made a **motion** to amend Article VI (k) by changing “He/she” to “The President” in the next to the last sentence.” Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

72. Cuyler Thompson made a **motion** to amend new Article VI (m) (old section (n)) by adding, “and maintain” after “keep” and before “correct minutes;” deleting “all” after “and” and before

“Membership” and adding “The Local 556” after the word “and” and before “Membership” and deleting “meetings” after “Membership;” adding “Assembly” after “Membership” and before the “period (.)”. Anne Barnes **seconded** the motion.

Yea – 14 Nay – 0

81. Cuyler Thompson made a **motion** to amend Article VII (g) by deleting “per calendar quarter.” Anne Barnes **seconded** the motion.

Yea – 14 Nay – 0

88. Cuyler Thompson made a **motion** to amend new Article VIII (g) (old section (f)) to delete the “s” after “Shop Stewards;” change section (e) to (f); add “With the exception of (c) above,” to the beginning of the last sentence; change capital “T” in “The” to lowercase in the last sentence. Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

a. Anne Barnes made a **motion** to make the occurrence of the word “Shop Stewards” possessive at the beginning of Article VIII (f). Michael Massoni **seconded** the motion.

Yea – 14 Nay – 0

97. Cuyler Thompson made a **motion** to amend Article IX (b) by adding a comma (,) after “ballots” in the first sentence; deleting “of” after “conduct” and before “nominations;” adding a comma (,) after the word “Constitution.” Chris Click **seconded** the motion.

Yea – 14 Nay – 0

a. Anne Barnes made a **motion** to amend by deleting the comma (,) after the word “Bylaws.” Chris Click **seconded** the motion.

Yea – 14 Nay – 0

Crystal Reven made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Stacy Martin **seconded** the motion. The motion **carried**.

Thom McDaniel submitted the **Local 556 Financial Report**. There was discussion.

The Chair explained that since the motion currently on the floor was a compound motion, the Local 556 Membership would be voting during the 3rd Membership Meeting of 2011 on the first part of the motion, and on the second part of the motion during the 1st Membership Meeting of 2012. He stated that the vote currently being conducted would decide whether or not to vote by secret ballot on the motion to rescind the Local 556 Assessment Fee during the 1st Membership Meeting of 2012. There was discussion.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local

556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 11 Nay – 0

Thom McDaniel updated those Members present regarding the Mandatory Attendance Meetings currently being conducted by Southwest Airlines Inflight Management. There was discussion.

Thom McDaniel updated those Members present regarding the ongoing Seniority List Integration (SLI) Negotiations between the Flight Attendants of TWU Local 556 and Association of Flight Attendants Council 57, representing the Flight Attendants of AirTran Airways.

Thom McDaniel updated those Members present regarding the ongoing Overwater/Near International Flying Side Letter Negotiations.

Crystal Reven made a **motion** to recess. David Jackson **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1730.

Baltimore ***October 25, 2011***

Thom McDaniel called the Baltimore Session of the Meeting to order at 0910.

TWU Local 556 Executive Board Members Thom McDaniel and Audrey Stone were present at the Meeting.

TWU Local 556 Shop Stewards Rob Swafford, Pamela McLaughlin, Elizabeth Kasky, Chris Urteaga, Stephanie Roberts, Michael Reid Rodriguez, Marc Dewood, and David Jackson were present at the Meeting.

Those present at the Meeting declared at which Session of the Meeting they would be voting (or had already voted). Audrey Stone recorded the declarations on the official Attendance Record of the Meeting.

Audrey Stone made a motion to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Joni Koechley **seconded** the motion. The motion **carried**.

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to #24. Tina Clements **seconded** the motion. The motion **did not carry**.

Thom McDaniel submitted the **Local 556 Financial Report**. There was discussion.

The Chair explained that since the motion currently on the floor was a compound motion, the Local 556 Membership would be voting during the 3rd Membership Meeting of 2011 on the first part of the motion, and on the second part of the motion during the 1st Membership Meeting of 2012. He stated that the vote currently being conducted would decide whether or not to vote by secret ballot on the motion to rescind the Local 556 Assessment Fee during the 1st Membership Meeting of 2012. There was discussion.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 3 Nay – 19

The Chair explained that many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were improper. He read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

The Chair reported that these improper motions, and the reasons that they were deemed improper, were in the Membership Meeting Packets available to all Membership Meeting attendees. He went on to say that these improper motions would not be discussed during the Meeting.

