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

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1st Membership Meeting
February 2010
Minutes

Phoenix

February 8, 2010
Michael Massoni called the Meeting to order at 1010.

Recording Secretary Cuyler Thompson was stranded due to weather and unable to attend. John Parrott recorded the Minutes of the Phoenix Session of the Meeting.

Local 556 Executive Board Members present were Michael Massoni, John Parrott and John DiPippa.

Shop Steward Mark Savage was present at the Meeting.

Professional Standards Committee Chair Michael Broadhead was present at the Meeting.

Michael Massoni presented the **October** and **December Executive Board Meeting Synopses**.

Mark Savage made a **motion** to dispense with the reading of the Executive Board Meeting Synopses aloud. John DiPippa **seconded** the motion. The motion **carried**.

Michael Massoni read aloud the pertinent financial information contained in the Synopses.

Michael Massoni presented the **3rd Membership Meeting 2009 Minutes** for review.

Mark Savage made a **motion** to dispense with the reading of the 3rd Membership Meeting 2009 Minutes aloud and to approve them as presented. John DiPippa **seconded** the motion. The motion **carried**.

John Parrott presented the **TWU Local 556 December 2009 Financial Report** for review.

Michael Massoni presented the Local 556 2009 Bylaw Amendments.

Those Members present voted on the current motions on the floor.

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 0 **Nay – 4**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 2 **Nay – 1**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

The Chair ruled the motion out of order because you cannot direct a governing body to take an action and take away their ability to vote and/or debate. The Chair stated that the motion also was not specific enough.

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

The Chair ruled the motion out of order because it is in direct conflict with the TWU Local 556 Bylaws.

The Chair recognized Michael Broadhead, the New Professional Standards Committee Chair, for his work on the Professional Standards Committee.

The Chair recognized Phoenix Domicile Executive Board Member John DiPippa for great work during the recent Local 556 35th Anniversary Celebration.

The Chair recognized John Parrott for his call to service in assisting in the Recording Secretary's duties during this round of Membership Meetings**.**

Michael Broadhead made a **motion** to recess. Mark Savage **seconded** the motion. The motion **carried.**

The Chair recessed the Phoenix Session of the Meeting at 1049.

Las Vegas

February 9, 2010

Michael Massoni called the Meeting to order at 1000.

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

Shop Stewards Kevin Onstead, Addie Crisp and Cobia J. Gould were present at the Meeting.

At a Member's request, the Chair suspended the Agenda of the Meeting vote on the motions currently on the floor.

Those Members present voted on the current motions on the floor.

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 0 **Nay – 3**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 1 **Nay – 3**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

Michael Massoni reported that the motion had been ruled out of order because it was in conflict with a previous Membership Motion that had been passed which set the pay of Executive Board Members on full-time pulls. He went on to say that the motion sought to take away the Executive Board's ability to vote and/or debate.

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

Michael Massoni reported that the motion had been ruled out of order because it conflicted with the TWU Local 556 Bylaws, which state that, "The Local will pay for hotel and car rental expenses for the President and Financial Secretary or any full time Union office pulls, as approved by the Executive Board."

Cuyler Thompson presented the October and December Executive Board Meeting Synopses.

Cobia J. Gould made a **motion** to dispense with the reading of the Executive Board Meeting Synopses aloud. Bryan Orozco **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the Synopses.

Cuyler Thompson presented the 3rd Membership Meeting Minutes of 2009 for approval.

Addie Crisp made a **motion** to dispense with the reading of the 3rd Membership Meeting 2009 Minutes aloud and to approve them as presented. Cobia J. Gould **seconded** the motion. The motion **carried**.

Michael Massoni presented the December 2009 Local 556 Financial Report.

Cuyler Thompson discussed the process of amending the **Local 556 Bylaws** and noted that the Local was currently awaiting the decision of the TWU International Executive Committee regarding the motions to amend the Bylaws.

