



2nd Membership Meeting of 2018

July 16-31, 2018

Minutes DRAFT

Houston

July 16, 2018

TWU Local 556 President Lyn Montgomery called the Houston Session of the 2nd Membership Meeting of 2018 to order at 1000.

Lyn introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the meeting.

TWU Local 556 Officers present at the Houston Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibscheidel, 2nd Vice President LaTonia Paul-Benoit, Treasurer John Parrott, Board Member at Large Charla Miller, Baltimore Domicile Executive Board Member Damion West and Houston Domicile Executive Board Member David Jackson.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were: Steven Hobbs Chairperson Education Committee, Jannah Dalak Co-Chair Safety Committee, and Damion West Co-Chair Shop Steward Committee.

TWU Local 556 Board of Election Chairperson Will Browne was in attendance.

President Lyn Montgomery presented the draft of the minutes from the **1st Membership Meeting of 2018** for review. David Jackson made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Crystal Reven ***seconded*** the motion. The motion ***carried***.

Board of Election Chairperson Will Browne made a ***motion*** to suspend the agenda and move directly to Negotiating Team nominations. David Jackson ***seconded*** the motion. The motion ***carried***.

Will Browne informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Will informed the Members voting will take place from 8/28 - 9/18. Will opened the floor for Negotiating Team nominations.

Darlene Sain nominated Jeffrey Baker.

Cathy Campbell nominated Carolee Burnett (Weatherbee).

Myron Knight nominated Corliss King.

Crystal Reven nominated Thom McDaniel and Brendon Remezas.

Board of Election Chairperson Will Browne closed the floor for Negotiating Team nominations.

President Lyn Montgomery explained the responsibilities of the Board of Election and the eligibility requirements per the Bylaws. Lyn opened the floor for Board of Election nominations.

David Jackson nominated Will Browne, Jannah Dalak, and David Kirtley.

Crystal Reven nominated Elizabeth Leapley and Brendon Remezas.

Stephen Howell nominated Mitch Williamson and Joe Bazzilla.

President Lyn Montgomery closed the floor for Board of Election nominations and informed the Members that the voting will take place in the next regularly scheduled membership meeting.

Treasurer John Parrot presented the **Financial Report**. John explained lost time.

President Lyn Montgomery informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws. Lyn opened the floor for Shop Steward Nominations.

Houston Domicile Executive Board Member David Jackson nominated Valerie Boy, David Kirtley, LaTonia Paul Benoit, Jannah Dalak, Thom McDaniel, Crystal Reven, Peggy Davis, Greg Green, Gretchen Mooney, Stacey Labauve, Sherilyn Gerhardt, Nathan Keeling, Darlene Sain, Lisa Thomas, Patsy Gilbert, Darrell Walker, Debbie McDermott, Teri Queen, Matthew Sikes, Stephanie Monteiro, Glenn Thompson, Derick Miles and TJ Barron.

Crystal Reven nominated David Jackson, Rose Johnston, Rhonda Navarro, and Cynthia Porterfield.

Darlene Sain nominated Mitzi Cramer and Victor Conejo.

Myron Knight nominated Bernard Johnson and Courtney Wyche.

Jermaine Keelen nominated Erin Johnson Dubuclet.

Cindy Porterfield nominated Derick Miles.

Glenn Thompson nominated Marcellaus Roberson, Ebony Smith, and Jaylon Ganther.

Danna Mendez nominated Joshua Staats.

Bernard Johnson nominated Myron Knight and Charlie Haynes.

Valerie Boy nominated Christina Denham, Lena Cottingham, and Michael McNeil.

LaTonia Paul Benoit nominated Catherine Campbell-Keiser.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

Shop Steward Committee Co-Chair Damion West, 2nd Vice President Latonia Paul Benoit and Valerie Boy acted as tellers and conducted the counting of the ballots. The floor was opened for nominee discussion.

President Lyn Montgomery opened the floor for general business. Lyn explained the process for selecting the Negotiating Team and informed the Members present that the Executive Board selected LaShaye Hutchinson and Denny Sebesta. Lyn emphasized the importance of the upcoming Membership Survey that Members can expect in the future. Upcoming events include a hot aircraft campaign 2Hot2Cold which will seek legislation for aircraft temperature standards. Lyn informed the Members that AFA, Allegiant, and JetBlue have been asked to join in the campaign. A Member asked about costs incurred, and there was discussion. A Member asked a question about uniforms causing excessive heat. 1st Vice President Chad Kleibscheidel answered questions regarding the uniforms. A Member asked questions about provisioning truck canopies, exploding cans, pilots leaving the aircraft before boarding, agency fee rules, and the status of union housing. There was discussion. Lyn spoke on the importance of Unity. There was discussion about the pilots leaving the aircraft. A Member asked questions regarding the availability of point status notifications. David Jackson informed the Members of Houston Domicile issues. Members asked questions regarding the mobile check-in app, legislation regarding animals on board the aircraft, cleaning after international flights and committee chair changes. There was discussion. President Lyn Montgomery asked if there were any more questions regarding general business.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification**. Elected Shop Stewards pending verification: Valerie Boy, David Kirtley, LaTonia Paul Benoit, Jannah Dalak, Thom McDaniel, Crystal Reven, Peggy Davis, Greg Green, Gretchen Mooney, Stacey Labauve, Sherilyn Gerhardt, Nathan Keeling, Darlene Sain, Lisa Thomas, Patsy Gilbert, Darrell Walker, Debbie McDermott, Teri Queen, Matt Sikes, Stephanie Monteiro, Glenn Thompson, Derrick Miles, TJ Barron, David Jackson, Rose Johnston, Rhonda Navarro, Cynthia Porterfield, Mitzi Cramer, Victor Conejo, Bernard Johnson, Courtney Wyche, Erin Johnson Dubuclet, Derick Miles, Marcellaus Roberson, Ebony Smith, Jaylon Ganther, Joshua Staats, Myron Knight, Charlie Haynes, Christina Denham, Lena Cottingham, Michael McNeil and Cathy Keiser-Campbell.

