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

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3rd Membership Meeting
October 2009
Minutes

Houston

October 12th, 2009

The Chair, TWU Local 556 President Thom McDaniel, called the Meeting to order at 0900.

Local 556 Executive Board Members present were Thom McDaniel, Cuyler Thompson and Crystal Rains.

Local 556 Board of Election Members (BOE) Jannah Dalak and Kelley Martin were present at the Meeting.

Local 556 Shop Stewards Chad Knesek and David Jackson were present at the Meeting.

Local 556 Contract Coordinator/Leave Specialist Denny Sebesta was present at the Meeting.

Recording Secretary Cuyler Thompson presented the **2nd Membership Meeting 2009** Minutes for review.

Denny Sebesta made a **motion** to not to read the 2nd Membership Meeting 2009 Minutes aloud and to approve them as presented. Crystal Rains **seconded** the motion. The motion **did not carry**.

Cuyler Thompson read the Minutes from the Orlando Session of the 2nd Membership Meeting 2009 aloud.

Denny Sebesta made a **motion** to reconsider the failed motion to read the 2nd Membership Meeting Minutes aloud. Chad Knesek **seconded** the motion. The motion **carried**.

Kelley Martin made a **motion** to not to read the 2nd Membership Meeting Minutes aloud and to approve them as presented. Crystal Rains **seconded** the motion. The motion **carried**.

Jannah Dalak made a **motion** not to read the June 2009 Executive Board Meeting Synopsis aloud except for the paragraph that discusses the BOE on page twenty. Kelley Martin **seconded** the motion. The motion **carried**.

Jannah discussed references made in the June 2009 Executive Board Meeting Synopsis to the BOE's large personal mobile phone expenses and references in the May 2009 Executive Board Meeting Synopsis regarding the fact that Members of the BOE appeared to be picking up trips in order to have them pulled for Union work. There was also discussion regarding the fact that the BOE had not submitted an Election Report to the Executive Board after the recent Executive Board Elections as required by the Local 556 Bylaws.

In response to a Member's question, Cuyler Thompson reported that he had made the decision not to submit printed copies of the May 2009 Executive Board Meeting Synopsis at the Membership Meeting because the packet submitted to the Membership was already 125 pages in length. Cuyler explained that the May 2009 Executive Board Meeting Synopsis had been posted on the Local 556 Website since June 2009.

Thom McDaniel presented the **July 2009 Local 556 Financial Report**. There was discussion which included the monies reimbursed to the General Fund from the Assessment Fee Account.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

*"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."*

Yea – 5 / Nay – 0

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed and collected ballots numbered 1-9. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

Those Members present at the Meeting voted on the following forty-two motions to amend the **TWU Local 556 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.

   Yea – 9 / Nay – 0

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

   Yea – 8 / Nay – 0

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.

Yea – 8 / Nay – 0

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.

Yea – 9 / Nay – 0

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

Yea – 8 / Nay – 0

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

Yea – 9 / Nay – 0

7. Susan Kern 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.

Yea – 4 / Nay – 5

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.

Yea – 9 / Nay – 0

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.

Yea – 0 / Nay – 6

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.

Yea – 0 / Nay – 9

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.

Yea – 4 / Nay – 6

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.

Yea – 0 / Nay – 9

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.

Yea – 5 / Nay – 1

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.

Yea – 1 / Nay – 8

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.

Yea – 7 / Nay – 0

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.

Yea – 8 / Nay – 0

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.

Yea – 8 / Nay – 0

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.

Yea – 3 / Nay – 5

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.

Yea – 4 / Nay – 2

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.

Yea – 8 / Nay – 0

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

Yea – 0 / Nay – 6

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.

Yea – 0 / Nay – 8

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.

Yea – 0 / Nay – 7

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**.

Yea – 0 / Nay – 3

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.

Yea – 2 / Nay – 4

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.

Yea – 1 / Nay – 2

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.

Yea – 7 / Nay – 0

28. Cuyler Thompson 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, "with the pass/fly preference set to 'fly' each day of the Reserve Block." Donald Silva **seconded** the motion.

Yea – 8 / Nay – 0

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.

Yea – 8 / Nay – 0

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.

Yea – 5 / Nay – 3

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.

Yea – 8 / Nay – 0

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.

Yea – 7 / Nay – 2

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.

Yea – 2 / Nay – 4

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.

Yea – 3 / Nay – 3

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.

Yea – 8 / Nay – 0

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

Yea – 9 / Nay – 0

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.

Yea – 9 / Nay – 0

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.

Yea – 9 / Nay – 0

39. Sonia Hall made a **motion** to amend Article IX (m) by striking the second sentence and replacing it with, "The Board of Election 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.

Yea – 7 / Nay – 1

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 Election." Jannah Dalak **seconded** the motion.

Yea – 1 / Nay – 6

Denny Sebesta made a **motion** to revote on motion number thirty-nine. Crystal Rains **seconded** the motion. The motion **did not carry**.

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.

Yea – 6 / Nay – 3

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.

Yea – 1 / Nay – 6

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed.

In response to a Member's question, Thom explained that Executive Board Members were now sitting Officer-on-Call working in the Union Office during regular office hours in addition to being available to our Members for after-hours emergencies. Thom reported that this new practice benefitted the Membership because it helped to insure that there were at least two Board Members in the Office at all times. It also benefitted the Executive Board themselves because when sitting Officer-on-Call, Board Members must restrict their flying schedules to be available to take emergency calls.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website; he encouraged Members to participate.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He reported that Flight Attendant Susan Kern, Co-Chair of the Local's Shop Steward Committee and COPE, had been presented with an award from TWU President Jim Little recognizing her outstanding contributions to the Union.

There was more discussion regarding the May 2009 Executive Board Meeting Synopsis which contained a discussion regarding the appearance that Members of the BOE were picking up trips just to have them pulled for Union work. There was more discussion regarding the fact that the BOE had not submitted an Election Report to the Executive Board after the recent Executive Board Elections as required by the Local 556 Bylaws. BOE Member Jannah Dalak noted that BOE Chair Sonia Hall would address the matter at the Phoenix Session of the Meeting.

