The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
2nd Membership Meeting
June 12-29, 2017
Minutes

Dallas

June 12, 2017

TWU Local 556 1st Vice President Michael Massoni called the 2nd Membership Meeting of 2017 to order at 1000.

Executive Board Members Michael Massoni, John Parrott, Cuyler Thompson, David Jackson, Jessica Parker and Donna Keith were present at the Meeting.

Board of Election Chairperson Will Browne and Member Elizabeth Leapley were present at the Meeting.

New Hire Committee Chairperson Joe Skotnik was present at the Meeting.

Shop Stewards Stacy Madison, Lyn Montgomery, Rock Mikulak, Kristie Scarbrough, Vince Eakes, Janette Golden, Paul Sweetin, Drew Kennedy, Martha Wells, Jeanna Jackson, and Jennifer Sykes were present at the Meeting.

Michael Massoni introduced those Union Leaders present at the Meeting.

Michael Massoni reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Michael noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Michael explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Michael reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Those Members present observed a moment of silence to honor of the victims of a mass-shooting at the Pulse nightclub in Orlando, Florida, which had taken place on June 12, 2016.

Will Browne made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegate to the TWU International Convention. Jessica Parker **seconded** the motion. The motion **carried**.

Board of Election Chairperson Will Browne chaired the Meeting.

Will Browne read aloud the following statement:

> *"I am serving on the Board of Election for the 2017 TWU International Convention Delegate Election. We are taking nominations for the position of Delegate to serve as a representative for TWU Local 556 at the TWU International Convention to be held Monday, September 29 through Friday, September 29, 2017 in Las Vegas, NV. This election will establish a total of 31 Delegates and 3 alternates for the Convention. In order to make a nomination you must be a Member in good standing at the time of this meeting. Self-nomination is permissible. It is your responsibility as the person making the nomination to inform the Flight Attendant that they have been nominated. To be eligible for nomination you must be on the Inflight seniority list at least 1 year and have maintained good standing in the Local for that same time. A certified return receipt letter and the election rules will be sent via U.S. mail to all eligible nominees on Monday, July 3, 2017. Nominee's responses must be received by noon Central on Monday, July 17, 2017. The responses must state, in writing, if they are accepting or declining. If the nominee is present at today's meeting, they may submit their letter and receive a copy of the rules today. Winners will be determined by a majority of the votes cast for that office. In the event of a tie, lots will be drawn to determine the winner."*

Will Browne opened the floor to nominations for TWU International Convention Delegate.

Stacy Madison nominated Ann Claire Crawford.
Donna Keith nominated Allyson Parker-Lauck.
Donna Keith nominated Brendon Remezas.
Donna Keith nominated Charles Kallick.
Donna Keith nominated Dale Wilson.
Donna Keith nominated Zack Berry.
Donna Keith nominated Glenn Fox.
Donna Keith nominated Eric Michaelson.
Vince Eakes nominated Kristie Scarbrough.
Kristie Scarbrough nominated Charla Miller.
Kristie Scarbrough nominated Cheri Vincent.
Kristie Scarbrough nominated Mitch Williamson.
Kristie Scarbrough nominated Eric Weis.
Kristie Scarbrough nominated Steven Hobbs.
Kristie Scarbrough nominated Ellyn Bleisner.
Kristie Scarbrough nominated Victor Conejo.
Kristie Scarbrough nominated Bill Bernal.
Kristie Scarbrough nominated Cantil Huskey.
Kristie Scarbrough nominated Chris Sullivan.
Kristie Scarbrough nominated Glenn Fox.
Kristie Scarbrough nominated Pam McLaughlin.
Janette Golden nominated Lyn Montgomery.
Janette Golden nominated Jeanna Jackson.
Janette Golden nominated Chris Click.
Janette Golden nominated Kay Hogan.
Janette Golden nominated Martha Wells.
Janette Golden nominated Jenny Stapleton.
Janette Golden nominated Rick Rivera.
Janette Golden nominated Bill Bradley.

Janette Golden nominated Nicole Finn.
Janette Golden nominated Aaron Ayers.
Kristie Scarbrough nominated Karen Amos.
Lyn McKenzie nominated Lauri Calvegno.
Lyn McKenzie nominated Rinaldo Schiffino.
Lyn McKenzie nominated Joe Bazilla, Jr.
Lyn McKenzie nominated Darlene Smith Sain.
Lyn McKenzie nominated Kristen Jarvis.
Lyn McKenzie nominated Mitzi Matthews Cramer.
Lyn McKenzie nominated Nancy Potts.
Lyn Montgomery nominated Janette Golden.
Lyn Montgomery nominated Lisa Happer.
Lyn Montgomery nominated Jeff Baker.
Lyn Montgomery nominated LaShaye Hutchinson.
Lyn Montgomery nominated Michelle Ryder.
Lyn Montgomery nominated Kathleen Mayeux.
Lyn Montgomery nominated Teri Queen.
Lyn Montgomery nominated Mitch Williamson.
Drew Kennedy nominated Paul Sweetin.
Drew Kennedy nominated Joe Skotnik.

Will Browne closed the floor to further nominations.

Michael Massoni chaired the Meeting.

Michael Massoni recessed the Meeting at 1020 in order that the Board of Election may determine the eligibility of Flight Attendants nominated to serve as a TWU International Convention Delegate.

The Meeting resumed at 1032.

Michael Massoni reported one Member as ineligible for nomination.

There was discussion regarding the process by which the determination of eligibility had been made.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Stacy Madison made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Jennifer Sykes **seconded** the motion. The motion **carried**.

Treasurer John Parrott submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

In response to a Member's question, there was discussion regarding the duplex rented to house Union Leaders when in Dallas for business.

In response to a Member's question, there was discussion regarding the AFL-CIO's National Leadership Initiative, attended by TWU Local 556 President and Lead Negotiator Audrey Stone.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29.

Those Members present **agreed** that Board of Election Member Elizabeth Leapley would facilitate the secret ballot vote during the Dallas Session of the Meeting.

Those Members present declared at which Session of the Meeting they would cast their vote.

There was discussion regarding the motion on the floor.

Elizabeth Leapley distributed ballots numbered 1-19.

Those members present at the Meeting cast secret ballot votes, *yea* or *nay*, on the motion on the floor:

> **Motion 2:** TWU Local 556 will institute a Special Assessment Fee of $5.00 per Member per month to be used only for the purpose of Contract Negotiations.
>
> ***Motion 2(a)****: To amend the motion on the floor by adding, "The collection of this $5.00 will cease thirty days after the ratification of the next Contract."*
>
> ***Motion 2(b):*** *To amend the motion on the floor by adding, "Any monies not used will be placed in an interest-bearing account to be used only for future Contract Negotiations."*

Elizabeth Leapley collected the ballots, placed them in an envelope, and sealed the envelope. Elizabeth placed her signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Michael Massoni recessed the Meeting for a break at 1140.

The Meeting resumed at 1154.