Those Members present at the Meeting voted on the following motions to amend the **TWU Local 556 Bylaws**:

- 2. Yea – 5 / Nay – 18**
- 15. Yea – 15 / Nay – 0**
- 16. Yea – 24 / Nay – 0**
- 17. Yea – 14 / Nay – 9**
- 18. Yea – 17 / Nay – 4**
- 19. Yea – 18 / Nay – 3**
- 20. Yea – 2 / Nay – 21**

Thom McDaniel called a break to the Meeting at 1104. The Meeting reconvened at 1114.

- 22. Yea – 3 / Nay – 18**
- 23. Yea – 1 / Nay – 19**

Lisa Phillips made a **motion** to suspend the Meeting Agenda and move directly to Motion #24. Chris Click **seconded** the motion. The motion **did not carry**.

- 26. Yea – 8 / Nay – 15**
- 33. Yea – 11 / Nay – 13**
 - a. Yea – 12 / Nay – 12**
- 37. Yea – 15 / Nay – 4**
- 42. Yea – 7 / Nay – 13**

- 44. Yea – 9 / Nay – 12**
 - a. Yea – 9 / Nay – 12**
- 54. Yea – 21 / Nay – 0**
 - a. Yea – 21 / Nay – 0**
- 56. Yea – 11 / Nay – 9**
- 57. Yea – 0 / Nay – 21**

A Member notified the Chair and those present that she would no longer be voting in the Meeting due to perceived intimidation based on the fact that Chris Click was posting vote tallies from the Meeting with individual Members' names on an unsecured social media site. There was discussion.

Thom McDaniel called a break to the Meeting at 1238. The Meeting reconvened at 1248.

The Chair stated that Chris Click was in violation of the Constitution and could be dealt with appropriately through the Constitution. There was discussion regarding the fact that he had 720 "Friends" on his Facebook page, many who are not TWU Local 556 Members, and that his page is public. There was discussion from Members present regarding the breach of confidentiality.

- 58. Yea – 21 / Nay – 0**
 - a. Yea – 13 / Nay – 5**
- 60. Yea – 13 / Nay – 6**
- 63. Yea – 8 / Nay – 12**
 - a. Yea – 13 / Nay – 5**
- 71. Yea – 11 / Nay – 9**
- 75. Yea – 0 / Nay – 21**
- 78. Yea – 11 / Nay – 6**
- 83. Yea – 15 / Nay – 1**
- 86. Yea – 22 / Nay – 0**
- 87. Yea – 22 / Nay – 0**
- 89. Yea – 21 / Nay – 0**
- 92. Yea – 15 / Nay – 4**
 - a. Yea – 6 / Nay – 11**
 - b. Yea – 13 / Nay – 1**
- 94. Yea – 2 / Nay – 16**
- 102. Yea – 19 / Nay – 1**
- 107. Yea – 15 / Nay – 4**
- 113. Yea – 0 / Nay – 19**

Audrey Stone reported that there was an error in the Membership Meeting packets, as #120 was actually an amendment to #15. Those present at the Meeting voted on the amendment to motion #15 above.

- 15. a. Yea – 0 / Nay – 21**
- 121. Yea – 3 / Nay – 15**
 - a. Yea – 18 / Nay – 0**
- 122. Yea – 0 / Nay – 22**

Thom McDaniel left the Meeting at 1438 and returned at 1440.

Audrey Stone chaired the Meeting.

Audrey Stone made a **motion** to group and vote on Project Redesign Motions #24, 31, 35, 36, 39, 40, 43, 46, 48, 51, 52, 64, 68, 74, 76, 80, 82, 84, 85, 90, 91, 93, 95, 98, 100, 104, 106, 108, 110, 111, 112, 114, 115, and 116 together. Pamela McLaughlin **seconded** the motion. The motion **carried**.

Chris Click made a **motion** to dispense with reading aloud the motions on the floor. Deena Wesenberg **seconded** the motion. The motion **carried**.

There was discussion.