Crystal Rains made a **motion** to recess the Houston Session of the Meeting. Chad Knesek **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1328.

Dallas

October 16th, 2009

The Chair, Thom McDaniel, called the Meeting to order at 0904.

Executive Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Colleen Griffin, Crystal Rains, Karen Amos, Bryan Orozco, Donna Keith, Mark Torrez, Audrey Stone, and John DiPippa.

Shop Stewards Cindy Ritner, Jane Johnson, Janet Bottles and Rebecca Hickey were present at the Meeting.

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

Uniform Committee Chair Val Lorien was present at the Meeting.

Local Grievance Team/Office Staff Members Renda Marsh, Sara King, Prairie Mathews, Chris St. Julian, Keenan Ryan, Allison Moran and Kathy Anderson were present at the Meeting.

Thom introduced the Executive Board Members present and noted that the Board had recessed their Executive Board Meeting to attend the Dallas Session of the Membership Meeting.

Cindy Ritner made a **motion** to suspend the Membership Meeting Agenda to begin voting on the motions to amend the Local 556 Bylaws. Janette Pinner **seconded** the motion. The motion **carried**.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

Those Members present not based in Dallas declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

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

1. **Yea – 29 / Nay – 0**
2. **Yea – 27 / Nay – 0**
3. **Yea – 26 / Nay – 0**
4. **Yea – 28 / Nay – 0**
5. **Yea – 10 / Nay – 10**
6. **Yea – 27 / Nay – 0**
7. **Yea – 0 / Nay – 22**
8. **Yea – 24 / Nay – 3**
9. **Yea – 27 / Nay – 6**
10. **Yea – 28 / Nay – 1**
11. **Yea – 29 / Nay – 3**

2nd Vice President Stacy Martin addressed those Members present regarding why he had initially made the motion on the floor regarding a four-day work week.

12. **Yea – 1 / Nay – 32**

There was discussion regarding the four-day workweek and ten-hour shifts currently being tested by the Local 556 Office Staff/Grievance Team. The Chair ruled that the matter should be discussed further during the New Business portion of the Agenda.

13. Yea – 30 / Nay – 1

Janet Bottles **called for the question**. Stacy Martin **seconded** the motion. The motion **carried**.

14. Yea – 24 / Nay – 6
15. Yea – 28 / Nay – 0
16. Yea – 1 / Nay – 24
17. Yea – 1 / Nay – 23
18. Yea – 0 / Nay – 22
19. Yea – 1 / Nay – 16
20. Yea – 14 / Nay – 6
21. Yea – 2 / Nay – 6
22. Yea – 0 / Nay – 14
23. Yea – 5 / Nay – 8
24. Yea – 0 / Nay – 10
25. Yea – 0 / Nay – 13
26. Yea – 2 / Nay – 5
27. Yea – 5 / Nay – 2
28. Yea – 19 / Nay – 0
29. Yea – 7 / Nay – 18
30. Yea – 5 / Nay – 6
31. Yea – 15 / Nay – 4
32. Yea – 0 / Nay – 9
33. Yea – 0 / Nay – 9
34. Yea – 0 / Nay – 7
35. Yea – 8 / Nay – 2
36. Yea – 10 / Nay – 0
37. Yea – 0 / Nay – 8
38. Yea – 12 / Nay – 0
39. Yea – 0 / Nay – 11
40. Yea – 0 / Nay – 14
41. Yea – 0 / Nay – 14
42. Yea – 10 / Nay – 6

The Dallas Session of the Membership Meeting took a break at 1315 and reconvened at 1330.

Cuyler Thompson presented the **2nd Membership Meeting 2009** Minutes for review.

Val Lorien made a **motion** not to read the Minutes aloud but to approve them as presented. Bryan Orozco **seconded** the motion. The motion **carried**.

The Chair noted that it was not required to read aloud the June 2009 Executive Board Meeting Synopsis.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis.

Thom McDaniel presented the **Local 556 July 2009 Financial Report**.

There was discussion.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

*"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."*

Yea – 17 / Nay – 0

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election.

Current BOE Member Kelley Martin addressed those Members present regarding the duties of and her experiences serving on the BOE.

There was discussion. Cuyler Thompson distributed and collected ballots numbered 10-27. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom McDaniel reported that copies of the **2008-2012 Collective Bargaining Agreement** (Contract) were available to Members in the Flight Attendant Lounges. He reported that Southwest Airlines was responsible for printing the Contracts and thus for the delay in getting copies to our Members. He reported that the next Contract Negotiating Team should be sure to negotiate the use of a 'Union printer' to print the next Contract.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He noted that Delegates Todd Gage and Chris Click had written articles about their experiences at the Convention for inclusion in the fall issue of *Unity Magazine,* currently being distributed at the Flight Attendant Domiciles.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He explained that any business requiring interaction with Southwest Airlines Management, such as Fact Finding Meetings, Grievances, etc., could not be conducted on the weekend. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed. He reported that the software required to implement the project had cost the Local $2,500-5,000.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website; he encouraged Members to participate.

Thom McDaniel reported that a newspaper article lauding the quick actions of Flight Attendant Rachel Jacobs, which had helped to save the life of one of our Customers, had recently appeared in *USA Today*.

In response to a Member's question, there was lengthy discussion regarding the four-day workweek and ten-hour shifts currently being tested by the Local 556 Office Staff/Grievance Team.

There was lengthy discussion regarding how current Grievance Chair Allyson Parker-Lauck had been appointed to the position and the fact that she was currently working a four-day workweek and ten-hour shifts. It was noted that as the result of a Membership Motion, the Grievance Chair was paid high-line plus 15%.

In response to a Member's question, there was discussion regarding the possibility of lowering the minimum Line-holder guarantee as agreed upon by the Union and Southwest Airlines to 78 TFP from 80 TFP to make the Bid Lines 'cleaner'. There was discussion regarding the idea of writing an article and/or writing a letter to the Editor for inclusion in *Unity* regarding the matter. Karen Amos and Mark Torrez **agreed** to talk to the Union's Scheduling Committee about the matter.