Michael Massoni read aloud the following statement regarding the TWU Local 556 Bylaws:

> *"As you know, as we previously reported, there has been an ongoing legal review and analysis of the Union's bylaws, initiated in part by issues raised by the International Union. As that process continues, we are beginning this round of bylaw amendments per the provisions of our existing by laws. We look forward to hearing your ideas. Once we have the membership's suggested changes, we will coordinate the ongoing legal review and analysis to include any new proposed changes which come out of this process. Naturally proposed changes will have to undergo the same review process, and are subject to approval by the International Union."*

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

Michael Massoni open the floor for proposed motions to amend the Bylaws.

Michael Massoni closed the floor to further motions to amend the Bylaws.

Cuyler Thompson updated those Members present regarding the recent test conducted by the E-Membership Meeting Feasibility Committee during a Town Hall held in Sacramento, simulcast in all ten bases.

In response to a Member's question, there was discussion regarding problems Flight Attendants were experiencing with Southwest Airlines' new One Res system.

In response to a Member's question, there was discussion regarding the Hospitality Flyer Program.

In response to a Member's question, Michael Massoni reported that the signature validation process for a recall petition was ongoing, but would not comment further based upon the advice of legal counsel.

In response to a Member's question, there was discussion regarding a Group Grievance pertaining to the rollout of the new Flight Attendant Uniform.

In response to a Member's question, there was discussion regarding the ad-hoc Emergency Sick Call Procedures (ESCP) Committee, chaired by Board Member at Large Heather Kelly-Gray.

David Jackson made a **motion** to recess. Stacy Madison **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Dallas Session of the Meeting at 1257.

Houston

June 16, 2017

Houston Domicile Executive Board Member David Jackson called the Houston Session of the Meeting to order at 1000.

Executive Board Members David Jackson and Cuyler Thompson were present at the Meeting.

TWU International Vice President Thom McDaniel was present at the Meeting.

Board of Election Chairperson Will Browne and Member Elizabeth Leapley were present at the Meeting.

Shop Stewards Steven Shelton, David Kirtley, Crystal Reven and Gretchen Mooney were present at the Meeting.

David Jackson introduced those Union Leaders present at the Meeting.

David Jackson reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. David noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. David explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. David explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. David reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Elizabeth Leapley made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegate to the TWU International Convention. Patrick Paladino **seconded** the motion. The motion **carried**.

Elizabeth Leapley chaired the Meeting and read aloud a statement from the Board of Election.

Elizabeth Leapley opened the floor to nominations for TWU International Convention Delegate.

Crystal Reven nominated Latonia Paul Benoit.
Crystal Reven nominated Damion West.
Crystal Reven nominated Gretchen Mooney.
Crystal Reven nominated Thom Jolly.
Crystal Reven nominated Allyson Parker Lauck.
Crystal Reven nominated Keenan Manzo.
Crystal Reven nominated Mark Torrez.
Crystal Reven nominated Anita Vinje.
Patrick Paladino nominated James Jenkins.
Patrick Paladino nominated Carolee Weatherbee
Patrick Paladino nominated Brad Voyik.
Patrick Paladino nominated Eric Hironymous.
Patrick Paladino nominated Crystal Reven.
Robert Snethledge nominated Darlene Sain.
Kim Bolotte nominated Kelley Martin.
Crystal Reven nominated Thom McDaniel.
Robert Snethledge nominated Anthony Wood.
Kelley Martin nominated William Ehlers.
Crystal Reven nominated David Kirtley.
Thom McDaniel nominated Crystal Reven.
Patrick Paladino nominated Patrick Paladino.

Elizabeth Leapley closed the floor to further nominations.

David Jackson chaired the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Louie Sibaja made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. William Ehlers **seconded** the motion. The motion **carried**.

David Jackson submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

There was discussion regarding the motion on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29. Those Members present declared at which Session of the Meeting they would cast their vote.

Those Members present **agreed** that Board of Election Member Elizabeth Leapley would facilitate the secret ballot vote during the Houston Session of the Meeting.

Elizabeth Leapley distributed ballots numbered 20-35.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Elizabeth Leapley collected the ballots, placed them in an envelope, and sealed the envelope. Elizabeth placed her signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

David Jackson read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

David Jackson open the floor for proposed motions to amend the Bylaws.

David Kirtley made a **motion (1)** to amend TWU Local 556 Bylaw Article IV, Responsibilities of Members, paragraph (e): after the "," after the word "address" add "and email address, on the Union portal, or" before "in writing" and change "mailed" to "sent" so that it reads, It shall be the responsibility of each Member to advise the Union within thirty (30) days of any change of address, and email address, on the Union portal, or in writing; otherwise the Union cannot be held responsible if the Member does not receive correspondence or ballots sent out by the Local or International Union. Patrick Paladino **seconded** the motion.

> **Synopsis:** To incorporate electronic technology.
>
> **Rationale:** Many important and last-minute correspondence is sent electronically.

David Kirtley made a **motion (2)** to amend TWU Local 556 Bylaw Article V, Membership Meetings. At the end of Article 5 paragraph (b) move paragraph (g) to it and renumerate the remaining paragraphs so that it (b) reads: The President may call Special Meetings of the Membership when deemed necessary or when requested to do so by a majority of the Executive Board. At Special Meetings, no business shall be transacted other than that for which the meeting was called. William Ehlers **seconded** the motion.

> **Synopsis:** To consolidate Special Meeting language.
>
> **Rationale:** To include all Special Meeting language in one paragraph.

David Kirtley made a **motion (3)** to amend TWU Local 556 Bylaw Article V: move paragraphs (f) and (j) to paragraph (e) and renumerate the remaining paragraphs. Mitzi Cramer **seconded** the motion.

> **Synopsis:** All three of these have to do with signing in at, being verified at meetings and by whom.
>
> **Rationale:** To consolidate the language of signing in and verification.

David Kirtley made a **motion (4)** to amend TWU Local 556 Bylaw Article VI, paragraph (c): delete the sentence that states "The President or the majority of the Executive Board may call Special Meetings." Patrick Paladino **seconded** the motion.

> **Synopsis:** Delete this sentence.
>
> **Rationale:** Redundancy and already in Article IV.

David Kirtley made a **motion (5)** to amend TWU Local 556 Bylaw Article VII, paragraph (f). Delete all of this language and replace it with a new (f) as follows: All proposed Tentative Collective Bargaining Agreements and Side Letters must receive approval by a two-thirds (2/3) majority of the Executive Board in order to be presented to the Membership for a vote. Crystal Reven **seconded** the motion.

> **Synopsis:** Reworded to say must be approved rather than shall.
>
> **Rationale:** The word “shall” is used incorrectly and the current language does not include Side Letters.

David Kirtley made a **motion (6)** to amend TWU Local 556 Bylaw Article IX: delete paragraphs (j) and (m) and renumerate the Article. Patrick Paladino **seconded** the motion.

> **Synopsis:** Gets rid of redundant language.
>
> **Rationale:** Redundancy. These are already stated in Articles IV and V respectively.

David Kirtley made a **motion (7)** to amend TWU Local 556 Bylaw Article IX: Add a new paragraph (l) after paragraph (k) and renumerate paragraphs. No Member in good standing make concurrently hold more than one generally elected position in the Local, as outlined in Article IX, with the exception of a Shop Steward or Delegate to the International Convention. An Executive Board Member who is appointed, or elected to the Contract Negotiating Committee, or Board of Election, and accepts such position, shall vacate their position on the Executive Board and will be replaced in accordance with vacancies as stated in Article VI. Mitzi Cramer **seconded** the motion.