Houston Domicile Executive Board Member David Jackson made a ***motion*** to recess. Crystal Reven ***seconded*** the motion. The motion ***carried***.

President Lyn Montgomery ***recessed*** the meeting at 1245.

Orlando

July 17, 2018

TWU Local 556 President Lyn Montgomery called the Orlando Session of the 2nd Membership Meeting of 2018 to order at 1000.

Lyn introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the meeting.

TWU Local 556 Officers present at the Orlando Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibschedel, Treasurer John Parrott, Board Member at Large Charla Miller, Baltimore Domicile Executive Board Member Damion West and Orlando Domicile Executive Board Member Jimmy West.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were Steven Hobbs Chairperson Education Committee, Lisa Happer Chairperson of the Uniform Committee, Jannah Dalak Co-Chair Safety Committee and Damion West Co-Chair Shop Steward Committee.

TWU Local 556 Board of Election Member Elizabeth Leapley was in attendance.

Board of Election Member Elizabeth Leapley made a ***motion*** to suspend the agenda and move directly to Negotiating Team nominations. Jimmy West ***seconded*** the motion. The motion ***carried***.

Elizabeth Leapley informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Elizabeth opened the floor for Negotiating Team nominations.

LaShaye Hutchinson nominated Michele Oden, Brad Voyik, and Joe Rivera.

Denise Coury nominated Jesse Cano.

Kevin Rhine nominated Chris Click.

Patrick Paladino nominated Brent Hunter.

Charla Miller nominated Martin Primo and Rausheem Thompson.

Lashay Hutchison nominated David Reed.

Elizabeth Leapley closed the floor for Negotiating Team nominations.

President Lyn Montgomery informed the Members of the expectations of Shop Stewards and requirements per the Bylaws. Lyn opened the floor for Shop Steward Nominations.

Orlando Domicile Executive Board Member Jimmy West nominated Brad Voyik, Sandy Voyik, Mitch Marks, Michelle Oden, Barbara Page, Patrick Paladino, Chris Schroeder (withdrawn), Anita Vinje, Ken Davenport, Susan Davenport, Marty Premo, Delynn Porter and James J.D. Davis.

Sandy Voyik nominated Greg Tucker and Teresa Jones.

Steven Hobbs nominated Rick Rivera (withdrawn), Elizabeth Leapley, Nicole Finn, Rangel, Joel Turcios (withdrawn), Kevin Rhine and Joni Demesmin.

Patrick Paladino nominated Alison Carver.

Gisela Alvarez nominated Drew Shy, Makeesha Collins, Cary Leonidas and Egda Avila.

Kevin Rhine nominated Nicholas Rhine and Chad Kleibscheidel.

Jeff Belcher nominated Gisela Alvarez.

Jenn Belcher nominated Steven Hobbs.

Gisela Alvarez nominated David Reed, Annette Santiago and Christina Garcia.

Chad Kleibscheidel nominated Joe Rivera (withdrawn).

Egdal Maynard nominated Susan Johnson.

Christina Garcia nominated Joanna Blackstone and David Stanfield.

President Lyn Montgomery closed the floor for Shop Steward Nominations. Shop Steward Committee Co-Chair Damion West, Board Member at Large Charla Miller and Orlando Domicile Executive Board Member Jimmy West acted as tellers and conducted the counting of the ballots. The floor was opened for discussion.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. Roberta Marks made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Jimmy West ***seconded*** the motion. The motion ***carried***.

Treasurer John Parrott presented the **Financial Report**.

President Lyn Montgomery opened the floor for Board of Election nominations. Lyn explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws.

Jimmy West nominated Elizabeth Leapley, Will Browne, and Susan Johnson.

Lashay Hutchinson nominated O'Sha Stegall, Michelle Oden, Eric McCulley and Travis Bruce.

Kevin Rhine nominated Nicholas Rhine.

Stephen Hobbs nominated Mitzi Cramer.

Nick Rhine nominated Kevin Rhine.

Gisela Alvarez nominated Drew Shy, Brad Voyik, and David Reed.

President Lyn Montgomery closed the floor for Board of Election nominations.

President Lyn Montgomery opened the floor for general business. Lyn explained the process of electing the Negotiating Team and introduced LaShaye Hutchinson who had recently been appointed to the team. Lyn informed the members of the importance of unity. Further, Lyn stressed the importance of the upcoming Membership survey to send the orders to the

Negotiating Team. LaShaye Hutchinson spoke about the importance of completing surveys. Lyn continued discussing negotiations and opened the floor for any questions. Member questions included whether there would be open ended questions on the survey, strike fund questions, the status of the check in app. A Member asked about the pilot's legal team. A Member asked about the status of electronic voting. Lyn informed the Members about the 2Hot2Cold campaign. Lyn discussed issues regarding obtaining food while on duty. Members asked questions regarding Operation Agents boarding early. Lyn discussed with Members the importance of completing ASAP reports if there are any safety concerns while pilots are not onboard the aircraft. A Member asked about the testing of the uniforms. Uniform Committee Chairperson Lisa Happer explained the process of testing and results. There was discussion.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification**. The following are Shop Stewards pending verification: Chad Kleibscheidel, Nicholas Rhine, Kevin Rhine, Brad Voyik, Sandi Voyik, Mitch Marks, Michelle Oden, Barbara Page, Patrick Paladino, Anita Vinje, Marty Premo, Delynn Porter, James JD Davis, Ken Davenport, Susan Davenport, Greg Tucker, Teresa Jones, David Stanfield Jr., Joni Demesmin, Elizabeth Leapley, Alison Carver, Steven Hobbs, David Reed, Drew Shy, Makeesha Collins, Cary Leonidas, Egda Avila, Gisela Alvarez, Anette Santiago, Christina Garcia, Edgel Maynard, Susan Johnson, Nicole Finn and Joe Rivera.

