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

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2nd Membership Meeting 2009
Minutes

<u>Orlando</u>

June 9th, 2009

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1000.

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

Recording Secretary Cuyler Thompson was en route from Baltimore.

Local 556 Shop Steward and COPE Team Chair Susan Kern and Shop Steward Ian Johnson were present at the Meeting.

Local 556 Board of Election (BOE) Member Kelley Martin was present at the Meeting.

Thom McDaniel noted that Cuyler Thompson would be late to the Meeting due to weather in Baltimore. Those Members present **agreed** to move ahead to Agenda items that did not require the Recording Secretary's presence.

Thom introduced BOE Kelley Martin and explained that she would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Kelley Martin.

Kelley explained that Local 556 was entitled to a total of thirty-three Delegates (for a total of 100 votes) to the Convention. She reported that according to the Local's Bylaws, the fifteen Members of the Local's Executive Board would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Kelley noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination.

Kelley Martin opened the floor for nominations.

Susan Kern **nominated** Billy Makedonsky to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jimmy West **seconded** the motion.

Susan Kern **nominated** David Reed to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jimmy West **seconded** the motion.

Susan Kern **nominated** Jim Volpe to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jimmy West **seconded** the motion.

Susan Kern **nominated** Ian Johnson to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jimmy West **seconded** the motion.

Susan Kern **nominated** Brett Nevarez to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jimmy West **seconded** the motion.

Susan Kern **nominated** Kyle Whiteley to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jimmy West **seconded** the motion.

Jimmy West **nominated** Rob Riddell to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Mary Longobardi to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** David Kirtley to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Cary Leonidas to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Susan Kern to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Jesse Cano to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Rick Mueller to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Patty Mueller to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Drew Shy to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Jimmy West **nominated** Kelley Martin to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Susan Kern **seconded** the motion.

Kelley Martin closed the floor to further nominations for Delegates to the 23rd TWU International Constitutional Convention and passed the gavel to President Thom McDaniel.

Thom McDaniel explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Susan Kern **nominated** Rick Mueller to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Susan Kern **nominated** Annette Santiago to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Susan Kern **nominated** Joel Turcios to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Gisela Alvarez to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Shawn Fuchs to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Pippin Mebane to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Billy Makedonsky to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** David Reed to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Robert Skye to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Jimmy West **nominated** Susan Kern to serve as a Shop Steward for TWU Local 556. Susan Kern **seconded** the motion. The motion **carried**. 4 – Yea / 0 – Nay

Susan Kern **nominated** Doug Clatterbuck to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Cary Leonidas to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 2 – Yea / 0 – Nay

Susan Kern **nominated** Frank Swiderski to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Jesse Cano to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 4 – Yea / 0 – Nay

Susan Kern **nominated** Darryl Padgett to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Jim Pelt to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Harold Smoak to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Gerard Walton to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Susan Kern **nominated** Jim Volpe to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Melanie Swan to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Dejan Lucic to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Drew Shy to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Patty Mueller to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 4 – Yea / 0 – Nay

Susan Kern **nominated** Denny Sebesta to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 4 – Yea / 0 – Nay

Susan Kern **nominated** Treva Seals to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Ian Johnson to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 4 – Yea / 0 – Nay

Susan Kern **nominated** Scott Brown to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Susan Kern **nominated** Vicki Zysko Evangelista to serve as a Shop Steward for TWU Local 556. Jimmy West **seconded** the motion. The motion **carried**. 3 – Yea / 0 – Nay

Thom McDaniel closed the floor to further election of Shop Stewards.

Cuyler Thompson entered the Meeting at 1023.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the election of Delegates to represent the Local at TWU International Constitutional Convention according to the rules of the US Department of Labor.

The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years.

Thom McDaniel opened the floor to nominations.

Jimmy West **nominated** Kelley Martin to serve on the TWU Local 556 Board of Elections. Cary Leonidas **seconded** the motion.

Jimmy West **nominated** Sonia Hall to serve on the TWU Local 556 Board of Elections. Ian Johnson **seconded** the motion.

Cuyler Thompson **nominated** Donald Silva to serve on the TWU Local 556 Board of Elections. Ian Johnson **seconded** the motion.

Jimmy West **nominated** Jannah Dalak to serve on the TWU Local 556 Board of Elections. Susan Kern **seconded** the motion.

Susan Kern **nominated** David Reed to serve on the TWU Local 556 Board of Elections. Cary Leonidas **seconded** the motion.

Cuyler Thompson **nominated** Will Browne to serve on the TWU Local 556 Board of Elections. Ian Johnson **seconded** the motion.

Cuyler Thompson **nominated** Susan Kern to serve on the TWU Local 556 Board of Elections. Cary Leonidas **seconded** the motion.

Cuyler Thompson **nominated** Michele Moore to serve on the TWU Local 556 Board of Elections. Ian Johnson **seconded** the motion.

Thom McDaniel closed the floor to further nominations.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Susan Kern made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as presented. Jimmy West **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Jimmy West made a **motion** not to read these Minutes aloud. Susan Kern **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review. There was discussion.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks.

The Chair noted that he and Kelley Martin would be voting at the Houston Session of the Meeting and that Cuyler Thompson would be voting at the Baltimore Session.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a motion that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz seconded the motion."

Yea – 0 / Nay – 4

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted that the Pilot's vote was an example of how important it is for every Member to vote.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. He went on to say that the Union had prioritized the necessary changes and Southwest Airlines Management had agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat 25 percent.

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

1. Susan Kern made a **motion** that the word "and" be deleted from before "Civil and Human Rights" and the words "and Shop Steward" be inserted after "Civil and Human Rights" in Article XII (a). Cary Leonidas **seconded** the motion.

   Synopsis of the Proposed Change: Add Shop Steward as a Standing Committee.

   Rationale: Representing the Membership in a Fact-Finding Meeting is extremely important, and the Committee to oversee and administrate the program should be permanent.

2. Susan Kern made a **motion** to delete the words “per calendar quarter” from Article VII (g). Cuyler Thompson **seconded** the motion.

   Synopsis of Proposed Change: Remove a typo

   Rationale: Remove a typo and correct the grammar

3. Susan Kern made a **motion** that the sentence, “The names of the Members eligible to run for any elected office shall be posted on all Union Bulletin Boards twenty (20) days prior to nomination,” be stricken from Article IX (d). Jimmy West **seconded** the motion.

   Synopsis of Proposed Change: Remove the need to post all Members eligible for election on the Union Bulletin Board.

   Rationale: Current eligibility rules qualify so many people to run for office that the list would hold potentially nine thousand names. This seems to be unnecessary.

4. Susan Kern made a **motion** to strike the words, “and including any written statements by Members for their reason for non-attendance of the Membership Meeting. Members are responsible for ensuring that their reason for non-attendance letter was received by the Recording Secretary within the thirty day period following the last Membership Meeting. This will constitute the sole proof of attendance.” from Article IX (i). Jimmy West **seconded** the motion.

   Synopsis of Proposed Change: Remove the proof of attendance from the Bylaw.

   Rationale: Attendance at a Membership Meeting is no longer required to run for office, therefore these words/sentences are unnecessary.

5. Susan Kern made a **motion** to strike Article IX (n). Ian Johnson **seconded** the motion.

   Synopsis of Proposed Change: Remove the instructions for nomination, voting, number of Shop Stewards and fulfillment of vacancies from this Bylaw.

   Rationale: This language conflicts with existing language in Article VIII.

6. Cuyler Thompson made a **motion** to change the word “two” to “three” in Article VIII (i). Ian Johnson **seconded** the motion.

   Synopsis of Proposed Change: Corrects typo.

   Rationale: Corrects typo.

7. Jimmy West made a **motion** to amend Article VIII (j) by replacing the words, “vote will be taken” with the words, “voting may occur” before the words “anytime there is a vacancy on the Shop Steward Staff in a Base” and add the verbiage “A motion to suspend the Bylaws will be made and the nomination and vote will occur at that time. The term would run concurrent with those Shop Stewards in accordance with letter (c).” at the end of the Article. Ian Johnson **seconded** the motion.

Synopsis of Proposed Change: This will allow and provide Members who wish to serve outside the time in our current Bylaws.

Rationale: To allow new hires, off probation, to serve our Membership in accordance with our Bylaws.

Jimmy West made a **motion** to recess the Orlando Session of the Meeting. Cary Leonidas **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Session at 1123.

Chicago

June 10th, 2009

Thom McDaniel called the Meeting to order at 1003.

Executive Board Members Thom McDaniel, Cuyler Thompson and Donna Keith were present at the Meeting.

Board of Election Members Kelley Martin and Sonia Hall were present at the Meeting.

Publications Chair Kyle Whiteley was present at the Meeting.

Shop Stewards Jason 'A-B' Arnold-Burke and Tina Tyrrel were present at the Meeting.

Thom McDaniel introduced those Union Leaders present and gave a brief overview of how the Local's Membership Meetings were conducted.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Sonia Hall made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as presented. Jason 'A-B' Arnold-Burke **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Mark Hoewisch made a **motion** not to read these Minutes aloud. Jason 'A-B' Arnold-Burke **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review. There was discussion.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks.

The Chair noted that he and Kelley Martin would be voting at the Houston Session of the Meeting and that Cuyler Thompson would be voting at the Baltimore Session. Sonia Hall noted that she would be voting at the Phoenix Session of the Meeting.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 0 / Nay – 4

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted that SWAPA's recent vote tally was an example of how important it was for every Member to vote.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

In response to a Member's question, Thom McDaniel, Lead Negotiator for the Local, noted that the language contained in the Contract regarding the testing of Satellite Bases had been 'tentatively agreed to' by the Union and Management during the beginning weeks of July 2008.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent.

In response to a Member's question, Thom McDaniel **agreed** to research the final date that Flight Attendants would be able to change their 401k contributions prior to being issued their Retro Checks.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them.

Thom McDaniel opened the floor to nominations.

Kyle Whiteley **nominated** Will Browne to serve on the TWU Local 556 Board of Elections. Tina Tyrell **seconded** the motion.

Kyle Whiteley **nominated** Will Menton to serve on the TWU Local 556 Board of Elections. Donna Keith **seconded** the motion.

Kyle Whiteley **nominated** Paige Elijah to serve on the TWU Local 556 Board of Elections. Donna Keith **seconded** the motion.

Kyle Whiteley **nominated** David Kirtley to serve on the TWU Local 556 Board of Elections. Donna Keith **seconded** the motion.

Kyle Whiteley **nominated** Susan Kern to serve on the TWU Local 556 Board of Elections. Donna Keith **seconded** the motion.

Kyle Whiteley **nominated** Justin Whittington to serve on the TWU Local 556 Board of Elections. Jason 'A-B' Arnold-Burke **seconded** the motion.

Kyle Whiteley **nominated** Erich Schwenk to serve on the TWU Local 556 Board of Elections. Donna Keith **seconded** the motion.

Sonia Hall **nominated** Darryl Daoang to serve on the TWU Local 556 Board of Elections. Kelley Martin **seconded** the motion.

Sonia Hall **nominated** BR Ricks to serve on the TWU Local 556 Board of Elections. Kelley Martin **seconded** the motion.

Sonia Hall **nominated** Mark Savage to serve on the TWU Local 556 Board of Elections. Kelley Martin **seconded** the motion.