> **Synopsis:** In the International Constitution Article IV Section 8 it states no Member may hold more than one position in the International Union by virtue of which he/she is entitled to membership on the International Executive Board. Bring our Local into same standards as International and diversifies these positions with consolidation of positions with just a few people.
>
> **Rationale:** Currently someone could be on the Executive Board, Board of Election and Negotiating Committee which would be a conflict of interest.

David Jackson closed the floor to further motions to amend the Bylaws.

In response to a Member’s question, there was discussion regarding the Language of Destination Origin (LODO) Agreement.

In response to a Member’s question, there was discussion regarding how TWU Local 556 Committees are staffed.

In response to a Member’s question, there was discussion regarding the duplex rented to house Union Leaders when in Dallas for business.

In response to a Member’s question, there was discussion regarding the AFL-CIO’s National Leadership Initiative, attended by TWU Local 556 President and Lead Negotiator Audrey Stone.

In response to a Member’s question, there was discussion regarding Southwest Airlines’ Employee benefits.

In response to a Member’s question, there was discussion regarding the safety of Southwest Airlines aircraft.

In response to a Member's question, there was discussion regarding Executive Board Members attendance and voting procedures during monthly Executive Board Meetings.

William Ehlers made a **motion (a)** to make an ad-hoc committee to start data gather and study out Contract for the 2018 Negotiation. To look into domestic chapters and international chapters, federal laws vs. current Contract, to include services. Members for committee will be elected from Membership and report to Executive Board. Committee size will be at least one member from each base. All information will be given to Negotiating Team at time of negotiation at start of negotiation. Patrick Paladino **seconded** the motion.

David Kirtley made a **motion (aa)** to amend motion (a): after the word include, insert but not limited to. Kim Bolotte **seconded** the motion.

In response to a Member's question, there was discussion regarding problems Flight Attendants were experiencing with Southwest Airlines' new One Res system.

In response to a Member's question, there was discussion regarding TWU Local 556 Membership Meetings.

In response to a Member's question, there was discussion regarding the Official TWU Local 556 Facebook Group, where Members could ask and have their Contract questions answered.

In response to a Member's question, there was discussion regarding the Southwest Airlines Inflight Scheduling Department.

In response to a Member's question, there was discussion regarding the rollout of the new Flight Attendant Uniform.

David Kirtley made a **motion** to recess. Mitzi Cramer **seconded** the motion. The motion **carried**.

David Jackson recessed the Houston Session of the Meeting at 1253.

Oakland

June 19, 2017

Audrey Stone called the Oakland Session of the Meeting to order at 1002.

Executive Board Members Audrey Stone, Cuyler Thompson, Sam Wilkins, Heather Kelly-Gray and Matt Hettich were present at the Meeting.

Board of Election Chairperson Will Browne was present at the Meeting.

Education Committee Co-Chairperson Josh Rosenberg was present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Those Members present declared at which Session of the Meeting they would cast their vote.

Will Browne made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention. Matt Hettich **seconded** the motion. The motion **carried**.

Board of Election Chairperson Will Browne chaired the Meeting and read aloud a statement from the Board of Election.

Will Browne opened the floor to nominations for TWU International Convention Delegate.

Sam Wilkins nominated Johnathan Black.
Sam Wilkins nominated Patrick Reynolds.
Sam Wilkins nominated Jeffrey Costello.
Sam Wilkins nominated Janette Laning.
Sam Wilkins nominated Josh Rosenberg.
Heather Kelly-Gray nominated Christina Johnson.
Heather Kelly-Gray nominated Matthew Sikes.
Heather Kelly-Gray nominated Julie Sadowski.
Heather Kelly-Gray nominated Amanda Gauger.
Heather Kelly-Gray nominated Courtney Davis.
Heather Kelly-Gray nominated Jay McCleave.
Heather Kelly-Gray nominated Eric McCulley.
Heather Kelly-Gray nominated Lakenya Johnson.
Heather Kelly-Gray nominated Angie Kilbourne.
Heather Kelly-Gray nominated Wayne Tipton.
Matt Hettich nominated Bill Holcomb.
Sam Wilkins nominated Cynthia Bickle.
Sam Wilkins nominated Jessica Zimmer.
Sam Wilkins nominated Veanne Reeder.
Sam Wilkins nominated Thom Reeder.
Sam Wilkins nominated Sam Ward.
Sam Wilkins nominated Jay Jaquay.

Will Browne closed the floor to further nominations.

Audrey Stone chaired the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Sam Wilkins made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Matt Hettich **seconded** the motion. The motion **carried**.

Audrey Stone submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29.

Those Members present **agreed** that Board of Election Chairperson Will Browne would facilitate the secret ballot vote during the Oakland Session of the Meeting.

There was discussion regarding the motion on the floor.

Will Browne distributed ballots numbered 36-42.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Will Browne collected the ballots, placed them in an envelope, and sealed the envelope. Will placed his signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Audrey Stone read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Audrey Stone opened the floor to motions to amend the Bylaws.

Audrey Stone closed the floor to further motions to amend the Bylaws.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

Matt Hettich updated those Members present regarding the upcoming San Francisco Pride Parade, in which TWU Local 556 Members would participate.

In response to a Member's question, there was discussion regarding the ongoing problems with the way that Southwest Airlines was interpreting and implementing California KinCare and Oakland Sick Leave laws.

Rebecca Hofstetter made a **motion (b)** that any Membership Motion or Bylaw Amendment that is ruled out of order will be given details of why the motion or amendment was ruled out of order no later than the next set of Union Meetings. Cuyler Thompson **seconded** the motion.

Education Committee Co-Chairperson Josh Rosenberg updated those Members present regarding the Official TWU Local 556 Facebook Group.

Matt Hettich made a **motion** to recess. Heather Kelly-Gray **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Oakland Session of the Meeting at 1130.

Denver

June 20, 2017

Audrey Stone called the Denver Session of the Meeting to order at 1002.

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

Board of Election Chairperson Will Browne was present at the Meeting.

Shop Stewards Shelby Pierce, Jamie Simpson and Kolette Miller were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Will Browne made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention. Jerry Beth Owen **seconded** the motion. The motion **carried**.

Will Browne chaired the Meeting and read aloud a statement from the Board of Election.

Will Browne opened the floor to nominations for TWU International Convention Delegate.

> Shelby Pierce nominated Matt Dunn.
> Kolette Miller nominated Shelby Pierce.
> Ryan Wagner nominated Jamie Simpson.
> Jamie Simpson nominated Ryan Wagner.

Will Browne closed the floor for nominations.

Audrey Stone chaired the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Jamie Simpson made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Jerry Beth Owen **seconded** the motion. The motion **carried**.

Audrey Stone submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Those Members present declared at which Session of the Meeting they would cast their vote on the motions on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29.

Those Members present **agreed** that Board of Election Chairperson Will Browne would facilitate the secret ballot vote during the Denver Session of the Meeting.

There was discussion regarding the motion on the floor.

Will Browne distributed ballots numbered 43-50.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Will Browne collected the ballots, placed them in an envelope, and sealed the envelope. Will placed his signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Audrey Stone read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Audrey Stone opened the floor to motions to amend the Bylaws.

