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

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TWU Local 556
1st Membership Meeting 2009
Minutes

Dallas

January 12th, 2009

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

Executive Board Members present were Thom McDaniel, Stacy Martin, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Gwen Dunivent and Kyle Whiteley.

Local Grievance Chair John Parrott and Local Health Coordinator Michelle Moore were present at the Meeting.

TWU Local 556 Negotiating Team Members Denny Sebesta, Cindy Ritner and Don Shipman were present at the Meeting.

Shop Stewards Karen Amos, Sonia Hall, Kimberly Colmenares, Kelley Martin, Jannah Dalak, Jane Johnson, Jessica Parker and Vince Eakes were present at the Meeting.

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

Local Grievance Team Members Keenan Ryan, Lyn Montgomery, Becky Parker, Brandon Hillhouse, Prairie Matthews, Jamie Lynch, Amy Harthausen, Kathy Anderson and Chris St. Julian attended the Meeting.

Thom McDaniel recognized the TWU Local 556 Negotiating Team and noted that the day's Meeting was being held in the space adjacent to the Local Union Office that had been rented to accommodate the Negotiating Team.

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Thom McDaniel introduced the Members of the Local's BOE, representatives of the US Department of Labor and the Local's Legal Counsel, Ed Cloutman. Thom McDaniel passed the gavel to Sonia Hall at 1035.

US Department of Labor (DOL) Investigator and Election Supervisor Nakeya Middlebrooks-Fincher addressed the Meeting, introduced herself and DOL Representative Michelle Hussar and explained that pursuant to a voluntary agreement on December 6, 2006, between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL. She noted that a DOL Representative would be present at all Sessions of the Membership Meeting to monitor the nomination process. Ms. Middlebrooks-Fincher explained the rules of the election and for campaigning during the election. She answered the questions of Members and there was discussion.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia opened the floor for nominations.

1. Karen Amos nominated Chris Click for 1st Vice President (Ron Regan second).
2. Karen Amos nominated Chris Click for 2nd Vice President (Vince Eakes second).
3. Karen Amos nominated Chris Click Board Member at Large (BMAL) (Rebecca Hickey second).
4. Karen Amos nominated Chris Click for BWI Domicile Executive Board Member (DEBM) (Mary Ellen Matter second).
5. Ron Regan nominated Greg Hofer for Treasurer (Karen Amos second).
6. John Parrott nominated Gwen Dunivent for DAL DEBM (Jane Johnson second).
7. Gwen Dunivent nominated Thom McDaniel for President (Kyle Whiteley second).
8. Gwen Dunivent nominated John Parrott for 1st Vice President (Kyle Whiteley second).
9. Gwen Dunivent nominated John Parrott for Treasurer (Kyle Whiteley second).
10. Karen Amos nominated Greg Hofer for OAK DEBM (Ron Regan second).
11. Ron Regan nominated Jimmy West for MCO DEBM (Vince Eakes second).
12. Ron Regan nominated Amy Neeper for DAL DEBM (Karen Amos second).
13. Donna Edwards nominated Cindy Ritner for President (Karen Amos second).
14. Karen Amos nominated Jerry Lindemann for Treasurer (Jane Johnson second).
15. Kyle Whiteley nominated Susan Kern for MCO DEBM (Cuyler Thompson second).
16. Mary Ellen Matter nominated Karen Amos for 1st Vice President (Martha Hart second).
17. Kyle Whiteley nominated Cuyler Thompson for Recording Secretary (John Parrott second).
18. Ron Regan nominated Mike Fillmon for BMAL (Karen Amos second).
19. Gwen Dunivent nominated Don Shipman for BMAL (John Parrott second).
20. Rebecca Hickey nominated Vince Eakes for BMAL (Judi Girolamo second).
21. Ron Regan nominated James Gordon for 2nd Vice President (Cindy Ritner second).
22. Kyle Whiteley nominated Donna Kieth for MDW DEBM (Val Loreien second).
23. Karen Amos nominated Donna Edwards for Recording Secretary (Mary Ellen Matter second).
24. Karen Amos nominated Manny Santana, Jr. for 1st Vice President (Ron Regan second).
25. John Parrott nominated Gwen Dunivent for 1st Vice President (Cuyler Thompson second).
26. Karen Amos nominated Mary Longobardi for 2nd Vice President (John Parrott second).