Nick Rhine made a ***motion*** to recess. Gisela Alvarez ***seconded*** the motion. The motion ***carried***.

President Lyn Montgomery ***recessed*** the meeting at 1345.

Baltimore

July 18, 2018

TWU Local 556 President Lyn Montgomery called the Baltimore session of the 2nd Membership Meeting of 2018 to order at 1000.

Lyn introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the meeting.

Present at the Baltimore Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibscheidel, Treasurer John Parrott, Board Member at Large Charla Miller and Baltimore Domicile Executive Board Member Damion West. TWU International Vice President Gary Peterson and TWU International Vice President Mike Mayes were in attendance for the swearing in of Recording Secretary KeyAnder Early.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance Steven Hobbs Chairperson Education Committee, Jannah Dalak Co-Chair Safety Committee, Lisa Happer Chairperson of the Uniform Committee, Lucy White-Lehman Chairperson of the Shop Steward Committee and Damion West Co-Chair Shop Steward Committee.

TWU Local 556 Board of Election Member Elizabeth Leapley was in attendance.

Board of Election Member Elizabeth Leapley made a ***motion*** to suspend the agenda and move directly to Negotiating Team nominations. Chris Click ***seconded*** the motion. The motion ***carried***.

Elizabeth Leapley informed the Members of the requirements per the TWU Local Bylaws to be eligible for Negotiating Team. Elizabeth opened the floor for Negotiating Team nominations.

Joan West nominated Pamela McLaughlin.

Cindy Rousseau nominated Michael Reed Rodriguez.

Elizabeth Leapley closed the floor for Negotiating Team nominations.

President Lyn Montgomery opened the floor for Shop Steward Nominations and informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws. Lyn opened the floor for Shop Steward Nominations.

Melissa Grube nominated Damion West, Lucy White-Lehman, Michael Reed-Rodriguez, Robert Montford, Pat Carter, Jamie Ferrell, Ayanna Nophlin, Rich Desmond, Alyssa Baiyina, Anthony Angion, Alexis Allen, O'Sha Stegall, Ronald Rogers, Dawn Benson, Gilbert Lowe, Chris Schroeder, LaShaye Hutchinson, Karla Kozak and Joe Bazzilla.

John Long nominated Mary Linson.

Lucy White-Lehman nominated Bill Green, Leslie Fechtmann, Gaylee Corens, Erica Schultz, Colleen Glashmen, Mary Linson (duplicate) and Chantill Huskey.

Chris Click nominated Lisa Happer, George Rousseau, Cindy Rousseau, John Long, Constance Cox and Michelle Ryder.

Joe Bazzilla nominated Joel Turcios, Rick Rivera, Chantil Huskey (duplicate) and Stephanie Brennan.

O'Sha Stegall nominated Melissa Grube.

George Rousseau nominated Jennifer Blye.

Joe Bazzilla nominated Chris Click.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. Chris Click made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Joe Bazzilla ***seconded*** the motion. The motion ***carried***.

Treasurer John Parrott presented the **Financial Report**. There were Member questions regarding lost time, assets and officer responsibilities. There was discussion.

Shop Steward Chairperson Lucy White-Lehman and Co-Chair Damion West acted as tellers for the Shop Steward Election and conducted the counting of the ballots. The floor was open for discussion.

President Lyn Montgomery opened the floor for Board of Election nominations. Lyn explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws.

No nominations were made.

President Lyn Montgomery closed the floor for Board of Election nominations.

President Lyn Montgomery opened the floor for general business. Lyn informed the Members of the newly appointed Negotiators and explained the process of selecting the Negotiating Team. Lyn spoke about the importance of unity. There were questions regarding the Negotiating Team survey. There was discussion. There was discussion regarding social media postings and social media groups. A Member brought up the topic of privacy settings on social media groups. Lyn informed the Members of the 2Hot2Cold campaign and the challenges the Members are facing obtaining food while on duty. There were questions regarding boarding without pilots. There was a question regarding sick call status. There was a question regarding the D position Flight Attendant reroutes. There was discussion. There were questions regarding lines. There were questions regarding flight time and short haul service. There were questions regarding pilot/flight attendant briefings. There was a question regarding extending professional standards to ground operations. There was discussion.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification**. Elected Shop Stewards pending verification were: Damion West, Melissa Grube, Lucy White-Lehman, Michael Reid- Rodriguez, Robert Montford, Pat Carter, Jamie Ferrell, Ayanna Nophlin, Rick Desmond, Alyssa Baiyina, Anthony Angion, Alexis Allen, O'Sha Stegall, Ronald Rogers, Dawn Benson, Gilbert Lowe, Chris Schroeder, LaShaye Hutchinson, Karla Kozak, Joe Bazzilla, Bill Green, Leslie Fechtmann, Gaylie Corens, Erika Schultz, Colleen Glashan, Mary Linson, Chantil Huskey, Lisa Happer, George Rousseau, Cindy Rousseau, John Long, Constance Cox, Michele Ryder, Joel Turcios, Rick Rivera, Stephanie Brennan, Jennifer Blye and Chris Click,

Bill Green made a ***motion*** to recess. O'Sha Stegall ***seconded*** the motion. The motion ***carried***.

President Lyn Montgomery ***recessed*** the meeting at 1301.

Atlanta

July 19, 2018

TWU Local 556 President Lyn Montgomery called the Atlanta session of the 2nd Membership Meeting of 2018 to order at 1000.

Lyn introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present the rules of the meeting.

TWU Local 556 Officer present at the Atlanta session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibscheidel, Treasurer John Parrott, Board Member at Large Charla Miller, Baltimore Domicile Executive Board Member Damion West and Atlanta Domicile Executive Board Member Pamila Forte Oak.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were Steven Hobbs Chairperson Education Committee, Jannah Dalak Co-Chair Safety Committee, and Damion West Co-Chair Shop Steward Committee.