Tina Clements made a **motion** calling for the question. Lisa Phillips **seconded** the motion. The motion **carried**.

- 24. Yea – 14 / Nay – 10
- 31. Yea – 14 / Nay – 10
- 35. Yea – 14 / Nay – 10
- 36. Yea – 14 / Nay – 10
- 39. Yea – 14 / Nay – 10
- 40. Yea – 14 / Nay – 10
- 43. Yea – 14 / Nay – 10
- 46. Yea – 14 / Nay – 10
- 48. Yea – 14 / Nay – 10
- 51. Yea – 14 / Nay – 10
- 52. Yea – 14 / Nay – 10
- 64. Yea – 14 / Nay – 10
- 68. Yea – 14 / Nay – 10
- 74. Yea – 14 / Nay – 10
- 76. Yea – 14 / Nay – 10
- 80. Yea – 14 / Nay – 10
- 82. Yea – 14 / Nay – 10
- 84. Yea – 14 / Nay – 10
- 85. Yea – 14 / Nay – 10
- 90. Yea – 14 / Nay – 10
- 91. Yea – 14 / Nay – 10
- 93. Yea – 14 / Nay – 10
- 95. Yea – 14 / Nay – 10
- 98. Yea – 14 / Nay – 10
- 100. Yea – 14 / Nay – 10
- 104. Yea – 14 / Nay – 10
- 106. Yea – 14 / Nay – 10
- 108. Yea – 14 / Nay – 10
- 110. Yea – 14 / Nay – 10
- 111. Yea – 14 / Nay – 10
- 112. Yea – 14 / Nay – 10
- 114. Yea – 14 / Nay – 10
- 115. Yea – 14 / Nay – 10
- 116. Yea – 14 / Nay – 10

Audrey Stone made a **motion** to group and dispense with reading aloud “Housekeeping” Motions #7, 8, 9, 10, 11, 12, 13, 14, 29, 61, 62, 70, 72, 81, 88, and 97. Pamela McLaughlin **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** amending the motion on the floor by adding “and to vote on the ‘Housekeeping’ Motions as presented together.” Deena Wesenberg **seconded** the motion. The motion **carried**.

7. Yea – 20 / Nay – 0

Thom McDaniel and Audrey Stone updated those Members present regarding the Mandatory Attendance Meetings currently being conducted by Southwest Airlines Inflight Management. There was discussion.

Thom McDaniel updated those Members present regarding the ongoing Seniority List Integration (SLI) Negotiations between the Flight Attendants of TWU Local 556 and Association of Flight Attendants Council 57, representing the Flight Attendants of AirTran Airways.

Thom McDaniel updated those Members present regarding the ongoing Overwater/Near International Flying Side Letter Negotiations.

There was discussion regarding Mike Hafner’s new attendance video being shown in 737-800 training.

Audrey Stone made a **motion** to recess. Tina Clements **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1544.

Chicago

October 26, 2011

Stacy Martin called the Chicago Session of the Meeting to order at 0909.

TWU Local 556 Executive Board Members Stacy Martin, Donna Keith, and Audrey Stone were present at the Meeting.

TWU Local 556 Shop Stewards Jason “AB” Burke, Mark Hoewisch, Roy Soria, Tina Tyrrel, Kyle Whiteley, and Dale Wilson were present at the Meeting.

The Chair of the Meeting explained that the Meeting would be conducted loosely using the parliamentary authority, Robert’s Rules of Order.

The Chair stated that, while it wasn’t a violation, he requested that Members present not post on social media sites during the Meeting.

Ryan Regal gave a point of privilege regarding events at the Baltimore Session of the Meeting the preceding day in which Chris Click posted individual votes on Facebook, stating it is in fact a violation of the Constitution because it is sharing Union business with non-Members of TWU Local 556.

In response to a Member's question regarding who was being paid by the Union in attendance at the Meeting, Audrey Stone reported that to her knowledge, she and Stacy Martin were the only people being paid by the Union.

Ryan Regal stated that he was not being paid by the Union to be at the Chicago Session of the Meeting.

Chris Click made a **motion** to suspend the Meeting Agenda and to move directly to Motion #24. Ginger Sharp **seconded** the motion. The motion **carried**.