27. Kyle Whiteley nominated Mark Torrez for OAK DEBM (Val Lorien second).
28. Allyson Parker-Lauck nominated Don Shipman for 2nd Vice President (Jane Johnson second).
29. Allyson Parker-Lauck nominated Kyle Whiteley for MDW DEBM (John Parrott second).
30. Allyson Parker-Lauck nominated Denny Sebesta for Recording Secretary (John Parrott second).
31. Allyson Parker-Lauck nominated Denny Sebesta for Treasurer (Gwen Dunivent second).
32. Allyson Parker-Lauck nominated Gwen Dunivent for BMAL (Jane Johnson second).
33. Allyson Parker-Lauck nominated Mark Torrez for BMAL (Denny Sebesta second).
34. Allyson Parker-Lauck nominated Denny Sebesta for BMAL (John Parrott second).
35. Allyson Parker-Lauck nominated John Parrott for BMAL (Denny Sebesta second).
36. Becky Parker nominated Keenan Ryan for Treasurer (Lyn Montgomery second).
37. Cuyler Thompson nominated Rob Riddell for Treasurer (Denny Sebesta second).
38. Cuyler Thompson nominated Rob Riddell for BMAL (Kyle Whiteley second).
39. Cuyler Thompson nominated Bryan Orozco for LAS DEBM (Kyle Whiteley second).
40. Allyson Parker-Lauck nominated Doreen Argyropolous for OAK DEBM (John Parrott second).
41. Ron Regan nominated Tina Coffee for PHX DEBM (Karen Amos second).
42. Tanya McGrath nominated Michelle Moore for DAL DEBM (Kimberly Colmenares second).
43. Denny Sebesta nominated Chris St. Julian for DAL DEBM (John Parrott second).
44. Kimberly Colmenares nominated Tanya McGrath for BMAL (Michelle Moore second).
45. Karen Amos nominated Greg Hofer for 2nd Vice President (Ron Regan second).
46. Becky Parker nominated Crystal Rains for HOU DEBM (Karen Amos second).
47. Karen Amos nominated Greg Hofer for 1st Vice President (Donna Edwards second).
48. Kyle Whiteley nominated Chad Knesek HOU DEBM (John Parrott second).
49. Karen Amos nominated Colleen Griffin for BMAL (Ron Regan second).
50. Karen Amos nominated Colleen Griffin for 1st Vice President (Ron Regan second).
51. Cindy Ritner nominated Kristen Hamilton for Recording Secretary (Karen Amos second).
52. Karen Amos nominated Cindy Ritner for 1st Vice President (Mary Ellen Matter second).
53. Donna Edwards nominated Karen Amos for DAL DEBM (Judi Girolamo second).
54. Martha Hart nominated Ron Regan for 2nd Vice President (Rebecca Hickey second).
55. Karen Amos nominated Cindy Ritner for BMAL (Vince Eakes second).
56. Karen Amos nominated Mary Longobardi for BMAL (Ron Regan second).
57. Mary Ellen Matter nominated Becky Hickey for Recording Secretary (Karen Amos second).
58. Allyson Parker-Lauck nominated Michael Massoni for 1st Vice President (Gwen Dunivent second).
59. Allyson Parker-Lauck nominated Stacy Martin for 2nd Vice President (Brett Nevarez second).
60. Allyson Parker-Lauck nominated Audrey Stone for BWI DEBM (Cuyler Thompson second).
61. Karen Amos nominated Stacy Martin for 1st Vice President (Jill van der Werff second).
62. Allyson Parker-Lauck nominated Crystal Rains for HOU DEBM (Karen Amos second).
63. Karen Amos nominated Kathy Anderson for Recording Secretary (John Parrott second).
64. Allyson Parker-Lauck nominated Kevin Onstead for LAS DEBM (Brett Nevarez second).
65. Ron Regan nominated Marcy Vinyard for 2nd Vice President (Karen Amos second).
66. Allyson Parker-Lauck nominated John DiPippa PHX DEBM (Kyle Whiteley second).
67. Ron Regan nominated Shannon Moore for Recording Secretary (Karen Amos second).
68. Karen Amos nominated Shannon Moore for BMAL (Vince Eakes second).
69. Allyson Parker-Lauck nominated Denny Sebesta for 1st Vice President (Kyle Whiteley second).
70. Judi Girolamo nominated Amy Neeper for 1st Vice President (Ron Regan second).
71. Ron Regan nominated Lucy White-Lehman for BWI DEBM (Karen Amos second).
72. Rebecca Hickey nominated Janet Bottles for Recording Secretary (Donna Edwards second).
73. Gwen Dunivent nominated Kimberly Colmenares for DAL DEBM (Martha Hart second).
74. Gwen Dunivent nominated Jane Johnson for DAL DEBM (Allyson Parker-Lauck second).
75. Allyson Parker-Lauck nominated Cuyler Thompson for 1st Vice President (Denny Sebesta second).

76. Allyson Parker-Lauck nominated Don Shipman for 1st Vice President (Gwen Dunivent second).
77. Allyson Parker-Lauck nominated Gwen Dunivent for 2nd Vice President (Denny Sebesta second).
78. Allyson Parker-Lauck nominated Denny Sebesta for 2nd Vice President (Brett Nevarez second).
79. Allyson Parker-Lauck nominated Cuyler Thompson for 2nd Vice President (Denny Sebesta second).
80. Martha Hart nominated Karen Amos for 2nd Vice President (Vince Eakes second).
81. Martha Hart nominated Karen Amos for DAL DEBM (Mary Ellen Matter second).
82. Allyson Parker-Lauck nominated John Parrott for 2nd Vice President (Gwen Dunivent second).
83. Karen Amos nominated Jim Gordon for 1st Vice President (Ron Regan second).
84. Karen Amos nominated Jim Gordon for BMAL (Mary Ellen Matter second).
85. Karen Amos nominated Mike Fillmon for Recording Secretary (Vince Eakes second).
86. Karen Amos nominated Manny Santana, Jr. for 2nd Vice President (Stacy Martin second).
87. Karen Amos nominated Manny Santana, Jr. for BMAL (Ron Regan second).
88. Karen Amos nominated Cindy Ritner for 2nd Vice President (Mary Ellen Matter second).
89. Denny Sebesta nominated Geoff Burns for MDW DEBM (Karen Amos second).
90. Cindy Ritner nominated Jill van der Werff for BMAL (Karen Amos second).
91. Stacy Martin nominated Jill van der Werff for 1st Vice President (Jane Jonson second).
92. Stacy Martin nominated Jill van der Werff for 2nd Vice President (Kimberly Colmenares second).
93. Cindy Ritner nominated Mindy Popkin for BMAL (Karen Amos second).
94. Cindy Ritner nominated Lynn Beall for BMAL (Tanya McGrath second).
95. Lynn Beall nominated Lucy Evans for BMAL (Martha Hart second).
96. Lynn Beall nominated Gayle Ross for BMAL (Cindy Ritner second).
97. Lynn Beall nominated Andi Vanko for BWI DEBM (Karen Amos second).
98. Lynn Beall nominated Kevin Quinn for MCO DEBM (Karen Amos second).
99. Lynn Beall nominated Kim Shephard for HOU DEBM (Ron Regan second).
100. Cindy Ritner nominated Victor Conejo for LAS DEBM (Karen Amos second).
101. Lynn Beall nominated Kathy Gregory for Recording Secretary (Karen Amos second).
102. Lynn Beall nominated Beth Ross for BMAL (Kimberly Colmenares second).