There was discussion regarding the ongoing worldwide Flight Attendant Fatigue Study. Michael Massoni thanked Shop Steward Cobia J. Gould for volunteering to participate in the upcoming Fatigue Countermeasure Training session for line Flight Attendants being held in Oklahoma City at the end of March 2010.

There was discussion regarding the ongoing Air Cabin Quality Study.

Addie Crisp noted that she would be participating in the Las Vegas St. Patrick's Day Parade with TWU International and invited other Members to attend.

There was discussion regarding the feasibility of the Local texting and/or emailing Flight Attendant Members more frequently.

Bryan Orozco made a **motion** to recess. Cobia J. Gould **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Las Vegas Session of the Meeting at 1108.

<u>Oakland</u>

February 10, 2010

Michael Massoni called the Meeting to order at 1000.

Executive Board Members Michael Massoni, Cuyler Thompson and Mark Torrez were present at the Meeting.

Shop Stewards Donald Silva and Cynthia Belle were present at the Meeting.

Cuyler Thompson presented the October and December Executive Board Meeting Synopses.

Donald Silva made a **motion** to dispense with the reading of the Executive Board Meeting Synopses aloud. Greg Hofer **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the Synopses.

Cuyler Thompson presented the 3rd Membership Meeting Minutes of 2009 for approval.

Donald Silva made a **motion** to dispense with the reading of the Third Quarter Membership Meeting Minutes aloud and to approve them as presented. Cynthia Belle **seconded** the motion. The motion **carried**.

Michael Massoni presented the December 2009 Local 556 Financial Report.

Cuyler Thompson discussed the process of amending the **Local 556 Bylaws** and noted that the Local was currently awaiting the decision of the TWU International Executive Committee regarding the motions to amend the Bylaws.

Those Members present voted on the current motions on the floor.

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 1 **Nay – 2**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 1 **Nay – 3**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

Michael Massoni reported that the motion had been ruled out of order because the Membership cannot direct the Executive Board to take a specific action and thus take away their ability to vote and/or debate.

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

Michael Massoni reported that the motion had been ruled out of order by the Chair because it conflicted with the TWU Local 556 Bylaws.

There was discussion regarding the Inflight Culture/Spirit Committee. The Chair thanked Shop Steward Cynthia Belle for her participation on the Committee.

Mark Torrez made a **motion** to recess. Donald Silva **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Oakland Session of the Meeting at 1128.

Orlando

February 11, 2010

Thom McDaniel called the Meeting to order at 1015.

Thom McDaniel recorded the Minutes of the Orlando Session of the Meeting. Cuyler Thompson was unable to attend the Session. There were no scheduled flights after the Oakland Session that would arrive in time for him to attend the Orlando Session.

Executive Board Members Thom McDaniel and Jimmy West were present at the Meeting.

COPE Team and Shop Steward Co-Chair Susan Kern were present at the Meeting.

Shop Steward Jim Volpe was present at the Meeting.

Thom McDaniel presented the October and December Executive Board Meeting Synopses.

Jimmy West made a **motion** to dispense with the reading of the October and December Executive Board Meeting Synopses aloud. Susan Kern **seconded** the motion. The motion **carried**.

Thom McDaniel presented the 3rd Membership Meeting 2009 Minutes for review.

Jimmy West made a **motion** to dispense with the reading of the 3rd Membership Meeting 2009 Minutes aloud and to approve them as presented. Susan Kern **seconded** the motion. The motion **carried**.

Thom McDaniel presented the December 2009 Local 556 Financial Report.

Those Members present voted on the current motions on the floor.

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 3 **Nay – 0**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 3 **Nay – 0**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

The Chair reported that the motion had been ruled out of order.

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

The Chair reported that the motion had been ruled out of order.

There was discussion regarding Open Time Trips and weather disruptions.

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

Thom McDaniel recessed the Orlando Session of the Meeting at 1045.

Dallas

February 15, 2010
Thom McDaniel called the Meeting to order at 1007.