Manny Santana, Jr. made a **motion** to group and vote on Project Redesign Membership Assembly Motions #24, 31, 35, 36, 39, 40, 43, 46, 48, 51, 52, 64, 68, 74, 76, 80, 82, 84, 85, 90, 91, 93, 95, 98, 100, 104, 106, 108, 110, 111, 112, 114, 115, and 116 together. Ginger Sharp **seconded** the motion. The motion **carried**.

Chris Click made a **motion** amending the motion on the floor to add "to dispense with reading of the Project Redesign Motions and vote on them as presented." Mark Hoewisch **seconded** the motion. The motion **carried**.

There was discussion.

Fred Zermeno made a **motion** calling for the question. Manny Santana, Jr. **seconded** the motion. The motion **carried**.

There was discussion regarding Roberts' Rules of Order procedures which prohibits debate from being cut off while there are Members waiting to speak.

The Chair allowed discussion to continue on the motions on the floor.

Debbie LaFave made a **motion** calling for the question. Mark Hoewisch **seconded** the motion. The motion **carried**.

- 24. Yea – 5 / Nay – 68
- 31. Yea – 5 / Nay – 68
- 35. Yea – 5 / Nay – 68
- 36. Yea – 5 / Nay – 68
- 39. Yea – 5 / Nay – 68
- 40. Yea – 5 / Nay – 68
- 43. Yea – 5 / Nay – 68
- 46. Yea – 5 / Nay – 68
- 48. Yea – 5 / Nay – 68
- 51. Yea – 5 / Nay – 68
- 52. Yea – 5 / Nay – 68
- 64. Yea – 5 / Nay – 68
- 68. Yea – 5 / Nay – 68
- 74. Yea – 5 / Nay – 68
- 76. Yea – 5 / Nay – 68
- 80. Yea – 5 / Nay – 68
- 82. Yea – 5 / Nay – 68
- 84. Yea – 5 / Nay – 68

85. Yea – 5 / Nay – 68
90. Yea – 5 / Nay – 68
91. Yea – 5 / Nay – 68
93. Yea – 5 / Nay – 68
95. Yea – 5 / Nay – 68
98. Yea – 5 / Nay – 68
100. Yea – 5 / Nay – 68
104. Yea – 5 / Nay – 68
106. Yea – 5 / Nay – 68
108. Yea – 5 / Nay – 68
110. Yea – 5 / Nay – 68
111. Yea – 5 / Nay – 68
112. Yea – 5 / Nay – 68
114. Yea – 5 / Nay – 68
115. Yea – 5 / Nay – 68
116. Yea – 5 / Nay – 68

Stacy Martin called a break to the Meeting at 1047. The Meeting reconvened at 1057.

Chris Click made a **motion** to suspend the Meeting Agenda and vote on all Bylaw Motions. Barry Ledford **seconded** the motion. The motion **carried**.

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to Motion #113. Mark Hoewisch **seconded** the motion. The motion **carried**.

113. Yea – 1 / Nay – 71

Chris Click made a **motion** to group and vote on Motions #56, 60, 71, 78, and 107 together. Bill Geisert **seconded** the motion. The motion **carried**.

There was discussion.

Chris Click made a **motion** calling for the question. Ginger Sharp **seconded** the motion. The motion **carried**.

56. Yea – 2 / Nay – 68
60. Yea – 2 / Nay – 68
71. Yea – 2 / Nay – 68
78. Yea – 2 / Nay – 68
107. Yea – 2 / Nay – 68

There was discussion regarding why many of the motions to amend the TWU Local 556 that were made during the 2nd Membership Meeting of 2011 were deemed improper and when that took place. The Chair read the following statement:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY,

DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION'S COMMITTEE ON APPEALS."

Chris Click made a **motion** to suspend the Meeting Agenda and move to vote on all stand-alone Bylaw mMtions. Mark Hoewisch **seconded** the motion. The motion **carried**.

2. Yea – 8 / Nay – 58

Ryan Regal made a **point of order** to the Chair that the Chair could not cast a Member's vote for them, as the Chair was doing by numbering them aloud rather than letting them cast their own vote.