Sonia Hall closed the floor for further nominations.

There was discussion regarding whether the combined number of Local 556 Executive Board Members at Large and Domicile Executive Board Members currently provided for reasonable, proportionate representation in relation to the current number of Members of TWU Local 556 as required by the TWU International Constitution. BOE Chair Sonia Hall **agreed** to contact TWU International for clarification and to provide Local 2nd Vice President Stacy Martin with the response.

There was discussion regarding whether or not a list of Flight Attendants eligible to vote in the election of Executive Board Members and their mailing addresses would be available to Executive Board candidates for the purposes of campaigning. Sonia Hall informed those Members present at the Meeting that the Reilly Echols Printing Company of Dallas, TX currently held a copy of Local 556 Members' mailing addresses and would use the addresses only to mail campaign literature submitted to them by the candidates in the election. It was verified that the printer would have a current copy of the Flight Attendant Mailing List at the time voting began. Sonia explained that if a Member of the Local did not want to be on the mailing list, the Member must contact the BOE in writing.

Sonia Hall passed the gavel to Thom McDaniel at 1130.

There was a break at 1130. The Meeting reconvened at 1140.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

Kimberly Comlenares made a **motion** not to read the Minutes aloud and to approve them as presented. Tanya McGrath **seconded** the motion. The motion **carried**.

Kimberly Comlenares made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Martha Hart **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

There was discussion.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

Jerry Lindemann was excused to retrieve missing sections of the Financial Report at 1210.

Lead Negotiator Thom McDaniel updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Thom reported that the negotiating teams had met during the first week of January and that there was incremental movement by both sides on several issues. Thom noted that if the Union and Company could settle a particular outstanding Grievance prior to going before an arbitrator as scheduled for the first week of February, the two sides could meet for Contract Negotiations on those days instead. Thom noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. Thom noted that all five of the Local's Contract Negotiators were present at the Meeting. There was discussion.

There was discussion regarding arbitrations.

There was discussion regarding Recurrent Training and the fact that the Online Homestudy was reportedly taking much longer that Southwest Airlines Management had initially reported.

Jerry Lindemann returned with the Financial Report at 1245.

There was discussion regarding the Negotiations Assessment Fee.

There was discussion regarding the Reserve System.

There was discussion regarding VJA and Open Time.

Thom McDaniel was excused at 1315.

Cuyler Thompson chaired the Meeting.

There was discussion regarding the Executive Board Meeting Minutes and **Project Redesign 2009**.

Thom McDaniel returned to the Meeting at 1320.

There was discussion regarding the Local's Wear It to Win It Contest.

There was discussion regarding the fact the beginning in February 2009, **UNITY Update** would only be published electronically in an effort to be more 'green' and to present more timely information.

There was more discussion regarding the Wear It to Win It Contest. Cuyler Thompson **agreed** to put the issue on the January 2009 Executive Board Meeting Agenda.

There was discussion regarding **Satellite Bases**.

Cindy Ritner made a **motion** to recess the Dallas Session of the Meeting. Michelle Moore **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1404.

Houston

January 16th, 2009

The Chair, Thom McDaniel, called the Meeting to order at 1000.

Executive Board Members present were Thom McDaniel, Jerry Lindemann, Cuyler Thompson and Crystal Rains.

Shop Stewards Sonia Hall, Kelley Martin, Jannah Dalak and Deborah Martin were present at the Meeting.

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

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Thom McDaniel introduced the Members of the Local's BOE and representatives of the US Department of Labor. Thom McDaniel passed the gavel to Sonia Hall at 1015.

US Department of Labor (DOL) Investigator and Election Supervisor Nakeya Middlebrooks-Fincher addressed the Meeting, introduced herself and DOL Representative Michelle Hussar and explained that pursuant to a voluntary agreement on December 6, 2006, between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL. Ms. Middlebrooks-Fincher explained the rules of the election and for campaigning during the election. She answered the questions of Members and there was lengthy discussion.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia opened the floor for nominations.

1. Jill van der Werff nominated Jerry Lindemann for Treasurer (Crystal Rains second).
2. Jerry Lindemann nominated Jill van der Werff for BMAL (Thom McDaniel second).
3. Jerry Lindemann nominated John DiPippa for PHX DEBM (Thom McDaniel second).
4. Jill van der Werff nominated Crystal Rains for Recording Secretary (Cuyler Thompson second).
5. Cody Castro nominated Stacy Martin for HOU DEBM (Crystal Rains second).
6. Jill van der Werff nominated Crystal Rains for BMAL (Deborah Martin second).
7. Jerry Lindemann nominated Stacy Martin for BMAL (Jill van der Werff second).
8. Jill van der Werff nominated Stacy Martin for 1st Vice President (Jerry Lindemann second).
9. Jerry Lindemann nominated Thom McDaniel for President (Deborah Martin second).
10. Cuyler Thompson nominated Brett Nevarez for BMAL (Crystal Rains second).
11. Jerry Lindemann nominated Mark Torrez for OAK DEBM (Jill van der Werff second).
12. Jerry Lindemann nominated Crystal Rains for HOU DEBM (Cuyler Thompson second).