Thom McDaniel closed the floor to further nominations for Flight Attendants to serve on the TWU Local 556 Board of Elections.

Thom McDaniel explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Donna Keith **nominated** Erich Schwenk to serve as a Shop Steward for TWU Local 556. Kyle Whiteley **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Donna Keith **nominated** Will Brown to serve as a Shop Steward for TWU Local 556. Mark Hoewisch **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Donna Keith **nominated** Mark Hoewisch to serve as a Shop Steward for TWU Local 556. Kyle Whiteley **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Donna Keith **nominated** Justin Whittington to serve as a Shop Steward for TWU Local 556. Mark Hoewisch **seconded** the motion. The motion **carried. 6** – Yea / 0 – Nay

Donna Keith **nominated** Ray Ward to serve as a Shop Steward for TWU Local 556. Kyle Whiteley **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Donna Keith **nominated** Randy Anglim to serve as a Shop Steward for TWU Local 556. Jason 'A-B' Arnold-Burke **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Donna Keith **nominated** Dale Wilson to serve as a Shop Steward for TWU Local 556. Jason 'A-B' Arnold-Burke **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Donna Keith **nominated** Kyle Whiteley to serve as a Shop Steward for TWU Local 556. Mark Hoewisch **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Donna Keith **nominated** Don Shipman to serve as a Shop Steward for TWU Local 556. Jason 'A-B' Arnold-Burke **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Donna Keith **nominated** Allyson Parker-Lauck to serve as a Shop Steward for TWU Local 556. Mark Hoewisch **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Donna Keith **nominated** Jason 'A-B' Arnold-Burke to serve as a Shop Steward for TWU Local 556. Mark Hoewisch **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Donna Keith **nominated** Allyson Vlasic to serve as a Shop Steward for TWU Local 556. Kyle Whiteley **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Donna Keith **nominated** Julia Pavlicek to serve as a Shop Steward for TWU Local 556. Tina Tyrrel **seconded** the motion. The motion **did not carry.** 0 – Yea / 2 – Nay

Donna Keith **nominated** Rob Riddell to serve as a Shop Steward for TWU Local 556. Roy Soria **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Donna Keith **nominated** Jeff Quattrochi to serve as a Shop Steward for TWU Local 556. Tina Tyrrel **seconded** the motion. The motion **carried.** 2 – Yea / 0 – Nay

Donna Keith **nominated** Phyllis Forbes to serve as a Shop Steward for TWU Local 556. Tina Tyrrel **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Kyle Whiteley **nominated** Roy Soria to serve as a Shop Steward for TWU Local 556. Tina Tyrrel **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Kyle Whiteley **nominated** Tina Tyrrel to serve as a Shop Steward for TWU Local 556. Mark Hoewisch **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Mark Hoewisch **nominated** Cori Gorbett to serve as a Shop Steward for TWU Local 556. Tina Tyrrel **seconded** the motion. The motion **did not carry.** 1 – Yea / 2 – Nay

Thom McDaniel closed the floor to further nominations of TWU Local 556 Shop Stewards.

Thom introduced Board of Election Members Kelley Martin and Sonia Hall, and explained that they would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to BOE Chair Sonia Hall.

Sonia explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that the fifteen Local 556 Executive Board Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Sonia noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination.

Sonia Hall opened the floor for the nomination of Flight Attendants to serve as Local 556 Delegates to the 23rd TWU International Constitutional Convention.

Donna Keith **nominated** Erich Schwenk to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Mark Hoewisch **seconded** the motion.

Donna Keith **nominated** Kyle Whiteley to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jason 'A-B' Arnold-Burke **seconded** the motion.

Kyle Whiteley **nominated** Justin Whittington to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Mark Hoewisch **seconded** the motion.

Donna Keith **nominated** Jason 'A-B' Arnold-Burke to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Mark Hoewisch **seconded** the motion.

Donna Keith **nominated** Don Shipman to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Jason 'A-B' Arnold-Burke **seconded** the motion.

Kyle Whiteley **nominated** Paige Elijah to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Thom McDaniel **seconded** the motion.

Kyle Whiteley **nominated** Chad Knesek to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Thom McDaniel **seconded** the motion.

Kyle Whiteley **nominated** Jessica Parker to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Thom McDaniel **seconded** the motion.

Jason 'A-B' Arnold-Burke **nominated** Ray Ward to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Thom McDaniel **seconded** the motion.

Thom McDaniel **nominated** David Jackson to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Thom McDaniel **nominated** Latonia Benoit-Paul to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Kyle Whiteley **nominated** Allyson Parker-Lauck to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Mark Hoewisch **seconded** the motion.

Thom McDaniel **nominated** Stephanie Merkle to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Cuyler Thompson **nominated** Tina Tyrrel to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Kyle Whiteley **nominated** Brett Nevarez to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Tina Tyrrel **seconded** the motion.

Thom McDaniel **nominated** Teri Queen to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Tina Tyrrel **seconded** the motion.

Roy Soria **nominated** Roy Soria to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Tina Tyrrel **nominated** Mark Hoewisch to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Donna Keith **seconded** the motion.

Thom McDaniel **nominated** Doreen Argyropolous to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Donna Keith **nominated** Will Browne to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Mark Hoewisch **seconded** the motion.

Sonia Hall closed the floor to further nominations for Delegates to the 23rd TWU International Constitutional Convention.

There was discussion regarding why the US Department of Labor required that certain elections be conducted via ‘mail in’ ballots. Sonia noted that during the last election of TWU Local 556 Delegates to the TWU International Constitutional Convention, only seven percent of our Membership had voted.

Thom McDaniel chaired the Meeting.

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local’s Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

Cuyler Thompson read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

There were no new motions made to amend the Local’s Bylaws.

There was discussion regarding the cost of the room for the day's Meeting. The rental of the room had cost the Local two hundred dollars.

There was discussion regarding the fact that a Member present at the day's Meeting was refused information regarding the location of the Meeting because she had not wanted to provide the TWU Local Office Staff Member with her Southwest Airlines Employee number. Cuyler Thompson **agreed** to look into the matter.

There was discussion regarding why it was sometimes necessary for Flight Attendants to enter their employee numbers more than once when signing onto the TWU Local 556 Website.

There was discussion regarding the new Flight Attendant Uniform changes and the fact that there was currently a Uniform Committee Survey being conducted via the TWU Local 556 Website.

Jason 'A-B' Arnold-Burke invited those Members present to participate with him at 0730 the following day at Chicago's O'Hare Airport for a picketing event planned by the Association of Flight Attendants (AFA) and the AFL/CIO.

There was discussion regarding the fact that if an aircraft blocks in early (or prior to scheduled arrival time), the per diem that the Flight Attendants are receiving stops early as well. Thom McDaniel **agreed** to look into the matter.

Tina Tyrrel made a **motion** to recess the Chicago Session of the Meeting. Mark Hoewisch **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1214.

Baltimore

June 11th, 2009

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1000.

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

Board of Election Member Kelley Martin was present at the Meeting.

Shop Stewards Steven Romero, Ralph B. Anderson, Chris Click, Kevin Schnittker, Marc Dewood, and Stephanie Roberts were present at the Meeting.

Thom McDaniel introduced those Union Leaders present and gave a brief overview of how the Local's Membership Meetings were conducted. Thom noted that he and Kelley Martin needed to board a flight back to Houston which departed at 1230 and may need to leave before the Session ended.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Chris Click made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as presented. Steven Romero **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Steven Romero made a **motion** not to read these Minutes aloud. Ralph B. Anderson **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review. There was discussion.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks. There was discussion.

The Chair noted that he and Kelley Martin would be voting at the Houston Session of the Meeting and that Cuyler Thompson would be voting at the Baltimore Session.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 10 / Nay – 10

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted how important it was for every Member of the Local to vote.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the

Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them.

Thom McDaniel opened the floor to nominations.

Chris Click **nominated** Ron Regan to serve on the TWU Local 556 Board of Elections. Kristie Click **seconded** the motion.

Chris Click **nominated** Greg Hofer to serve on the TWU Local 556 Board of Elections. Kristie Click **seconded** the motion.

Chris Click **nominated** Kelley Martin to serve on the TWU Local 556 Board of Elections. Kristie Click **seconded** the motion.

Chris Click **nominated** Sonia Hall to serve on the TWU Local 556 Board of Elections. Kristie Click **seconded** the motion.

Thom McDaniel closed the floor to further nominations for Flight Attendants to serve on the TWU Local 556 Board of Elections.

Thom McDaniel explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Steven Romero **nominated** Pamela Kay to serve as a Shop Steward for TWU Local 556. Audrey Stone **seconded** the motion. The motion **carried.** 19 – Yea / 0 – Nay

Michael Reid Rodriguez **nominated** Chris Urteaga to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 19 – Yea / 0 – Nay

Chris Urteaga **nominated** Michael Reid Rodriguez to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 18 – Yea / 0 – Nay

Chris Click **nominated** Lucy White-Lehman to serve as a Shop Steward for TWU Local 556. Lisa Happer **seconded** the motion. The motion **carried.** 17 – Yea / 0 – Nay

Chris Click **nominated** Chris Sullivan to serve as a Shop Steward for TWU Local 556. Chris Urteaga **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Chris Click **nominated** Stephanie Roberts to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 16 – Yea / 0 – Nay

Chris Click **nominated** Marc Dewood to serve as a Shop Steward for TWU Local 556. Kristie Click **seconded** the motion. The motion **carried.** 18 – Yea / 0 – Nay

Chris Click **nominated** Chris Click to serve as a Shop Steward for TWU Local 556. Michael Reid Rodriguez **seconded** the motion. The motion **did not carry.** 6 – Yea / 11 – Nay

Audrey Stone **nominated** Steven Romero to serve as a Shop Steward for TWU Local 556. Lisa Happer **seconded** the motion. The motion **carried.** 19 – Yea / 0 – Nay

Audrey Stone **nominated** Mary Burns to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Audrey Stone **nominated** Rob Swafford to serve as a Shop Steward for TWU Local 556. Aaron Biever **seconded** the motion. The motion **carried.** 17 – Yea / 0 – Nay

Audrey Stone **nominated** Stephanie Brennan to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 18 – Yea / 0 – Nay

Audrey Stone **nominated** Ralph B. Anderson to serve as a Shop Steward for TWU Local 556. Chris Urteaga **seconded** the motion. The motion **carried.** 18 – Yea / 0 – Nay

Audrey Stone **nominated** Aaron Biever to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 21 – Yea / 0 – Nay

Audrey Stone **nominated** Elizabeth Kasky to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 14 – Yea / 0 – Nay

Audrey Stone **nominated** Kevin Schnittker to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 21 – Yea / 0 – Nay

Audrey Stone **nominated** Michael Arnold to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 16 – Yea / 0 – Nay

Audrey Stone **nominated** Derrick Dixon to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 17 – Yea / 0 – Nay

Audrey Stone **nominated** Jo Burkholder to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 16 – Yea / 0 – Nay

Chris Urteaga **nominated** Eric Mc Fadden to serve as a Shop Steward for TWU Local 556. Michael Reid Rodriguez **seconded** the motion. The motion **carried.** 12 – Yea / 0 – Nay

Cuyler Thompson **nominated** Thom Jolly to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 19 – Yea / 0 – Nay

Cuyler Thompson **nominated** Lindsey Hooten to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Audrey Stone **nominated** Karla Kozak to serve as a Shop Steward for TWU Local 556. Steven Romero **seconded** the motion. The motion **carried.** 19 – Yea / 0 – Nay

Jo Burkholder **nominated** Laura Martinez to serve as a Shop Steward for TWU Local 556. Ralph B. Anderson **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Cuyler Thompson **nominated** Bryan Gardner to serve as a Shop Steward for TWU Local 556. Lisa Happer **seconded** the motion. The motion **carried.** 20 – Yea / 0 – Nay

Cuyler Thompson **nominated** Kristen Gardner to serve as a Shop Steward for TWU Local 556. Marc Dewood **seconded** the motion. The motion **carried.** 20 – Yea / 0 – Nay

Marc Dewood **nominated** Carl Scaglione to serve as a Shop Steward for TWU Local 556. Aaron Biever **seconded** the motion. The motion **carried.** 20 – Yea / 0 – Nay

Thom McDaniel closed the floor to further nominations of TWU Local 556 Shop Stewards.