15. Yea – 57 / Nay – 1

16. Yea – 5 / Nay – 56

17. Yea – 30 / Nay – 31

18. Yea – 27 / Nay – 30

19. Yea – 55 / Nay – 4

20. Yea – 5 / Nay – 52

Stacy Martin called a break to the Meeting at 1237. The Meeting reconvened at 1250.

22. Yea – 8 / Nay – 35

23. Yea – 8 / Nay – 36

26. Yea – 37 / Nay – 11

A Member notified the Chair and those present that he would no longer be voting in the Meeting due to perceived intimidation based on the fact that someone was posting vote tallies from the Meeting with individual Members' names on a social media site. There was discussion.

The Chair stated that he could not do anything about it as the Chair of the Meeting, and Members present asked what recourse they had. Audrey Stone stated that it is a violation of the TWU International Constitution and could be dealt with through charges as applicable in the Constitution.

Chad Wareing made a **motion** calling for the question. Barry Ledford **seconded** the motion. The motion **carried**.

33. Yea – 34 / Nay – 8

a. Yea – 38 / Nay – 4

37. Yea – 34 / Nay – 5

42. Yea – 38 / Nay – 0

44. Yea – 40 / Nay – 0

a. Yea – 40 / Nay – 0

Stacy Martin left the Meeting.

Audrey Stone chaired the Meeting.

54. Yea – 18 / Nay – 11

a. Yea – 12 / Nay – 26

57. Yea – 1 / Nay – 39

- 58. Yea – 34 / Nay – 0
 - a. Yea – 13 / Nay – 13
- 63. Yea – 12 / Nay – 18
 - a. Yea – 17 / Nay – 9
- 75. Yea – 1 / Nay – 29

Stacy Martin returned to the Meeting.

- 83. Yea – 15 / Nay – 13
- 86. Yea – 0 / Nay – 28
- 87. Yea – 29 / Nay – 0
- 89. Yea – 0 / Nay – 27
- 92. Yea – 29 / Nay – 0
 - a. Yea – 23 / Nay – 1
 - b. Yea – 12 / Nay – 12
- 94. Yea – 0 / Nay – 28
- 102. Yea – 27 / Nay – 1
- 113. Yea – 1 / Nay – 71

Audrey Stone reported that there was an error in the Membership Meeting packets, as #120 was actually an amendment to #15. Those present at the Meeting voted on the amendment to motion #15 above.

- 15. a. Yea – 2 / Nay – 25
- 121. Yea – 0 / Nay – 28
 - a. Yea – 28 / Nay – 0
- 122. Yea – 0 / Nay – 29

Chris Click made a **motion** to group and vote on together Motions #7, 8, 9, 10, 11, 12, 13, 14, 29, 61, 62, 70, 72, 81, 88, and 97, and to dispense with reading them aloud. Andrew Pitman **seconded** the motion. The motion **carried**.

- 7. Yea – 29 / Nay – 0
- 8. Yea – 29 / Nay – 0
- 9. Yea – 29 / Nay – 0
- 10. Yea – 29 / Nay – 0
- 11. Yea – 29 / Nay – 0
- 12. Yea – 29 / Nay – 0
- 13. Yea – 29 / Nay – 0
- 14. Yea – 29 / Nay – 0
- 29. Yea – 29 / Nay – 0
- 61. Yea – 29 / Nay – 0
- 62. Yea – 29 / Nay – 0
- 70. Yea – 29 / Nay – 0
- 72. Yea – 29 / Nay – 0
- 81. Yea – 29 / Nay – 0
- 88. Yea – 29 / Nay – 0

97. Yea – 29 / Nay – 0

Chris Click made a **motion** to suspend the Meeting Agenda and move directly to the motion on the floor. Sallie Gotautas **seconded** the motion. The motion **carried**.

The Chair explained that he had been informed that the Members present would only be voting on the first part of the motion, to vote by secret ballot, during today's Session and on the second part of the motion during the 1st Membership Meeting of 2012. There was discussion.

Fred Zermeno made a **motion** calling for the question. Mark Hoewisch **seconded** the motion. The motion **carried**.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 9 Nay – 19

Ray Ward made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Mark Hoewisch **seconded** the motion. The motion **carried**.

Stacy Martin called a break to the Meeting at 1550. The Meeting reconvened at 1605.

Stacy Martin submitted the **Local 556 Financial Report**. There was discussion.