Audrey Stone closed the floor to further motions to amend the Bylaws.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

Shop Steward Jamie Simpson updated those Members present regarding events at the Denver Base. Jamie noted that Denver Domicile Executive Board Member was currently participating on the Recall Signature Validation Committee. Jamie said that the bag room at the Denver Base was being converted to a quiet room. Jamie reported on the Denver Base of the Year Party.

In response to a Member's question, there was discussion regarding the rollout of the new Flight Attendant Uniform.

In response to a Member's question, there was discussion regarding reported programs used by Flight Attendants to manipulate Open Time.

In response to a Member's question, there was discussion regarding the Official TWU Local 556 Facebook Group, where Members could ask and have their Contract questions answered.

In response to a Member's question, there was discussion regarding the Hospitality Flyer Program.

In response to a Member's question, there was discussion regarding the Southwest Airlines Safety Management System (SMS).

In response to a Member's question, there was discussion regarding the findings of the ad-hoc E-Membership Feasibility Committee.

Shelby Pierce made a **motion** to recess. Ryan Wagner **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Denver Session of the Meeting at 1235.

Chicago

June 21, 2017

Michael Massoni called the Chicago Session of the Meeting to order at 1000.

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

Board of Election Chairperson Will Browne and Board of Election Member Erich Schwenk were present at the Meeting.

Veterans Committee Chairperson Brendon Remezas was present at the Meeting.

Shop Stewards Zach Berry, Charles Kallick and Corliss King were present at the Meeting.

Michael Massoni introduced those Union Leaders present at the Meeting.

Michael Massoni reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Michael noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Michael explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Michael reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Will Browne made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention. Brendon Remezas **seconded** the motion. The motion **carried**.

Will Browne chaired the Meeting and read aloud a statement from the Board of Election.

Will Browne opened the floor for nominations for TWU International Convention Delegate.

> Andrew Diefenthaler nominated Cheri Parnell Vincent.
> Andrew Diefenthaler nominated Kimberly Bolotte.
> Andrew Diefenthaler nominated Andrew Longan.
> Andrew Diefenthaler nominated Charla Miller.

Will Browne closed the floor for nominations.

Michael Massoni chaired the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Brendon Remezas made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Zach Berry **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Those Members present declared at which Session of the Meeting they would cast their vote on the motions on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29.

Those Members present **agreed** that Board of Election Chairperson Will Browne would facilitate the secret ballot vote during the Chicago Session of the Meeting.

There was discussion regarding the motion on the floor.

Will Browne distributed ballots numbered 51-61.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Will Browne collected the ballots, placed them in an envelope, and sealed the envelope. Will placed his signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Michael Massoni read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International. Michael Massoni reported that President Audrey Stone, Treasurer John Parrott and Michael Massoni met with TWU International Representatives regarding the issue.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Michael Massoni opened the floor to motions to amend the Bylaws.

Michael Massoni recessed the Meeting for a break at 1116. The Meeting reconvened at 1130.

Brendon Remezas made a **motion (8)** to amend Article IX (k) by adding after "time of nomination," the words, ", and not hold a position on the Executive Board with the exception of the Local President." Zach Berry **seconded** the motion.

> **Synopsis:** Prohibits Executive Board Members from serving on the Contract Negotiating Committee and Executive Board concurrently.
>
> **Rationale:** To ensure that the Contract Negotiating Committee operates independently of the Executive Board.

Michael Massoni reported that Chicago Domicile Executive Board Member Donna Keith was currently participating on the Recall Signature Validation Committee.

In response to a Member's question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines' decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines' newest Provisioning Station.

In response to a Member's question, there was discussion regarding two Grievances filed by TWU Local 556 regarding Management's Hospitality Flyer Program.

In response to a Member's question, there was discussion regarding a Grievance filed regarding the G7 Galley on the 737-800 Heart Interior aircraft.

In response to a Member's question, there was discussion regarding Grievances filed after the Southwest Airlines Operational meltdown in July 2016.

In response to a Member's question, there was discussion regarding the Language of Destination Origin (LODO) program.

In response to a Member's question, there was discussion regarding the Aviation Safety Action Program (ASAP).

Corliss King made a **motion (9)** to amend Article IV: Beginning with Officer elections in 2018 the Local shall at its expense disseminate to all Members current email on file with the Local as stated an electronic flyer compilation for all candidates accepting nominations for the positions of Executive Board, International Delegate and Negotiating Committee. It shall be the responsibility of each candidate to verify their submission and receipt of one page electronic flyer to the Local by the imposed deadline for campaigning to begin. This email will be disseminated to the Membership no less than 10 days prior to the first day of voting. Abraham Camargo **seconded** the motion.

> **Synopsis:** The Union will disseminate an email to all Members at its expense.
>
> **Rationale:** No one should be prevented from being able to run for office due to cost prohibitions with 15,000 Flight Attendants it's very expensive to distribute materials individually.

Michael Massoni closed the floor to further motions to amend the Bylaws.

Erich Schwenk made a **motion** to recess. Brendon Remezas **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Chicago Session of the Meeting at 1230.

Baltimore

June 22, 2017

Michael Massoni called the Baltimore Session of the Meeting to order at 1001.

Executive Board Members Michael Massoni, Cuyler Thompson and Stacey Vavakas were present at the Meeting.

Board of Election Member Erich Schwenk was present at the Meeting.

Shop Stewards Melissa Grube and Jay McCleave were present at the Meeting.

Michael Massoni introduced those Union Leaders present at the Meeting.

Michael Massoni reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Michael noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Michael explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Michael reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Erich Schwenk made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention and amendments to the TWU Local 556 Bylaws. Melissa Grube **seconded** the motion. The motion **carried**.

Erich Schwenk chaired the Meeting and read aloud a statement from the Board of Election.

Erich Schwenk opened the floor for nominations for TWU International Convention Delegate.

> Stacey Vavakas nominated Melissa Grube.
> Stacey Vavakas nominated Jamie Wilson.
> Stacey Vavakas nominated Lucy White-Lehman.
> Stacey Vavakas nominated Rick Desmond.
> Jay McCleave nominated Roy Soria.
> Jay McCleave nominated Tom Tompkins.
> Jay McCleave nominated Corliss King.

Erich Schwenk closed the floor for nominations.

Michael Massoni chaired the Meeting.

Michael Massoni read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International. Michael Massoni reported that President Audrey Stone, Treasurer John Parrott and Michael Massoni met with TWU International Representatives regarding the issue.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Michael Massoni opened the floor to motions to amend the Bylaws.

Michael Massoni closed the floor to further motions to amend the Bylaws.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Stacey Vavakas made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Lisa Happer **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

Those Members present declared at which Session of the Meeting they would cast their vote on the motions on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29.

Those Members present **agreed** that Board of Election Member Erich Schwenk would facilitate the secret ballot vote during the Baltimore Session of the Meeting.

There was discussion regarding the motion on the floor.

Erich Schwenk distributed ballots numbered 62-69.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Erich Schwenk collected the ballots, placed them in an envelope, and sealed the envelope. Erich placed his signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

Erich Schwenk made a **motion (bb)** to amend motion (b), made during the Oakland Session of the Meeting by adding the words, “the beginning of” after “no later than” and before “the next set of Union Meetings.” Stacey Vavakas **seconded** the motion.