Thom introduced Board of Election Member Kelley Martin, and explained that we would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Kelley Martin.

Kelley explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that the fifteen Local 556 Executive Board Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Kelley noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination.

Kelley Martin opened the floor for the nomination of Flight Attendants to serve as Local 556 Delegates to the 23rd TWU International Constitutional Convention.

Marc Dewood **nominated** Kevin Schnittker to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Audrey Stone **nominated** Steven Romero to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Stephanie Roberts **seconded** the motion.

Audrey Stone **nominated** Ian Johnson to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Audrey Stone **nominated** Lisa Happer to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Audrey Stone **nominated** Mary Longobardi to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Lisa Happer **seconded** the motion.

Audrey Stone **nominated** Chris Sullivan to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Cuyler Thompson **seconded** the motion.

Audrey Stone **nominated** Stephanie Brennan to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Audrey Stone **nominated** Stephanie Roberts to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Lisa Happer **seconded** the motion.

Audrey Stone **nominated** Karla Kozak to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Lisa Happer **seconded** the motion.

Audrey Stone **nominated** Pamela Kay to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Audrey Stone **nominated** Aaron Biever to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Dan McGuire **seconded** the motion.

Audrey Stone **nominated** Rob Swafford to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Audrey Stone **nominated** Don Shipman to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Lisa Happer **seconded** the motion.

Kristie Click **nominated** Greg Hofer to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Chris Click **seconded** the motion.

Kristie Click **nominated** Vince Eakes to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Chris Click **seconded** the motion.

Kristie Click **nominated** Chris Click to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Tai Lei Somoskey **seconded** the motion.

Cuyler Thompson **nominated** Marc Dewood to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Audrey Stone **seconded** the motion.

Stephanie Roberts **nominated** Jared Needham to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Steven Romero **seconded** the motion.

Kelley Martin closed the floor to further nominations for Delegates to the 23rd TWU International Constitutional Convention.

Thom McDaniel and Kelley Martin were excused at 1200.

Cuyler Thompson chaired the Meeting.

Cuyler explained that according to the **TWU Local 556 Bylaws**, the Bylaws motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years.

Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor for motions to amend the Bylaws.

Cuyler read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

Cuyler Thompson opened the floor to motions to amend the Bylaws.

8. Chris Click made a **motion** to add a letter (j) to Article VII to read, "An Executive Board Member shall always act with the best interest of the Membership in mind. An Executive Board Member shall place the Membership in the highest regard and give the Membership the highest priority at the expense of other duties such as internal committees, International, COPE, political and other interests in which the Local Executive Board may be engaged. Any executive board member who does not adhere to this section will be in violation Article VI, Section (d) regarding Duties of Officers." Kristie Click **seconded** the motion.

   Synopsis of Proposed Change: To add and clarify that the Membership should and will always have priority over any other duty that a Union Officer has been assigned. Including, but not limited to internal committees, COPE, International, political and other duties that prevent that Board Member from devoting their effort and attention to the Membership.

   Rationale: This will clarify and further define an Executive Board Member's duties to place the Membership as the highest priority. By having this clause in the Constitution, it will also hold Executive Board Member who does not abide by this Amendment accountable for their actions through either formal charges or a recall petition. This will prevent situations in which previous Officers, including those at the Base level abandoned the Membership to pursue other Union avenues either at their request or the request of the Executive Board. This amendment will aim to prevent this from happening.

9. Chris Click make a **motion** to add letters (i) and (j) to Article IX to read, "(i) The same position on the Executive Board may be held by one Member for no more than two consecutive terms. That same Member may run for and hold another position on the Executive Board, however may once again only serve two consecutive terms. After a Member has served two consecutive terms in every position that he/she is eligible, that person may once again run for a previously held position which before was ineligible due to this section. This section has no "grandfather clause" therefore any Executive Board Member who has held the same position for two or more consecutive terms would be ineligible to hold that same position during the next regular election, however may run for another position on the Board" and "(j) If a position has no eligible Members running for that position, and the previous Member holding that position would be ineligible due to section (i) of this Article, that Member may once again run for the unopposed position per Article IX, Section (g). However that would still prohibit them from running for the same position in the next general election, per section (i) of this Article." Kristie Click **seconded** the motion.

   Synopsis of Proposed Change: To add a "position limit" to any current and future Executive Board Member, whereas a Member may only serve in the same position on the Executive Board for no more than two consecutive terms. At the end of their second term, the Member would not be eligible to run for that position again, but may run for another position on the Executive Board.

Rationale: To advance the Union by allowing fresh ideas and new directions to take shape, through the election of different Board Members. While this amendment does not discriminate by preventing an Executive Board Member to serve on the Board, it does prevent one position from becoming stagnant which can be detrimental to any group. While the International does not support term limits for the Executive Board, I feel that the International Constitution does support the implementation of position limits on the Executive Board.

10. Chris Click make a **motion** to amend Article X (a) by replacing the verbiage after the word 'Constitution' and before the word 'petition', "and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the," with the verbiage, "and may include an explanation why the petitioner feels those obligations have been violated. If no reason is given, the petitioner still must specify the obligations which have been violated and the acts or omissions which of the." Kristie Click **seconded** the motion.

    Synopsis of Proposed Change: To allow a petitioner to add an explanation to a petition that shall be included in a recall election, so that the Membership may understand the reason the petitioner feels that the Officer named in the recall petition failed in their obligations as an Officer. This explanation would be optional and may or may not supplement the specific obligations which have been violated by the Officer.

    Rationale: This will further explain why a petitioner began a recall petition and allow the Membership to understand the reasoning behind the recall election. This does not affect the process in which the recall petition and vote take place, just allows a petitioner to include more information on the petition and the recall vote.

    If the motion carries, Article X (a) would then read, *"A recall election shall be held if fifty (50%) percent plus one of the Membership in good standing sign a petition demanding the recall of an officer(s). Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and may include an explanation why the petitioner feels those obligations have been violated. If no reason is given, the petitioner still must specify the obligations which have been violated and the acts or omissions which of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures."*

Cuyler Thompson closed the floor to further motions to amend the Bylaws.

Kevin Schnittker made a **motion** that we insert a link to the current LM-2 DOL into the TWU 556 Website. Aaron Biever **seconded** the motion.

Kevin Schnittker made a **motion** to recess the Baltimore Session of the Meeting. Aaron Biever **seconded** the motion. The motion **carried**.

Cuyler Thompson recessed the Meeting at 1235.

Dallas
June 15th, 2009
TWU Local 556 President Thom McDaniel called the Meeting to order at 1000.

Executive Board Members Thom McDaniel, Cuyler Thompson, Karen Amos, John Parrott, John DiPippa, Bryan Orozco and Stacy Martin were present at the Meeting.

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

Board of Election Members Kelley Martin, Jannah Dalak and Sonia Hall were present at the Meeting.

Local Negotiating Team Members Denny Sebesta and Cindy Ritner were present at the Meeting.

Shop Steward Drew Kennedy was present at the Meeting.

TWU International COPE Political Field Assistant and Dallas Flight Attendant Gwen Dunivent was present at the Meeting.

Local Grievance Team and Office Staff Members Sara King, Lyn Montgomery, Kathy Anderson, Keenan Ryan and Becky Parker were present at the Meeting.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Jannah Dalak noted that Sonia Hall had not attended the Orlando Session of the 1st Membership Meeting of 2009 and that her name appeared incorrectly in the Minutes of the Meeting. Cuyler Thompson **agreed** to correct the Minutes.

John Parrott made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as amended. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

John Parrott made a **motion** not to read these Minutes aloud. Gwen Dunivent **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Local 556 Treasurer John Parrott presented the **March 2009 TWU Local 556 Financial Report** for review. There was discussion.

John reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks. There was discussion regarding the Negotiations Assessment Fee.

There was discussion regarding the way that the Local's Financial Report was presented at Membership Meetings.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself. Thom noted that the language in the CBA regarding the testing of Satellite Bases had been agreed to during the first few weeks of July 2008 and that the motions made regarding the 'Test' had been made at the January 2009 Membership Meetings. There was discussion.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 1 / Nay – 17

The Chair noted that he, Jannah Dalak and Kelley Martin would be voting at the Houston Session of the Meeting and that Cuyler Thompson would be voting at the Baltimore Session. Sonia Hall noted that she would be voting at the Phoenix Session of the Meeting. Kyle Whiteley and Stacy Martin reported that they would be voting at the Sessions of the Meeting being conducted in their respective Domiciles as well.

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted how important it was for every Member of the Local to vote.

In response to a Member's question, John Parrott that the Ratification Vote on the CBA, using Ballot Point as the administrator, had cost the Local $39,000.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them. Thom opened the floor for nominations of Members to serve on the Local's Board of Election.

Stacy Martin **nominated** Kelley Martin to serve on the TWU Local 556 Board of Elections. Karen Amos **seconded** the motion.

Stacy Martin **nominated** Sonia Hall to serve on the TWU Local 556 Board of Elections. Karen Amos **seconded** the motion.

Stacy Martin **nominated** Jannah Dalak to serve on the TWU Local 556 Board of Elections. Karen Amos **seconded** the motion.

Stacy Martin **nominated** Andrew Pernicano to serve on the TWU Local 556 Board of Elections. Karen Amos **seconded** the motion.

Cindy Ritner **nominated** Ron Regan to serve on the TWU Local 556 Board of Elections. Karen Amos **seconded** the motion.

Allyson Parker-Lauck **nominated** Kyle Whiteley to serve on the TWU Local 556 Board of Elections. Denny Sebesta **seconded** the motion.

Jannah Dalak **nominated** Jill van der Werff to serve on the TWU Local 556 Board of Elections. Karen Amos **seconded** the motion.

Denny Sebesta **nominated** Susan Kern to serve on the TWU Local 556 Board of Elections. Allyson Parker-Lauck **seconded** the motion.

Karen Amos **nominated** Cindy Ritner to serve on the TWU Local 556 Board of Elections. Stacy Martin **seconded** the motion.

Karen Amos **nominated** Donna Edwards to serve on the TWU Local 556 Board of Elections. Cindy Ritner **seconded** the motion.

Karen Amos **nominated** Janet Bottles to serve on the TWU Local 556 Board of Elections. Cindy Ritner **seconded** the motion.

Denny Sebesta **nominated** Jules Humphries to serve on the TWU Local 556 Board of Elections. Cindy Ritner **seconded** the motion.