Sonia Hall closed the floor to further nominations.

The BOE and DOL Representatives were excused at 1100.

Thom McDaniel chaired the Meeting.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

Jerry Lindemann made a **motion** not to read the Minutes aloud and to approve them as presented. Crystal Rains **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Jill van der Werff **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

There was discussion regarding the fact that beginning Monday, January 19th, Southwest Airlines, at the request of TWU Local 556, would be participating in a research project to better understand how the aircraft environment affects the inflight experience and health of Customers and Crew Members. Battelle Memorial Institute, an independent research company, will be taking environmental measurements on some of our flights. The study would eventually be examined and reported on by the FAA.

There was discussion regarding TWU Local 556's participation with The International Transport Workers' Federation (ITF) and Aviation Safety & Health Data Base (ASHDI).

Lead Negotiator Thom McDaniel updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Thom reported that the negotiating teams had met during the first week of January and that there was incremental movement by both sides on several issues. Thom noted that if the Union and Company could settle a particular outstanding Grievance prior to going before an arbitrator as scheduled for the first week of February, the two sides could meet for Contract Negotiations on those days instead. Thom noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

There was discussion regarding the fact that beginning with the February 2009 issue, UNITY Update would be published electronically. Thom McDaniel noted that it was important for Members to keep the email addresses updated with the Union. Thom reported that the trips flown by the Domicile Executive Board Members as a result of the Local's Wear It to Win It Contest would be published in the February UNITY Update.

There was discussion regarding the Uniform Committee and the recent Uniform Committee/Communications Survey.

Crystal Rains made a **motion** to suspend the rules of the Meeting in order to nominate Shop Stewards. Jill van der Werff **seconded** the motion. The motion **carried**.

Crystal Rains **nominated** Jill van der Werff and Phil Vaughn to be Shop Stewards. Jerry Lindemann seconded the nominations. The motion carried. Jill and Phil were elected as **TWU Local 556 Shop Stewards**.

Jerry Lindemann made a **motion** to recess the Houston Session of the Meeting. Jill van der Werff **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Houston Session at 1150.

Chicago

January 20th, 2009

The Chair, Michael Massoni, called the Meeting to order at 1000.

Executive Board Members present were Michael Massoni, Jerry Lindemann, Cuyler Thompson and Kyle Whiteley.

Shop Stewards Sonia Hall, Donna Keith, Jannah Dalak, Julia Pavlicek, Justin Whittington and Erich Schwenk were present at the Meeting.

TWU Local 556 Board of Election (BOE) Members Sonia Hall and Jannah Dalak were present at the Meeting.

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business. It was noted that due to restrictions of the Meeting Hall, the Chicago Session of the Meeting needed to be concluded by 1200.

Michael Massoni introduced the Members of the Local's BOE and Representative of the US Department of Labor, Mark Gerba. Michael Massoni passed the gavel to Sonia Hall at 1015.

Mark Gerba addressed the Meeting, introduced himself and explained that pursuant to a voluntary agreement on December 6, 2006, between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL. Mr. Gerba explained the rules of the election and for campaigning during the election.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia passed around list of those Members who had been nominated at other Sessions of the Meeting and opened the floor for nominations.

1. Manny Santana, Jr. nominated Scott Covington for MDW DEBM (Karen Ford second).
2. Manny Santana, Jr. nominated Jeff Burns for PHX DEBM (Karen Ford second).
3. Manny Santana, Jr. nominated Jimmy West for MCO DEBM (James Gordon second).
4. Manny Santana, Jr. nominated Karen Amos for 2nd Vice President (James Gordon second).
5. James Gordon nominated Stacy Martin for HOU DEBM (Julia Pavlicek second).
6. James Gordon nominated Jamie Fontenot for LAS DEBM (Manny Santana, Jr. second).
7. James Gordon nominated Jerry Lindemann for Treasurer (Manny Santana, Jr. second).
8. James Gordon nominated Colleen Griffin for Recording Secretary (Cuyler Thompson second).
9. James Gordon nominated Manny Santana, Jr. for BMAL (Karen Ford second).
10. James Gordon nominated Julia Pavlicek for MDW DEBM (Manny Santana, Jr. second).

Sonia Hall closed the floor to further nominations.

Michael Massoni chaired the Meeting.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

Jerry Lindemann made a **motion** not to read the Minutes aloud and to approve them as presented. Sonia Hall **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Sonia Hall **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

Jerry Lindemann reported on the monies and the reasons that TWU International had reimbursed Local 556 for work performed by Members of the Local on behalf of the International Union. There was discussion.

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. There was discussion.

There was discussion regarding furniture purchased for the Local Office.

There was discussion regarding the per capita paid by the Local to TWU International.

Cuyler Thompson updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Cuyler reported that the Negotiating Teams had met during the first week of January and that there was incremental movement by both sides on several issues. Cuyler noted that if the Union and Company could settle a particular outstanding Grievance prior to going before an arbitrator as scheduled for the first week of February, the two sides could meet for Contract Negotiations on those days instead. Cuyler noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

There was discussion regarding the upcoming **Satellite Base Test**.

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. There was discussion.

There was discussion regarding the difficulties reported with the new online **Recurrent Training**.

There was discussion regarding moving the MDW Membership Meetings to a more convenient location. Kyle Whiteley and Michael Massoni **agreed** to look into alternative Meeting sites.