Bryan Orozco made a **motion** to recess. Crystal Rains **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Dallas Session of the Meeting at 1615.

Oakland

October 20th, 2009

The Chair, Thom McDaniel, called the Meeting to order at 0905.

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

Local 556 Uniform Committee Chair Val Lorien was present at the Meeting.

Shop Stewards Heather Joy, Cynthia Belle and Matthew Roe were present at the Meeting

Cuyler Thompson presented the **2nd Membership Meeting 2009 Minutes** for review.

Heather Joy made a **motion** not to read the 2nd Membership Meeting 2009 Minutes but to approve them as presented. Cynthia Belle **seconded** the motion. The motion **carried**.

In response to a Member's question, Cuyler Thompson reported that he had made the decision not to submit printed copies of the May 2009 Executive Board Meeting Synopsis at the Membership Meeting because the packet submitted to the Membership was already 125 pages in length. Cuyler explained that the May 2009 Executive Board Meeting Synopsis had been posted on the Local 556 Website since June 2009.

In response to a Member's question, there was discussion regarding references in the May 2009 Executive Board Meeting Synopsis regarding the fact that Members of the BOE appeared to be picking up trips in order to have them pulled for Union work.

Heather Joy made a **motion** not to read aloud the June 2009 Executive Board Meeting Synopsis. Cynthia Belle **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis.

Thom McDaniel presented the **Local 556 July 2009 Financial Report**.

There was discussion.

Those Members present not based in Oakland declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

*"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."*

Yea – 1 / Nay – 2

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed and collected ballots numbered 28-31. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

Those Members present not based in Dallas declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

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

1. **Yea – 4 / Nay – 0**
2. **Yea – 4 / Nay – 0**
3. **Yea – 4 / Nay – 0**
4. **Yea – 4 / Nay – 0**
5. **Yea – 3 / Nay – 1**
6. **Yea – 4 / Nay – 0**
7. **Yea – 4 / Nay – 0**
8. **Yea – 1 / Nay – 3**
9. **Yea – 2 / Nay – 4**
10. **Yea – 1 / Nay – 5**

Thom McDaniel passed the gavel to Cuyler Thompson at 1020 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1023.

Thom McDaniel chaired the Meeting.

11. **Yea – 2 / Nay – 5**

Thom McDaniel passed the gavel to Cuyler Thompson at 1025 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1028.

Thom McDaniel chaired the Meeting.

12. **Yea – 0 / Nay – 8**
13. **Yea – 8 / Nay – 0**
14. **Yea – 1 / Nay – 7**
15. **Yea – 7 / Nay – 0**
16. **Yea – 8 / Nay – 0**
17. **Yea – 6 / Nay – 0**
18. **Yea – 4 / Nay – 0**
19. **Yea – 6 / Nay – 1**

Thom McDaniel passed the gavel to Cuyler Thompson at 1127 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1131.

Thom McDaniel chaired the Meeting.

20. **Yea – 4 / Nay – 0**
21. **Yea – 0 / Nay – 5**
22. **Yea – 1 / Nay – 4**

Thom McDaniel passed the gavel to Cuyler Thompson at 1209 in order to make comment on the motion on the floor.

Cuyler Thompson chaired the Meeting.

Cuyler Thompson passed the gavel to Thom McDaniel at 1211.

Thom McDaniel chaired the Meeting.

23. **Yea – 4 / Nay – 0**
24. **Yea – 3 / Nay – 1**
25. **Yea – 0 / Nay – 2**
26. **Yea – 0 / Nay – 2**

Val Lorien made a **motion** to dispense with the reading aloud of each motion prior to voting upon it. Greg Hofer **seconded** the motion. The motion **carried**.

27. **Yea – 2 / Nay – 0**
28. **Yea – 3 / Nay – 4**
29. **Yea – 1 / Nay – 6**
30. **Yea – 1 / Nay – 1**
31. **Yea – 4 / Nay – 2**
32. **Yea – 1 / Nay – 1**
33. **Yea – 1 / Nay – 1**
34. **Yea – 1 / Nay – 1**
35. **Yea – 2 / Nay – 0**
36. **Yea – 2 / Nay – 0**
37. **Yea – 2 / Nay – 0**
38. **Yea – 2 / Nay – 0**
39. **Yea – 0 / Nay – 1**
40. **Yea – 1 / Nay – 1**
41. **Yea – 1 / Nay – 1**
42. **Yea – 1 / Nay – 1**

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reminded those present that Open Time Trading was to be released that evening. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom McDaniel reported that copies of the **2008-2012 Collective Bargaining Agreement** (Contract) were available to Members in the Flight Attendant Lounges. He reported that Southwest Airlines was responsible for printing the Contracts and thus for the delay in getting copies to our Members. He reported that the next Contract Negotiating Team should be sure to negotiate the use of a 'Union printer' to print the next Contract. Thom noted that the Union had wanted to include the **'Q & A's'** behind each article of the Contract but that Management had insisted that they all appear at the end of the document. Thom reported that the Union was currently working on a **'Quick Reference Guide'** to the CBA to be published to the Membership in the near future.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He noted that Delegates Todd Gage and Chris Click had written articles about their experiences at the Convention for inclusion in the fall issue of *Unity Magazine,* recently distributed at the Flight Attendant Domiciles.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general

Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He explained that any business requiring interaction with Southwest Airlines Management, such as Fact Finding Meetings, Grievances, etc., could not be conducted on the weekend. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website and that the deadline for completing the Survey had been extended to October 31st. He encouraged Members to participate.

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

Greg Hofer made a **motion** to insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL. Val Lorien seconded the **seconded** the motion.

Greg Hofer made a **motion** to recess. Val Lorien **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Oakland Session of the Meeting at 1310.

Phoenix

October 21st, 2009

Thom McDaniel called the Meeting to order at 0904.