The Chair closed the floor to further nominations of Members to serve on the TWU Local 556 Board of Elections.

Thom introduced Board of Election Members Kelley Martin, Jannah Dalak and Sonia Hall. Sonia explained that we would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Sonia Hall.

Sonia explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that according to the Local's Bylaws, the fifteen Local 556 Executive Board

Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Sonia noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination. She reported that Members of the Board of Election were not eligible to run for positions overseen by the Board of Election. Sonia opened the floor for the nomination of Flight Attendants to serve as Convention Delegates.

Karen Amos **nominated** Denny Sebesta to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Gwen Dunivent **seconded** the motion.

Kathy Anderson **nominated** Sara King to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kyle Whiteley **seconded** the motion.

Denny Sebesta **nominated** Kathy Anderson to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Sara King **seconded** the motion.

Denny Sebesta **nominated** Lyn Montgomery to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Karen Amos **seconded** the motion.

Gwen Dunivent **nominated** Val Lorien to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Don Shipman **seconded** the motion.

Stacy Martin **nominated** Becky Parker to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kathy Anderson **seconded** the motion.

Stacy Martin **nominated** Keenan Ryan to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kathy Anderson **seconded** the motion.

Prairie Mathews **nominated** Jamie Lynch to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Joe Skotnik **seconded** the motion.

Karen Amos **nominated** Joe Skotnik to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kathy Anderson **seconded** the motion.

Karen Amos **nominated** Cindy Ritner to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Joe Skotnik **seconded** the motion.

Karen Amos **nominated** Vince Eakes to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Cindy Ritner **seconded** the motion.

Karen Amos **nominated** Paul Sweetin to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Cindy Ritner **seconded** the motion.

Karen Amos **nominated** Mike Fillmon to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Cindy Ritner **seconded** the motion.

Karen Amos **nominated** Manny Santana, Jr. to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Cindy Ritner **seconded** the motion.

Thom McDaniel **nominated** Kevin Onstead to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Lyn Montgomery **seconded** the motion.

Stacy Martin **nominated** Prairie Mathews to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Karen Amos **seconded** the motion.

Stacy Martin **nominated** Allison Moran to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Lyn Montgomery **seconded** the motion.

Stacy Martin **nominated** Brandon Hillhouse to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Kathy Anderson **seconded** the motion.

Cindy Ritner **nominated** Janet Bottles to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Karen Amos **seconded** the motion.

Lyn Montgomery **nominated** Kimberly Colmenares to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Karen Amos **seconded** the motion.

Denny Sebesta **nominated** Michele Moore to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Karen Amos **seconded** the motion.

Sonia Hall closed the floor to further nominations of Members to serve as Delegates to the 23rd TWU International Constitutional Convention.

Thom McDaniel chaired the Meeting.

Thom explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Sara King **nominated** Gwen Dunivent to serve as a Shop Steward for TWU Local 556. Brandon Hillhouse **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Gwen Dunivent **nominated** Stacy Madison to serve as a Shop Steward for TWU Local 556. John Parrott **seconded** the motion. The motion **carried.** 14 – Yea / 0 – Nay

Gwen Dunivent **nominated** Sara King to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Gwen Dunivent **nominated** Dean Walker to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Prairie Mathews **nominated** Jamie Lynch to serve as a Shop Steward for TWU Local 556. Joe Skotnik **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Jessica Kennedy **nominated** Drew Kennedy to serve as a Shop Steward for TWU Local 556. John Parrott **seconded** the motion. The motion **carried.** 14 – Yea / 0 – Nay

Brandon Hillhouse **nominated** Cory Wells to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 14 – Yea / 0 – Nay

Brandon Hillhouse **nominated** Joe Skotnik to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Keenan Ryan **nominated** Prairie Mathews to serve as a Shop Steward for TWU Local 556. Joe Skotnik **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Gwen Dunivent **nominated** Kathy Anderson to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Joe Skotnik **nominated** Brandon Hillhouse to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

John Parrott **nominated** Jane Johnson to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Prairie Mathews **nominated** Keenan Ryan to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Prairie Mathews **nominated** Allison Moran to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Gwen Dunivent **nominated** Kimberly Colmenares to serve as a Shop Steward for TWU Local 556. Brandon Hillhouse **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Allison Moran **nominated** Lyn Montgomery to serve as a Shop Steward for TWU Local 556. Joe Skotnik **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Lyn Montgomery **nominated** Becky Parker to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Becky Parker **nominated** Tanya McGrath to serve as a Shop Steward for TWU Local 556. Lyn Montgomery **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Becky Parker **nominated** Catherine Rea to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Kathy Anderson **nominated** Amy Harthausen to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Brandon Hillhouse **nominated** Jules Humphries to serve as a Shop Steward for TWU Local 556. John Parrott **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Prairie Mathews **nominated** Chris St. Julien to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Karen Amos **nominated** Mindy Popken to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Karen Amos **nominated** Lynn Beall to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Karen Amos **nominated** Beth Ross to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Karen Amos **nominated** Becky Hickey to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 12 – Yea / 0 – Nay

Karen Amos **nominated** Donna Edwards to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 14 – Yea / 0 – Nay

Karen Amos **nominated** Judy Girolamo to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Karen Amos **nominated** Janet Bottles to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Karen Amos **nominated** Vince Eakes to serve as a Shop Steward for TWU Local 556. Kathy Anderson **seconded** the motion. The motion **carried.** 14 – Yea / 0 – Nay

Allison Moran **nominated** Donna Simmons to serve as a Shop Steward for TWU Local 556. Lyn Montgomery **seconded** the motion. The motion **carried.** 13 – Yea / 0 – Nay

Gwen Dunivent **nominated** Michele Moore to serve as a Shop Steward for TWU Local 556. Brandon Hillhouse **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

Karen Amos **nominated** John Parrott to serve as a Shop Steward for TWU Local 556. Sara King **seconded** the motion. The motion **carried.** 15 – Yea / 0 – Nay

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

Cuyler Thompson read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

11. Cindy Ritner made a **motion** to amend Article IX (j) by replacing the verbiage of the entire third and fourth sentences with, "The Executive Board shall appoint one (1) Member. Three (3) Members shall be elected through a ballot election by the Membership." Karen Amos **seconded** the motion.

Synopsis of the Proposed Change: To change the number of Negotiating Team Members appointed by the Executive Board to one instead of two and to change the elected Negotiating Team Members from two to three. The President presides.

Rationale: with an evergrowing Membership of almost 10,000 and all the different views and needs of our Membership, the Membership as a whole should have a majority voice of who serves to negotiate their Contract since the Executive Board already has the President presiding and will still have one appointment.

12. Stacy Martin made a **motion** to amend Article VI (s) by adding the verbiage, "Normal operating hours shall be defined as forty hours per week with no less than four days as operations of hours." Joe Skotnik **seconded** the motion.

    Synopsis of the Proposed Change: Changes in the process of Membership service can be discussed by the Board and implemented after careful consideration.

    Rationale: This allows the Union to secure more flexibility in staffing and increase Membership services.

13. Allyson Parker-Lauck made a **motion** regarding Article XII (a), to strike the word "Publications" and replace it with the word "Communications" as a Standing Committee. Gwen Dunivent **seconded** the motion.

    Synopsis of the Proposed Change: This would create a Communications Committee.

    Rationale: This change would more clearly define the duties of this position to ensure that a clear and concise message is being delivered to the Membership via all the means available to the Union. Print, Web based content, Text Messages and other newer technologies.

14. Denny Sebesta made a **motion** to add a letter (o) to Article IX to read, "At least fourteen days prior to the start of the TWU Local 556 Executive Board Election, the Local's Board of Election will distribute to all Flight Attendants mailboxes and/or email addresses on file, a campaign booklet containing the campaign literature for all candidates in the TWU Local 556 Executive Board Election. The order in which the names appear will be arranged by position and randomly drawn to determine the order of appearance in the booklet. TWU Local 556 will bear all costs associated with this campaign booklet. At least thirty-five days prior to the start of the election, each candidate will be responsible for providing one 8 ½ x 11 "print-ready" page to the Board of Election. Such page may include text, photographs and/of artwork. If the candidate does not provide the Local with campaign literature by the set deadline, only the candidates, name will appear in the Campaign Booklet. Karen Amos **seconded** the motion.

    Synopsis of the Proposed Change: Executive Board Election Campaign material will be provided in a campaign booklet for all Members via the Flight Attendant mailboxes/email, costs paid for by the Union and printing/distribution responsibility of the Board of Election.

    Rationale: To allow all candidates equal opportunity due to financial burden of printing/distribution.

15. Kyle Whiteley made a **motion** to add a letter (f) to Article XI, Finance and Expenses, to read, "All trip pulls that are submitted to perform Union work require the approval of two Executive Board Officers prior to being submitted to Southwest Airlines. All Members pulled from flying duties, for an entire

month at one time, to perform full time Union work must receive prior approval by the President and treasurer. In the event of a disagreement in granting the approval, the First Vice president of the Union will cast a third vote. A reporting of all full time pulls issued during the month will be presented to the Executive Board by the Treasurer." Allyson Parker-Lauck **seconded** the motion.

Synopsis of the Proposed Change: This addition would ensure that more than one person is aware of granted full time pulls.

Rationale: Currently the Union requires two Officers to approve single trip pulls prior to them being submitted to Southwest Airlines for processing. This would bring this type of pull to the same standard and incorporate the policy into the Bylaws.

16. Kyle Whiteley made a **motion** to add a sentence at the end Article VII (g) to read, "The multi-day pairing must contain more than one (1) leg per day." Cuyler Thompson **seconded** the motion.

    Synopsis of the Proposed Change: Self Explanatory

    Rationale: The intent of this Bylaw is so that Officers actually get on the airplane and fly to keep them in touch with the Membership. Too many have skirted this intent by picking up pairings that either fly one leg down and one back, or DH one leg down and fly one back., etc. This will ensure that this does not continue.

17. Kyle Whiteley made a **motion** to add two sentences to the end of Article VI (p) to read, "Domicile Executive Board Members may not hold a full time-position in the Local Union Office. They may be pulled full-time to work in their Domicile or on short-term projects." Don Shipman **seconded** the motion.

    Synopsis of the Proposed Change: This would prevent a Domicile Executive Board Member from working full-time in the Union Office

    Rationale: Domicile Executive Board Members are elected to represent the Members in his/her respective base. Working in the Union Office takes a Domicile Executive Board Member away from the base on a day to day basis, thus the base suffers. Working in both the Office and Base also creates a hardship on the office staff in planning daily office coverage.

18. Kyle Whiteley made a **motion** to insert the following the following new letter into Article IX between letters (c) and (d), "In the event that an immediate family member (parent, spouse, committed partner, sibling, or child) of a Member of the Board of Election is nominated in the Local's Officer elections, such member of the Board of Election will not participate in the election as a Member of the Board of Election, for that election only, and the Board of Election alternate will fulfill that Member's duties. Once the Officer Election is complete and the protest period is over, the Board of Election Member will resume his/her duties," and to then re-letter the remainder of the Article. Allyson Parker-Lauck **seconded** the motion.

    Synopsis of the Proposed Change: Resolves any actual or perceived conflict of interest on the Board of Election.