In response to a Member's question, there was discussion regarding the current Attendance Policy contained in the Collective Bargaining Agreement between the Flight Attendants of Local 556 and Southwest Airlines. Michael Massoni **agreed** to relay the Member's concerns to Lead Negotiator, Thom McDaniel, but reminded the Members that they may contact the Negotiating Team directly at Negotiators@TWU556.org.

There was discussion regarding **Cashless Cabin**.

There was discussion regarding the testing of Wi-Fi aboard Southwest Airlines' Aircraft.

Jerry Lindemann made a **motion** to recess the Chicago Session of the Meeting. Sonia Hall **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Session at 1155.

Baltimore

January 21st, 2009

Thom McDaniel called the Meeting to order at 1000.

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

Shop Stewards Sonia Hall, Jannah Dalak, Kevin Schnittker, Steven Romero, Stephanie Brennan and Chris Click were present at the Meeting.

TWU Local 556 Board of Election (BOE) Members Sonia Hall and Jannah Dalak were present at the Meeting.

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Thom McDaniel introduced the Members of the Local's BOE and Representative of the US Department of Labor, Frank Gore. Thom McDaniel passed the gavel to Sonia Hall at 1003.

Frank Gore addressed the Meeting, introduced himself and explained that pursuant to a voluntary agreement on December 6, 2006, between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL. Mr. Gore explained the rules of the election and for campaigning during the election.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia passed around list of those Members who had been nominated at other Sessions of the Meeting and opened the floor for nominations.

1. Chris Click nominated Eddie Pirl for MCO DEBM (Stephanie Brennan second).
2. Kevin Schnittker nominated Chris Sullivan for BMAL (Audrey Stone second).
3. Cuyler Thompson nominated Justin Whittington for BMAL (Audrey Stone second).
4. Cuyler Thompson nominated Justin Whittington for MDW DEBM (Kevin Schnittker second).
5. Cuyler Thompson nominated Rob Swafford for BMAL (Audrey Stone second).

Sonia Hall closed the floor to further nominations.

Thom McDaniel chaired the Meeting.

DOL Representative Frank Gore was excused at 1010.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

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

Steven Romero made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Chris Click **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

Jerry Lindemann reported on the monies and the reasons that TWU International had reimbursed Local 556 for work performed by Members of the Local on behalf of the International Union. There was discussion.

There was discussion regarding monies spent on the recent Local 556 Holiday Open House during which Herb Kelleher and Colleen Barrett were made non-dues-paying, non-voting Members of TWU International.

There was discussion regarding the Negotiations Assessment Fee.

There was discussion regarding the per capita paid by the Local to TWU International.

Lead Negotiator Thom McDaniel updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Thom reported that the negotiating teams had met during the first week of January and that there was incremental movement by both sides on several issues. Thom noted that if the Union and Company could settle a particular outstanding Grievance prior to going before an arbitrator as scheduled for the first week of February, the two sides could meet for Contract Negotiations on those days instead. Thom noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

There was discussion regarding the importance of Members keeping their email addresses up-to-date on the **TWU Local 556 Website** and the fact that the Executive Board would be publishing UNITY Update via electronic means only for a test period of six months.

Sonia Hall made a **motion** to recess the Meeting. Chris Click s**econded** the motion. The motion **carried**.

Thom McDaniel recessed the Baltimore Session of the Meeting at 1110.

Orlando

January 22nd, 2009

The Chair, Michael Massoni, called the Meeting to order at 1000.

Executive Board Members present were Michael Massoni, Jerry Lindemann, Cuyler Thompson and Susan Kern.

Shop Stewards Jannah Dalak and Gisela Alvarez were present at the Meeting.

TWU Local 556 Board of Election (BOE) Member Jannah Dalak was present at the Meeting.

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Michael Massoni introduced the Members of the Local's BOE and Representatives of the US Department of Labor, Javier Beltran and Azalia Biond. Michael Massoni passed the gavel to Jannah Dalak at 1004.

Azalia Biond addressed the Meeting, introduced herself and explained that pursuant to a voluntary agreement on December 6, 2006, between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL. Ms. Biond explained the rules of the election and for campaigning during the election.

Local BOE Representative Jannah Dalak explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Jannah noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Jannah passed around list of those Members who had been nominated at other Sessions of the Meeting and opened the floor for nominations.

1. Vicki Zysco nominated David Reed for BMAL (Michael Massoni second).
2. Eddie Pirl nominated Eddie Pirl for BMAL (Michael Massoni second).
3. Cuyler Thompson nominated Rob Riddell for MDW DEBM (Michael Massoni second).

Jannah Dalak closed the floor to further nominations.

Michael Massoni chaired the Meeting.

Representatives of the DOL, Javier Beltran and Azalia Biond were excused at 1015.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

Vicki Zysco made a **motion** not to read the Minutes aloud and to approve them as presented. Eddie Pirl **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Vicki Zysco **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

Jerry Lindemann reported on the monies and the reasons that TWU International had reimbursed Local 556 for work performed by Members of the Local on behalf of the International Union.

Cuyler Thompson updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Cuyler reported that the Negotiating Teams had met during the first week of January and that there was incremental movement by both sides on several issues. Cuyler noted that if the Union and Company could settle a particular outstanding Grievance prior to going before an arbitrator as scheduled for the first week of February, the two sides could meet for Contract Negotiations on those days instead. Cuyler noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

Susan Kern entered the Meeting at 1055.

In response to a Member's question, there was discussion regarding the necessity of educating the Members on how the **cost of living** had impacted our lives recently.

There was discussion regarding the difficulties reported with the new online **Recurrent Training**.