Executive Board Members present were Thom McDaniel, John Parrott, Cuyler Thompson, Todd Gage and Karen Amos.

Shop Stewards Gwen Dunivent, Keenan Ryan, Amy Harthausen, Cindy Ritner, Kathy Anderson, Jamie Lynch, Stacy Madison and Joe Skotnik were present at the Meeting.

Grievance Chair Allyson Parker-Lauck and Contract and Leave Coordinator Denny Sebesta were present at the Meeting.

Cindy Ritner made a **motion** to suspend the Meeting Agenda in order to first vote on the motions currently on the floor. Karen Amos **seconded** the motion. The motion **carried**.

Those Members who had voted (or would be voting) at other Sessions of the Meeting declared where they had voted (or would vote.)

Those Members present voted on the current motions on the floor.

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

There was discussion.

Yea – 10 **Nay – 9**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

There was discussion.

Yea – 4 **Nay – 12**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

Thom McDaniel reported that the motion had been ruled out of order because according to the Local's Bylaws, the Executive Board makes decisions regarding Executive Board Member's pay, which then must be approved by the Local's Membership.

There was discussion regarding the pay of those Members on full-time Union pulls and the fact that the Local's Scheduling Committee had not been instructed to write Flight Attendant Bid Lines to benefit those Members specifically.

There was discussion regarding the way that Executive Board Members were pulled and paid when doing Union work for the Membership.

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

The Chair reported that the motion had been ruled out of order because it conflicted with the TWU Local 556 Bylaws.

Cuyler Thompson presented the October and December Executive Board Meeting Synopses.

Gwen Dunivent made a **motion** to dispense with the reading of the Executive Board Meeting Synopses aloud. Todd Gage **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the 3rd Membership Meeting Minutes of 2009 for approval.

Allyson Parker-Lauck made a **motion** to dispense with the reading of the 3rd Membership Meeting 2009 Minutes aloud and to approve them as presented. Gwen Dunivent **seconded** the motion. The motion **carried**.

John Parrott presented the December 2009 Local 556 Financial Report.

There was discussion.

Cuyler Thompson discussed the process of amending the **Local 556 Bylaws** and noted that the Local was currently awaiting the decision of the TWU International Executive Committee regarding the motions to amend the Bylaws.

Thom McDaniel left the Meeting at 1142.

Cuyler Thompson chaired the Meeting.

John Parrott made a **motion** that TWU Local 556 institute a Special Assessment fee of $3.00 per Member per month to be used only for the purpose of Contract Negotiations. Denny Sebesta **seconded** the motion.

Denny Sebesta made a **motion** to amend the previous motion by adding, "The collection of this $3.00 will cease thirty days after the ratification of the next Contract." Gwen Dunivent **seconded** the motion.

Gwen Dunivent made a second **motion** to amend the previous motion by adding, "Any monies not used will be placed in an interest-bearing account to be used only for future Contract Negotiations." Jennifer Hartman **seconded** the motion.

Thom McDaniel returned to the Meeting at 1146.

Allyson Parker-Lauck made a **motion** to recess. Karen Amos **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Dallas Session of the Meeting at 1159.

Houston

February 19, 2010

Michael Massoni called the Meeting to order at 1000.

Executive Board Members present were Michael Massoni, Stacy Martin, John Parrott, Cuyler Thompson and Crystal Rains.

Board of Election Member Jannah Dalak was present at the Meeting.

Shop Stewards Chad Knesek, Jill Van der Werff, Kelley Martin and Valerie Boy were present at the Meeting.

Chris Click made a **motion** to suspend the Meeting Agenda in order to first vote on the motions currently on the floor. Stacy Martin **seconded** the motion. The motion **carried**.

Those Members who had voted (or would be voting) at other Sessions of the Meeting declared where they had voted (or would vote.)

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 17 **Nay – 0**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 16 **Nay – 0**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

Michael Massoni reported that the motion had been ruled out of order because it instructed the Executive Board to vote a certain way on a decision regarding Executive Board pay, thus taking away the ability of the Executive Board to make such a decision.