In response to a Member’s question, there was discussion regarding the Hospitality Flyer Program.

Stacey Vavakas discussed Southwest Airlines Management’s Unannounced Audits of Flight Attendants.

In response to a Member’s question, there was discussion regarding the Group Grievance filed by TWU Local 556 regarding Southwest Airlines’ decision to provision only the forward galleys on some flights in Ft. Lauderdale, the Southwest Airlines’ newest Provisioning Station.

In response to a Member’s question, there was discussion regarding reports that Southwest Airlines was redesigning the drink trays used onboard flights and the Union’s involvement from a health and safety standpoint.

In response to a Member’s question, there was discussion regarding the safety of the new Flight Attendant Uniform.

In response to a Member’s question, there was discussion regarding Satellite Bases.

In response to a Member's question, there was discussion regarding four types of Inflight Audits.

In response to a Member's question, there was discussion regarding several lawsuits filed by Southwest Airlines Flight Attendants against TWU Local 556.

In response to a Member's question, Michael Massoni reported that the signature validation process for a recall petition was ongoing, but would not comment further based upon the advice of legal counsel.

In response to a Member's question, there was discussion regarding the ad-hoc Emergency Sick Call Procedures (ESCP) Committee, chaired by Board Member at Large Heather Kelly-Gray.

In response to a Member's question, there was more discussion regarding lawsuits filed against TWU Local 556.

Stacey Vavakas made a **motion** to recess. Lisa Happer **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Baltimore Session of the Meeting at 1202.

Phoenix

June 23, 2017

Michael Massoni called the Phoenix Session of the Meeting to order at 1000.

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

Board of Election Member Erich Schwenk was present at the Meeting.

Shop Stewards Wayne Tipton, Jeff Baker, Sandra Rall and Aubrey Kamps were present at the Meeting.

Michael Massoni introduced those Union Leaders present at the Meeting.

Michael Massoni reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Michael noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Michael explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Michael reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Erich Schwenk made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention and amendments to the TWU Local 556 Bylaws. Jeff Baker **seconded** the motion. The motion **carried**.

Erich Schwenk chaired the Meeting and read aloud a statement from the Board of Election.

Erich Schwenk opened the floor for nominations for TWU International Convention Delegate.

Jeff Baker nominated Robin Hampton.
Jeff Baker nominated Rick Rivera.
Jeff Baker nominated Mitzi Cramer.
Jeff Baker nominated Kimberly Bolotte.
Bill Bernal nominated McArthur Stidom.
Bill Bernal nominated Rau Presnall.
Bill Bernal nominated Bob Stearns.
Bill Bernal nominated Tammy Freeman.

Erich Schwenk closed the floor for nominations.

Michael Massoni chaired the Meeting.

Michael Massoni read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International. Michael Massoni reported that President Audrey Stone, Treasurer John Parrott and Michael Massoni met with TWU International Representatives regarding the issue.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Michael Massoni opened the floor to motions to amend the Bylaws.

Jeffrey Baker made a **motion (10)** to add to Article XX a new Section C "Time is of the Essence." Eileen Garces **seconded** the motion.

> **Synopsis:** Time is of the Essence is legally enforceable language so a Recall cannot drag on until the next election.
>
> **Rationale:** Should an Officer(s) need to be recalled, Time is the Essence to ensure continued votes do not harm the Membership.

Michael Massoni recessed the Meeting for a break at 1043. The Meeting reconvened at 1050.

Michael Massoni closed the floor to further motions to amend the Bylaws.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Rob Riddell made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Nancy Potts **seconded** the motion. The motion **carried**.

Michael Massoni submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

In response to a Member's question, there was discussion regarding the duplex rented to house Union Leaders when in Dallas for business.

In response to a Member's question, there was discussion regarding the AFL-CIO's National Leadership Initiative, attended by TWU Local 556 President and Lead Negotiator Audrey Stone.

Those Members present declared at which Session of the Meeting they would cast their vote on the motions on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29.

Those Members present **agreed** that Recording Secretary Cuyler Thompson would facilitate the secret ballot vote during the Phoenix Session of the Meeting.

There was discussion regarding the motion on the floor.

Cuyler Thompson distributed ballots numbered 70-88.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Cuyler Thompson collected the ballots, placed them in an envelope, and sealed the envelope. Cuyler placed his signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Michael Massoni recessed the Meeting for a break at 1158. The Meeting reconvened at 1207.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

John DiPippa distributed Diversity Union Pins to those Members present.

In response to a Member's question, there was discussion regarding the new Flight Attendant Uniform.

In response to a Member's question, there was discussion regarding the ad-hoc Emergency Sick Call Procedures (ESCP) Committee, chaired by Board Member at Large Heather Kelly-Gray.

In response to a Member's question, there was discussion regarding the Hospitality Flyer Program.

Cuyler Thompson updated those Members present regarding the recent test conducted by the E-Membership Meeting Feasibility Committee during a Town Hall held in Sacramento, simulcast in all ten bases.

In response to a Member's question, there was discussion regarding the upcoming Membership Survey.

In response to a Member's question, Michael Massoni reported that the signature validation process for a recall petition was ongoing.

Jeffrey Baker made a **motion** to recess. Sandra Rall **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Phoenix Session of the Meeting at 1346.

Atlanta

June 27, 2017

Audrey Stone called the Meeting to order at 1004.

Executive Board Members Audrey Stone, Cuyler Thompson and Pamila Oak were present at the Meeting.

Board of Election Member Elizabeth Leapley was present at the Meeting.

Uniform Committee Chairperson Jabari Smith was present at the Meeting.

Shop Stewards Lashaye Hutchinson, Eric McCulley and Veronica Espinoza were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Those Members present declared at which Session of the Meeting they would cast their vote.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Pamila Oak made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Lashaye Hutchinson **seconded** the motion. The motion **carried**.

Elizabeth Leapley made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegate to the TWU International Convention. Pamila Oak **seconded** the motion. The motion **carried**.

Elizabeth Leapley chaired the Meeting and read aloud a statement from the Board of Election.

Elizabeth Leapley opened the floor to nominations for TWU International Convention Delegate.

> Pamila Oak nominated Jabari Smith.
> Pamila Oak nominated Michelle Montez.
> Pamila Oak nominated John Justen.
> Pamila Oak nominated Veronica Espinoza.
> Pamila Oak nominated John Durr.
> Pamila Oak nominated Karen Ford.
> Pamila Oak nominated Alexander Ricker.
> Pamila Oak nominated Elizabeth Alexander.
> Pamila Oak nominated Manny Santana.
> Pamila Oak nominated Michelle Oden.
> Pamila Oak nominated Renda Marsh.
> Pamila Oak nominated Brandon Hillhouse.
> Pamila Oak nominated Kristen Vanden Branden.