Executive Board Members present were Thom McDaniel, Michael Massoni, Todd Gage and John DiPippa.

BOE Chair Sonia Hall was present at the Meeting.

Shop Stewards Mark Savage, Della Saucier and Darryl Daoang were present at the Meeting.

Cuyler Thompson presented the **2nd Membership Meeting 2009 Minutes** for review.

Todd Gage made a **motion** not to read the 2nd Membership Meeting 2009 Minutes but to approve them as presented. Brett Nevarez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to read aloud the June 2009 Executive Board Meeting Synopsis. Todd Gage **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis.

Thom McDaniel presented the **Local 556 July 2009 Financial Report**.

There was discussion.

Those Members present not based in Phoenix declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

Cuyler Thompson reported that during the Oakland Session of the Meeting, the previous day, Greg Hofer had made a **motion** to insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

"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."*

Yea – 0 / Nay – 10

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed ballots numbered 32-43.
There was discussion. BOE Chair Sonia Hall discussed references made in the June 2009 Executive Board Meeting Synopsis to the BOE's large personal mobile phone expenses. Sonia gave her Union-issued cell phone and several phone chargers to Cuyler Thompson. There was discussion regarding the fact that the BOE had not submitted an Election Report to the Executive Board after the recent Executive Board Elections as required by the Local 556 Bylaws. Sonia reported that the Chair of the BOE was chosen by the Members of the BOE after their election. Sonia gave a copy of a general explanation of the duties of the BOE that she had written for inclusion in the Local 556 Policies and Procedures Manual to Michael Massoni. Michael read it aloud.

Cuyler Thompson collected the ballots. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

Julie Ann Estavillo made a **motion** to suspend the Meeting Agenda to talk about some rumors. Michael Massoni **seconded** the motion. The motion **carried**.

There was discussion regarding the rumor that there had been a rash of terminations of Flight Attendants.

Thom McDaniel reported that currently, the Union had 28 active Grievances pertaining to terminations. There was discussion regarding the Grievance Process.

There was discussion regarding the new Uniform Appearance Standards.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. He noted that the motions to amend the Bylaws must pass by 2/3's and be approved by the TWU International Advisory Council in order to be incorporated into our Bylaws. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU

International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

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

1. **Yea – 11 / Nay – 0**
2. **Yea – 11 / Nay – 0**
3. **Yea – 11 / Nay – 0**
4. **Yea – 11 / Nay – 0**
5. **Yea – 10 / Nay – 2**
6. **Yea – 11 / Nay – 0**
7. **Yea – 8 / Nay – 0**
8. **Yea – 1 / Nay – 8**
9. **Yea – 0 / Nay – 10**
10. **Yea – 1 / Nay – 9**
11. **Yea – 1 / Nay – 8**
12. **Yea – 0 / Nay – 8**
13. **Yea – 10 / Nay – 0**
14. **Yea – 0 / Nay – 10**
15. **Yea – 10 / Nay – 0**
16. **Yea – 2 / Nay – 8**
17. **Yea – 8 / Nay – 0**
18. **Yea – 6 / Nay – 1**
19. **Yea – 9 / Nay – 0**
20. **Yea – 6 / Nay – 2**
21. **Yea – 0 / Nay – 6**
22. **Yea – 0 / Nay – 8**
23. **Yea – 0 / Nay – 7**
24. **Yea – 0 / Nay – 8**
25. **Yea – 6 / Nay – 1**
26. **Yea – 7 / Nay – 0**
27. **Yea – 0 / Nay – 8**
28. **Yea – 0 / Nay – 8**
29. **Yea – 0 / Nay – 7**
30. **Yea – 5 / Nay – 0**
31. **Yea – 0 / Nay – 7**
32. **Yea – 0 / Nay – 6**
33. **Yea – 0 / Nay – 7**
34. **Yea – 0 / Nay – 7**
35. **Yea – 8 / Nay – 0**
36. **Yea – 8 / Nay – 0**
37. **Yea – 7 / Nay – 0**
38. **Yea – 7 / Nay – 0**
39. **Yea – 0 / Nay – 7**
40. **Yea – 0 / Nay – 7**
41. **Yea – 0 / Nay – 7**
42. **Yea – 0 / Nay – 8**

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom McDaniel reported that copies of the **2008-2012 Collective Bargaining Agreement** (Contract) were available to Members in the Flight Attendant Lounges. He reported that Southwest Airlines was responsible for printing the Contracts and thus for the delay in getting copies to our Members. He reported that the next Contract Negotiating Team should be sure to negotiate the use of a 'Union printer' to print the next Contract.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He noted that Delegates Todd Gage and Chris Click had written articles about their experiences at the Convention for inclusion in the fall issue of *Unity Magazine,* recently distributed at the Flight Attendant Domiciles.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He explained that any business requiring interaction with Southwest Airlines Management, such as Fact Finding Meetings, Grievances, etc., could not be conducted on the weekend. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website and that the deadline for completing the Survey had been extended to October 31st. He encouraged Members to participate.

Cuyler Thompson reported that during the Oakland Session of the Membership Meeting, held the previous day, Greg Hofer had made a **motion** that it will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced. Val Lorien had **seconded** the seconded the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

There was discussion regarding 'proxy voting' and that the TWU Constitution did not provide for the practice.

Michael Broadhead made a **motion** to recess. Ashley Asbill **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Phoenix Session of the Membership Meeting at 1354.

Las Vegas

October 22nd, 2009

Thom McDaniel called the Meeting to order at 0900.

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

Shop Stewards Cobia J. Gould and Mike Konkel were present at the Meeting.

Cuyler Thompson presented the **2nd Membership Meeting 2009 Minutes** for review.

Cobia J. Gould made a **motion** not to read the 2nd Membership Meeting 2009 Minutes but to approve them as presented. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cobia J. Gould made a **motion** not to read aloud the June 2009 Executive Board Meeting Synopsis. Cuyler Thompson **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis.

Thom McDaniel presented the **Local 556 July 2009 Financial Report**.