There was discussion regarding the decision of the Chair.

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

Chris Click raised a **Point of Order** that a vote to appeal a decision of a Chair must only pass by a simple majority.

The Chair upheld the Point of Order.

The motion on the floor **carried**.

There was discussion regarding the feasibility of holding online Membership Meetings.

There was discussion regarding the fact that according to the TWU Local 556 Bylaws, our Membership Meetings were conducted by Robert's Rules of Order.

Michael Massoni was excused at 1030 to seek Counsel for the Session so that a determination could be made on how to proceed in such a situation, as the Houston Session was the sixth of eight Sessions of the 1st Membership Meeting of 2010.

The Meeting recessed briefly.

Michael Massoni returned to the Meeting at 1036.

The Chair noted that those Members in attendance at the Houston Session would vote on the motion on the floor and that those votes would be tallied against the aggregate.

Yea – 16 **Nay – 3**

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

Michael Massoni reported that the motion had been ruled out of order by the Chair because it conflicted with the TWU Local 556 Bylaws, which state that, "The Local will pay for hotel and car rental expenses for the President and Financial Secretary or any full time Union office pulls, as approved by the Executive Board."

Chris Click made a **motion** appealing the decision of the Chair. Kristie Click **seconded** the motion. The motion **carried**.

The Chair noted that those Members in attendance at the Houston Session would vote on the motion on the floor and that those votes would be tallied against the aggregate.

Yea – 15 **Nay – 2**

The Chair opened the floor to New Business.

Chris Click made a **motion** that the Grievance Chair position, be required to perform their duties five (5) days per week, in the main union office, excluding scheduled vacation days and other contractually protected leaves. Jannah Dalak **seconded** the motion.

Chris Click made a **motion** that the position of Arbitration Coordinator be removed and the duties of the Arbitration Coordinator become the duties of the entire grievance staff (team), including the Grievance Chair. Kristie Click seconded the **motion**.

Chris Click made a **motion** that, in the event an "elected officer" cannot fulfill the Grievance Chair position because of other "Union Related" duties prevent them from doing so; then the appointed Grievance Chair <u>shall</u> be paid a monthly pay equal to the "Average Line Pay + 15%.". Kristie Click **seconded** the motion.

Chris Click made a **motion** to file charges against two Executive Board Members of Local 556. Kristie Click **seconded** the motion.

The Chair ruled the motion **out of order** based on timeframes.

Chris Click made a **motion** appealing the decision of the Chair. Kristie Click **seconded** the motion. The motion **carried**.

Jennifer Norton made a **motion** that a written adaptation of Robert's Rules of Local 556 be made available to all union members on the union website. The adaptation is subject to the Membership approval. Jannah Dalak **seconded** the motion.

Chris Click made a **motion** to, "file charges against Cuyler Thompson, Recording Secretary" and that "these charges be presented to every member at the earliest possible membership meeting, and that the membership vote on the validity of these charges," and "that the membership vote on the Remedy (he) seek(s), which is also attached to these charges." Kristie Click **seconded** the motion.

Chris Click read aloud the charges against Cuyler Thompson and requested that they be entered into the official Minutes of the Meeting and read at each Session.

There was discussion regarding a letter from the Executive Board sent to Board of Election (BOE) Member Jannah Dalak which addressed verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes. There was discussion.

There was discussion regarding the fact that 2nd Vice President Stacy Martin was no longer serving as the Local's Office Manager and no longer on a full-time pull to work in the Union Office.

There was discussion regarding the fact that Treasurer John Parrott was at the Houston Session of the Meeting to present the Local 556 Financial Report.

There was more discussion regarding the fact that 2nd Vice President Stacy Martin was no longer serving as the Local's Office Manager and no longer on a full-time pull to work in the Union Office.