A Member asked Stacy Martin about his lawsuit, and he stated that he was not allowed to talk about it. There was discussion. Another Member asked if the Union had incurred any costs due to the lawsuit, and Audrey Stone stated that through insurance, TWU Local 556 has a \$10,000 deductible.

There was discussion regarding the TWU Local 556 budget being "in the black," and that Local 556 has been saving money while continuing to expand services.

Audrey Stone updated those Members present regarding the Mandatory Attendance Meetings currently being conducted by Southwest Airlines Inflight Management. There was discussion.

There was discussion regarding Mike Hafner's new absenteeism video and his use of the word "productive." A Member requested that Local 556 put something out explaining to the Membership how productivity is defined in the airline industry.

There was discussion regarding some Flight Attendant's lack of knowledge of the new Work and Conduct Rule, Class I, #17 "Failure to fulfill or complete reserve obligation by not being within 2 hours driving-distance from domicile (of the reserve assignment) during reserve contact hours," and the education and information Local 556 has provided the Membership.

Audrey Stone updated those Members present regarding the ongoing Seniority List Integration (SLI) Negotiations between the Flight Attendants of TWU Local 556 and Association of Flight Attendants Council 57, representing the Flight Attendants of AirTran Airways.

Audrey Stone updated those Members present regarding the ongoing Overwater/Near International Flying Side Letter Negotiations.

There was discussion regarding alleged crew member safety incidents at the overnight hotel in Tampa. Audrey Stone reported that all safety allegations are researched between Southwest Airlines and the Local 556 Safety Committee.

Debbie LaFave made a **motion** to recess. Mark Hoewisch **seconded** the motion. The motion **carried**.

Stacy Martin recessed the Meeting at 1720.

Orlando

October 27, 2011

Stacy Martin called the Orlando Session of the Meeting to order at 0912.

TWU Local 556 Executive Board Members Stacy Martin, Jimmy West, and Audrey Stone were present at the Meeting.

TWU Local 556 Shop Stewards Drew Shy, Ian Johnson, Gisela Alvarez, Chris Sullivan, and Vicki Evangelista were present at the Meeting.

TWU Local 556 Shop Steward and Board of Election Chairperson Susan Kern was present at the Meeting.

The Chair of the Meeting went over the ground rules of the Meeting and requested that Members present turn cell phones to silent and not post on Facebook during the Meeting.

David Reed made a **motion** to dispense with the reading aloud of the 2nd Membership Meeting Minutes of 2011, and to approve them as presented. Jimmy West **seconded** the motion. The motion **carried**.

Stacy Martin submitted the **Local 556 Financial Report**. There was discussion.

Jimmy West made a **motion** to suspend the Meeting Agenda and move directly to voting on the Bylaw Motions. Gisela Alvarez **seconded** the motion. The motion **carried**.

Jimmy West made a **motion** to suspend the Meeting Agenda and move directly to Motion #24. David Reed **seconded** the motion. The motion **carried**.

There was discussion.

Jimmy West made a **motion** calling for the question. Gisela Alvarez **seconded** the motion. The motion **carried**.

24. Yea – 0 / Nay – 22

David Reed made a **motion** to suspend the Meeting Agenda and to group together and vote on all Project Redesign Membership Assembly Motions #31, 35, 36, 39, 40, 43, 46, 48, 51, 52, 64, 68, 74, 76, 80, 82, 84, 85, 90, 91, 93, 95, 98, 100, 104, 106, 108, 110, 111, 112, 114, 115, and 116, and dispense with reading them aloud. Jamie Gaines **seconded** the motion. The motion **carried**.