Those Members present not based in Las Vegas declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** to insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

"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."*

Yea – 0 / Nay – 1

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed ballots numbered 44-45.

In response to a Member's question, there was discussion regarding references made in the June 2009 Executive Board Meeting Synopsis to the BOE's large personal mobile phone expenses and references in the May 2009 Executive Board Meeting Synopsis regarding the fact that Members of the BOE appeared to be picking up trips in order to have them pulled for Union work.

Cuyler Thompson collected the ballots. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. He noted that the motions to amend the Bylaws must pass by 2/3's and be approved by the TWU International Advisory Council in order to be incorporated into our Bylaws. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

Because those present at the Meeting had already studied them, those present **agreed** that Cuyler Thompson would not read aloud the motions to amend the Bylaws, but would read the comments from the attorneys.

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

1. **Yea – 2 / Nay – 0**
2. **Yea – 2 / Nay – 0**
3. **Yea – 2 / Nay – 0**
4. **Yea – 2 / Nay – 0**
5. **Yea – 2 / Nay – 1**
6. **Yea – 2 / Nay – 0**
7. **Yea – 0 / Nay – 0**
8. **Yea – 0 / Nay – 2**
9. **Yea – 0 / Nay – 2**
10. **Yea – 0 / Nay – 0**
11. **Yea – 0 / Nay – 2**
12. **Yea – 0 / Nay – 2**
13. **Yea – 2 / Nay – 0**
14. **Yea – 0 / Nay – 0**
15. **Yea – 2 / Nay – 0**
16. **Yea – 2 / Nay – 0**
17. **Yea – 2 / Nay – 0**
18. **Yea – 0 / Nay – 2**
19. **Yea – 2 / Nay – 0**
20. **Yea – 2 / Nay – 0**
21. **Yea – 0 / Nay – 0**
22. **Yea – 0 / Nay – 2**
23. **Yea – 0 / Nay – 2**
24. **Yea – 0 / Nay – 2**
25. **Yea – 2 / Nay – 0**
26. **Yea – 2 / Nay – 0**
27. **Yea – 0 / Nay – 2**
28. **Yea – 0 / Nay – 2**
29. **Yea – 0 / Nay – 2**
30. **Yea – 2 / Nay – 0**
31. **Yea – 2 / Nay – 0**
32. **Yea – 0 / Nay – 2**
33. **Yea – 0 / Nay – 2**
34. **Yea – 0 / Nay – 2**
35. **Yea – 2 / Nay – 0**
36. **Yea – 2 / Nay – 0**
37. **Yea – 2 / Nay – 0**

38. Yea – 2 / Nay – 0
39. Yea – 0 / Nay – 2
40. Yea – 0 / Nay – 2
41. Yea – 0 / Nay – 2
42. Yea – 0 / Nay – 2

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom McDaniel reported that copies of the **2008-2012 Collective Bargaining Agreement** (Contract) were available to Members in the Flight Attendant Lounges. He reported that Southwest Airlines was responsible for printing the Contracts and thus for the delay in getting copies to our Members. He reported that the next Contract Negotiating Team should be sure to negotiate the use of a 'Union printer' to print the next Contract.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He noted that Delegates Todd Gage and Chris Click had written articles about their experiences at the Convention for inclusion in the fall issue of *Unity Magazine,* recently distributed at the Flight Attendant Domiciles.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He explained that any business requiring interaction with Southwest Airlines Management, such as Fact Finding Meetings, Grievances, etc., could not be conducted on the weekend. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website and that the deadline for completing the Survey had been extended to October 31st. He encouraged Members to participate.

Cuyler Thompson reported that during the Oakland Session of the Membership Meeting, Greg Hofer had made a **motion** that it will be the policy and procedure of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the Members or Officers in question acquired said trip(s) after the Union business function was announced. Val Lorien had **seconded** the seconded the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Thom McDaniel **agreed** to contact Southwest Airlines Representative Brendan Conlon and ask that he communicate with the Flight Attendants regarding the fact that the copies of the new CBA's were now available in the Inflight Lounges.

There was discussion regarding Reserve Self-Assignment.

Cobia J. Gould made a **motion** to recess. Mike Konkel **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Las Vegas Session of the Membership Meeting at 1155.

Baltimore

October 27th, 2009

Thom McDaniel called the Meeting to order at 0903.

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

Shop Stewards Stephanie Brennan, Kevin Schnittker, Elizabeth Kasky, Rob Swafford, Steven Romero, Chris Urteaga and Jo Burkholder were present at the Meeting.

Cuyler Thompson presented the **2nd Membership Meeting 2009 Minutes** for review.

Steven Romero made a **motion** not to read the 2nd Membership Meeting 2009 Minutes but to approve them as presented. Audrey Stone **seconded** the motion. The motion **carried**.

Audrey Stone made a **motion** not to read aloud the June 2009 Executive Board Meeting Synopsis. Steven Romero **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis and explained that the May 2009 Executive Board Meeting Minutes had been posted on the TWU Local 556 Website since June.

Thom McDaniel presented the **Local 556 July 2009 Financial Report**.

Those Members present not based in Baltimore declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote. Cuyler Thompson noted that he would be voting in Baltimore.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** to insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

*"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."*

Yea – 15 / Nay – 0

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed ballots numbered 46-61.

Cuyler Thompson collected the ballots. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. He noted that the motions to amend the Bylaws must pass by 2/3's and be approved by the TWU International Advisory Council in order to be incorporated into our Bylaws. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

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

1. **Yea – 16 / Nay – 0**
2. **Yea – 2 / Nay – 16**
3. **Yea – 16 / Nay – 0**
4. **Yea – 15 / Nay – 0**
5. **Yea – 16 / Nay – 0**
6. **Yea – 16 / Nay – 0**
7. **Yea – 3 / Nay – 12**
8. **Yea – 0 / Nay – 12**
9. **Yea – 2 / Nay – 12**
10. **Yea – 3 / Nay – 12**
11. **Yea – 4 / Nay – 12**

There was discussion regarding the four-day workweek and ten-hour shifts currently being tested by the Local 556 Office Staff/Grievance Team.

