



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
3rd Membership Meeting
November 13, 2017
Minutes**

TWU Local 556 President Audrey Stone called the 3rd Membership Meeting of 2017 to order at 1207 Central Standard Time (CST).

The E-Membership Meeting was hosted at the Dallas Union Office, and simulcast via live-streamed video and audio transmission to the nine other Southwest Airlines Inflight Crew Domiciles. Members of the ad-hoc E-Membership Meeting Committee (EMMC), Erich Schwenk, Thom Reeder, Rick Harton-Flynn and Drew Kennedy were present at the Dallas “host meeting” location, and administered the hardware and software technology necessary for the Meeting to be simulcast.

Audrey Stone served as the Chairperson of the Meeting; Cuyler Thompson served as Recording Secretary. Audrey and Cuyler were present at the Dallas “host meeting” location with TWU Local 556 Treasurer John Parrott, 1st Vice President Michael Massoni, 2nd Vice President Brett Nevarez and Dallas Domicile Executive Board Member Brian "BR" Ricks.

Domicile Executive Board Members Matt Hettich, John DiPippa, Rachel Brownfield, Jessica Parker, David Jackson, Donna Keith, Pamela Forte-Oak, Stacey Vavakas and Jimmy West were present and hosted the simulcast of the Meeting in each of their respective Domiciles. Executive Board Members at Large Sam Wilkins and Heather Kelly-Gray were present at the Oakland Meeting location.

TWU Local 556 Scheduling Committee Chairperson Lisa Trafton, Veterans Committee Chairperson Brendon Remezas, Education Committee Chairperson and Co-Chairpersons Amanda Gauger, Josh Rosenberg and Angie Kilbourne, Shop Steward Committee Chairperson Mark Anthony Reyes, and Uniform Committee Chairperson Jabari Smith were present at the Meeting.

Shop Stewards VeAnne Reeder, Alexander Ricker, Stacy Madison, Wayne Tipton, Kristie Scarbrough, Drew Shy, Gisela Alvarez, Sandi Voyik, David Reed, Barbara Page, Crystal Reven, Latonia Benoit, Thom McDaniel, David Kirtley, Allyson Parker-Lauck, Jamie Simpson, Shelby Pierce, Ryan Smith, Denny Sebesta, Lyn Montgomery, Martha Wells, Jeff Baker, Kristen Loucks, Rickie Spand, Rasheedah Malik, Veronica Espinoza, Courtney Uche, Karla Braxton, KeyAnder Early, Mark Hoewisch, Eric Weis, Corliss King, Zach Berry, Melissa Grube, Damion West, Rick Desmond, Jay McCleave, Rob Swafford, and Manny Santana were present at the Meeting.

Audrey Stone verified that all Domiciles were connected to the Membership Meeting simulcast via video and audio transmission.

Audrey Stone introduced the Members of the E-Membership Meeting Committee and thanked them for their hard work on behalf of the TWU Local 556 Membership. Committee Chairperson Erich Schwenk instructed those Members present regarding technological “best practices” and procedures which would enable the simulcast meeting to be conducted efficiently.

Audrey introduced those Union Leaders present at the Meeting.

Audrey Stone introduced TWU Local 556 Legal Counsel Ed Cloutman, present at the Meeting to advise Members in attendance regarding Parliamentary Procedure and to provide assistance during the Recall Signature Verification Committee’s final report.

Audrey Stone reminded those present that Membership Meetings were open only to Members in Good Standing at TWU Local 556, and noted that Probationary Flight Attendants were encouraged to attend Meetings, but were not allowed to vote on motions on the floor. Audrey reminded everyone to sign in on the Meeting Attendance Roster. She reminded Domicile Executive Board Members to verify that those in attendance at their respective locations were TWU Local 556 Members in Good Standing per the list provided to them. 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 a hard copy of the procedure was available for Members to reference during the Meeting. Audrey reminded everyone that legal counsel was present and was available should a disagreement arise regarding the parliamentary procedure.

Audrey Stone reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets to their Domicile Executive Board Member before leaving the Meeting.

Cuyler Thompson presented a draft of the **2nd Membership Meeting of 2017 Minutes** for approval.

Jeff Baker made a **motion (1)** to waive reading the Minutes aloud and to approve them as presented. Brett Nevarez **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea – 125 Nay – 0

The motion **carried**.

Cuyler Thompson reported that at the time of the previous vote, 132 Members were present at the Meeting and eligible to vote.

Erich Schwenk made a **motion (2)** to limit debate on any topic to three minutes per Member. Thom Reeder **seconded** the motion.

There was discussion regarding the motion on the floor.

LaShaye Hutchinson made a **motion (2a)** to amend the main motion on the floor by replacing the words “three minutes per Member” with “two minutes or less per Member, with a one-minute follow-up.” Pamila Forte-Oak **seconded** the motion.

There was discussion regarding the motion(s) on the floor.

Eric Weis made a **motion (2b)** to amend the proposed amendment on the floor by striking the word “two,” replacing it with the word “five,” and striking the word “one,” replacing it with the word “two.” John Parrott **seconded** the motion.

There was discussion regarding the motion(s) on the floor.

