



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

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3rd Membership Meeting October 2010 Minutes

Orlando

October 19, 2010

Thom McDaniel called the 3rd Membership Meeting 2010 to order at 0910.

Executive Board Members present were Thom McDaniel, Cuyler Thompson and Don Shipman.

Board of Election Chair Susan Kern was present at the Meeting.

Thom McDaniel explained that the Orlando Meeting was the first of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Cuyler Thompson submitted the **2nd Membership Meeting 2010 Minutes** for approval.

Susan Kern made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Don Shipman **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

There was discussion.

Thom McDaniel reported that the Negotiations Assessment Fee would begin appearing on Flight Attendants' paychecks on October 20, 2010.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues.

Thom McDaniel left the Meeting at 0930.

Cuyler Thompson chaired the Meeting.

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 1 Nay – 0

Thom McDaniel returned to the Meeting at 0935.

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 1 Nay – 0

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 1 Nay – 0

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:
 1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
 2. If the motion violates the International Constitution, the Chair will announce and read which one.
 3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 0 Nay – 1

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 1 Nay – 0

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. In response to a Member's questions, Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen

in a manner that was “fair and equitable” both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local’s Web site or from Domicile Executive Board Members. Thom noted that the pin’s \$5 purchase price benefitted the Local’s Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local’s Web site. Thom noted that the results of the survey would be published at the end of November.

Susan Kern made a **motion** to recess. Cuyler Thompson **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Orlando Session of the Meeting at 1000.

Baltimore

October 20, 2010

Thom McDaniel called the Meeting to order at 0909.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Don Shipman and Audrey Stone.

Shop Stewards present were Karla Kozak, Kevin Schnittker, Stephanie Brennen, Elizabeth Kasky, Michael Reid-Rodriguez, Steven Romero, Rob Swafford and Stephanie Roberts.

Thom McDaniel explained that the Baltimore Meeting was the second of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local’s Web site or from Domicile Executive Board Members. Thom noted that the pin’s \$5 purchase price benefitted the Local’s Scholarships.

Cuyler Thompson submitted the 2nd **Membership Meeting 2010 Minutes** for approval.

Steven Romero made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

Thom McDaniel reported that the Negotiations Assessment Fee would begin appearing on Flight Attendants’ paychecks on that day, October 20, 2010.

There was discussion.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues.

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 0 Nay – 10

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 0 Nay – 11

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 0 Nay – 11

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 0 Nay – 11

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 0 Nay – 11

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted

that if the acquisition was approved, the seniority integration would happen in a manner that was “fair and equitable” both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

There was discussion regarding the recent announcement that Southwest Airlines was planning to hire 300 Flight Attendants after the first of the year. These Flight Attendants were expected to be hired internally from other departments within the Company.

There was more discussion regarding the AirTran acquisition announcement.

Shop Steward and TWU International Organizer Karla Kozak addressed the Meeting regarding the current campaigns to organize the Flight Attendants of jetBlue, Allegiant and Virgin America airlines to Unionize and become part of TWU.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local’s Web site. Thom noted that the results of the survey would be published at the end of November.

There was discussion regarding Southwest Airlines’ plans to redesign the Flight Attendant Uniform by 2012.

Those Members present at the Meeting recognized Domicile Executive Board Member Audrey Stone for her work as Chair of the Local’s Education Committee and her initiative with Communications Chair Kyle Whiteley to educate the Members on the Contract with “Contract Live!” on the Local 556 Web site.

Kevin Schnittker made a **motion** to recess. Audrey Stone **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Baltimore Session of the Meeting at 1055.

Chicago

October 21, 2010

Thom McDaniel called the Meeting to order at 0910.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Donna Keith and Don Shipman.

Thom McDaniel explained that the Chicago Meeting was the third of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local’s Web site or from Domicile Executive Board Members. Thom noted that the pin’s \$5 purchase price benefitted the Local’s Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local’s Web site. Thom noted that the results of the survey would be published at the end of November.

Cuyler Thompson submitted the 2nd **Membership Meeting 2010 Minutes** for approval.

Don Shipman made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Brian Schoenfeld **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

Thom McDaniel reported that the Negotiations Assessment Fee had begun appearing on Flight Attendants' paychecks on October 20, 2010.

There was discussion.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues.

In response to a Member's question, there was discussion regarding the dues structure of the Association of Flight Attendants, the Union currently representing the Flight Attendants at AirTran Airways, versus TWU Local 556.

Thom McDaniel noted that the Local had begun the last fiscal year "in the red" because of an unusual number of extraordinary expenses. Thom explained that due to the diligence of Treasurer John Parrott and cost-cutting measures of the Executive Board, the Local had ended fiscal year 2009-2010 "in the black."