- 31. Yea – 1 / Nay – 21**
- 35. Yea – 1 / Nay – 21**
- 36. Yea – 1 / Nay – 21**
- 39. Yea – 1 / Nay – 21**
- 40. Yea – 1 / Nay – 21**
- 43. Yea – 1 / Nay – 21**
- 46. Yea – 1 / Nay – 21**
- 48. Yea – 1 / Nay – 21**
- 51. Yea – 1 / Nay – 21**
- 52. Yea – 1 / Nay – 21**
- 64. Yea – 1 / Nay – 21**
- 68. Yea – 1 / Nay – 21**
- 74. Yea – 1 / Nay – 21**
- 76. Yea – 1 / Nay – 21**
- 80. Yea – 1 / Nay – 21**
- 82. Yea – 1 / Nay – 21**
- 84. Yea – 1 / Nay – 21**
- 85. Yea – 1 / Nay – 21**
- 90. Yea – 1 / Nay – 21**
- 91. Yea – 1 / Nay – 21**
- 93. Yea – 1 / Nay – 21**
- 95. Yea – 1 / Nay – 21**
- 98. Yea – 1 / Nay – 21**
- 100. Yea – 1 / Nay – 21**
- 104. Yea – 1 / Nay – 21**
- 106. Yea – 1 / Nay – 21**
- 108. Yea – 1 / Nay – 21**
- 110. Yea – 1 / Nay – 21**
- 111. Yea – 1 / Nay – 21**
- 112. Yea – 1 / Nay – 21**
- 114. Yea – 1 / Nay – 21**
- 115. Yea – 1 / Nay – 21**
- 116. Yea – 1 / Nay – 21**

Jimmy West made a **motion** to suspend the Meeting Agenda and move directly to Motion #113. Eric Collins **seconded** the motion. The motion **carried**.

- 113. Yea – 12 / Nay – 10**
- 2. Yea – 19 / Nay – 3**

Ryan Regal addressed those Members present and thanked them for attending the Meeting and asking questions about the Project Redesign Membership Assembly.

Stacy Martin called a break to the Meeting at 1042. The Meeting reconvened at 1058.

Jimmy West made a **motion** to suspend the Meeting Agenda and move to group and vote on together Motions #71, 56, 60, 78, and 107. Gisela Alvarez **seconded** the motion. The motion **carried**.

Gisela Alvarez made a **motion** to dispense with reading Motions #71, 56, 60, 78, and 107 aloud and vote on them as presented. Jimmy West **seconded** the motion. The motion **carried**.

71. Yea – 0 / Nay – 19
56. Yea – 0 / Nay - 19
60. Yea – 0 / Nay – 19
78. Yea – 0 / Nay – 19
107. Yea – 0 / Nay - 19

Jimmy West made a **motion** to suspend the Meeting Agenda and move to group together and vote on Motions #17 and 18. Eddie Pirl **seconded** the motion. The motion **carried**.

17. Yea – 0 / Nay – 19
18. Yea – 0 / Nay – 19

David Reed made a **motion** to suspend the Meeting Agenda and move directly to the motion on the floor. Eric Collins **seconded** the motion. The motion **carried**.

The Chair explained that he had been informed that the Members present would only be voting on the first part of the motion, to vote by secret ballot, during today's Session and on the second part of the motion during the 1st Membership Meeting of 2012. There was discussion.

Drew Shy made a **motion** to go back to the Meeting Agenda. Anita Vinje **seconded** the motion. The motion **carried**.

Chris Sullivan made a **motion** to amending the motion on the floor to strike the words "to vote by secret ballot." Audrey Stone **seconded** the motion.

Stacy Martin called a break to the Meeting at 1145. The Meeting reconvened at 1157.

The motion amending the motion on the floor was ruled **out of order** by the Chair.

Those Members present voted on the first part of the motion on the floor:

Motion: to vote by secret ballot to rescind the current Assessment Fee and its two amendments because of the recent \$4.00 increase in our dues. Provisions in our International Constitution allow for Local 556 to keep seventy percent of all dues payments. Therefore, this \$2.80 net increase of dues will offset the need for the \$3.00 Assessment Fee and it is no longer needed.

Yea – 1 Nay – 17

Jimmy West made a **motion** to suspend the Meeting Agenda and move directly to Motion #33. Jonelle Demko **seconded** the motion. The motion **carried**.

Jimmy West made a **motion** to dispense with reading aloud Motion #33. Jonelle Demko **seconded** the motion. The motion **carried**.

- 33. Yea – 18 / Nay – 0**
 - a. Yea – 15 / Nay – 3**
- 15. Yea – 8 / Nay – 9**
- 16. Yea – 0 / Nay – 14**

Stacy Martin left the Meeting.

Audrey Stone chaired the Meeting.