TWU Local 556 Board of Election Member Elizabeth Leapley was in attendance.

Elizabeth Leapley made a ***motion*** to suspend the agenda and move directly to Negotiating Team nominations. Alison Head ***seconded*** the motion. The motion ***carried***.

Elizabeth Leapley informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Elizabeth opened the floor for Negotiating Team nominations.

Alison Head nominated Elizabeth Howayeck.

Board of Election Member Elizabeth Leapley closed the floor for Negotiating Team nominations.

President Lyn Montgomery informed the Members of the expectations of Shop Stewards and requirements per the Bylaws. Lyn opened the floor for nominations.

Alison Head nominated Stephen Grimaldi, Alisha Smith, Liz Howayeck, Trish Krider, Susan Cosby, Maureen Adamek, KeyAnder Early, Karla Ladson Braxton, Pamila Forte, Jennifer Palmer, Eric McCulley, Travis Bruce, Jabari Smith, Courtney Uche, Lakenya Johnson, Casey Rittner and Veronica Espinoza.

Steven Grimaldi nominated Alison Head.

Lakenya Johnson nominated Eslandra Merrick, Jay McCleave, and Michelle Montez.

Jamaul Peacock nominated Malinda Powe-Tuzun.

Casey Rittner nominated John Justen, Amy Davis-Cruz, and Rasheedah Malik.

Veronica Espinoza nominated Carrie Smith and Dee Dee McLeod.

John Justen nominated Kennon Mills.

KeyAnder Early nominated Vonda Henry.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

Shop Steward Committee Co-Chair Damion West, Board Member at Large Charla Miller and Atlanta Domicile Executive Board Member Pamila Forte Oak acted as tellers and conducted the counting of the ballots. The floor was opened for discussion.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. O'Sha Stegall made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Alison Head ***seconded*** the motion. The motion ***carried***.

Treasurer John Parrott presented the financial report. John explained lost time. There were questions about full-time pulls. 1st Vice President Chad Kleibschedel explained to the Members the various officer duties. There was discussion regarding budgets, investments, union housing and educating the Membership.

President Lyn Montgomery explained the responsibilities of the Board of Election and the eligibility requirements per the Bylaws. Lyn opened the floor for nominations.

Alison Head nominated Veronica Espinoza and Casey Rittner.

Courtney Uche nominated Michelle Montez.

Veronica Espinoza nominated Melinda Powe-Tuzun.

President Lyn Montgomery closed the floor for Board of Election nominations.

President Lyn Montgomery opened the floor for general business. Lyn explained the process for selecting the Negotiating Team and informed the Members present that the Executive Board had selected Denny Sebesta and LaShaye Hutchinson. Lyn informed the Members about the upcoming 2Hot2Cold campaign seeking legislation to regulate temperatures onboard the aircraft. There was discussion regarding obtaining food while on duty. There was a discussion regarding future mobilization campaigns. There was discussion regarding the fatigue policy. Lyn informed the Members about past decisions on arbitrations.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification.** Elected Shop Stewards pending verification: Kennon Mills, Travis Bruce, Jabari Smith, Courtney Uche, Casey Rittner, Alisha Smith, Liz Howayeck, Trish Krider, Maureen Adamek, KeyAnder Early, Karla Ladson Braxton, Pamela Forte Oak, Jennifer Palmer, Eric McCulley, Lakenya Johnson, Veronica Espinoza, Alison Head, Eslandra Merrick, Jay McCleave, Michelle Montez, Mel Powe-Tuzun, John Justen, Amy Davis-Cruz, Rasheedah Malik, Cari Smith, Dee Dee McLeod and Vonda Henry.

President Lyn Montgomery continued general business discussion. Topics discussed included OJI, building relationships with other Flight Attendant unions, satellite bases, agency fee Members, diversity training, CRM, and retreats. A Member asked a question regarding the changes in committee chairs and future COPE involvement. There was discussion. Discussion continued regarding volunteerism and education. Members asked questions regarding reserve and VR lines. There was discussion.

Casey Rittner made a ***motion*** to recess. Kortney Small ***seconded*** the motion. The motion ***carried.***

TWU Local 556 President Lyn Montgomery ***recessed*** the meeting at 1345.

Chicago

July 23, 2018

TWU Local 1st Vice President Chad Kleibschedel called the Chicago Session of the 2nd Membership Meeting of 2018 to order at 1203. Chad introduced the Executive Board Members, Shop Stewards, and Committee Chairs in attendance. Chad welcomed the Members and informed those present the rules of the meeting.

TWU Local 556 Officers present at the Chicago Session were: 1st Vice President Chad Kleibschedel, Recording Secretary KeyAnder Early, Board Member at Large Charla Miller, Baltimore Domicile Executive Board Member Damion West and Chicago Domicile Executive Board Member Donna Keith.

TWU Local 556 Committee Members in attendance were Damion West Co-Chair of the Shop Steward Committee.

TWU Local 556 Board of Election Chairperson Will Browne was in attendance.

1st Vice President Chad Kleibschedel presented the minutes from the **1st Membership Meeting of 2018** for review. Dale Wilson made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Brendon Remezas ***seconded*** the motion. The motion ***carried***.

Board of Election Chairperson Will Browne made a ***motion*** to suspend the agenda and move directly to Negotiating Team nominations. Mark Hoewisch ***seconded*** the motion. The motion ***carried***.

Board of Election Chairperson Will Browne informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Will informed the Members voting will take place from 8/28 - 9/18. Will opened the floor for Negotiating Team nominations.

Nominations: Zach Berry, Mark Hoewisch, Roy Soria, Karen Jaburek, Don Shipman, Matt Hettich, Sam Wilkins, Corliss King and Joe Rivera.

Will Browne closed the floor for Negotiating Team Nominations.

1st Vice President Chad Kleibschedel informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws. Chad opened the floor for Shop Steward Nominations.