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 0 Nay – 3

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 0 Nay – 4

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 0 Nay – 6

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.

3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 0 Nay – 6

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 0 Nay – 6

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen in a manner that was "fair and equitable" both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

In response to a Member's question, there was discussion regarding the idea of staggering the release of Open Time each month to improve its functionality.

Thom McDaniel left the Meeting at 1051.

Cuyler Thompson chaired the Meeting.

Discussion continued.

Thom McDaniel returned to the Meeting at 1054.

Discussion regarding Open Time continued.

Don Shipman made a **motion** to recess. John Susong **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Chicago Session of the Meeting at 1102.

Houston

October 22, 2010

Thom McDaniel called the Meeting to order at 1000.

Executive Board members present were Thom McDaniel, Cuyler Thompson, Don Shipman and Crystal Rains.

Shop Steward Chad Knesek was present at the Meeting.

Thom McDaniel explained that the Houston Meeting was the fourth of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local's Web site or from Domicile Executive Board Members. Thom noted that the pin's \$5 purchase price benefitted the Local's Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local's Web site. Thom noted that the results of the survey would be published at the end of November.

Cuyler Thompson submitted the **2nd Membership Meeting 2010 Minutes** for approval.

Crystal Reven made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Chad Knesek **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

There was discussion.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues.

Thom McDaniel reported that the Negotiations Assessment Fee had begun appearing on Flight Attendants' paychecks on October 20, 2010.

Thom McDaniel noted that the Local had begun the last fiscal year "in the red" because of an unusual number of extraordinary expenses. Thom explained that due to the diligence of Treasurer John Parrott and cost-cutting measures of the Executive Board, the Local had ended fiscal year 2009-2010 "in the black."

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 2 Nay – 6

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 0 Nay – 8

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 0 Nay – 8

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 1 Nay – 7

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 0 Nay – 8

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen in a manner that was "fair and equitable" both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

There was discussion regarding Southwest Airlines' plans to redesign the Flight Attendant Uniform by 2012.

There was more discussion regarding the AirTran Airways acquisition announcement.

Crystal Reven made a **motion** to recess. Chad Knesek **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Chicago Session of the Meeting at 1107.

Dallas

October 25, 2010

Thom McDaniel called the Meeting to order at 0905.

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

Shop Stewards Stacy Madison, Jane Johnson, Cindy Ritner and Gwen Dunivent were present at the Meeting.

Grievance Chair Allyson Parker-Lauck and Communications Chair Kyle Whiteley were present at the Meeting.

Board of Adjustment Coordinator Lyn Montgomery and Contract/Leave Coordinator Denny Sebesta and Grievance Team Members Amy Harthausen, Brandon Hillhouse, Erich Schwenk, Sara King, Chris St. Julian, Becky Parker, Keenan Ryan, Catherine Rea and Joe Skotnik were present at the Meeting.

Allyson Parker-Lauck made a **motion** to invite Mark York, Strike Committee Chairperson for TWU Local 513, representing the Rampers of American Airlines at DFW, to be a guest at the Dallas Session of the Meeting. Becky Parker **seconded** the motion. The motion **carried**.

Thom McDaniel explained that the Dallas Meeting was the fifth of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Cuyler Thompson submitted the **2nd Membership Meeting 2010 Minutes** for approval.

John Parrott made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Catherine Rea **seconded** the motion. The motion **carried**.

Treasurer John Parrott presented the **Financial Report for Fiscal Year 2009-2010**.

John Parrott reported that the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. John went on to say that, Members currently owed more than \$170,000 in back dues. Thom McDaniel noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues.

Thom McDaniel noted that the Local had begun the last fiscal year “in the red” because of an unusual number of extraordinary expenses. Thom explained that due to the diligence of Treasurer John Parrott and cost-cutting measures of the Executive Board, the Local had ended fiscal year 2009-2010 “in the black.” Those Members present thanked John for his work as Treasurer.

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers’ pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 5 Nay – 9

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 8 Nay – 6

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 8 Nay – 8

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 1 Nay – 16

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 9 Nay – 12

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

It was noted that the Southwest Airlines Pilots' Association (SWAPA) had reached a T.A. with the Company during the previous week.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen in a manner that was "fair and equitable" both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local's Web site or from Domicile Executive Board Members. Thom noted that the pin's \$5 purchase price benefitted the Local's Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local's Web site. Thom noted that the results of the survey would be published at the end of November.

There was discussion regarding the Chicago Recurrent Training Supervisors.