Rationale: This amendment resolves the conflict of interest where a Member of the Board of Election oversees the election and hears complaints and protests from someone who may be a Member of his/her immediate family.

19. Kyle Whiteley made a **motion** to insert the following new letter into Article IX, between letters (g) and (h) to read, "In the event that no eligible Member chooses to run for any position on the Executive Board, with the exception of President, after the Election is completed, the New Executive Board will appoint a Member in good standing to the vacant position within 45 days of being sworn in. In the case of the President, in accordance with the rules of succession to the Presidency, the 1st Vice President will become the President. In the case of a Domicile Executive Board Member, the Executive Board may waive the residency requirement if necessary," and to then re-letter the remainder of the Article. Allyson Parker-Lauck **seconded** the motion.

    Synopsis of the Proposed Change: Creates a contingency plan in the event that nobody chooses to run for any position on the Executive Board.

    Rationale: There has been no contingency plan in the event a position is not run for. This bylaw amendment takes care of that. In mostly commuter bases, the most common reason for Members not running is that they don't meet the residency requirement. This amendment allows in a worst-case scenario, if no Member who meets the residency requirement runs, the Domicile will still be able to be represented on the Executive Board.

The Chair closed the floor to further motions to amend the Bylaws.

Karen Amos made a **motion** to recess the Meeting. Drew Kennedy **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1230.

Houston

June 19th, 2009

Local 556 President Thom McDaniel, called the Meeting to order at 1000.

Executive Board Members Thom McDaniel, Cuyler Thompson and Crystal Rains were present at the Meeting.

Board of Election Members Kelley Martin, Jannah Dalak and Sonia Hall were present at the Meeting.

Shop Steward Stephanie Tillman was present at the Meeting.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Jannah Dalak noted that Sonia Hall had not attended the Orlando Session of the 1st Membership Meeting of 2009 and that her name appeared incorrectly in the Minutes of the Meeting. Cuyler Thompson **agreed** to correct the Minutes.

Crystal Rains made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as amended. David Kirtley **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Crystal Rains made a **motion** not to read these Minutes aloud. David Kirtley **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks.

The Chair noted that Cuyler Thompson had voted at the Baltimore Session and Sonia Hall would vote at the Phoenix Session of the Meeting.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself. Thom noted that the language in the CBA regarding the testing of Satellite Bases had been agreed to during the first few weeks of July 2008 and that the motions made regarding the 'Test' had been made at the January 2009 Membership Meetings. There was discussion.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 0 / Nay – 7

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted how important it was for every Member of the Local to vote. Thom reported that SWAPA's entire Negotiating Team had recently resigned. Thom reported that IAM, representing the Reservations Agents and Customer Service Agents at Southwest Airlines, had finished voting on their tentative Agreement and that results, due next week, were expected to be close.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent. Thom commented on the recent RBF distributed to the Flight Attendants detailing when the new Contractual Raises would appear on their paychecks.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them. Thom opened the floor for nominations of Members to serve on the Local's Board of Election.

Stephanie Tillman **nominated** Stephanie Tillman to serve on the TWU Local 556 Board of Elections. Jannah Dalak **seconded** the motion.

Crystal Rains **nominated** David Kirtley to serve on the TWU Local 556 Board of Elections. David Clouse **seconded** the motion.

Jannah Dalak **nominated** Mike Fillmon to serve on the TWU Local 556 Board of Elections. Kelley Martin **seconded** the motion.

Thom McDaniel closed the floor to further nominations for Members to serve on the Board of Elections.

Thom introduced Board of Election Members Kelley Martin, Jannah Dalak and Sonia Hall. Sonia explained that we would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Sonia Hall.

Sonia explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that according to the Local's Bylaws, the fifteen Local 556 Executive Board Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Sonia noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination. She reported that Members of the Board of Election were not eligible to run for positions overseen by the Board of Election. Sonia opened the floor for the nomination of Flight Attendants to serve as Convention Delegates.

Crystal Rains **nominated** Javi Garcia to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. David Kirtley **seconded** the motion.

David Kirtley **nominated** Stephanie Tillman to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Crystal Rains **seconded** the motion.

David Kirtley **nominated** Jason Keith Gordin to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Crystal Rains **seconded** the motion.

Cuyler Thompson **nominated** Chris Sullivan to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. David Kirtley **seconded** the motion.

Sonia Hall closed the floor to further nominations of Flight Attendant to serve as Delegates to the 23rd TWU International Constitutional Convention.

Thom McDaniel chaired the Meeting.

Thom explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Crystal Rains **nominated** Valerie Boy to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Latonia Benoit-Paul to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Jannah Dalak to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Crystal Rains **nominated** Javi Garcia to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Chad Knesek to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Kelley Martin to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Jessica Parker to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Teri Queen to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** David Kirtley to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** David Jackson to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Phil Vaughn to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Stephanie Tillman to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Crystal Rains **nominated** Jill van der Werff to serve as a Shop Steward for TWU Local 556. Jannah Dalak **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Crystal Rains **nominated** Debra Martin to serve as a Shop Steward for TWU Local 556. David Kirtley **seconded** the motion. The motion **did not carry.** 0 – Yea / 5 – Nay

Crystal Rains **nominated** Crystal Rains to serve as a Shop Steward for TWU Local 556. David Clouse **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Crystal Rains **nominated** Chey Clark to serve as a Shop Steward for TWU Local 556. Thom McDaniel **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Kelley Martin **nominated** David Clouse to serve as a Shop Steward for TWU Local 556. David Kirtley **seconded** the motion. The motion **carried.** 7 – Yea / 0 – Nay

Kelley Martin **nominated** Chris Schroeder to serve as a Shop Steward for TWU Local 556. David Clouse **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Thom McDaniel **nominated** Pat Patnesky to serve as a Shop Steward for TWU Local 556. David Clouse **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

David Kirtley **nominated** Keith Gordin to serve as a Shop Steward for TWU Local 556. Kelley Martin **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Kelley Martin **nominated** Kim Birchard to serve as a Shop Steward for TWU Local 556. Crystal Rains **seconded** the motion. The motion **carried.** 5 – Yea / 0 – Nay

Jannah Dalak **nominated** Kim Zimmer to serve as a Shop Steward for TWU Local 556. Kelley Martin **seconded** the motion. The motion **did not carry.** 0 – Yea / 3 – Nay

Thom McDaniel **nominated** Michael McNeil to serve as a Shop Steward for TWU Local 556. Kelley Martin **seconded** the motion. The motion **carried.** 3 – Yea / 1 – Nay

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

Cuyler Thompson read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

20. Crystal Rains made a **motion** to add the words, "or sit a combined multi-day Reserve Block" before the words "per calendar quarter" in Article VII (g). Jannah Dalak **seconded** the motion.

    Synopsis of the Proposed Change: Making one's self available for a multi-day assignment, even if not used, should fulfill the obligation as it shows intent to fly a multi-day pairing.

    Rationale: Currently Reserve is not an option to satisfy the quarterly obligation – this will allow Officers to fulfill quarterly obligations if there is nothing to pick up or if awarded a Reserve Line.

Crystal Rains made a **motion** to recess the Meeting. Stephanie Tillman **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1235.

Las Vegas

June 22nd, 2009

Thom McDaniel called the Meeting to order at 1008.

Executive Board Members Thom McDaniel, Cuyler Thompson and Bryan Orozco were present at the Meeting.

Board of Election Members Jannah Dalak and Sonia Hall were present at the Meeting.

The Chair noted that he and Jannah Dalak had voted at the Houston Session of the Meeting and that Cuyler Thompson had voted at the Baltimore Session. Sonia Hall noted that she would be voting at the Phoenix Session of the Meeting.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Cuyler Thompson noted that Sonia Hall had not attended the Orlando Session of the 1st Membership Meeting of 2009 and that her name appeared incorrectly in the Minutes of the Meeting. Cuyler Thompson **agreed** to correct the Minutes.

Addie Crisp made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as amended. Bryan Orozco **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Jannah Dalak commented on Mark Torrez's Oakland Base Report as it appeared in the April Executive Board Meeting Minutes. Jannah **agreed** to forward her written complaint to Cuyler Thompson.

Jay Gould made a **motion** not to read these Minutes aloud. Addie Crisp **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review. There was discussion.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding

Flight Attendants the two dollars which had already been deducted from their May 20th paychecks. There was discussion regarding the Negotiations Assessment Fee.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself. Thom noted that the language in the CBA regarding the testing of Satellite Bases had been agreed to during the first few weeks of July 2008 and that the motions made regarding the 'Test' had been made at the January 2009 Membership Meetings. There was discussion.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 2 / Nay – 2

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted how important it was for every Member of the Local to vote. Thom McDaniel reported that the voting process during the Contract Ratification Vote had cost the Local $39,000. Thom reported that the IAM, representing the Customer Service and Reservations Agents at Southwest Airlines, had recently ratified a new Contract by 55%.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent.

Those present at the Meeting **agreed** to deviate from the published Agenda of the Meeting due to the time constraints of some of the Members present.

Thom explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Bryan Orozco **nominated** Victor Conejo to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Bryan Orozco **nominated** Kevin Barber to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Kevin Onstead to serve as a Shop Steward for TWU Local 556. Jay Gould **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Dana Suechting to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Addie Crisp to serve as a Shop Steward for TWU Local 556. Marcus McCarty **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Steve Guardado to serve as a Shop Steward for TWU Local 556. Marcus McCarty **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Bryan Orozco **nominated** Will Menton to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Mike Fillmon to serve as a Shop Steward for TWU Local 556. Jay Gould **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Cindy Ritner to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 3 – Yea / 0 – Nay

Bryan Orozco **nominated** Mike Konkel to serve as a Shop Steward for TWU Local 556. Marcus McCarty **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Brett Nevarez to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Bryan Orozco **nominated** Jay Gould to serve as a Shop Steward for TWU Local 556. Addie Crisp **seconded** the motion. The motion **carried.** 4 – Yea / 0 – Nay

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them. Thom opened the floor for nominations of Members to serve on the Local's Board of Election.

There were no nominations of Members to serve on the Local's Board of Election.

Thom introduced Board of Election Members Jannah Dalak and Sonia Hall. Sonia explained that we would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Sonia Hall.

Sonia explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that according to the Local's Bylaws, the fifteen Local 556 Executive Board Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Sonia noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination. She reported that Members of the Board of Election were not eligible to run for positions overseen by the Board of Election. Sonia opened the floor for the nomination of Flight Attendants to serve as Convention Delegates.

Bryan Orozco **nominated** Addie Crisp to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Marcus McCarty **seconded** the motion.

Bryan Orozco **nominated** Marcus McCarty to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Addie Crisp **seconded** the motion.

Bryan Orozco **nominated** Dana Suechting to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Addie Crisp **seconded** the motion.

Bryan Orozco **nominated** Will Menton to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Thom McDaniel **seconded** the motion.

Bryan Orozco **nominated** Mike Konkel to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Thom McDaniel **seconded** the motion.

Sonia Hall closed the floor to further nominations of Flight Attendants to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention.

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

Cuyler Thompson read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

21. Cuyler Thompson made a **motion** to remove the word "first" from Article VIII (c) and replace it with the word "second." Addie Crisp **seconded** the motion.

    Synopsis of the Proposed Change: Change when Shop Stewards are elected.

    Rationale: Give the new Base Reps time to establish new Shop Stewards. The new position has a lot of new workload.