Nominated: Stephan Bates, Kimberly Young, Mark Hoewisch, Corliss King, Faayo Adam, Roy Soria, Zach Berry, Suzy Lyons, Bill Geisert, Alex Linardos, Adrienne Donaldson, Julia Siebert, Tanisha Rummage, Abraham Camargo, Jamie Jakeway, Kyle Whiteley, Susie Jacobs, Karen Amos, Don Shipman, Charles Ulrich, Donna Keith, Brendon Remezas, Dale Wilson, Yolanda Johnson, Joe Braun, Robert Shepard, Elizabeth Weis, Eric Weis, Brad Owens, Tom Tompkins, Andrew Diefenthaler, Ryan Stanley, Shawn Peppers, Stevie Moffatt and Manny Santana Jr.

1st Vice President Chad Kleibschedel closed the floor for Shop Steward Nominations.

1st Vice President Chad Kleibscheidel presented the **Financial Report**.

1st Vice President Chad Kleibscheidel informed the Members of the responsibilities of the Board of Election and eligibility requirements per the Bylaws. Chad opened the floor for Board of Election nominations.

Nominated: Jason Arnold Burke, Manny Santana Jr., and Erich Schwenk.

1st Vice President Chad Kleibscheidel closed the floor for Board of Election nominations.

Shop Steward Committee Co-Chair Damion West and Board Member at Large Charla Miller acted as tellers and conducted the counting of the ballots.

1st Vice President Chad Kleibscheidel opened the floor for general business. Topics discussed: 2Hot2Cold campaign roll out, 2Hungry2Board, thru passenger concerns, new hire fears, a Member reporting tool, fatigue policy education, scheduling concerns (harassing Flight Attendants, scheduling errors), ASAP reporting, high number of abstaining for votes from Board Members, Facebook page concerns, negotiations, satellite bases, mobilizing the Membership and quarterly flying concerns.

TWU Local 556 President Lyn Montgomery and Treasurer John Parrott entered the meeting. President Lyn Montgomery chaired the meeting and concluded discussion topics.

TWU Local 556 Shop Steward Committee Co-Chair Damion West provided the results of the Shop Steward Election **pending eligibility verification**. Elected Shop Stewards pending verification: Stephan Bates, Kimberly Young, Mark Hoewisch, Corliss King, Faayo Adam, Roy Soria, Zach Berry, Suzy Lyons, Bill Geisert, Alex Linardos, Adrianne Donaldson, Julia Siebert, Tanisha Rummage, Abraham Camargo, Jamie Jakeway, Kyle Whiteley, Susie Jacobs, Karen Amos, Don Shipman, Charles Ulrich, Donna Keith, Brendon Remezas, Dale Wilson, Yolandia Johnson, Joe Braun, Robert Shepard, Elizabeth Weis, Eric Weis, Brad Owens, Tom Tompkins, Andrew Diefenthaler, Ryan Stanley, Shawn Peppers, Stevie Moffatt and Manny Santana Jr.

Andrew Diefenthaler made a ***motion*** to recess. Will Browne ***seconded*** the motion. The motion ***carried***.

TWU Local 556 President Lyn Montgomery ***recessed*** the meeting at 1448.

Phoenix

July 24, 20118

TWU Local 556 President Lyn Montgomery called the Phoenix Session of the 2nd Membership Meeting of 2018 to order at 1003. President Lyn Montgomery introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the meeting.

TWU Local 556 Officers present at the Phoenix Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibschedel, Treasurer John Parrott, Board Member at Large Charla Miller, Baltimore Domicile Executive Board Member Damion West and Phoenix Domicile Executive Board Member John Di Pippa.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were Laurie Calvagno Co-Chair of the Scheduling Committee, Jannah Dalak Co-Chair Safety Committee, and Damion West Co-Chair Shop Steward Committee.

TWU Local 556 Board of Election Chairperson Will Browne was in attendance.

TWU Local 556 President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. Jeff Baker made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Rob Riddell ***seconded*** the motion. The motion ***carried***.

Board of Election Chairperson Will Browne made a ***motion*** to suspend the agenda and move directly to Negotiating Team nominations. Jeff Baker ***seconded*** the motion. The motion ***carried***.

Board of Election Chairperson Will Browne informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team.

Board of Election Chairperson Will Browne opened the floor for Negotiating Team nominations.

Nancy Kallas nominated Bill Bernall.

Sonia Hall nominated Michael Massoni

Sandra Rall nominated Nancy Potts.

Will Browne closed the floor for Negotiating Team Nominations.

President Lyn Montgomery informed the Members of the expectations of Shop Stewards and requirements per the Bylaws. Lyn opened the floor for nominations for Shop Stewards.

Jeff Baker nominated Sam Ward and Ray Presnall.

Sonia Hall nominated Rob Riddell, Jim Volpe, Michael Broadhead, Sandra Rall, Darryl Daoang, John Durr, Jeff Baker and Tina Coffee.

John Di Pippa nominated Tina Coffee (duplicate), Kelly Reeves, Wayne Tipton, Justin Hayden, Della Saucier and Nancy Kallas.

Jeannette Bray nominated Kristen Vanden Branden,

Darryl Daoang nominated Kelly Lopez.

Laurie Calvagno nominated Cynthia Harris.

Jeff Baker nominated Ray Presnall.

Sam Ward nominated Lynn Eckert.

Rob Riddell nominated Sonia Hall.

Jeff Baker nominated Sam Ward.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

Treasurer John Parrott presented the **Financial Report**. John explained lost time. There was discussion regarding payroll expenses. There were questions regarding budgets. Discussion continued regarding lounge mobilizations and expenses. John explained investments.

President Lyn Montgomery opened the floor for Board of Election nominations. Lyn explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws.

Ray Presnall nominated Jeff Baker.

Sonia Hall nominated Lori Lochelt.

Chad Kleibscheidel nominated Cheri Parnell Vincent.