12. **Yea – 1 / Nay – 14**
13. **Yea – 16 / Nay – 0**
14. **Yea – 4 / Nay – 12**
15. **Yea – 16 / Nay – 0**
16. **Yea – 14 / Nay – 0**
17. **Yea – 15 / Nay – 0**

Thom McDaniel passed the gavel to Cuyler Thompson at 1119 in order to make comment on the motion on the floor. Thom reclaimed the gavel at 1122.

18. **Yea – 11 / Nay – 1**
19. **Yea – 10 / Nay – 3**
20. **Yea – 0 / Nay – 14**
21. **Yea – 0 / Nay – 14**
22. **Yea – 5 / Nay – 8**
23. **Yea – 0 / Nay – 15**
24. **Yea – 2 / Nay – 14**

25. **Yea – 16 / Nay – 0**
26. **Yea – 15 / Nay – 0**
27. **Yea – 12 / Nay – 2**
28. **Yea – 0 / Nay – 13**
29. **Yea – 0 / Nay – 13**
30. **Yea – 8 / Nay – 6**
31. **Yea – 0 / Nay – 14**
32. **Yea – 0 / Nay – 14**
33. **Yea – 0 / Nay – 12**
34. **Yea – 0 / Nay – 12**
35. **Yea – 9 / Nay – 0**
36. **Yea – 14 / Nay – 0**
37. **Yea – 14 / Nay – 0**
38. **Yea – 14 / Nay – 0**
39. **Yea – 3 / Nay – 10**
40. **Yea – 0 / Nay – 14**
41. **Yea – 2 / Nay – 12**
42. **Yea – 2 / Nay – 11**

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom McDaniel reported that copies of the **2008-2012 Collective Bargaining Agreement** (Contract) were available to Members in the Flight Attendant Lounges. He reported that Southwest Airlines was responsible for printing the Contracts and thus for the delay in getting copies to our Members. He reported that the next Contract Negotiating Team should be sure to negotiate the use of a 'Union printer' to print the next Contract.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He noted that Delegates Todd Gage and Chris Click had written articles about their experiences at the Convention for inclusion in the fall issue of *Unity Magazine,* recently distributed at the Flight Attendant Domiciles.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He explained that any business requiring interaction with Southwest Airlines Management, such as Fact Finding Meetings, Grievances, etc., could not be conducted on the weekend. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website and that the deadline for completing the Survey had been extended to October 31st. He encouraged Members to participate. Thom reported that the Executive Board had planned for the following week an informal, live online webcast during which Thom would answer some of the questions submitted during the survey.

In response to a Member's question, there was discussion regarding the random drug-testing procedures at the Baltimore Base and the fact that the drug-testers were requesting that Flight Attendants submit to tests after they had exited the jetway. Thom McDaniel **agreed** to contact Michelle Moore, the Local 556 Heath Coordinator, and ask that she investigate the situation.

Chris Click made a **motion** that the Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%." Kristie Click **seconded** the motion.

Chris Click made a **motion** to eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings. Kristie Click **seconded** the motion.

Chris Click made a **motion** that was ruled out of order by the Chair.

Chris Click **appealed** the decision of the Chair. Kristie Click **seconded** the appeal.

The motion to appeal the Chair's decision **did not carry**.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** that it will be the policies and procedures of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the members or Officers in question acquired said trip(s) after the Union business function was announced. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

James Schnittker made a **motion** to recess. Rob Swafford **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Baltimore Session of the Meeting at 1337.

Orlando

October 28th, 2009

Thom McDaniel called the Meeting to order at 0905.

Executive Board Members present were Thom McDaniel, Cuyler Thompson, Colleen Griffin and Jimmy West.

Shop Steward Committee Co-Chair and COPE Co-Chair was present at the Meeting.

Shop Stewards Rick Mueller and Robert Skye were present at the Meeting.

Cuyler Thompson presented the **2nd Membership Meeting 2009 Minutes** for review.

Jimmy West made a **motion** not to read the 2nd Membership Meeting 2009 Minutes but to approve them as presented. Susan Kern **seconded** the motion. The motion **carried**.

Jimmy West made a **motion** not to read aloud the June 2009 Executive Board Meeting Synopsis. Susan Kern **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis and explained that the May 2009 Executive Board Meeting Minutes had been posted on the TWU Local 556 Website since June.

Thom McDaniel presented the **Local 556 July 2009 Financial Report**.

Those Members present not based in Orlando declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** to insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

"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."*

Yea – 4 / Nay – 1

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed ballots numbered 62-66.

Cuyler Thompson collected the ballots. The votes were not tallied; the marked ballots were placed in a sealed envelope to be reviewed and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009.

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. He noted that the motions to amend the Bylaws must pass by 2/3's and be approved by the TWU International Advisory Council in order to be incorporated into our Bylaws. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

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

1. **Yea – 5 / Nay – 0**
2. **Yea – 0 / Nay – 5**
3. **Yea – 5 / Nay – 0**
4. **Yea – 5 / Nay – 0**
5. **Yea – 4 / Nay – 1**
6. **Yea – 5 / Nay – 0**

7. **Yea – 4 / Nay – 0**
8. **Yea – 0 / Nay – 5**
9. **Yea – 0 / Nay – 5**
10. **Yea – 1 / Nay – 3**
11. **Yea – 3 / Nay – 2**
12. **Yea – 0 / Nay – 5**

In response to a Member's question, there was discussion regarding the fact that the Executive Board had recently approved for a hotel room to be rented for the use of the Grievance Chair and a Grievance Team Member who did not live in but were commuting to Dallas for work.