There was discussion regarding Inflight Scheduling using Reserves out of order.

There was discussion regarding the Local's Bylaw requirement that Domicile Executive Board Members must reside in the Domicile that they represent.

Susan Kern made a **motion** to recess the Session. Gisela Alvarez **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Orlando Session of the Meeting at 1118.

Phoenix

January 27, 2009

The Chair, Thom McDaniel, called the Meeting to order at 1012.

Executive Board Members present were Thom McDaniel, Michael Massoni, Jerry Lindemann, Cuyler Thompson and John DiPippa.

Care and Concern Committee Chair Robin Hampton was present at the Meeting.

Shop Stewards Sonia Hall, Kelley Martin, Jannah Dalak, Louie Sibaja, Tina Coffee and Mark Savage were present at the Meeting.

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

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Thom McDaniel introduced the Members of the Local's BOE and representatives of the US Department of Labor. Thom McDaniel passed the gavel to Sonia Hall at 1015.

US Department of Labor (DOL) Representative Thomas Hayes addressed the Meeting, introduced himself and explained that pursuant to a voluntary agreement on December 6, 2006 between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia passed around a list of those Members who had been nominated at other Sessions of the Meeting and opened the floor for nominations.

1. Cuyler Thompson nominated Michael Broadhead for BMAL (Jerry Lindemann second).
2. Tina Coffee nominated Mary Longobardi for President (Janet Zbogniewicz second).
3. Tina Coffee nominated Chris Johnson for 1st Vice President (Janet Zbogniewicz second).
4. Tina Coffee nominated Janet Bottles for 2nd Vice President (Janet Zbogniewicz second).
5. Janet Zbogniewicz nominated Gary Hundley for Recording Secretary Tina Coffee second).
6. Janet Zbogniewicz nominated Mary Longobardi for 2nd Vice President (Tina Coffee second).
7. Janet Zbogniewicz nominated Daryl Daoang for PHX DEBM (Marilyn Hall second).
8. Tina Coffee nominated Tommy Stefan for BMAL (Janet Zbogniewicz second).
9. Janet Zbogniewicz nominated Geoff Burns for 2nd Vice President (Della Saucier second).
10. Janet Zbogniewicz nominated Mark Savage for PHX DEBM (Michael Massoni second).
11. Tina Coffee nominated Jerry Lindemann for BMAL (Marilyn Hall second).
12. Tina Coffee nominated Ron Regan for Treasurer (Janet Zbogniewicz second).
13. Janet Zbogniewicz nominated Robin Hampton for PHX DEBM (Tina Coffee second).
14. Janet Zbogniewicz nominated Shannon Moore for 2nd Vice President (Tina Coffee second).
15. Janet Zbogniewicz nominated Robin Hampton for BMAL (Tina Coffee second).
16. Janet Zbogniewicz nominated Jerry Lindemann for Recording Secretary (Cuyler Thompson second).
17. Janet Zbogniewicz nominated Karen Amos for DAL DEBM (Mark Savage second).
18. Janet Zbogniewicz nominated Karen Amos for BMAL (Tina Coffee second).
19. John DiPippa nominated Mark Savage for BMAL (Michael Massoni second).
20. Janet Zbogniewicz nominated Gary Yeager for BMAL (Tina Coffee second).
21. Janet Zbogniewicz nominated Gary Yeager for PHX DEBM (Tina Coffee second).
22. Tina Coffee nominated Vince Eakes for DAL DEBM (Janet Zbogniewicz second).
23. Janet Zbogniewicz nominated Tommy Stefan for Recording Secretary (Cuyler Thompson second).
24. Tina Coffee nominated Manny Santana, Jr. for Recording Secretary (Cuyler Thompson second).
25. Janet Zbogniewicz nominated Karen Amos for President (Tina Coffee second).
26. Tina Coffee nominated Jimmy West for BMAL (Marilyn Hall second).
27. Janet Zbogniewicz nominated Gary Hundley for BMAL (Tina Coffee second).

Sonia Hall closed the floor to further nominations.

Thom McDaniel chaired the Meeting.

There was discussion regarding the Local's Bylaw requirement that Domicile Executive Board Members must reside in the Domicile that they represent.

The DOL Representative and the Local's BOE were excused at 1037.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

Louie Sibaja made a **motion** not to read the Minutes aloud and to approve them as presented. Mark Savage **seconded** the motion. The motion **carried**.

Mark Savage made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Sandra Rall **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

There was discussion regarding the rental cars used by the Executive Board during Executive Board Meeting Week and the van purchased for use by the Negotiating Team.

There was discussion regarding the fact the beginning in February 2009, **UNITY Update** would only be published electronically in an effort to be more 'green' and to present more timely information.

There was discussion regarding the **COPE Committee,** Labor 2008 and the fact that no Members' dues were ever contributed to political campaigns.

In response to a Member's question, there was discussion regarding monies spent on the recent Local 556 Holiday Open House during which Herb Kelleher and Colleen Barrett were made non-dues-paying, non-voting Members of TWU International.

Lead Negotiator Thom McDaniel updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Thom reported that the negotiating teams had met during the first week of January and that there was incremental movement by both sides on several issues. Thom noted that it appeared that the Union and Company had agreed to settle a particular outstanding Grievance regarding Open Time Optimization of Trips prior to going before an arbitrator as scheduled for the first week of February. The two sides had agreed to meet for Contract Negotiations on those days instead. Thom noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

Members discussed the upcoming Executive Board Elections with those BOE Members present.

There was a lengthy discussion regarding the planned test of **Satellite Bases**.