TWU International Legislative Department Field Representative and Shop Steward Gwen Dunivent reminded those Members present of the importance of voting in the upcoming mid-term elections and distributed copies of metro-area early voting locations.

In response to a Member's question, there was discussion regarding how the Local could save money on Fact-Finding Meetings.

In response to a Member's question, there was discussion regarding Local 556 Bylaw Article II (d) as it pertained to the filing of Grievances.

Allyson Parker-Lauck made a **motion** to recess. Chris St. Julian **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Dallas Session of the Meeting at 1140.

Phoenix

October 26, 2010

Thom McDaniel called the Meeting to order at 0904.

Executive Board Members present were Thom McDaniel, Cuyler Thompson and John DiPippa.

Flight Attendant Assistance Program Chair Brett Nevarez was present at the Meeting.

Shop Stewards Cynthia Belle and Rob Riddell were present at the Meeting.

Thom McDaniel explained that the Phoenix Meeting was the sixth of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local's Web site or from Domicile Executive Board Members. Thom noted that the pin's \$5 purchase price benefitted the Local's Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local's Web site. Thom noted that the results of the survey would be published at the end of November.

Cuyler Thompson submitted the 2nd **Membership Meeting 2010 Minutes** for approval.

Greg Hofer made a **motion** to wave the reading of the Minutes aloud and allow for the review of the motions that were made and not allowed and ruled improper or out of order and allow for any subsequent motions that may come out of that. Tina Coffee **seconded** the motion. The motion **carried**.

There was discussion regarding an agreement, which appeared in the Minutes of the Dallas Session of the 2nd Membership Meeting of 2010, which stated, "It was agreed that Members, if attending more than one Session of the Meeting, would only be allowed to vote on motions in one Session."

There was discussion regarding Motion #4 contained in the 2nd Membership Meeting Minutes of 2010 which read:

4. Greg Hofer made a **motion** that the Membership be given the opportunity to approve or not approve the salaries and expenses paid to all full-time pulls on the Executive Board as per Bylaw Article 7 (e) states. Marilyn Hall **seconded** the motion.
 - 4a. Greg Hofer made a **motion** to amend Motion Number 4 by adding, "The Membership will also be given the opportunity to approve or not approve the salaries and expenses paid to the As-Needed Pulls on the Executive Board as per Bylaw Article 7 (e)." Robin Hampton **seconded** the motion.
 - 4b. Greg Hofer made a **motion** to amend Motion Number 4 by adding, "The Treasurer will assist the voters to make an informed decision by posting the salaries and expenses exactly how it was paid each month for the last twelve months in per diem, "A" Pay, TFP count and gross pay, on TWU556.org." Tina Coffee **seconded** the motion.
1. Greg Hofer made a **motion** to appeal the decision of the Chair to rule Motion #4 out of order. Tina Coffee **seconded** the motion.
2. Greg Hofer made a **motion** that the Membership vote by secret ballot to censure McDaniel one count for violating Local 556 Bylaw VII (e) which states: The Executive Board shall set salaries and expenses for all Officers, subject to the approval of the Membership at Membership Meetings. Tina Coffee **seconded** the motion.

The Chair ruled the motion out of order because there are no provisions in the TWU International Constitution for censure, only discipline.

Brett Nevarez made a Point of Order, calling for the rules of the day and for the Meeting to adhere to the published Agenda.

The Chair ruled against the Point of Order citing the fact that the 2nd Membership Meeting Minutes of 2010 were on the Agenda for discussion.

3. Greg Hofer made a **motion** to appeal the decision of the Chair to rule the motion to censure Thom McDaniel out of order. Tina Coffee **seconded** the motion.

There was discussion regarding Motion #13 contained in the 2nd Membership Meeting Minutes of 2010 which read:

13. Jill van der Werff made a **motion** that the TWU 556 Executive Board record the vote count in the Minutes, regardless of which voting method is used on all issues that effect the Membership; except individual grievances, personal issues and non-precedent setting matters. Valerie Boy **seconded** the motion.
4. Greg Hofer made a **motion** to appeal the decision of the Chair to rule Motion #13 out of order. Tina Coffee **seconded** the motion.

There was discussion.

Brett Nevarez made a **motion** approve the 2nd Membership Meeting 2010 as presented. Cynthia Belle **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

There was discussion.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues.

In response to a Member's question, there was discussion regarding the fact that Local 556 2nd Vice-President Stacy Martin and a former Member had sued the Local and how much money had been spent on such lawsuits. Thom McDaniel **agreed** to ask Treasurer John Parrott to call Greg Hofer regarding how much the two current lawsuits pending against TWU Local 556 had cost the Union thus far.