Pamila Oak nominated Della Saucier.
Pamila Oak nominated Eileen Rodriguez.
Pamila Oak nominated Kurt Beggs.
Pamila Oak nominated Kimberly Colmenares.
Pamila Oak nominated Patricia Krider.
Pamila Oak nominated Travis Bruce.
Lashaye Hutchinson nominated KeyAnder Early.
Lashaye Hutchinson nominated Rick Rivera.
Lashaye Hutchinson nominated Brad Voyik.
Lashaye Hutchinson nominated Liz Howayek.
Eric McCulley nominated Eric Hironymous.
Lashaye Hutchinson nominated Kevin McKenzie.

Elizabeth Leapley closed the floor to nominations for TWU International Convention Delegate.

Audrey Stone chaired the Meeting.

Audrey Stone submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

There was discussion regarding the motion on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29. Those Members present declared at which Session of the Meeting they would cast their vote.

Those Members present **agreed** that Board of Election Member Elizabeth Leapley would facilitate the secret ballot vote during the Houston Session of the Meeting.

Elizabeth Leapley distributed ballots numbered 89-97.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Elizabeth Leapley collected the ballots, placed them in an envelope, and sealed the envelope. Elizabeth placed her signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Audrey Stone read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Audrey Stone opened the floor to motions to amend the Bylaws.

Audrey Stone closed the floor to further motions to amend the Bylaws.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

Those Members present at the Meeting recognized TWU Local 556 Uniform Committee Chairperson Jabari Smith for his outstanding work during the recent design and rollout of the new Flight Attendant Uniform. Atlanta Domicile Executive Board Member Pamila Oak presented Jabari with a plaque on behalf of the TWU Local 556 Executive Board.

In response to a Member's question, Jabari Smith updated those present regarding the ongoing rollout of the new Flight Attendant Uniform.

Pamila Oak updated those Members present regarding news at the Atlanta Base. Pam reported on a recent Town Hall Meeting, hosted by Southwest Airlines Management, regarding diversity and inclusion at the Company.

In response to a Member's question, there was discussion regarding the number of Flight Attendants on the Right of Return List for Atlanta.

In response to a Member's question, there was discussion regarding the timeline for Union Leadership elections in 2018.

In response to a Member's question, there was discussion regarding the Hospitality Flyer Program.

In response to a Member's question, there was discussion regarding the lack of a Scheduling Check-in Phone in the Atlanta Airport "F" Concourse.

Pamila Oak made a **motion** to recess. Eric McCulley **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Atlanta Session of the Meeting at 1208.

Orlando

June 28, 2017

Audrey Stone called the Orlando Session of the Meeting to order at 1000.

Executive Board Members Audrey Stone, Cuyler Thompson and Jimmy West were present at the Meeting.

Board of Election Member Elizabeth Leapley was present at the Meeting.

Shop Stewards Michelle Oden, Gisela Alvarez, Delynn Porter, Sandi Voyik and Brad Voyik were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Michelle Oden made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Makeesha Collins **seconded** the motion. The motion **carried**.

Elizabeth Leapley made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegate to the TWU International Convention. Steven Hobbs **seconded** the motion. The motion **carried**.

Elizabeth Leapley chaired the Meeting and read aloud a statement from the Board of Election.

Elizabeth Leapley opened the floor to nominations for TWU International Convention Delegate.

Makeesha Collins nominated Drew Shy.
Gisela Alvarez nominated Chad Kleibscheidel.
Gisela Alvarez nominated Michelle Oden.
Gisela Alvarez nominated Delynn Porter.
Gisela Alvarez nominated David Reed.
Gisela Alvarez nominated Brad Voyik.
Gisela Alvarez nominated Anita Vinje.
Gisela Alvarez nominated Steve Johnson.
Gisela Alvarez nominated Devin Johnson.
Gisela Alvarez nominated LeSean Lewis.
Makeesha Collins nominated Rickie Spand.
Delynn Porter nominated Gisela Alvarez.
Delynn Porter nominated Makeesha Collins.
Michelle Oden nominated Nic Rhine.
Michelle Oden nominated Kevin Rhine.
Steven Hobbs nominated Malinda Hart.
Steven Hobbs nominated Sean Cooley.
Steven Hobbs nominated Victor Conejo.
Gisela Alvarez nominated Eric Collins.
Michael Arthur nominated Lori Lochelt.
Sandi Voyik nominated Alison Carver.
Michelle Oden nominated Susan Johnson.
Sandi Voyik nominated Janet Lamy.

Elizabeth Leapley closed the floor to nominations for TWU International Convention Delegate.

Audrey Stone chaired the Meeting.

Audrey Stone submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

There was discussion regarding the motion on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that present at the tally of the secret ballots would be conducted by Members present during the final Session of the 2nd Membership Meeting, in Las Vegas on June 29. Those Members present declared at which Session of the Meeting they would cast their vote.

Those Members present **agreed** that President Audrey Stone would facilitate the secret ballot vote during the Houston Session of the Meeting.

Audrey Stone distributed ballots numbered 98-112.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Audrey Stone collected the ballots, placed them in an envelope, and sealed the envelope. Audrey placed her signature across the seal in order to insure that the envelope was not opened prior to the Las Vegas Session of the Membership Meeting.

Audrey Stone read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Audrey Stone opened the floor to motions to amend the Bylaws.

Cuyler Thompson made a **motion (11)** to change Article VI (k): Strike the line "The President shall preside at all negotiations," add the following underlined wording to Article IX (k): "The President will <u>not</u> preside <u>nor be allowed to be appointed or elected to the Contract Negotiating Committee</u>" and change "Two (2) Members shall be elected" to "Three (3) Members shall be elected through a ballot election by the Membership." Delynn Porter **seconded** the motion.

> **Synopsis:** The President will not be allowed to sit on the Contract Negotiating Committee.
>
> **Rationale:**
> - To protect the position of the President should it become necessary for any or all Contract Negotiating Committee Members to step down from negotiations.
> - The disruption of a recall to remove the President versus allowing for all of the Contract Negotiating Committee Members to step down from the negotiating team is necessary to protect the integrity of the position of the President.
> - Allowing for every Negotiating Committee Member to be able to step down from the Negotiating Committee protects the Membership in the Contract negotiating process.
> - Current BYLAW language does not allow for the President to step down from the Contract Negotiating Committee since current language requires the President to "preside."

Audrey Stone closed the floor to further motions to amend the Bylaws.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

Audrey Stone updated those Members present regarding the ongoing rollout of the new Flight Attendant Uniform.

Jimmy West updated those Members present regarding disciplinary trends at the Orlando Base.

In response to a Member's question, there was discussion regarding the safety of the new Flight Attendant Uniform.

In response to a Member's question, there was discussion regarding the Flight Attendant Drug and Alcohol Program (FADAP).

In response to a Member's question, there was discussion regarding the Crew Rest and other airlines "Fight for Ten."

In response to a Member's question, there was discussion regarding the distribution of Diversity Union Pins.

In response to a Member's question, there was discussion regarding the duplex rented to house Union Leaders when in Dallas for business.

In response to a Member's question, there was discussion regarding the Inflight Scheduling Department.

Eric Collins made a **motion (aaa)** to amend motion (a), made during the Houston Session of the Meeting, by adding, after the words "one Member from each base," the words, "but no more than five." Makeesha Collins **seconded** the motion.

In response to a Member's question, there was discussion regarding the fact that the Union's toll-free telephone numbers were available in most (but not all) of Southwest Airlines international destinations.