President Lyn Montgomery closed the floor for Board of Election nominations.

Shop Steward Committee Co-Chair Damion West distributed Shop Steward Election ballots to the eligible voting Members. Charla Miller and Damion West acted as tellers for the Shop Steward election. The floor was opened for discussion.

President Lyn Montgomery opened the floor for general business. Lyn discussed negotiations and informed the Members of the two newly appointed negotiators. Lyn informed the Members about strategic planning and the 2Hot2Cold mobilization seeking regulations for temperatures onboard the aircraft. Lyn informed the Members about difficulties obtaining food while on duty. Discussion continued regarding Member concerns with boarding difficulties and international flights. A Member expressed concerns regarding the IEFB. There was discussion regarding emotional support animals. There was discussion regarding the check-in application and geofencing. Discussion continued regarding privacy.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification**. Elected Shop Stewards pending verification: Jeff Baker, Ray Presnal, Cynthia Harris, Kelly Reeves, Wayne Tipton, Justin Hayden, Della Saucier, Nancy Kallas, Sandra Rall, Darryl Daoang, Rob Riddell, Sonia Hall, Michael Broadhead, Jim Volpe, John Durr, Tina Coffee, Kristin Vanden Branden, Sam Ward, Lynn Eckert and Kelly Lopez.

Melissa Boyle made a ***motion*** to recess. Sonia Hall ***seconded*** the motion. The motion ***carried***.

TWU Local 556 President Lyn Montgomery ***recessed*** the meeting at 1238.

Las Vegas
July 25, 2018

TWU Local 556 President Lyn Montgomery called the Las Vegas Session of the 2nd Membership Meeting of 2018 to order at 1001. President Lyn Montgomery introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the meeting.

TWU Local 556 Officers present at the Las Vegas Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibscheidel, Treasurer John Parrott, Board Member at Large Kay Hogan, Baltimore Domicile Executive Board Member Damion West and Las Vegas Domicile Executive Board Member Rachel Brownfield.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were VeAnne Reeder Co-Chair of the Survey Committee, Jannah Dalak Co-Chair Safety Committee, and Damion West Co-Chair Shop Steward Committee.

TWU Local 556 Board of Election Member Erich Schwenk was in attendance.

President Lyn Montgomery moved directly to Negotiating Team nominations.

Board of Election Member Erich Schwenk informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team.

Board of Election Member Erich Schwenk opened the floor for Negotiating Team nominations.

Ricky Spand nominated Steve Johnson.

Steve Johnson nominated Greg Green.

Erich Schwenk closed the floor for Negotiating Team nominations.

President Lyn Montgomery opened the floor for Shop Steward Nominations and informed the members of the expectations of Shop Stewards and requirements per the Bylaws.

Rachel Brownfield nominated Chris Elias, Charles Green, Gina Duvall, Mark Anthony Reyes, Mark Minelli, Ricky Spand, Mark Patlan, Rick Harton Flynn, Dan Brady, Mark Savage, Devin Johnson, Steve Johnson, Addie Crisp Johnson, Audrey Stone, Diana Williams, Frank Barringer, Amanda Gauger, Kellee Farmer, Anthony Gentry, Patti Phillips, Herman JJ Baker, Wes Thayer, Dana Suechting, Jeffrey Frey, Bryan Orozco, Ann Rowley, Danielle Merson, Jeff Scooby Scovel, Christie Cummins, Charles Green and Kevin Onstead.

Ricky Spand nominated Mark Minelli, Mark Reyes, Ricky Spand, Addie Crisp, Brandon “JB” Martin, Charles Green.

Mark David nominated Mark David and Daniel Smith.

Mitch Williamson nominated Christi Cummins, Paul Buchheit, Rick Griffin, Patrick Condon, Bill Bradley and Diane Cavanaugh.

Faith France nominated Darol Glasscock.

Devon Johnson nominated Barock Foye.

Christi Cummins nominated Mitch Williamson.

Rick Harton-Flynn nominated Tina Skura and Rachel Brownfield.

Darol Glasscock nominated Faith France.

Jeff Scovel nominated Kaci Scovel.

Anne Rowley nominated Beth Erman and Callie Kennedy.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. Rachel Brownfield made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Fred Commo ***seconded*** the motion. The motion ***carried***.

Treasurer John Parrott presented the **Financial Report**. John explained lost time. There was a question regarding the expenses of an individual committee. John explained investments and assets. John further discussed lost time. A Member asked a question regarding the cost of negotiations. There was discussion.

President Lyn Montgomery explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws. Lyn opened the floor for Board of Election nominations.

No nominations were made.

President Lyn Montgomery closed the floor for Board of Election nominations.

President Lyn Montgomery opened the floor for general business. Lyn discussed negotiations and informed the Members of the two newly appointed negotiators. Lyn informed the Members about strategic planning, data research, and surveys. Lyn discussed upcoming mobilizations. There was discussion regarding hot aircrafts and obtaining food while on duty. Lyn informed the Members regarding the 2Hot2Cold mobilization. Discussion continued regarding surveys. There were Member questions regarding increasing survey participation. Lyn explained the importance of Member driven campaigns. Discussion continued regarding the regulation of temperature standards. Lyn updated the Members regarding emotional assistance animal regulation. Lyn provided an update of the mobile check-in application and explained geo-fencing. There was a Member question regarding alternate device usage. A Member spoke about discipline as a result of outdated information on the company website.

Shop Steward Committee Co-Chair Damion West distributed Shop Steward Election ballots to the eligible voting members. Damion West, Vee Ann Reeder, and Rachel Brownfield acted as tellers for the Shop Steward election and conducted the counting of the ballots.

General business discussion continued regarding technology. There was a Member question about flight crews being deplaned on international flights during extended ground time. There was discussion regarding cultural awareness. There was a discussion regarding CWA messages from management. Discussion continued regarding timely reporting for irregularity reports.