Thom McDaniel noted that the Local had begun the last fiscal year "in the red" because of an unusual number of extraordinary expenses. Thom explained that due to the diligence of Treasurer John Parrott and cost-cutting measures of the Executive Board, the Local had ended fiscal year 2009-2010 "in the black."

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 7 Nay – 0

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 7 Nay – 0

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 7 Nay – 0

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 2 Nay – 4

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 4 Nay – 2

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

It was noted that the Southwest Airlines Pilots' Association (SWAPA) had reached a T.A. with the Company during the previous week.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen in a manner that was "fair and equitable" both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

5. Greg Hofer made a **motion** to give notice to rescind the \$3.00 Assessment Fee if and when our current C.B.A. is extended beyond its current renewable date. Marilyn Hall **seconded** the motion.
6. Greg Hofer made a **motion** that Local 556 will post on the Union Web site all working rules of the Local as per Bylaw Article IV (g) requires the Membership to adhere to. Tina Coffee **seconded** the motion.
7. Greg Hofer made a **motion** that within 30 days of the passage of this motion, Local 556 will post all previously adopted motions on the Union Web site. Marilyn Hall **seconded** the motion.
8. Greg Hofer made a **motion** that the Membership Meeting Chair must bring a written copy of our parliamentary authority, working rules, standing rules and motions previously adopted to all Membership Meetings. Tina Coffee **seconded** the motion.

There was discussion regarding the electronic notification of the availability of Voluntary Junior Available (VJA).

There was discussion regarding the fact that Crew Web Access (CWA) currently allowed Flight Attendants to link trips from multiple Bases in Trip Trade/Give Away.

There was discussion regarding the Local's Board of Election (BOE).

9. Greg Hofer made a **motion** that all Committee Chairs and the Committee Members be listed on the Union Web site. Tina Coffee **seconded** the motion.
10. Greg Hofer made a **motion** that the Membership Meeting Chair must bring a written copy of our parliamentary authority, working rules, standing rules and motions previously adopted to all Membership Meetings. Tina Coffee **seconded** the motion.

There was more discussion regarding the Local's Board of Election.

11. Greg Hofer made a **motion** that the BOE Chair will be determined by the three Members of the BOE. Marilyn Hall **seconded** the motion.

Greg Hofer presented one set of TWU International Constitution Article XIX charges against Thom McDaniel to Recording Secretary Cuyler Thompson.

Greg Hofer made a **motion** to recess. Tina Coffee **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Phoenix Session of the Meeting at 1240.

Oakland

October 26, 2010

Thom McDaniel called the Meeting to order at 0937.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Todd Gage and Mark Torrez.

Shop Stewards Doreen Argyropolous, Val Lorian and Donald Silva were present at the Meeting.

Thom McDaniel explained that the Oakland Meeting was the seventh of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the last Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local's Web site or from Domicile Executive Board Members. Thom noted that the pin's \$5 purchase price benefitted the Local's Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local's Web site. Thom noted that the results of the survey would be published at the end of November.

Cuyler Thompson submitted the **2nd Membership Meeting 2010 Minutes** for approval.

Todd Gage made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Doreen Argyropolous **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

There was discussion.

Thom McDaniel reported that the Negotiations Assessment Fee had begun appearing on Flight Attendants' paychecks on October 20, 2010.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues. Thom noted that the October issue of Unity Magazine included more information on the topic. Cuyler Thompson noted that Members could research their dues on the Treasurer's page of the Local's Web site.

Thom McDaniel noted that the Local had begun the last fiscal year "in the red" because of an unusual number of extraordinary expenses. Thom explained that due to the diligence of Treasurer John Parrott and cost-cutting measures of the Executive Board, the Local had ended fiscal year 2009-2010 "in the black."

There was discussion regarding the potential costs to the Union of the impending AirTran Airways Acquisition.

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 0 Nay – 7

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 0 Nay – 9

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 9 Nay – 1

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 1 Nay – 8

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 1 Nay – 9

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should

call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen in a manner that was "fair and equitable" both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

Cuyler Thompson read all motions that had been made during previous Sessions of the Meeting.

There was more discussion regarding the 737-800 T.A.

Donald Silva made a **motion** to recess. Todd Gage **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Oakland Session of the Meeting at 1139.

Las Vegas

October 28, 2010

Thom McDaniel called the Meeting to order at 0910.

Executive Board Members present were Thom McDaniel and Cuyler Thompson.