There was a lengthy discussion regarding the extremely large amount of paperwork required to qualify for **Southwest Airlines Domestic Partner Benefits**. There was discussion regarding the possibility of the establishment of an Executive Board subcommittee regarding Southwest Airlines Gay/Lesbian/Bisexual/Transgender Benefits. Addie Crisp and Jay Gould agreed to participate if such a committee were to be established.

Sonia Hall made a **motion** to recess the Las Vegas Session of the Meeting. Addie Crisp **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1215.

Oakland

June 25th, 2009

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 1004.

Executive Board Members Thom McDaniel, Cuyler Thompson, Colleen Griffin and Todd Gage were present at the Meeting.

Contract Negotiator Val Lorien was present at the Meeting.

Board of Election Members Jannah Dalak and Sonia Hall were present at the Meeting.

Shop Stewards Heather Joy, Kent Hand, Doreen Argyropolous, Greg Hofer, Cynthia Belle and Boris Kurz were present at the Meeting.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Cuyler Thompson noted that Sonia Hall had not attended the Orlando Session of the 1st Membership Meeting of 2009 and that her name appeared incorrectly in the Minutes of the Meeting. Cuyler Thompson **agreed** to correct the Minutes.

Don Silva made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as amended. Doreen Argyropolous **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Jannah Dalak commented on Mark Torrez's Oakland Base Report as it appeared in the April Executive Board Meeting Minutes.

Kent Hand made a **motion** not to read these Minutes aloud. Don Silva **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review.

There was discussion regarding how a Member could find out how much 'Lost Time'-the time that Members of the Local were compensated for doing Union work-was attributed to each committee. Thom noted that a Member could contact John Parrott, the Local's Treasurer, who could set up a conference call with the

Member's Local Domicile Executive Board Member if he/she did not want to come to Dallas to view the information.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself. Thom noted that the language in the CBA regarding the testing of Satellite Bases had been agreed to during the first few weeks of July 2008 and that the motions made regarding the 'Test' had been made at the January 2009 Membership Meetings. There was discussion.

There was discussion regarding the fact that nothing at all was happening on the Satellite Base Test due to the pressing matters of implementing the new Collective Bargaining Agreement.

Thom McDaniel, Jannah Dalak and Cuyler Thompson noted that they had voted at other Sessions of the Meeting. Sonia Hall noted that she would be voting at the Phoenix Session of the Meeting.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 3 / Nay – 6

Those present at the Meeting **agreed** to deviate from the published Agenda of the Meeting due to the time constraints of some of the Members present.

Thom introduced Board of Election Members Jannah Dalak and Sonia Hall. Sonia explained that we would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Sonia Hall.

Sonia explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that according to the Local's Bylaws, the fifteen Local 556 Executive Board Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Sonia noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination. She reported that Members of the Board of Election were not eligible to run for positions overseen by the Board of Election. Sonia opened the floor for the nomination of Flight Attendants to serve as Convention Delegates.

Val Lorien **nominated** Donald Silva to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Doreen Argyropolous **seconded** the motion.

Todd Gage **nominated** Heather Joy to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Colleen Griffin **seconded** the motion.

Val Lorien **nominated** Kent Hand to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Todd Gage **seconded** the motion.

Thom McDaniel **nominated** Portia Reddick-White to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Donald Silva **seconded** the motion.

Val Lorien **nominated** Cynthia Belle to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Todd Gage **seconded** the motion.

Sonia Hall closed the floor to further nominations of Flight Attendants to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention.

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted how important it was for every Member of the Local to vote. Thom McDaniel reported that the voting process during the Contract Ratification Vote had cost the Local $39,000. Thom reported that the IAM, representing the Customer Service and Reservations Agents at Southwest Airlines, had recently ratified a new Contract by 55%.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent. Thom commented on the recent RBF distributed to the Flight Attendants detailing when the new Contractual Raises would appear on their paychecks.

There was discussion regarding the 'Reserve Self-Assignment Language' of the Contract.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them. Thom opened the floor for nominations of Members to serve on the Local's Board of Election.

Todd Gage **nominated** Lori Lochelt to serve on the TWU Local 556 Board of Elections. Greg Hofer **seconded** the motion.

Cuyler Thompson **nominated** Donald Silva to serve on the TWU Local 556 Board of Elections. Doreen Argyropolous **seconded** the motion.

Thom McDaniel closed the floor to further nominations of Members to serve on the Local's Board of Election.

Thom explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

Donald Silva **nominated** Kent Hand to serve as a Shop Steward for TWU Local 556. Doreen Argyropolous **seconded** the motion. The motion **carried.** 10 – Yea / 0 – Nay

Todd Gage **nominated** Donald Silva to serve as a Shop Steward for TWU Local 556. Heather Joy **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Todd Gage **nominated** Doreen Argyropolous to serve as a Shop Steward for TWU Local 556. Greg Hofer **seconded** the motion. The motion **carried.** 10 – Yea / 0 – Nay

Todd Gage **nominated** Heather Joy to serve as a Shop Steward for TWU Local 556. Don Silva **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Todd Gage **nominated** Matthew Roe to serve as a Shop Steward for TWU Local 556. Doreen Argyropolous **seconded** the motion. The motion **carried.** 10 – Yea / 0 – Nay

Todd Gage **nominated** Val Lorien to serve as a Shop Steward for TWU Local 556. Cynthia Belle **seconded** the motion. The motion **carried.** 10– Yea / 0 – Nay

Todd Gage **nominated** Cynthia Belle to serve as a Shop Steward for TWU Local 556. Val Lorien **seconded** the motion. The motion **carried.** 9 – Yea / 0 – Nay

Todd Gage **nominated** Anna Shoop to serve as a Shop Steward for TWU Local 556. Heather Joy **seconded** the motion. The motion **carried.** 11 – Yea / 0 – Nay

Todd Gage **nominated** Mark Loudon to serve as a Shop Steward for TWU Local 556. Don Silva **seconded** the motion. The motion **carried.** 8 – Yea / 0 – Nay

Todd Gage **nominated** Helen Holland to serve as a Shop Steward for TWU Local 556. Val Lorien **seconded** the motion. The motion **carried.** 8 – Yea / 0 – Nay

Todd Gage **nominated** Rachel Tabb to serve as a Shop Steward for TWU Local 556. Doreen Argyropolous **seconded** the motion. The motion **carried.** 10 – Yea / 0 – Nay

Todd Gage **nominated** Kelly Andreen to serve as a Shop Steward for TWU Local 556. Greg Hofer **seconded** the motion. The motion **carried.** 9 – Yea / 0 – Nay

Todd Gage **nominated** Kelly Donovan to serve as a Shop Steward for TWU Local 556. Doreen Argyropolous **seconded** the motion. The motion **carried.** 9 – Yea / 0 – Nay

Donald Silva **nominated** Boris Kurz to serve as a Shop Steward for TWU Local 556. Kent Hand **seconded** the motion. The motion **carried.** 10 – Yea / 0 – Nay

Donald Silva **nominated** Cristina Wenzl to serve as a Shop Steward for TWU Local 556. Todd Gage **seconded** the motion. The motion **carried.** 8 – Yea / 0 – Nay

Thom McDaniel closed the floor to further nominations for Flight Attendants to serve as a Shop Steward for TWU Local 556.

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

Cuyler Thompson read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

22. Val Lorien made a **motion** to amend Article V of the Bylaws to add the following section: "Effective January 1, 2012, all regularly scheduled Membership Meetings and Special Meetings will be conducted via electronic means. The preceding and succeeding sections of this Article which conflict with this section shall be considered null and void with appropriate remedies decided upon by the Executive Board. This section shall be in compliance and not conflict with the TWU Constitution." Donald Silva **seconded** the motion.

    Synopsis of the Proposed Change: By 2012, the Union's Executive Board has to develop a process for which Union Meetings can be conducted electronically (preferably by computer). This change will be implemented by the first Union Meeting of 2012.

    Rationale: The size, geographic location, and lifestyle of our Members both at work and at home is unlike that of any other local Union. By promoting increased access to Membership Meetings, we can increase our attendance and awareness, which local Unions can better attain. In summary, we are a local Union like no other and this requires collaboration and innovation in today's digitally-centric society.

23. Val Lorien made a **motion** to amend Article IX (j), to add: The Executive Board shall appoint Grievance Specialist(s) to serve as advisory (non-voting) Members of the Negotiating Team. There should be at least one (1) but no more than two (2) Grievance Specialists present in Meetings with the Company." Todd Gage **seconded** the motion.

    Synopsis of the Proposed Change: The Negotiating Team will be assisted by Members of the Union Grievance Staff who have been appointed by the Executive Board.

    Rationale: The appointed and elected Members of the Negotiating Team may not have any experiences with Grievances, whether Disciplinary or Contractual. Having a person who specializes or has a history of specializing in Disciplinary or Contractual Grievances could only benefit our Negotiating Team and, in turn, our Members. The Company brings specialists to the table for certain Articles of the Contract and so should we.

24. Val Lorien made a **motion** to alter Article X so that thirty-five percent (35%) plus one of the Membership can recall an Officer. Greg Hofer seconded the **motion**.

Synopsis of the Proposed Change: Sections (a) and (b) of Article X will be changed to allow 35% of the Membership to recall and Officer.

Rationale: Given the increased size and flexibility of our workforce, obtaining a petition for any purpose, even one that everyone would agree to sign, would be near impossible given the geographic location of our workforce and the ability for a good portion of our workforce to not show up to an accessible location for one to collect signatures, such as the Flight Attendant Lounge.

25. Val Lorien made a **motion** to alter Article III (b) of the Bylaws to read, "Effective January 1, 2010, the initiation fee shall be $100.00." Todd Gage **seconded** the motion.

    Synopsis of the Proposed Change: After completing probation, a Flight Attendant's one-time initiation fee to join the Union will increase from $50.00 to $100.00. No Flight Attendant on the current Southwest Airlines System Seniority list will be liable for this increase.

    Rationale: To cover the increase in inflation since 1989 and to adjust to the increased salaries of the Union Office Staff who are responsible for gathering and administrating New Hire Flight Attendant information and packets.

26. Cuyler Thompson made a **motion** to add the words "in person" after "in good standing sign" and before the word "a," and the word "written" after the word "a" and before "petition" in Article X (a) so that the first paragraph in Article X (a) reads: *A recall election shall be held if fifty (50%) percent plus one of the Membership in good standing sign in person a written petition demanding the recall of an officer(s). Such petition must allege that the officer has violated his/her obligations under the Local or International Constitution and specify the obligations which have been violated and the acts or omissions which constitute the violation. The above statement must be set forth on each page of the petition and the Members' employee number and date of signature accompany each signature. The Financial Secretary-Treasurer shall be responsible for validating the signatures on a recall petition and such signatures shall be considered valid up to one year from the date of signature. If the Financial Secretary-Treasurer is the subject of the petition, the Recording Secretary will validate the signatures. If the entire Board is the subject of the petition, an officer assigned by the International Union will validate the signatures.* Donald Silva **seconded** the motion.

    Synopsis of proposed change: This will clarify that petitions must be signed in person and on a written petition as stated in the International Constitution in ARTICLE XIX Discipline states that the allegations must "be specifically set forth in writing and signed by the member or members making the charge." This, as opposed to an on-line or electronic petition that cannot be validated.