There was a discussion about CWA messages disappearing once you utilize the check-in phone to report for duty. There was a question regarding the status of the Education Committee and recent changes. There were questions regarding the coding of delays. Questions and discussion continued regarding the Education Committee. A Member made a statement regarding the Education Committee changes and their disagreement. A Member asked a question about Satellite Bases. Lyn updated the Members on the Satellite Base concerns. A Member asked a question regarding pulls for the Education Committee, inconsistencies and cost saving measures within the committee. Board Member at Large Kay Hogan explained some of the ideas and reasoning behind the vision for the future of the Education Committee. A Member asked questions regarding Board Member abstention votes. Lyn explained that Board Members are responsible for their votes. Lyn provided information on the actual statistics of committee chairs changes and chair retention statistics. A Member asked the question about the utilization of the live chat on the TWU Application. A Member made a statement about Facebook statistics. A Member made a statement about the importance of being able to search within the Education Committee posts. A Member made a statement about creating solutions to problems. Members expressed concerns with the safety and security of Facebook postings on the Education Committee group. A Member requested disclaimers to be posted. Lyn explained the intent of the TWU Education page. A Member asked the question about statistics for line rotations and the number of trips on the Vacation Relief Lines. A Member asked a question about endorsing political candidates. Lyn informed the Members on the importance of Unity and the challenges all unions face in the current environment due to the Janus vs. AFSCME decision. A Member spoke on the importance of involvement in local politics.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification.** Elected Shop Stewards pending verification: Jeff Scovel, Faith France, Darol Glasscock, Kaci Scovel, Mitch Williamson, Mark Minelli, Mark Anthony Reyes, Ricky Spand, Addie Crisp, Mark David, Christi Cummins, Paul Buchheit, Patrick Condon, Bill Bradley, Diane Cavanaugh, Mark Patlan, Rick Harton Flynn, Dan Brady, Mark Savage, Devin Johnson, Steve Johnson, Audrey Stone, Diana Williams, Frank Barringer, Amanda Gauger, Kellee Farmer, Anthony Gentry, Patti Phillips, Herman JJ Baker, Wes Thayer, Dana Suechting, Jeffrey Frey, Bryan Orozco, Ann Rowley, Danielle Merson, Gina Duvall, Chris Elias, Charles Green, Kevin Onstead, Brandon JB Martin, Barak Foy, Rick Griffin, Danielle Smith, Tina Skura, Rachel Brownfield, Beth Erman and Callie Kennedy.

Mitch Williamson made a ***motion*** to recess. Tina Skura ***seconded*** the motion. The motion ***carried.***

President Lyn Montgomery ***recessed*** the meeting at 1328.

Oakland

July 26, 2018

TWU Local 556 President Lyn Montgomery called the Las Vegas Session of the 2nd Membership Meeting of 2018 to order at 1005. President Lyn Montgomery introduced the Executive Board

Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members present and informed those present of the rules of the meeting.

TWU Local 556 Officers present at the Oakland Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, 1st Vice President Chad Kleibschiedel, Treasurer John Parrott, Board Member at Large Kay Hogan, Baltimore Domicile Executive Board Member Damion West and Oakland Domicile Executive Board Member Josh Rosenberg.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were Angie Kilbourn Co-Chair of the Education Committee, Jannah Dalak Co-Chair of the Safety Committee and Damion West Co-Chair of the Shop Steward Committee.

TWU Local 556 Board of Election Member Erich Schwenk was in attendance.

President Lyn Montgomery moved directly to Negotiating Team nominations.

Board of Election Member Erich Schwenk informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Erich opened the floor for Negotiating Team nominations.

Samantha Wilkins nominated Carolee Weatherbee Burnett, Kevin Onstead, Paul Sweetin, Brandon Hillhouse, Trish Crider and Alison Head.

Carlo Alvarado nominated Carlo Alvarado.

Joelle Judge nominated Eric Hironymous.

Erich Schwenk closed the floor for Negotiating Team nominations.

President Lyn Montgomery opened the floor for Shop Steward Nominations.

Samantha Wilkins nominated Matt Hettich, Mark Torrez, Cuyler Thompson, Todd Gage, Josh Rosenberg, Angie Kilbourne, Samantha Wilkins, Eric Hironymous, Lori Lochelt, Heather Kelly-Gray, Jonathan Black, Patrick Reynolds, Jeffrey Costello, Jenette Lanning, Julie Sadowski, Annmarie Mota, Conrad Arnold, Joelle Judge, Shelly Lefebvre, Lorrie Powell, Lori Light, Eric Mettner, Alexa McCracken, Elisha Runnels Abbott, Fawn Matlack, Janell Torres, Regina Lux, Brittany Holman, Rebecca Hofstetter, Robert Redd DeGenova, Mario Galileo Cendejas, Stuart Nishiyama, Leslie Scornaienchi, Jessica Scott, Sandy Gunther and Jonna Zizak.

Trish Domstra nominated Kristen Loucks.

Angie Kilbourne nominated Samantha Wilkins (duplicate).

Kristin Loucks nominated Trish Damstra and Carlo Alvarado.

Eric Hironymous nominated Kristin Loucks and Kelly Daniels Spaeth.

Julie Sadowski nominated Ellyn Bliesener.

Carlo Alvarado nominated Carlo Alvarado.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. Samantha Wilkins made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Eric Hironymous ***seconded*** the motion. The motion ***carried***.

Treasurer John Parrott presented the **Financial Report**. A Member asked a question about the investment committee. There was discussion.

President Lyn Montgomery opened the floor for Board of Election nominations. Lyn explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws. Lyn opened the floor for Board of Election nominations.

Samantha Wilkins nominated Scott Christian.

Eric Hironymous nominated Mario Galileo Cendajas and Angie Kilbourn.

TWU Local 556 President Lyn Montgomery closed the floor for Board of Election nominations.

TWU Local 556 President Lyn Montgomery opened the floor for general business. Lyn informed the Members of the Negotiating Team appointments and the status of negotiations.