There was a discussion regarding the lack of pairings available for Flight Attendants to pick up from Open Time or Trip Trade/Giveaway in CWA.

There was discussion regarding MRT/DRT.

There was more discussion regarding Satellite Bases.

There was discussion regarding a motion that had been ruled out of order during Membership Meetings in 2007 regarding Executive Board Member term limits.

Louie Sibaja made a **motion** to recess the Session. Michael Massoni **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Meeting at 1337.

Oakland

January 28, 2009

The Chair, Thom McDaniel, called the Meeting to order at 1000.

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

Shop Stewards Sonia Hall, Jannah Dalak, Donald Silva, Cynthia Belle, Kelley Martin, Kent Hand and Greg Hofer were present at the Meeting.

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

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Thom McDaniel introduced the Members of the Local's BOE and representative of the US Department of Labor. Thom McDaniel passed the gavel to Sonia Hall at 1001.

US Department of Labor (DOL) Representative Regina Diaz addressed the Meeting, introduced herself and explained that the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL.

There was discussion regarding the reason that the DOL was supervising the election. Sonia Hall noted that pursuant to a voluntary agreement on December 6, 2006 between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL. There was discussion. Jannah Dalak and Sonia noted that this was the only explanation which had been approved by DOL Investigator and Election Supervisor Nakeya Middlebrooks-Fincher and DOL Representative Michelle Hussar at a Pre-Election Conference held on December 8th, 2008 at the TWU Local 556 Union Office.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia passed around a list of those Members who had been nominated at other Sessions of the Meeting and opened the floor for nominations.

1. Mark Torrez nominated Doreen Argyropoulos for OAK DEBM (Donald Silva second).
2. Kent Hand nominated Mark Torrez for 2nd Vice President (Jerry Lindemann second).
3. Sue Renz nominated Cynthia Belle for Treasurer (Greg Hofer second).
4. Greg Hofer nominated Tracy Ingram for MDW DEBM (Sue Renz second).
5. Greg Hofer nominated Ramsey Dickenson for MDW DEBM (Donald Silva second).
6. Mark Torrez nominated Heather Joy for OAK DEBM (Donald Silva second).
7. Greg Hofer nominated Jim Gordon for MDW DEBM (Sue Renz second).
8. Mark Torrez nominated Donald Silva for OAK DEBM (Jerry Lindemann second).
9. Greg Hofer nominated Julia Pavlicek for MDW DEBM (Sue Renz second).
10. Mark Torrez nominated Todd Gage for OAK DEBM (Cuyler Thompson second).
11. Mark Torrez nominated Cynthia Belle for OAK DEBM (Greg Hofer second).

Sonia Hall closed the floor to further nominations.

The DOL Representative and the Local's BOE were excused at 1030.

Thom McDaniel chaired the Meeting.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

There was discussion.

Jerry Lindemann made a **motion** not to read the Minutes aloud and to approve them as presented. Mark Torrez **seconded** the motion. The motion **carried**.

Jerry Lindemann made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Mark Torrez **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

Thom McDaniel left the Meeting at 1038.

Cuyler Thompson chaired the Meeting.

Thom McDaniel returned to the Meeting at 1044.

There was discussion regarding the locations of Membership Meetings and the fact that Membership Meetings were prohibited from being conducted on property owned or leased by Southwest Airlines as the result of a Membership Motion.

There was discussion regarding the Local's **IT Committee**.

There was discussion regarding the payroll expenses of the Local's lone employee, Madeleine Howard.

Lead Negotiator Thom McDaniel updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Thom reported that the negotiating teams had met during the first week of January and that there was incremental movement by both sides on several issues. Thom noted that it appeared that the Union and Company had agreed to settle a particular outstanding Grievance regarding Open Time Optimization of Trips prior to going before an arbitrator as scheduled for the first week of February. The two sides had agreed to meet for Contract Negotiations on those days instead. Thom noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

There was a lengthy discussion regarding the planned test of **Satellite Bases**.

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.

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.

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.

There was discussion regarding the fact the beginning in February 2009, **UNITY Update** would only be published electronically in an effort to be more 'green' and to present more timely information.

Jerry Lindemann made a **motion** to recess the Session. Mark Torrez **seconded** the motion. The motion **carried**.

Thom McDaniel recessed the Oakland Session of the Meeting at 1150.

Las Vegas

January 29, 2009

The Chair, Thom McDaniel, called the Meeting to order at 1005.

Executive Board Members present were Thom McDaniel, Jerry Lindemann, Cuyler Thompson, Brett Nevarez, Susan Kern, Gwen Dunivent and Kevin Onstead.

Shop Stewards Sonia Hall, Kelley Martin, Jannah Dalak and Bryan Orozco were present at the Meeting.

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

Those present at the Meeting **agreed** to move directly to the New Business Section of the Meeting Agenda so that those persons in attendance at the Meeting for reasons associated only with the nominations and/or the election of Officers of the TWU Local 556 Executive Board could be excused from the Meeting and not be subjected to the Local's general business.

Thom McDaniel introduced the Members of the Local's BOE and representatives of the US Department of Labor. Thom McDaniel passed the gavel to Sonia Hall at 1015.

DOL Investigator and Election Supervisor Nakeya Middlebrooks-Fincher addressed the Meeting, introduced himself and explained that pursuant to a voluntary agreement on December 6, 2006 between the Local and the Office of Labor Management Standards, the Local would conduct its 2009 election of Officers and Board Members, including nominations, under the supervision of the DOL.