- 19. Yea – 3 / Nay – 11**
- 20. Yea – 2 / Nay – 9**
- 22. Yea – 5 / Nay – 4**

Stacy Martin returned to the Meeting.

Audrey Stone continued chairing.

- 23. Yea – 0 / Nay – 10**
- 26. Yea – 0 / Nay – 9**
- 37. Yea – 3 / Nay – 5**

Stacy Martin resumed chairing the Meeting.

- 42. Yea – 1 / Nay – 7**
- 44. Yea – 1 / Nay – 7**
 - a. Yea – 1 / Nay – 7**
- 54. Yea – 3 / Nay – 5**
 - a. Yea – 4 / Nay – 4**
- 57. Yea – 2 / Nay – 7**
- 58. Yea – 6 / Nay – 2**
 - a. Yea – 8 / Nay – 0**
- 63. Yea – 3 / Nay – 5**
 - a. Yea – 4 / Nay – 5**
- 75. Yea – 2 / Nay – 6**
- 83. Yea – 0 / Nay – 8**
- 86. Yea – 5 / Nay – 1**

Stacy Martin left the Meeting to take a phone call.

Audrey Stone chaired the Meeting.

- 87. Yea – 3 / Nay – 4**

Stacy Martin returned to the Meeting.

- 89. Yea – 1 / Nay – 6
- 92. Yea – 0 / Nay – 7
 - a. Yea – 2 / Nay – 5
 - b. Yea – 1 / Nay – 6
- 94. Yea – 2 / Nay – 5

Stacy Martin left the Meeting to take a phone call.

Audrey Stone chaired the Meeting.

- 102. Yea – 1 / Nay – 6

Stacy Martin returned to the Meeting.

Audrey Stone reported that there was an error in the Membership Meeting packets, as #120 was actually an amendment to #15. Those present at the Meeting voted on the amendment to motion #15 above.

- 15. a. Yea – 2 / Nay – 5
- 121. Yea – 0 / Nay – 7
 - a. Yea – 6 / Nay – 0
- 122. Yea – 2 / Nay – 5

Susan Kern made a **motion** to group and vote together on all “Housekeeping” Motions #7, 8, 9, 10, 11, 12, 13, 14, 29, 61, 62, 70, 72, 81, 88, and 97. Ian Johnson **seconded** the motion. The motion **carried**.

Chris Sullivan made a **motion** amending the motion to “dispense with reading the ‘Housekeeping’ Motions aloud.” Susan Kern **seconded** the motion. The amendment **carried**.

- 7. Yea – 7 / Nay – 0
- 8. Yea – 7 / Nay – 0

The Chair read the following statement regarding TWU Local 556 Bylaw Amendments being ruled improper:

“THESE PROPOSED BYLAW AMENDMENTS DO NOT CONFORM TO THE PROVISIONS, AND/OR PRINCIPLES OF THE TWU INTERNATIONAL CONSTITUTION, ESTABLISHED PRINCIPLES OF THE INTERNATIONAL UNION, ARE IN CONFLICT WITH ANOTHER CURRENT TWU LOCAL 556 BYLAW, OR WERE SUBMITTED INCORRECTLY AND WILL NOT BE CONSIDERED BY THE BODY, DEBATED OR VOTED UPON AND MAY ONLY BE APPEALED TO THE INTERNATIONAL UNION’S COMMITTEE ON APPEALS.”

Audrey Stone updated those Members present regarding the Mandatory Attendance Meetings currently being conducted by Southwest Airlines Inflight Management. There was discussion.

Audrey Stone updated those Members present regarding the ongoing Seniority List Integration (SLI) Negotiations between the Flight Attendants of TWU Local 556 and Association of Flight Attendants Council 57, representing the Flight Attendants of AirTran Airways.

Audrey Stone updated those Members present regarding the ongoing Overwater/Near International Flying Side Letter Negotiations.

Susan Kern made a **motion** to recess. Ian Johnson **seconded** the motion. The motion **carried**.

Stacy Martin recessed the Meeting at 1608.

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



Audrey Stone
Acting Recording Secretary

Regarding the motion on the floor pertaining to the Assessment Fee, those Members present voted against using a “secret ballot” when voting on the motion during the 1st Membership Meeting of 2012.

Yea – 55 Nay – 105