Those Members present at the Meeting voted on the motion (2b) on the floor by show of hands:

Yea – 38 Nay – 90 (128 votes cast)

The motion to amend **did not carry**.

Those Members present at the Meeting voted on the motion (2a) on the floor by show of hands:

Yea – 62 Nay – 64 (126 votes cast)

The motion to amend **did not carry**.

Those Members present at the Meeting voted on the main motion (2) on the floor by show of hands:

Yea – 84 Nay – 50 (134 votes cast)

Cuyler Thompson read aloud the results of the vote on the motion(s) on the floor.

The motion to limit debate during the 3rd Membership Meeting **carried**.

Brett Nevarez agreed to serve as “time-keeper” during debate, and to notify those present at the Meeting when a speaker had reached three minutes, the maximum time allowed to speak on any topic.

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

There was discussion regarding the Financial Report, including the duplex rented to house Union Leaders when in Dallas for business, the cost of Attorneys and legal fees, the cost of the recent Recall and Signature Verification Process, and the recent Membership Survey.

Audrey Stone left the Meeting at 1328.

Michael Massoni chaired the Meeting.

Discussion continued regarding the Financial Report.

Audrey Stone returned to the Meeting at 1333.

Audrey Stone chaired the Meeting.

Discussion continued regarding the Financial Report.

Audrey Stone 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.”

Audrey Stone explained that in accordance with the Bylaws, Members present during the 3rd Membership Meeting would vote on motions to amend the TWU Local 556 Bylaws offered during the 2nd Membership Meeting of 2017. Audrey reported that motions to amend the Bylaws must be approved by a two-thirds majority of those Members casting votes during the 3rd Membership Meeting. Audrey noted that in order to be incorporated into the Local’s Bylaws, the TWU International Administrative Council (IAC) must approve any amendments approved by the Local’s Membership.

Audrey Stone referred those Members present to the Membership Meeting Packet, which contained the proposed motions to amend the TWU Local 556 Bylaws. There was discussion regarding the fact that several motions made during the 2nd Membership Meeting of 2017 had been ruled out of order/improper and would not be voted upon by the TWU Local 556 Membership. Audrey said that these motions would not be considered nor debated during the day’s meeting and noted that the Chairperson’s decision could be appealed to the TWU International Committee on Appeals.

A Member offered a Point of Order regarding the required posting and notice of motions to amend the Bylaws in accordance with the TWU Local 556 Bylaws. There was discussion regarding when and where the proposed motions had been posted. After conferring with legal counsel, Meeting Chairperson Audrey Stone declared that Members present at the Meeting would proceed through the Agenda and vote on the motions currently on the floor.

Lyn Montgomery made a **motion (3)** to appeal the decision of the Chairperson to move forward with voting on motions on the floor. Jeff Baker **seconded** the motion.

There was more discussion.

Those Members present at the Meeting voted on the question on the floor, “Should the decision of the Chairperson be sustained?” by show of hands:

Yea – 83 Nay – 40 (123 votes cast)

The decision of the Chairperson was **sustained**.

Those Members present voted on motions to amend the TWU Local 556 Bylaws, offered during the 2nd Membership Meeting of 2017, by show of hands:

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.

Yea – 125 Nay – 0 (125 votes cast)

The motion **carried**.

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.

Yea – 123 Nay – 0 (123 votes cast)

The motion **carried**.

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.”

Yea – 30 Nay – 91 (121 votes cast)

The motion **did not carry**.

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.”

Yea – 0 Nay – 120 (120 votes cast)

The motion **did not carry**.

Those Members present at the Meeting collectively viewed a PowerPoint presentation prepared by the Recall Signature Verification Committee (SVC), which detailed the Committee’s final report. Committee Members Donna Keith, Jessica Parker and John DiPippa were present at the Meeting, and explained the report. There was discussion regarding the SVC’s final report. There was discussion regarding the Recall Petition.

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

In response to a Member’s question, there was discussion regarding whether Southwest Airlines Management intended to update the Work and Conduct Rules for Flight Attendants.

In response to a Member’s question, there was discussion regarding the upcoming Satellite Base Test.

In response to a Member's question, there was more discussion regarding whether Southwest Airlines Management intended to update the Work and Conduct Rules for Flight Attendants.

In response to a Member's question, there was discussion regarding the upcoming Executive Board elections and the number of Executive Board Members to be elected in accordance with the TWU Constitution.

In response to a Member's question, there was discussion regarding the Union's investigatory Emergency Sick Call Procedures Committee (ESCPC).

In response to a Member's question, there was more discussion regarding the upcoming Satellite Base Test.

In response to a Member's question, there was more discussion regarding the upcoming Executive Board elections and the number of Executive Board Members to be elected.

President Audrey Stone thanked those Members present for their participation and patience during the first E-Membership Meeting. She recognized the hard work of the E-Membership Meeting Committee and thanked them for their service.

Jeff Baker made a **motion (4)** to adjourn. VeAnne Reeder **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea – 68 Nay – 0 (68 votes cast)

The motion **carried**.

Audrey Stone adjourned the 3rd Membership Meeting of 2017 at 1620 CST.

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

A handwritten signature in black ink, appearing to read 'C. Thompson', with a stylized flourish at the end.

Cuyler Thompson
TWU Local 556 Recording Secretary