Sonia Hall, Chair of the Local's BOE, explained that according to the Local's Bylaws, all of the Members of TWU Local 556 that had been on the Flight Attendant Seniority List and a Member in good standing of the Local for a period of for one year were eligible to be nominated for election to the TWU Local 556 Executive Board. She reported that nominations would be taken for the offices of President, 1st Vice President, 2nd Vice President, Financial Secretary/Treasurer, Recording Secretary, Executive Board Members at Large (2) and Domicile Executive Board Members for each of the following Flight Attendant Domiciles: Dallas, Houston, Chicago, Phoenix, Oakland, Orlando, Baltimore and Las Vegas. Sonia noted that the terms of office would begin on May 1st, 2009 and expire on April 30th, 2012. She noted that all nominations made during the Meeting required an individual second. Nominees would have until noon Central Time on February 14th, 2009 to accept or decline a nomination and voting ballots would be mailed to Members of the Local between February19th and 23rd, 2009. Ballots must be received by 1000 march 16th, 2009. Sonia passed around a list of those Members who had been nominated at other Sessions of the Meeting and opened the floor for nominations.

1. Gwen Dunivent nominated Erich Schwenk for MDW DEBM (Jerry Lindemann second).

2. Thom McDaniel nominated Lorie Powell for BMAL (Kevin Onstead second).
3. Susan Kern nominated David Reed for 2nd Vice President (Brett Nevarez second).
4. Jerry Lindemann nominated Gus Olvera for DAL DEBM (Bryan Orozco second).
5. Kevin Onstead nominated Mike Konkel for LAS DEBM (Jerry Lindemann second).
6. Cuyler Thompson nominated Bryan Orozco for LAS DEBM (Thom McDaniel second).
7. Gwen Dunivent nominated Kyle Whiteley for 2nd Vice President (Jerry Lindemann second).
8. Thom McDaniel nominated Brett Nevarez for 2nd Vice President (Gwen Dunivent second).
9. Thom McDaniel nominated Kevin Onstead for 2nd Vice President (Jerry Lindemann second).
10. Gwen Dunivent nominated Addie Crispe for LAS DEBM (Jerry Lindemann second).
11. Cuyler Thompson nominated Michelle Moore for Treasurer (Thom McDaniel second).
12. Thom McDaniel nominated Stephanie Scott Merkle for BMAL (Susan Kern second).
13. Thom McDaniel nominated Stephanie Scott Merkle for 2nd Vice President (Gwen Dunivent second).
14. Thom McDaniel nominated Thom Jolly for BMAL (Cuyler Thompson second).
15. Susan Kern nominated Jesse Cano for MCO DEBM (Kevin Onstead second).

Sonia Hall closed the floor to further nominations.

The Local's BOE and the DOL Representative were excused at 1020.

Thom McDaniel, at the request of the BOE Chair, was excused to conference with the DOL at 1022.

Cuyler Thompson chaired the Meeting.

Recording Secretary Cuyler Thompson presented the **3rd Membership Meeting Minutes of 2008** for approval.

Gwen Dunivent made a **motion** not to read the Minutes aloud and to approve them as presented. Jerry Lindemann **seconded** the motion. The motion **carried**.

Gwen Dunivent made a **motion** not to read the August and October 2008 Executive Board Meeting Minutes aloud. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson read aloud the pertinent financial information contained in the **August and October 2008 Executive Board Meeting Minutes**.

Treasurer Jerry Lindemann presented the **TWU Local 556 October 2008 Financial Report**.

There was discussion.

Thom McDaniel returned to the Meeting at 1030.

There was discussion regarding the fact the beginning in February 2009, **UNITY Update** would only be published electronically in an effort to be more 'green' and to present more timely information.

Lead Negotiator Thom McDaniel updated those Members present on the status of the ongoing **Contract Negotiations** between the Local and Southwest Airlines Management. Thom reported that the negotiating teams had met during the first week of January and that there was incremental movement by both sides on several issues. Thom noted that it appeared that the Union and Company had agreed to settle a particular outstanding Grievance regarding Open Time Optimization of Trips prior to going before an arbitrator as scheduled for the first week of February. The two sides had agreed to meet for Contract Negotiations on those days instead.

There was discussion regarding the **Southwest Airlines Labor Summit** during which representative from all Unions meet to discuss current issues affecting the Company and its Union Members. There was discussion regarding the increased number of grievances filed by all work groups.

Thom noted that the Local was currently recruiting **Contract Action Team** (CAT) Members and invited those present to join. There was discussion.

There was discussion regarding **Recurrent Training** and the fact that the Online Homestudy was reportedly taking much longer that Southwest Airlines Management had initially reported.

There was discussion regarding the Scope Article of the Contract and wetleasing.

Domicile Executive Board Member Kevin Onstead noted that TWU International and TWU Local 721 would be informational leafleting at Caesar's Palace Casino the following day to bring awareness to their contract campaign. Kevin invited all Members present to attend.

Kevin Onstead updated those Members present on the Employee Parking situation at the LAS Domicile.

In response to a Member's question, there was discussion regarding including an article in UNITY Magazine regarding actual emergencies onboard Southwest Airlines' Aircraft as an educational tool for our Members. Gwen Dunivent **agreed** to pass the details of the discussion on to Michael Massoni, the Local's Safety Chair. Kevin Onstead **agreed** to put a "Safety Section" on the LAS Base Page of the TWU Local 556 Website.

Drug and Alcohol Committee Chair Brett Nevarez discussed the recent RBF regarding the **Flight Attendant Assistance Program** (FAAP).

Jerry Lindemann made a **motion** to adjourn the 1st Membership Meeting of 2009. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel adjourned the Meeting at 1133.

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

____
Cuyler Thompson
Recording Secretary