In response to a Member's question, there was discussion regarding four types of Inflight Audits.

In response to a Member's question, there was discussion regarding the new Flight Attendant Uniform.

Cuyler Thompson made a **motion (c)** that the specific reason(s) causing any motion made during a Membership Meeting to be ruled improper or out of order will be provided during the following Membership Meeting. Michael Arthur **seconded** the motion.

In response to a Member's question, there was discussion regarding the recent appointment of Heather Kelly-Gray to serve as a TWU Local 556 Board Member at Large.

In response to a Member's question, there was more discussion regarding the new Flight Attendant Uniform.

Sandi Voyik made a **motion** to recess. Gisela Alvarez **seconded** the motion. The motion **carried**.

Audrey Stone recessed the Orlando Session of the Membership Meeting at 1253.

Las Vegas

June 29, 2017

Audrey Stone called the Las Vegas Session of the Membership Meeting to order at 1004.

Executive Board Members Audrey Stone, Cuyler Thompson and Rachel Brownfield were present at the Meeting.

Board of Election Member Erich Schwenk was present at the Meeting.

Education Committee Chairperson Amanda Gauger was present at the Meeting.

Shop Steward Committee Chairperson Mark Anthony Reyes was present at the Meeting.

Shop Stewards Diana Williams, Cortney Davis, Lyn Montgomery, Herman “JJ” Baker, Jeff Baker, Rickie Spand and Mark Patlan were present at the Meeting.

Audrey Stone introduced those Union Leaders present at the Meeting.

Audrey Stone reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556. Audrey noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey explained that weapons were not allowed in the Meeting and that video and/or audio recordings of the meeting were prohibited. Audrey explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order, and noted that one copy of the procedure was available for Members to reference during the Meeting. Audrey reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Erich Schwenk made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention. Rachel Brownfield **seconded** the motion. The motion **carried**.

rich Schwenk made a **motion** to suspend the Meeting Agenda in order to accept nominations for Delegates to the International Convention and amendments to the TWU Local 556 Bylaws. Melissa Grube **seconded** the motion. The motion **carried**.

Erich Schwenk chaired the Meeting and read aloud a statement from the Board of Election.

Erich Schwenk opened the floor for nominations for TWU International Convention Delegate.

Rachel Brownfield nominated Steve Johnson.
Rachel Brownfield nominated Jim Volpe.
Rachel Brownfield nominated Veanne Reeder.
Rachel Brownfield nominated Amanda Gauger.
Nadia Gilkes nominated Nadia Gilkes.
Rickie Spand nominated Dan Brady.
Rickie Spand nominated Mario Montoya.
Rickie Spand nominated Mark Anthony Reyes.
Rickie Spand nominated Mark Chaminelli.
Rickie Spand nominated Lakenya Johnson.
Rickie Spand nominated Herman “JJ” Baker.
Rickie Spand nominated Mark Patlan.
Callie Kennedy nominated Angela White.
Charla Miller nominated Christina Petersen.
Herman “JJ” Baker nominated Rickie Spand.
Lyn Montgomery nominated Kristen Loucks.

Lyn Montgomery nominated Sean Cooley.
Lyn Montgomery nominated Victor Conejo.
Audrey Stone nominated Mike Pitz.
Audrey Stone nominated Edgel Maynard.
Audrey Stone nominated Egda Avila.
Rickie Spand nominated Patrick Paladino.

Erich Schwenk closed the floor to further nominations.

Cuyler Thompson submitted the **1st Membership Meeting of 2017 Minutes** for review.

Rachel Brownfield made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Courtney Davis **seconded** the motion. The motion **carried**.

Audrey Stone submitted the **April 2017 TWU Local 556 Financial Report** for review.

There was discussion regarding the Financial Report.

In response to a Member's question, there was discussion regarding the duplex rented to house Union Leaders when in Dallas for business.

In response to a Member's question, there was discussion regarding the fact that the April 2017 Executive Board Meeting Synopsis contained a typographical error.

There was discussion regarding the motion on the floor.

Cuyler Thompson explained the process by which a vote would be conducted on the motions on the floor, and reported that a tally of the secret ballots would be conducted by Members present that day during the Las Vegas Session of the 2nd Membership Meeting. Those Members present **agreed** that Shop Stewards Diana Williams and Rickie Spand and Member Jennifer Christopherson would tally the secret ballots from all bases and present the final vote totals to be entered into the official record of the Meeting.

Those Members present declared at which Session of the Meeting they would cast their vote.

Those Members present **agreed** that Board of Election Member Erich Schwenk would facilitate the secret ballot vote during the Las Vegas Session of the Meeting.

Erich Schwenk distributed ballots numbered 113-134.

Those Members present at the Meeting cast secret ballot votes on the motion on the floor.

Erich Schwenk collected the ballots, placed them in an envelope, and sealed the envelope. Erich placed his signature across the seal in order to insure that the envelope was not opened prior to the vote count and tally.

Audrey Stone recessed the Meeting at 1052 in order that Diana Williams, Rickie Spand, Jennifer Christopherson and Erich Schwenk could tally the votes cast during all ten Sessions of the Membership Meeting. The meeting resumed at 1140.

Audrey Stone reported the voting results on the motion on the floor, as tallied by Members present at the Meeting and verified by Board of Election Member Erich Schwenk.

Main Motion: TWU Local 556 will institute a Special Assessment Fee of $5.00 per Member per month to be used only for the purpose of Contract Negotiations.

Members voting in favor:	122
Members voting against:	17

Amendment (a): The collection of this $5.00 will cease thirty days after the ratification of the next Contract.

Members voting in favor:	114
Members voting against:	15

Amendment (b): Any monies not used will be placed in an interest-bearing account to be used only for future Contract Negotiations.

Members voting in favor:	120
Members voting against:	10

The motion and its two amendments **carried**.

On behalf of the TWU Local 556 Membership, Audrey Stone thanked Members Diana Williams, Rickie Spand and Jennifer Christopherson for assisting with the secret ballot tally and count.

Audrey Stone read aloud a statement regarding the TWU Local 556 Bylaws.

There was discussion regarding the process by which changes to the TWU Local 556 Bylaws were made, and subsequently approved by TWU International.

Cuyler Thompson read aloud motions to amend the TWU Local 556 Bylaws made during previous Sessions of the Meeting.

Audrey Stone opened the floor to motions to amend the Bylaws.

Jeff Baker made a **motion (12)** to add to the Bylaws Article IX Elections letter (o): The Local shall provide a list of all candidates, the candidates biographies and a list of qualifications for each office. The list of candidates will be disseminated to all Members at the earliest time after all candidates have accepted nomination and before the campaign period. Lyn Montgomery **seconded** the motion.