    Rationale: The only way for the Financial Secretary-Treasurer to validate signatures is with hand signed documents on file with the Union, such as dues check-off cards or other Union documents, or with signed documents in their SWA personnel file, such as the drug and alcohol acknowledgment form.

27. Val Lorien made a **motion** to amend Article VII (g) to add the following sentence: The multi-day pairing cannot be a Charter. Doreen Argyropolous **seconded** the motion.

    Synopsis of proposed change: This would disqualify Charters as fulfilling the quarterly flying obligation.

Rationale: In keeping with the spirit of the Bylaw, Charters are not realizing the everyday duties of the average flight.

28. Cuyler Thompson made a **motion** to amend the motion on the floor regarding Article VII (g) (motion number 20 above on page 40), to insert, after the words "or sit a combined multi-day Reserve Block," the verbiage, "with the pass/fly preference set to 'fly' each day of the Reserve Block." Donald Silva **seconded** the motion.

    Synopsis of proposed change: Will allow a combined multi-day Reserve block to fulfill an Officer's requirement to fly under the Bylaws but the Officer must set his/her pass/fly preference to "fly."

    Rationale: Some Officers who prefer to not fly may attempt to sit a Reserve Block and set their pass/fly preference to "Pass" to avoid flying. This amendment will fairly allow one who sits Reserve and chooses "fly" to receive flying credit if they are not used by Scheduling, while at the same time will prevent one from using this as a way to get out of flying by choosing the "pass" preference.

29. Colleen Griffin made a **motion** to amend the motion on the floor regarding Article VII (g) (motion number 20 above), to add the words "only if the Officer is assigned and flies a trip assigned by Scheduling during their multi-day Reserve Block" to follow "or sit a combined multi-day Reserve Block." Kelly Andreen **seconded** the motion.

Thom McDaniel closed the floor to further motions to amend the Bylaws.

Val Lorien made a **motion** to recess the Oakland Session. Todd Gage **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Session at 1242.

Phoenix

June 26th, 2009

TWU Local 556 President Thom McDaniel called the Meeting to order at 1015.

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

Board of Election Members Jannah Dalak and Sonia Hall were present at the Meeting.

Cuyler Thompson presented the **1st Membership Meeting of 2009 Minutes** for approval. It was noted that these Minutes had been available, in 'draft' form, for review on the Local's Website forty-five days in advance of the day's Meeting.

Cuyler Thompson noted that Sonia Hall had not attended the Orlando Session of the 1st Membership Meeting of 2009 and that her name appeared incorrectly in the Minutes of the Meeting. Cuyler Thompson **agreed** to correct the Minutes.

Brett Nevarez made a **motion** not to read the **1st Membership Meeting of 2009 Minutes** but to approve them as amended. Ashlie Gimbel **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **March and April 2009 Executive Board Meeting Synopses** for review.

Jannah Dalak commented on Mark Torrez's Oakland Base Report as it appeared in the April Executive Board Meeting Minutes.

Brett Nevarez made a **motion** not to read these Minutes aloud. John DiPippa **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the March and April 2009 Executive Board Meeting Minutes.

Thom McDaniel presented the **March 2009 TWU Local 556 Financial Report** for review.

There was discussion.

Thom reported that the **TWU Local 556 Negotiations Assessment Fee** had been discontinued upon ratification of the Collective Bargaining Agreement (May 18th). He stated that Southwest Airlines would be refunding Flight Attendants the two dollars which had already been deducted from their May 20th paychecks.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Manny Santana, Jr. made a motion that TWU 556 should establish an online job application for all TWU Local or International positions. This online application should have time restrictions to apply by date. If several applicants are qualified then an Executive Board Interview Committee formed to interview and make the final decision. All interested applicants notified. Jim Gordon seconded the motion," was out of order. Thom stated that the motion was out of order because it conflicted with both the Bylaws of TWU Local 556 and the TWU International Constitution. Thom said that because the Bylaws state, "The President shall be responsible for staffing the Local Office. The Executive Board will approve all full-time staff," the motion on the floor was out of order. Thom went on to explain that because the motion on the floor sought to put limitations on whom TWU International may employ, the motion was out of order.

The Chair reported to those Members present that the motion on the floor, made at the 1st Membership Meeting of 2009, "Greg Hofer made a motion, "BEFORE LOCAL 556 MOVES FORWARD; Before we implement the current Satellite Base Test Program as written in it's current form or as it may be written in any similar form, we bring the issue as it is written or will be written, to the entire membership to vote. I feel that every 556 Flight Attendant will be directly or indirectly affected by any Satellite Base Test Program or the actual program that follows it. Issues of this magnitude require member voting beyond the 556 Executive Board and beyond just the usual three or four dozen (including myself) members who attend Domicile membership meetings. The motion ask for and requires a system wide vote of all 556 members, of all Domiciles using the same restrictions on member voting eligibility as the DOL and our Bylaws and our Constitution allow. This motion also ask to be worded in verbatim format in the 556 Oakland Membership meeting minutes which will then be included within and posted on the TWU 556 website. This motion as written stands alone and when seconded, will be in order. The vote to approve or not to approve will be conducted: Via electronic means as the most recent Contract Negotiator elections, as that was determined to be safe, secure and reliable OR via the U.S. Postal Service mail ballot as the current 2009 general elections are determined to be safe, secure and reliable. The choice of which voting method to follow, must be made by the 556 Executive Board but the wording on the ballot shall read: Vote YES if you choose to approve and move forward with the Satellite Base Test Program as written in its current form. Vote NO if you choose NOT to approve and NOT move forward with the Satellite Base Test program as written in it current form. The motion is now on the table to be seconded:" Sue Renz seconded the motion," was out of order. Thom explained that because the motion was a 'compound motion', requiring multiple actions, the motion was out of order.

The Chair reported to those Members present that all three motions on the floor, made at the 1st Membership Meeting of 2009 and pertaining to Satellite Bases, including, "James Gordon made a motion that Satellite Base issues be brought to a Membership vote in two stages: #1 vote to test over a specified period and #2, a vote to implement said Satellite Base(s), based on the data gathered from said test(s). Karen Ford seconded the motion," and "Sue Renz made a motion to put to a full Membership vote the current test on Satellite Bases prior to implementing this test. Cynthia Belle seconded the motion," were out of order. Thom reported that he had consulted with the Local's and the International's General Counsels regarding these motions, including the 'compound motion' made by Greg Hofer regarding Satellite Bases. Thom ruled that all three of these motions were out of order because they all sought to override the Collective Bargaining Agreement which was recently ratified by the Membership of the Local which provided for the testing of a Satellite Bases.

Thom McDaniel reiterated that the Membership had only approved a 'test' of Satellite Bases by ratifying the language of the CBA (Contract). Thom noted that the Union and/or Southwest Airlines Management could terminate involvement in the test at anytime if they did not believe it to be in their best interest. Thom stated that if a Satellite Base Test eventually proved successful, the Membership would vote on whether or not to incorporate final language regarding Satellite Bases as a Side Letter to the Contract, much like the Membership voted on the Contract itself. Thom noted that the language in the CBA regarding the testing of Satellite Bases had been agreed to during the first few weeks of July 2008 and that the motions made regarding the 'Test' had been made at the January 2009 Membership Meetings. There was discussion.

There was discussion regarding the fact that nothing at all was happening on the Satellite Base Test due to the pressing matters of implementing the new Collective Bargaining Agreement.

Thom McDaniel, Jannah Dalak and Cuyler Thompson noted that they had voted at other Sessions of the Meeting. Sonia Hall noted that she would be voting at the Phoenix Session of the Meeting.

Those present at the Meeting voted on the motion on the floor, "Greg Hofer made a **motion** that we insert the current LM-2 DOL report into the membership meeting minutes and the TWU 556 website as they are provided by the DOL and to provide a permanent page on the 556 website. Sue Renz **seconded** the motion."

Yea – 0 / Nay – 5

Thom McDaniel updated those Members present on the recent ratification of the Collective Bargaining Agreement (Contract) between the Flight Attendants of TWU Local 556 and the Southwest Airlines Company. Thom reported that the Contract had been approved by eighty-nine percent of those Members who voted. He noted that sixty-three percent of the Local's Membership had voted. Thom reported that the Southwest Airlines Pilots Association (SWAPA) had recently voted down their Tentative Agreement by 50.8 percent of the 96 percent of their Membership who voted. Thom noted how important it was for every Member of the Local to vote. Thom McDaniel reported that the voting process during the Contract Ratification Vote had cost the Local $39,000. Thom reported that the IAM, representing the Customer Service and Reservations Agents at Southwest Airlines, had recently ratified a new Contract by 55%.

Thom reported that the Local's Negotiating Team continued to meet with Southwest Airlines Management regarding the 'Implementation Schedule' for the many changes in the new CBA. Thom noted that there were two hundred and twenty-three automation changes necessary to implement all of the language changes to the CBA. The Union had prioritized the necessary changes and Southwest Airlines Management agreed to work on those changes first. Thom invited Members to check the TWU Local 556 Website for the most current **Implementation Schedule**.

Thom noted that Flight Attendants would receive their 'Retro Checks' on July 6th and that the money would be taxed at a flat twenty-five percent. Thom commented on the recent RBF distributed to the Flight Attendants detailing when the new Contractual Raises would appear on their paychecks.

There was discussion regarding the fact that the Online Recurrent Training Homestudy continued to take a ridiculous amount of time to complete. Michael Massoni **agreed** to review the statistics regarding the average amount of time that it was taking Flight Attendants to complete the Homestudy during the month of July.

Thom McDaniel explained the duties of the **TWU Local 556 Board of Election**. He noted that the BOE was responsible for conducting Local 556 Executive Board Elections and the elections of Delegates to represent the Local at TWU International Constitutional Conventions according to the rules of the US Department of Labor. The BOE was also responsible for conducting the election of Negotiating Team Members. He reported that the BOE had also recently overseen the Contract Ratification Vote. He noted that in accordance with the Local 556 Bylaws, we would be nominating Flight Attendants to serve as the three Members (and one alternate) of the BOE at this 2nd Membership Meeting of 2009. He went on to explain that the new BOE Members would be elected at the 3rd Membership Meeting of 2009, currently scheduled to take place in October 2009. BOE terms are for three years. Thom went on to explain that BOE Members may not run for elections within the Local that were overseen by them. Thom opened the floor for nominations of Members to serve on the Local's Board of Election.

Tina Coffee **nominated** Jerry Lindemann to serve on the TWU Local 556 Board of Elections. Anne Barnes **seconded** the motion.

Thom McDaniel closed the floor to further nominations.

Thom introduced Board of Election Members Jannah Dalak and Sonia Hall. Sonia explained that we would be conducting nominations for Flight Attendants to serve as **Local 556 Delegates to the 23rd TWU International Constitutional Convention** to be held in Las Vegas on September 14th-18th, 2009. Thom passed the gavel to Sonia Hall.

Sonia explained that Local 556 was entitled to a total of 33 Delegates (for a total of 100 votes) to the Convention. She reported that according to the Local's Bylaws, the fifteen Local 556 Executive Board Members would automatically serve as Delegates and that Local's Membership would be electing eighteen Delegates (plus three alternates) to the Convention via 'mail in' ballot during the first two weeks of August 2009. Sonia noted that all Flight Attendants in good standing with the Local who had been on the Southwest Airlines Flight Attendant Seniority list for one year at the time of nominations were eligible for nomination. She reported that Members of the Board of Election were not eligible to run for positions overseen by the Board of Election. Sonia opened the floor for the nomination of Flight Attendants to serve as Convention Delegates.