There was discussion regarding **"Trip Sharking"** and that it appeared that Delegate(s) to the recent TWU International Constitutional Convention had benefitted by picking up or trading Pairings into the scheduled days of the Convention after the results of the election were announced.

Chris Click submitted two sets of Charges to Recording Secretary Cuyler Thompson.

There was more discussion regarding a letter from the Executive Board sent to BOE Member Jannah Dalak which addressed verbiage pertaining to the BOE contained in the May and June 2009 Executive Board Meeting Minutes.

Michael Massoni left the Meeting at 1213.

John Parrott chaired the Meeting.

Discussion continued.

Michael Massoni returned to the Meeting at 1217.

Jill Van der Werff made a **motion** to eliminate providing an apartment, hotel stays or rental car expenses for any 556 Local Officer or other full-time pull Member for the purpose of commuting to DAL in order to perform regular Union Business. Temporary Assignment, such as Negotiating Team Members' expenses will still be provided per the bylaws. Chris Click **seconded** the motion.

The Meeting returned to the Agenda.

Cuyler Thompson presented the October and December 2009 Executive Board Meeting Synopses.

Stacy Martin made a **motion** to dispense with the reading aloud of the Executive Board Meeting Synopses. Jill Van der Werff **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the Executive Board Meeting Synposes.

The Chair ruled Jill Van der Werff's previous motion **out of order** due to conflict with the Bylaws.

Chris Click made a **motion** appealing the decision of the Chair. Kristie Click **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the 3rd Membership Meeting Minutes of 2009 for approval.

Chris Click made a **motion** not to read the Membership Meeting Minutes aloud but to approve them as presented. Jill Van der Werff **seconded** the motion. The motion **carried**.

John Parrott presented the December 2009 Local 556 Financial Report.

There was discussion.

Cuyler Thompson discussed the process of amending the **Local 556 Bylaws** and noted that the Local was currently awaiting the decision of the TWU International Executive Committee regarding the motions to amend the Bylaws.

Chris Click made a **motion** to recess. Kelley Martin **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Houston Session of the Meeting at 1317.

<u>Chicago</u>

February 22, 2010

Thom McDaniel called the Session to order at 1003.

Executive Board Members Thom McDaniel, Michael Massoni, John Parrott, Cuyler Thompson, Colleen Griffin and Donna Keith were present at the Meeting.

Shop Stewards Dale Wilson, Rob Riddell, Erich Schwenk and Don Shipman were present at the Meeting.

Cuyler Thompson presented the October and December Executive Board Meeting Synopses.

Rob Riddell made a **motion** to dispense with the reading of the Executive Board Meeting Synopses aloud. Rick Simmons **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the Synopses.

Cuyler Thompson presented the 3rd Membership Meeting Minutes of 2009 for approval.

Rob Riddell made a **motion** to dispense with the reading of the 3rd Membership Meeting Minutes of 2009 aloud and to approve them as presented. Dale Wilson **seconded** the motion. The motion **carried**.

John Parrott presented the December 2009 Local 556 Financial Report.

There was discussion.

Thom McDaniel left the Meeting at 1011.

Michael Massoni chaired the Meeting.

Discussion continued.

Thom McDaniel returned to the Meeting at 1014.

In response to a Member's question, there was discussion regarding the fact that the Local's expenditures had exceeded its revenues thus far this fiscal year and what the Executive Board had been doing to reverse the trend.

There was discussion regarding the Local 556 Operating Budget. It was noted that the Executive Board had passed a balanced budget during the previous week's Executive Board Meeting.

In response to a Member's question, there was discussion regarding the Local's Grievance Chair position.

There was discussion regarding the cost of the radio advertisement mentioned in the October 26, 2009 Conference Call Synopsis.

In response to a Member's question, there was discussion regarding the hiring practices in the Local's Union Office.

In response to a Member's question, there was discussion regarding the Professional Standards Committee.

In response to a Member's questions, there was discussion regarding the fact that Stacy Martin had recently filed a lawsuit against TWU Local 556.