> **Synopsis:** A: To create a book sent out to all Members in good standing of the Local with all of the candidates wishing to participate in the election. This practice ensures we are complying with fair elections laws.
>
> B: To comply with CFR §452.73. Use of Union funds. In the interest of fair Union elections, section 401(g) of the act places two limitations upon the use of label organization funds derived from dues, assessments, or similar levy. These limitations are: (a) No such funds may be contributed or applied to promote the candidacy of any person in an election subject to title IV, either in an election within the organization expending the funds or in any other labor organization; and (b) No such funds may be used for issuing statements involving candidates in the election. This section is not intended to prohibit a Union from assuming the cost of distributing to the Membership on an equal basis campaign literature submitted to the Union by the candidates pursuant to the rights granted by section 401(c), as previously

discussed, nor does it prohibit the expenditure of such funds for notices, factual statements of issues not involving candidates, and other expenses necessary with the holding of the election. §

Rationale: The growing number of Flight Attendants and number of domiciles makes timely distribution by a candidate to all bases impracticable. The growing number of Flight Attendants and domiciles is cost prohibitive for candidates to run for office without a slate. This fair practice of distribution of candidates allows each candidate to stand on its own for the betterment of the Union.

Jeff Baker made a **motion (12a)** to amend motion 12: The list of candidates will be disseminated in both hard copy and in electronic format. The electronic format will be sent from the Locals official communication email. The electronic copy maybe in the form of an attachment or point to a the Union Website where the list is available. The hard copy will be made available on the "Union Rack" within each domicile. Each domicile will have hard copy lists available in printed copy greater than or equal to the number of Flight Attendants in each domicile. The electronic version will be considered the official version for the purpose of timely delivery. Angela White **seconded** the motion.

Synopsis: In today's day and age of electronic communication many Members wish to receive their information electronically. Electronic distribution and Shores all Members receive their information in the same period of time. However, with something as important as elections, all Members need to be able to review this information in hard copy should they so desire.

Rationale: To ensure compliance with the Department of Labors rules of timely receipt by all Members.

Jeff Baker made a **motion (12b)** to amend motion 12: Each Member will be responsible for maintaining an accurate email address with communications to ensure timely receipt of the elections book. Lyn Montgomery **seconded** the motion.

Synopsis: All Members have the responsibility to ensure they are receiving pertinent information. Providing the Local with an email address to receive official communication should be the responsibility of the Member.

Rationale: Not all Members wish to receive communication from the Local: Should a Member not be receiving election information, it is the responsibility of the Member, not the Local to provide accurate and up to date contact information.

Lyn Montgomery made a **motion (13)** to amend the TWU Local 556 Bylaws: Article VI (h) will be replaced with: In all vacancies except the President, if a position is vacated within the first six months of the Officers' term, to fill the remaining term of the vacated office the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, a general election to fill the remaining term for the vacated office will be held. Nominations for the vacated office shall be held at the next round of regularly scheduled Membership Meetings and an election will follow. The Executive Board will divide the duties of the vacated office and assign the duties amongst the members of the Executive Board until such time that the new officer is elected. In the event that no eligible Member chooses to run for the position then the position will be filled per Article IX (h).

If the position is vacated after the first six months a general election to fill the remaining term of the vacated office will be held. Nominations for the vacated office shall be held at the next round of regularly scheduled Membership Meetings and an election will follow. The duties of the vacated office will be divided and assigned amongst the members of the Executive Board until such time that the new officer is elected. In the event that no eligible Member chooses to run for the position then the position will be filled per Article IX (h).

In the event a position is vacated at such time that the next round of Membership Meetings will be accepting nominations of officers per Article IX (d), a separate election will not be held and the office will be filled for the next term in the regular Officer's election. Charla Miller **seconded** the motion.

> **Synopsis:** If the event an office is vacated, this Bylaw provides that the Membership will have more control over who leads them. This allows for a more democratic process.
>
> **Rationale:** We have had too many officers who have not been elected to their office. We have had unelected officers who were placed into International leadership when they had not been elected by the Membership. This also prevents an Officer from purposely resigning to allow another person political gain. It discourages cronyism, and the outing of officers so that others can ensure their candidate is moved into office without a democratic process. The Members must maintain the power to determine our leaders. Democracy should be the number one priority and is worth the cost.

Audrey Stone made a **motion (14)** to amend Article V (j): strike the words, "The Chair will have at least one loaner copy of the current parliamentary authority available at Membership Meetings for Member referral." Cuyler Thompson **seconded** the motion.

> **Synopsis:** To remove the requirement to carry a paper copy to all Sessions of the Meeting.
>
> **Rationale:** It is available online, electronically and is unnecessary.

Mark Anthony Reyes made a **motion (15)** to amend Article VIII (k) by changing the verbiage as follows, "There shall be a minimum of one Shop Steward for every 100 Members (rounded up) in each domicile. In bases with eight hundred Flight Attendants or less, the maximum amount of Stewards shall be one to sevety-five." Herman "JJ" Baker **seconded** the motion.

> **Synopsis:** Sets a maximum number of Shop Stewards where no maximum exists.
>
> **Rationale:** There is currently no maximum limit on the number of Shop Stewards that can be elected in each domicile. Limiting the number of Shop Stewards allows elected Shop Stewards to properly serve and be trained effectively as well as helps cut down on cost of overtraining non-active Shop Stewards.

Audrey Stone made a **motion (16)** to amend Article II (c): strike the words "Such democratic institutions will include the rights of Members to know how their Executive Board Officers voted at Executive Board Meetings on Union business issues directly affecting the Membership; Executive Board Officers will be required to vote by Roll Call at Executive Board Meetings, not including individual grievances, or specific issues governed by the International Constitution, or State or Federal Law. Any name or portion of any vote thought to be personal or private in nature may be obliterated as to protect confidentiality. The Executive Board voting records will be charted and tallied on the Local Web site during their term to aid the Members while voting in upcoming elections." Cuyler Thompson **seconded** the motion.

> **Synopsis:** To get rid of Roll Call Voting results of individual Executive Board Members.
>
> **Rationale:** Votes have been politicized and Leaders could make better decisions with the facts in front of them; items of business will either carry or not carry.

Audrey Stone closed the floor to further motions to amend the Bylaws.

Cuyler Thompson read aloud motions made during previous Sessions of the Meeting.

Audrey Stone reported, for Las Vegas Domicile Executive Board Member Rachel Brownfield, one parking issues at the Las Vegas Base.

Lyn Montgomery made a **motion (d)** that the funds from the Special Assessment Fee for the 2018 Contract Negotiations will be placed into an interest bearing account. Withdrawals will not be permitted from this account until May 1, 2018. Jeff Baker **seconded** the motion.

Jeff Baker made a **motion (e)** to place a copy of Robert's Rules of Order on the Union Website. Beth Erhman **seconded** the motion.

In response to a Member's question, there was discussion regarding the lack of security at the Las Vegas Employee Parking location.

In response to a Member's question, Audrey Stone reported that the signature validation process for a recall petition was ongoing, but would not comment further based upon the advice of legal counsel.

In response to a Member's question, there was discussion regarding the ad-hoc Emergency Sick Call Procedures (ESCP) Committee, chaired by Board Member at Large Heather Kelly-Gray.

In response to a Member's question, there was discussion regarding the Hospitality Flyer Program.

In response to a Member's question, there was discussion regarding Flight Attendant staffing levels and the timing of Voluntary Junior Available (VJA) being available.

Jeff Baker made a **motion** to adjourn. Herman "JJ" Baker **seconded** the motion. The motion **carried**.

Audrey Stone adjourned the 2nd Membership Meeting of 2017 at 1312.

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

Cuyler Thompson
TWU Local 556 Recording Secretary