John DiPippa **nominated** Mark Savage to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Michael Massoni **seconded** the motion.

Cuyler Thompson **nominated** Michael Broadhead to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Ashlie Gimbel **seconded** the motion.

Tina Coffee **nominated** Anne Barnes to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Michael Massoni **seconded** the motion.

Ashlie Gimbel **nominated** Darryl Daoang to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. John DiPippa **seconded** the motion.

Anne Barnes **nominated** Tommy Stefan to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Tina Coffee **seconded** the motion.

Tina Coffee **nominated** Julia Pavlicek to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Anne Barnes **seconded** the motion.

John DiPippa **nominated** Eileen Garces to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Michael Massoni **seconded** the motion.

Michael Massoni **nominated** Eileen Rodriguez to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Ashlie Gimbel **seconded** the motion.

Michael Massoni **nominated** Sherry Hightower to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Ashlie Gimbel **seconded** the motion.

John DiPippa **nominated** Kolette Miller to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Ashlie Gimbel **seconded** the motion.

Cuyler Thompson **nominated** Nancy Kallas to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Ashlie Gimbel **seconded** the motion.

Michael Massoni **nominated** Dale Wilson to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Cuyler Thompson **seconded** the motion.

Tina Coffee **nominated** Robin Hampton to serve as a Local 556 Delegate to the 23rd TWU International Constitutional Convention. Ashlie Gimbel **seconded** the motion.

Sonia Hall closed the floor to further nominations for Local 556 Delegates to the 23rd TWU International Constitutional Convention.

Thom explained the duties of the **TWU Local 556 Shop Stewards.** He noted that in accordance with the TWU Local 556 Bylaws, elections for Shop Stewards were being conducted at all Domiciles during the 2nd Membership Meeting of 2009. Thom reported that Flight Attendants who had been on the Southwest Airlines Inflight Seniority List for at least six months and were currently Members in good standing with the Local were eligible for nomination and election. Shop Steward terms are for three years. Thom McDaniel opened the floor for nominations.

John DiPippa **nominated** George LaMonda to serve as a Shop Steward for TWU Local 556. Michael Massoni **seconded** the motion. The motion **carried.** 6 – Yea / 0 – Nay

Anne Barnes **nominated** Tommy Stefan to serve as a Shop Steward for TWU Local 556. Tina Coffee **seconded** the motion. The motion **carried.** 4 – Yea / 2 – Nay

John DiPippa **nominated** Mark Savage to serve as a Shop Steward for TWU Local 556. Anne Barnes **seconded** the motion. The motion **carried.**   6 – Yea / 0 – Nay

Tina Coffee **nominated** Anne Barnes to serve as a Shop Steward for TWU Local 556. Michael Massoni **seconded** the motion. The motion **carried.**   5 – Yea / 0 – Nay

John DiPippa **nominated** Louie Sibaja to serve as a Shop Steward for TWU Local 556. Tina Coffee **seconded** the motion. The motion **carried.**   3 – Yea / 2 – Nay

John DiPippa **nominated** Nancy Kallas to serve as a Shop Steward for TWU Local 556. Ashlie Gimbel **seconded** the motion. The motion **carried.**   5 – Yea / 0 – Nay

John DiPippa **nominated** Kathleen Gregory to serve as a Shop Steward for TWU Local 556. Michael Massoni **seconded** the motion. The motion **carried.**   5 – Yea / 0 – Nay

John DiPippa **nominated** Tim Blore to serve as a Shop Steward for TWU Local 556. Michael Massoni **seconded** the motion. The motion **carried.**   4 – Yea / 0 – Nay

John DiPippa **nominated** Darryl Daoang to serve as a Shop Steward for TWU Local 556. Ashlie Gimbel **seconded** the motion. The motion **carried.**   6 – Yea / 0 – Nay

John DiPippa **nominated** Eileen Garces to serve as a Shop Steward for TWU Local 556. Michael Massoni **seconded** the motion. The motion **carried.**   4 – Yea / 0 – Nay

John DiPippa **nominated** Sonia Hall to serve as a Shop Steward for TWU Local 556. Tina Coffee **seconded** the motion. The motion **carried.**   6 – Yea / 0 – Nay

John DiPippa **nominated** Della Saucier to serve as a Shop Steward for TWU Local 556. Michael Massoni **seconded** the motion. The motion **carried.**   4 – Yea / 0 – Nay

Thom McDaniel closed the floor to further nominations of Shop Stewards.

Thom McDaniel left the Meeting at 1210 in order to board a flight Houston.

Michael Massoni chaired the Meeting.

The Chair explained that according to the **TWU Local 556 Bylaws**, motions to amend the Bylaws could be made at the second and would be voted on at the third Membership Meeting of odd-numbered years. Thom explained that the Local's Bylaws established the structure and procedure under which our Local operated. Thom opened the floor to motions to amend the Bylaws.

Cuyler Thompson read aloud the motions to amend the Bylaws that had been made at previous Sessions of the Meeting, so that those present could have the opportunity to amend them.

30. Michael Massoni **made** a motion to strike Article XI (d) and replace with, "Monetary contribution may be made from the Treasury of Local 556 in support or recognition of TWU Local 556 Members, to causes that support organized labor, for charitable organizations that directly impact working people or

strike donations to another AFL-CIO affiliated Union. All contributions must be reasonable and the amount will be determined by the Executive Board." Brett Nevarez **seconded** the motion.

Synopsis of proposed change: To allow the elected Executive Board to contribute adequate amounts to causes that directly recognize or impact our Members or other working people.

Rationale: The current Bylaw is outdated and too restrictive. It has prevented out Local from contributing adequate donations to such causes as 9/11 and Katrina disaster funds. Our Executive Board is elected to make decisions and has the fiduciary responsibility to make such decisions as granted by the Membership.

31. Jannah Dalak made a **motion** to amend the motion on the floor regarding Article VII (g) (motion number 20 above), to insert, after the words "or sit a combined multi-day Reserve Block," the verbiage, "The Officer may not Pass or DRT any days or all of the multi-day Reserve Block." Sonia Hall **seconded** the motion.

32. Jannah Dalak made a **motion** to amend Article VIII (c), by striking the verbiage "The vote will be taken by a show of hands" and replacing it with, "The vote will be taken by secret ballot by the Board of Election." Sonia Hall **seconded** the motion.

    Synopsis of proposed change: Self explanatory.

    Rationale: To make all voting procedures consistent and allow Members to cast their ballots in private, free of retribution.

33. Jannah Dalak made a **motion** strike the verbiage of Article VIII (j) and replace it with, "The Chair or Co-Chair of the Shop Steward Committee will notify the Board of Election forty-five (45) days prior to Shop Steward nominations and elections. The vote will be taken by the Board of Election and will be taken as secret ballot by the Board of Election." Sonia Hall **seconded** the motion.

    Synopsis of proposed change: Self explanatory.

    Rationale: To make all voting procedures consistent and allow Members to cast their ballots in private, free of retribution.

34. Sonia Hall Made a **motion** to amend Article IV (e) to add verbiage at the end of the paragraph to read, "or TWU Local 556 Board of Election." Jannah Dalak **seconded** the motion.

    Synopsis of proposed change:

    Rationale: Board of Election receives Membership data from Southwest Airlines and is responsible for also mailing voting information to Members.

35. Sonia Hall made a **motion** to amend Article IX (c) by striking the words "one alternate" and replacing them with the words "two alternates." Jannah Dalak **seconded** the motion.

    Synopsis of proposed change: With the number of Domiciles and increase in Membership, the Board of Election is in a position where two alternates are necessary for more efficient operation.

Rationale: Board of Election has previously in the past nine years over three occasions been without a third Board of Election Member or first alternate due to Board of Election Memebsr choosing to run for Executive Board, Negotiating Team or Convention Delegate, which is a conflict of interest. A Member of the Board of Election is to remain impartial for any vote that requires secret ballot. Example: Sherrie Dobbins retired, Susan Kern ran twice for Office, Chris Sullivan resigned from Board of Election to run for Executive Board and Kelley Martin ran for Negotiating Team.

36. Sonia Hall made a **motion** to strike the second sentence of Article IX (d). Jannah Dalak **seconded** the motion.

    Synopsis of proposed change: Over ten thousand names could be required to be posted.

    Rationale: According to the current Bylaws, all Members except Probationers and Members on the Seniority List less that twelve months at the time of nominations are eligible thus there could be over ten thousand names listed.

37. Sonia Hall made a **motion** to amend Article IX (c) by adding the words, "secret ballot" after the word "The" at the beginning of the second sentence. Jannah Dalak **seconded** the motion.

    Synopsis of proposed change: Self explanatory.

    Rationale: To make all voting procedures consistent and allow Members to cast their ballots in private, free of retribution.

38. Sonia Hall made a **motion** to amend Article IX (i) by striking all verbiage from the remainder of the Article after the first appearance of the words "Membership Meetings." Jannah Dalak **seconded** the motion.

    Synopsis of proposed change: Self explanatory.

    Rationale: The current Bylaws do not require a written statement any longer nor giving reason for non-attendance.

39. Sonia Hall made a **motion** to amend Article IX (m) by striking the second sentence and replacing it with, "The Board of Elections shall take nominations Membership Meetings for the General, Contract Negotiator, Constitutional Convention Delegate and Shop Steward Elections and confirm such nominations with the Recording Secretary." Jannah Dalak **seconded** the motion.

    Synopsis of proposed change: Self explanatory.

    Rationale: The Board of Election is already taking nominations for Convention Delegates as required by the Constitution and the current Chairperson suggests that Shop Steward Elections also be conducted by secret ballot by the Board of Election.

40. Sonia Hall made a **motion** to amend Article IX by adding a letter (o) to read, "Persons affiliated with Southwest Airlines Management or the Executive Board may not serve on the Board of Elections." Jannah Dalak **seconded** the motion.

Synopsis of proposed change:

Rationale:

41. Sonia Hall made a **motion** to amend Article IX (n) by inserting the verbiage, "via secret ballot by the Board of Election," at the end of the second sentence. Jannah Dalak **seconded** the motion.

    Synopsis of proposed change: Self explanatory.

    Rationale: To make all voting procedures consistent and allow Members to cast their ballots in private, free of retribution.

42. Anne Barnes made a **motion** add a letter (i) to Article IX to read, "The terms for the positions of President and Financial Secretary-Treasurer shall be limited to two (2) three (3) year terms." Tina Coffee **seconded** the motion.

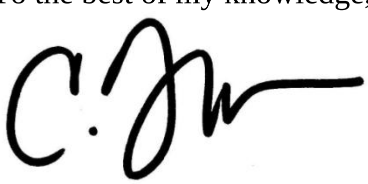
    Synopsis of proposed change: Institute term limits of two three-year terms for positions of President and Treasurer.

    Rationale: Checks and balance system. New eyes after second term.

Ashlie Gimbel made a **motion** to adjourn the 2nd Membership Meeting of 2009. Jannah Dalak **seconded** the motion. The motion **carried**.

Michael Massoni adjourned the Meeting at 1252.

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



Cuyler Thompson
Recording Secretary