There was discussion regarding the Local's 2nd Vice President position.

In response to a Member's question, there was discussion regarding the untrue rumor that Southwest Airlines Management and the Local's Executive Board had known about the Tentative Agreement on the current Collective Bargaining Agreement (Contract) months before presenting it to the Local 556 Membership.

In response to a Member's question, there was discussion regarding the fact that the Local's President and Treasurer were now splitting all of the duties that were previously assigned to Stacy Martin when he was the Local's Office Manager.

Thom McDaniel discussed the process of amending the Local 556 Bylaws and noted that the Local was currently awaiting the decision of the TWU International Executive Committee regarding the motions to amend the Bylaws. There was discussion.

Those Members who had voted (or would be voting) at other Sessions of the Meeting declared where they had voted (or would vote.)

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 15 **Nay – 2**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 14 **Nay – 4**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

Thom McDaniel reported that the motion had been ruled out of order because it instructed the Executive Board to vote a certain way on a decision regarding Executive Board pay. He went on to say that the motion was in conflict with the Local's Bylaws which state, "The Executive Board shall set salaries and/or expenses for all Officers, subject to the approval of the Membership at a Membership Meeting."

There was discussion regarding the decision of the Chair and the fact that a procedural motion appealing the decision of the Chair had passed at the Houston Session of the Meeting. Thom reported that the Local's Legal Counsel had stated that those present at the Chicago Session of the Meeting would not vote on the motion because it had been ruled out of order.

Sharon McLeod made a **motion** appealing the decision of the Chair. Rob Riddell **seconded** the motion.

The motion on the floor **carried**.

The Chair reported that those Members in attendance at the Chicago Session would vote on the motion on the floor.

Yea – 10 **Nay – 4**

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

Thom McDaniel reported that the motion had been ruled out of order by the Chair because it conflicted with the TWU Local 556 Bylaws, which state that, "The Local will pay for hotel and car rental expenses for the President and Financial Secretary or any full time Union office pulls, as approved by the Executive Board." Thom McDaniel noted that a motion appealing the decision of the Chair had been passed during the Houston Session of the Meeting and that an appeal could also be made at the Chicago Session.

The Chair opened the floor to New Business.

Cuyler Thompson reported that eight Membership Motions had been made during the six previous Sessions of the 1st Membership Meeting of 2010. Cuyler read the motions and their amendments aloud.

Dale Wilson made a **motion** to amend a motion made during the Houston Session of the Meeting, "that the position of Arbitration Coordinator be removed and the duties of the Arbitration Coordinator become the duties of the entire grievance staff (team), including the Grievance Chair," by adding the verbiage, "effective January 1, 2011" to the end of the sentence. Don Shipman **seconded** the motion.

Dale Wilson made a **motion** to amend a motion made during the Houston Session of the Meeting, "that a written adaptation of Robert's Rules of Local 556 be made available to all union members on the union website.

The adaptation is subject to the Membership approval," by adding the verbiage, "effective January 1, 2015" to the end of the sentence. Don Shipman **seconded** the motion.

Dale Wilson made a **motion** to amend a motion made during the Houston Session of the Meeting, "to eliminate providing an apartment, hotel stays or rental car expenses for any 556 Local Officer or other full-time pull Member for the purpose of commuting to DAL in order to perform regular Union Business. Temporary Assignment, such as Negotiating Team Members' expenses will still be provided per the bylaws," by adding the verbiage, "effective January 1, 2015" to the end of the sentence. Don Shipman **seconded** the motion.

Rob Riddell made a **motion** to recess. Brad Owens **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Chicago Session of the Meeting at 1220.

Baltimore

February 25, 2010

Thom McDaniel called the Session to order at 1000.

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

Shop Stewards Kevin Schnittker, Michael Reid-Rodriguez, Elizabeth Kasky, Rob Swafford, Stephanie Roberts, Jo Burkeholder and Aaron Biever were present at the Meeting.