Thom McDaniel explained that the Oakland Meeting was the last of the eight Sessions of the 3rd Membership Meeting of 2010. Thom reported that during the Session, a vote would be conducted by a show of hands on the five motions currently on the floor. He noted that the results of the votes from the eight Sessions would be tallied during the day's Session of the Meeting in Las Vegas. All Members present declared at which Session of the Meeting they would be voting; Cuyler Thompson recorded the declarations in the official Attendance Roster.

Thom McDaniel reported that there were still some TWU Local 556 35th Anniversary Pins left for purchase on the Local's Web site or from Domicile Executive Board Members. Thom noted that the pin's \$5 purchase price benefitted the Local's Scholarships.

Thom McDaniel reported that the Local 556 Annual Membership Survey was currently underway on the Local's Web site. Thom noted that the results of the survey would be published at the end of November.

Cuyler Thompson submitted the **2nd Membership Meeting 2010 Minutes** for approval.

Holly Bridges made a **motion** not to read the 2nd Membership Meeting 2010 Minutes aloud and to approve them as presented. Cuyler Thompson **seconded** the motion. The motion **carried**.

Thom McDaniel presented the **Financial Report for Fiscal Year 2009-2010**.

Thom McDaniel reported that the Negotiations Assessment Fee had begun appearing on Flight Attendants' paychecks on October 20, 2010.

Thom McDaniel reported that due to the diligence of Treasurer John Parrott, the Local had collected over \$100,000 in back dues since the implementation of the new Local 556 Dues Database in July 2010. Thom went on to say that, Members currently owed more than \$170,000 in back dues. Thom noted that according to the TWU International Constitution, the Executive Board had recently agreed to a new procedure by which Members who were more than thirty days in arrears on their Union dues could be made Members in Bad Standing, unable to vote, attend Union Meetings or hold office. The Contract between Southwest Airlines and the Flight Attendants of Local 556 also provides for the termination of Members who do not pay their Union dues. Thom noted that the October issue of Unity Magazine included more information on the topic.

There was discussion.

Thom McDaniel noted that the Local had begun the last fiscal year “in the red” because of an unusual number of extraordinary expenses. Thom explained that due to the diligence of Treasurer John Parrott and cost-cutting measures of the Executive Board, the Local had ended fiscal year 2009-2010 “in the black.”

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

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers’ pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 0 Nay – 2

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 0 Nay – 2

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 0 Nay – 2

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it’s made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 0 Nay – 2

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 0 Nay – 2

Thom McDaniel reported that voting on the 737-800 Tentative Agreement (T.A.) would be conducted between November 1-18. He noted that Members who had not received their voting instructions by November 5 should

call the Local's Board of Election via the Union Office. Thom explained that voting on the T.A. would be conducted electronically via internet or phone.

There was discussion.

There was discussion regarding the recent announcement that Southwest Airlines had agreed to purchase AirTran Airways. Thom McDaniel explained that it was still very early in the acquisition process. Thom noted that if the acquisition was approved, the seniority integration would happen in a manner that was "fair and equitable" both to the Flight Attendants of Southwest Airlines as well as AirTran Airways.

Cuyler Thompson read all motions that had been made during previous Sessions of the Meeting.

Cuyler Thompson tallied the votes cast on the current motions on the floor during all Sessions of the 3rd Membership Meeting of 2010. Cuyler announced the results:

1. **Motion:** that the Recording Secretary verify when approval was given via a motion to approve Executive Board Officers' pay specific to part-time Executive Board Officers as per Bylaw 7 (e).

Yea – 15 Nay – 37

2. **Motion:** that the Executive Board must give the Membership previous notice of 45 days a complete agenda of all motions pending to be voted on at the next meeting.

Yea – 16 Nay – 40

3. **Motion:** that Local 556 will disclose all settlement letters not including personal issues, individual grievances or non-precedent setting matters on the Local 556 Website so the Membership can print and keep them with our contracts.

Yea – 25 Nay – 36

4. **Motion:** that the Chair at Membership Meetings must determine and announce the status of a motion after it's made and seconded based on the following:

1. If the motion violates a Local Bylaw, the Chair will announce and read which Bylaw
2. If the motion violates the International Constitution, the Chair will announce and read which one.
3. If the motion violates no rule in the Local Bylaws or International Constitution the Chair will announce it as a legal motion and its status will be recorded as such in the minutes.

Yea – 5 Nay – 55

5. **Motion:** that Officers be allowed to express their Executive Board voting record to the Membership on all issues that effect the Membership except individual grievances, personal issues and non-precedent setting matters.

Yea – 15 Nay – 50

Holly Bridges made a **motion** to adjourn. Jack Shelton **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the 3rd Membership Meeting of 2010 at 1022.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a horizontal line extending to the right from the end of the signature.

Cuyler Thompson
Recording Secretary