13. **Yea – 6 / Nay – 0**
14. **Yea – 2 / Nay – 3**
15. **Yea – 4 / Nay – 0**
16. **Yea – 1 / Nay – 3**
17. **Yea – 3 / Nay – 1**
18. **Yea – 0 / Nay – 4**
19. **Yea – 1 / Nay – 2**
20. **Yea – 3 / Nay – 1**
21. **Yea – 0 / Nay – 3**
22. **Yea – 0 / Nay – 4**
23. **Yea – 0 / Nay – 3**
24. **Yea – 0 / Nay – 3**
25. **Yea – 4 / Nay – 0**
26. **Yea – 4 / Nay – 0**
27. **Yea – 0 / Nay – 4**
28. **Yea – 0 / Nay – 4**
29. **Yea – 4 / Nay – 0**
30. **Yea – 3 / Nay – 0**
31. **Yea – 0 / Nay – 4**
32. **Yea – 1 / Nay – 3**
33. **Yea – 1 / Nay – 3**
34. **Yea – 0 / Nay – 4**
35. **Yea – 3 / Nay – 1**
36. **Yea – 4 / Nay – 0**
37. **Yea – 3 / Nay – 0**
38. **Yea – 4 / Nay – 0**
39. **Yea – 1 / Nay – 3**
40. **Yea – 0 / Nay – 4**
41. **Yea – 1 / Nay – 3**
42. **Yea – 0 / Nay – 4**

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

Thom McDaniel reported that copies of the **2008-2012 Collective Bargaining Agreement** (Contract) were available to Members in the Flight Attendant Lounges. He reported that Southwest Airlines was responsible for printing the Contracts and thus for the delay in getting copies to our Members. He reported that the next Contract Negotiating Team should be sure to negotiate the use of a 'Union printer' to print the next Contract.

Thom reported to those Members present that the Local had recently taken thirty-three delegates to the **23rd TWU International Constitutional** Convention in Las Vegas. He reported being very proud of the work of Local 556's Delegates. He noted that Delegates Todd Gage and Chris Click had written articles about their experiences at the Convention for inclusion in the fall issue of *Unity Magazine,* recently distributed at the Flight Attendant Domiciles.

Thom updated those Members present on the new **Expanded Customer Service** hours recently implemented by the Executive Board. Currently, during a test phase, Executive Board Members were answering general Union and Contract questions for Members calling the Union Office on Saturdays and Sundays between the hours of 0900-1700 Central Time. He explained that any business requiring interaction with Southwest Airlines Management, such as Fact Finding Meetings, Grievances, etc., could not be conducted on the weekend. He noted that the Executive Board Officer-on-Call was still available to our Members anytime that the Local Office was closed.

Thom reported that a **Local 556 Customer Service Survey**, "Making us Stronger," was being conducted via the TWU Local 556 Website and that the deadline for completing the Survey had been extended to October 31st. He encouraged Members to participate. Thom reported that the Executive Board had planned for the following week an informal, live online webcast during which Thom would answer some of the questions submitted during the survey.

Cuyler Thompson reported that during the Baltimore Session of the Meeting, Chris Click made a **motion** that the Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%." Kristie Click **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Cuyler Thompson reported that during the Baltimore Session of the Meeting, Chris Click made a **motion** to eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings. Kristie Click **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** that it will be the policies and procedures of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the members or Officers in question acquired said trip(s) after the Union business function was announced. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

There was discussion regarding the problems that Members were still having with checking their Crew Bags 'Claim at Gate'.

There was discussion regarding the last Bulleting to the Flight Attendant Manual.

Darryl Padgett made a **motion** to recess. Susan Kern **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Baltimore Session of the Meeting at 1217.

Chicago

October 29th, 2009

Thom McDaniel called the Meeting to order at 0900.

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

Shop Stewards Ray Ward, Rogelio Soria, Rob Riddell, Don Shipman, Dale Wilson and Jason Arnold-Burke were present at the Meeting.

TWU Local 556 Webmaster and Publications Chair Kyle Whiteley was present at the Meeting.

Cuyler Thompson presented the **2nd Membership Meeting 2009 Minutes** for review.

Rob Riddell made a **motion** not to read the 2nd Membership Meeting 2009 Minutes but to approve them as presented. Dale Wilson **seconded** the motion. The motion **carried**.

Rob Riddell made a **motion** not to read aloud the June 2009 Executive Board Meeting Synopsis. Kyle Whiteley **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the June 2009 Executive Board Meeting Synopsis and explained that the May 2009 Executive Board Meeting Minutes had been posted on the TWU Local 556 Website since June.

Treasurer John Parrott presented the **Local 556 July 2009 Financial Report**.

John Parrott noted that Flight Attendants would be receiving a two-dollar refund from the Local. Our new Contract was ratified on May 18th, 2009 and as required, the Local 556 Negotiations Assessment Fee deducted monthly from each Flight Attendants' paychecks was immediately discontinued. John noted that it was too late to stop the deduction from the May 20th paychecks, which had already been processed. These two dollars would appear on your November 20th paychecks.

Those Members present not based in Chicago declared at which Session of the Membership Meeting they would be casting (or had already cast) their vote.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** to insert a direct link to the most current TWU 556 LM-2 Report that specifically displays the reported income to the DOL. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Those Members present at the Meeting voted on a motion made during the 2nd Membership Meeting of 2009:

*"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."*

Yea – 1 / Nay – 15

The Chair opened the floor for discussion regarding the election of the **Local 556 Board of Election**. Thom McDaniel explained the history and duties of the positions up for election and/or re-election. There was discussion. Cuyler Thompson distributed ballots numbered 67-84. Cuyler collected the ballots.

A total of 84 votes were cast by secret ballot in the election of Local 556 Board of Election Members. The votes were counted and tallied by the Members present at the Chicago Session of the 3rd Membership Meeting 2009. Cuyler Thompson, Recording Secretary, certified the election of Susan Kern, Jannah Dalak and Sonia Hall to serve on the Board of Election; Will Brown would serve as the alternate.