Cuyler Thompson presented the October and December Executive Board Meeting Synopses.

Audrey Stone made a **motion** to dispense with the reading of the Executive Board Meeting Synopses aloud. Elizabeth Kasky **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the Synopses.

Cuyler Thompson presented the 3rd Membership Meeting Minutes of 2009 for approval.

Audrey Stone made a **motion** to dispense with the reading of the 3rd Membership Meeting Minutes of 2009 aloud and to approve them as presented. Elizabeth Kasky **seconded** the motion. The motion **carried**.

Thom McDaniel presented the December 2009 Local 556 Financial Report.

There was discussion regarding Lost Time (monies paid to Flight Attendants for doing Union work).

There was discussion regarding the amount of money spent negotiating the most recent Collective Bargaining Agreement.

Thom McDaniel discussed the process of amending the **Local 556 Bylaws** and noted that the Local was currently awaiting the decision of the TWU International Executive Committee regarding the motions to amend the Bylaws.

Those Members who had voted (or would be voting) at other Sessions of the Meeting declared where they had voted (or would vote.)

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 13 **Nay – 0**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 13 **Nay – 0**

Motion: *The Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%."*

Thom McDaniel reported that the motion had been ruled out of order by the Chair because it instructed the Executive Board to vote a certain way on a decision regarding Executive Board pay. He went on to say that the motion was in conflict with the Local's Bylaws which state, "The Executive Board shall set salaries and/or expenses for all Officers, subject to the approval of the Membership at a Membership Meeting."

Motion: *To eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings.*

Thom McDaniel reported that the motion had been ruled out of order by the Chair because it conflicted with the TWU Local 556 Bylaws, which state that, "The Local will pay for hotel and car rental expenses for the President and Financial Secretary or any full time Union office pulls, as approved by the Executive Board."

There was discussion regarding the fact that Members present at the Houston and Chicago Sessions of the Meeting had voted to overrule the Chair's decision ruling these two motions out of order. Thom McDaniel explained that such procedural motions affected only the Sessions of the Meeting in which they were made.

Cuyler Thompson reported that eight Membership Motions had been made during the six previous Sessions of the 1st Membership Meeting of 2010. Cuyler read the motions and their amendments aloud.

There was discussion regarding the fact that some motions were made repeatedly at subsequent Membership Meetings but worded differently.

Audrey Stone made a **motion** that any Flight Attendant who performs Union business of at least eight hours shall be paid a minimum of 6.5 TFP at their applicable trip rate. Stephanie Roberts **seconded** the motion.

Cuyler Thompson made a **motion** to amend a motion made during the Houston Session of the Meeting, "In the event an "elected officer" cannot fulfill the Grievance Chair position because of other "Union Related" duties prevent them from doing so; then the appointed Grievance Chair <u>shall</u> be paid a monthly pay equal to the "Average Line Pay + 15%" by adding the verbiage, "and be required to work the same number of days as the Average Line" to the end of the sentence. Audrey Stone **seconded** the motion.

Audrey Stone made a **motion** that any Member who files clearly frivolous charges against another Member shall pay all costs and lost time incurred by the Union from receiving or processing the frivolous charges. Rob Swafford **seconded** the motion.

In response to a Member's question, there was discussion regarding how Local Grievance Team Members and Executive Board were paid for doing Union work.

In response to a Member's question, there was discussion regarding a perception that the Flight Attendants had taken a pay cut but those working in the Union had not.

There was discussion regarding problems recently experienced by Flight Attendants when Open Time was released on January 20th and again on February 20th.

Kevin Schnittker made a **motion** to adjourn the 1st Membership Meeting of 2010. Alan Carter **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the 1st Membership Meeting of 2010 at 1200.

The motions on the floor **carried**:

Motion: *It will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced.*

Yea – 59 **Nay – 20**

Motion: *To insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL.*

Yea – 54 **Nay – 23**

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

Cuyler Thompson
Recording Secretary