Susan Kern	41 votes
Jannah Dalak	32 votes
Sonia Hall	29 votes
Will Browne	28 votes
Ron Regan	18 votes
David Kirtley	17 votes
Jules Humphries	15 votes
Lori Lochelt	15 votes
Kelley Martin	13 votes
Will Menton	10 votes
Greg Hofer	10 votes
Donald Silva	5 votes
Donna Edwards	2 votes
Mike Fillmon	2 votes

The Chair explained that the business of our Local was governed both by the **TWU Local 556 Bylaws** and by the TWU International Constitution. The Chair explained that according to our Bylaws, motions to amend the Bylaws were allowed to be made at the 2nd Membership Meeting and were now being voted on at the 3rd Membership Meeting of 2009. He noted that the motions to amend the Bylaws must pass by 2/3's and be approved by the TWU International Advisory Council in order to be incorporated into our Bylaws. Thom McDaniel reported that as instructed by the Executive Board, Cuyler Thompson had requested legal opinions regarding the motions to amend the Bylaws from the law firm of Phillips & Richard and from TWU International General Counsel, David Rosen. Thom noted that if the attorneys had opined on a proposed Bylaw change, Cuyler would read them aloud before those present at the Meeting voted on them.

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

1. **Yea – 18 / Nay – 0**
2. **Yea – 0 / Nay – 18**
3. **Yea – 18 / Nay – 0**
4. **Yea – 18 / Nay – 0**
5. **Yea – 16 / Nay – 0**
6. **Yea – 18 / Nay – 0**

7. **Yea – 2 / Nay – 16**
8. **Yea – 0 / Nay – 17**
9. **Yea – 0 / Nay – 18**
10. **Yea – 0 / Nay – 18**
11. **Yea – 0 / Nay – 16**
12. **Yea – 0 / Nay – 18**
13. **Yea – 13 / Nay – 0**
14. **Yea – 7 / Nay – 11**
15. **Yea – 17 / Nay – 0**
16. **Yea – 18 / Nay – 0**
17. **Yea – 16 / Nay – 0**
18. **Yea – 0 / Nay – 10**
19. **Yea – 16 / Nay – 0**
20. **Yea – 0 / Nay – 18**
21. **Yea – 0 / Nay – 18**
22. **Yea – 0 / Nay – 17**
23. **Yea – 5 / Nay – 18**
24. **Yea – 0 / Nay – 18**
25. **Yea – 9 / Nay – 9**
26. **Yea – 13 / Nay – 1**
27. **Yea – 18 / Nay – 0**
28. **Yea – 2 / Nay – 16**
29. **Yea – 2 / Nay – 16**
30. **Yea – 15 / Nay – 1**
31. **Yea – 0 / Nay – 18**
32. **Yea – 0 / Nay – 13**
33. **Yea – 0 / Nay – 13**
34. **Yea – 0 / Nay – 13**
35. **Yea – 0 / Nay – 16**
36. **Yea – 16 / Nay – 0**
37. **Yea – 16 / Nay – 0**
38. **Yea – 16 / Nay – 0**
39. **Yea – 0 / Nay – 5**
40. **Yea – 0 / Nay – 16**
41. **Yea – 0 / Nay – 16**
42. **Yea – 0 / Nay – 16**

Thom McDaniel updated those Members present on the **Contract 2008 Implementation Schedule**. He noted that several Contract changes were scheduled to be implemented on November 1st of this year, but reminded everyone that the new bidding timelines were most important. He reported that the Local had recently reminded our Members of these important date changes via texts, E-Connection emails, Unity Update, Local 556 Hotline, Lounge Mobilizations, the Local 556 Website, Flight Attendants' mailboxes and telephone message blasts.

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Cuyler Thompson reported that during the Baltimore Session of the Meeting, Chris Click made a **motion** that the Executive Board at their next Executive Board Meeting set their pay to "average line pay, system-wide plus 15%." Kristie Click **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Cuyler Thompson reported that during the Baltimore Session of the Meeting, Chris Click made a **motion** to eliminate the commuting pay to full-time Officers or full-time office staff as well as eliminate hotel stays for those on a full-time pull with the exception of those attending Executive Board Meetings. Kristie Click **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

Cuyler Thompson reported that during the Oakland Session of the Meeting, Greg Hofer had made a **motion** that it will be the policies and procedures of Local 556 to not pull trips for Members or Officers to attend a Union business function if it is known by the Treasurer that the members or Officers in question acquired said trip(s) after the Union business function was announced. Val Lorien had seconded the **seconded** the motion. Cuyler noted that voting regarding the motion would take place during the 1st Membership Meeting of 2010.

There was discussion regarding a question on the Membership Survey currently on the Local 556 Website, which asked if Members would be willing to pay more dues in order to receive more services from the Union.

There was discussion regarding the fact that some Members have grown tired of the ongoing conflicts with OPS Agents regarding checking bags in the jetway when the overhead bins could hold no more carry-on bags. It was pointed out that a recent Flight Attendant Manual Revision required that Flight Attendants know the "location" of Bag Tags instead of the "availability" of Bag Tags.

There was discussion regarding the recent (untrue) rumors that Southwest Airlines Management would begin furloughing Flight Attendants after the first of the year. Thom McDaniel reported that 'Time Away' would again be offered after the first of the year.

There was discussion regarding how current Grievance Chair Allyson Parker-Lauck had been appointed to the position and the fact that she was currently working a four-day workweek and ten-hour shifts. It was discussed that the Local was currently renting a room, at a reduced rate, at the hotel across the street from the Union Office to be used by those Members of the Grievance Team currently commuting to Dallas for work. There was discussion regarding how Allyson Parker-Lauck had come to be appointed by the Executive Board to serve as the Local's Grievance Chair.

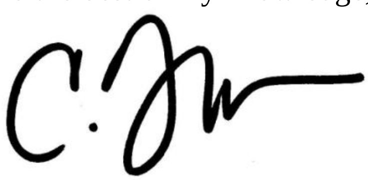
Chicago Domicile Executive Board Member Donna Keith lauded Allyson Parker-Lauck and the incredible job she had done thus far as the Local's Grievance Chair.

There was discussion regarding Management's policies regarding Flight Attendants with pet allergies.

John Parrott made a **motion** to adjourn. Don Shipman **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the 3rd Membership Meeting of 2009 at 1310.

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



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Cuyler Thompson
Recording Secretary