Shop Steward Committee Co-Chair Damion West distributed ballots to the eligible voters. Damion West, Board Member at Large Kay Hogan and Oakland Domicile Executive Board Member Josh Rosenberg acted as tellers and conducted the counting of the ballots. The floor was opened for discussion.

President Lyn Montgomery resumed general business discussion and informed the Members regarding the 2Hot2Cold campaign and the 2Hungry2Board possible future campaign. There was discussion about the use of social media for negotiations. There was a Member question regarding using other forms of electronic communications; there was discussion regarding the check-in application, there was discussion regarding inconsistencies with the company website, paper manual availability, base discrepancies and differential treatment. There was discussion regarding personal devices and the policy. Discussion continued regarding the check-in application, technology and security. There were Member concerns expressed regarding staffing of the Oakland base. There was discussion regarding the challenges for new hires, commuter policies and Oakland lines. There was discussion regarding OnBoard Supervisors.

President Lyn Montgomery provided the results of the Shop Steward Election ***pending verification of eligibility***. Elected Shop Stewards pending verification: Matt Hettich, Mark Torrez, Cuyler Thompson, Todd Gage, Josh Rosenberg, Angie Kilbourne, Samantha Wilkins, Eric Hironymous, Lori Lochelt, Heather Kelly-Gray, Jonathan Black, Patrick Reynolds, Jeffrey Costello, Jenette Lanning, Julie Sadowski, Annmarie Mota, Conrad Arnold, Joelle Judge, Shelly Lefebvre, Lorie Powell, Lori Light, Eric Mettner, Alexa McCracken, Elisha Runnels Abbott, Fawn Matlack, Janell Torres, Regina Lux, Brittany Holman, Rebecca Hofstetter, Robert Redd DeGenova, Mario Galileo Cendejas, Stuart Nishiyama, Leslie Scornaienchi, Jessica Scott, Sandy

Gunther, Jonna Zizak, Kristen Loucks, Kelly Daniels Spaeth, Trish Damstra, Carlo Alvarado, Ellen Bliesener, Ramon Espinoza, Ashley Wilhelm, Justin Phillips, Kathleen Jen, Genesis McCoy and Maria “Mia” Garcia.

There was discussion regarding California Kin Care and the California Family School Partnership Act. Discussion continued regarding sick bank usage for leaves. There was discussion regarding the timelines for the upcoming Negotiating Team election.

Samantha Wilkins made a ***motion***:

I move to increase the current Special Assessment Fee from \$5 to \$7 per Member, per month to be used only for the purpose of Contract Negotiations. The collection of this \$7 will cease within 60 days of the date of ratification of a new Contract. Any monies not used will be placed in an interest bearing account to be used only for future Contract Negotiations.

Carolee Weatherbee Burnett ***seconded*** the motion.

There was discussion regarding Satellite Bases and testing. There was discussion regarding the work and conduct rules. There was discussion regarding exploding cans. There was discussion regarding endorsing political candidates and COPE contributions. There was discussion regarding voter registration. There were Member concerns regarding the TWU Local 556 Facebook Education page. Discussion continued regarding changes on the Education Committee. There was discussion regarding Article XII of the TWU Local 556 Bylaws.

Samantha Wilkins made a ***motion*** to recess. Cuyler Thompson ***seconded*** the motion. The motion ***carried***.

TWU Local 556 President Lyn Montgomery ***recessed*** the meeting at 1338.

Denver

July 30, 2018

TWU Local 556 President Lyn Montgomery called the Denver Session of the 2nd Membership Meeting of 2018 to order at 1209. President Lyn Montgomery introduced the Executive Board Members, Shop Stewards and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the Meeting.

TWU Local 556 Officers present at the Denver Session were: President Lyn Montgomery, Recording Secretary KeyAnder Early, Board Member at Large Charla Miller, Board Member at Large Kay Hogan and Denver Domicile Executive Board Member Jessica Parker.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were Chris Sullivan Chairperson Veterans Committee, Steven Hobbs Chairperson of the Education Committee, Jannah Dalak Co-Chair Safety Committee and Lucy White Lehman Chairperson Shop Steward Committee.

TWU Local 556 Board of Election Member Erich Schwenk was in attendance.

President Lyn Montgomery moved directly to Negotiating Team nominations.

TWU Local 556 Board of Election Member Erich Schwenk informed the members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Erich opened the floor for Negotiating Team nominations.

No nominations made.

Erich Schwenk closed the floor for Negotiating Team nominations.

President Lyn Montgomery moved directly to Shop Steward Nominations.

President Lyn Montgomery opened the floor for Shop Steward Nominations and informed the Members of the expectations of Shop Stewards and requirements per the Bylaws.

Jessica Parker nominated Jamie Simpson, Carolee Weatherbee, Ryan Smith, Alexander Ricker, Stacey Vavakas, Courtney Davis, Michael Konkel, Jennifer Shaddock-Lewis, Shelby Pierce, Cynthia Bickel, Julie Turpin, Timothy Blore, Jason Arnold-Burke, Matthew Lanclos (Dunn), Norman Scott Christen, Evan Turner, Aubrey Kamps, Keith Rhodes, Mathew Fearey, Keith Rhodes, Jayson Schaal, Robert “Robby” Hupp, Kolette Miller and Courtney Stone.

Jamie Simpson nominated Jessica Parker, Ryan Wagner, Chris Albert, Leah Bowser, Alyson Parker-Lauck, Jarrad Sambataro, Allie Brown, Alex Jeffers and Stephanie Weunch.

Carolee Weatherbee nominated Michelle Abramovitch, Robert “Zach” Hart, Jared Needham, James Jenkins and Shalonda Sanders.

Zach Hart nominated Rebecca Denise Thomason.

Matthew Lanclos (Dunn) nominated Boris Kurtz.

Shelby Pierce nominated Maverick Quiambao.

Ryan Smith nominated Eric Brothers.

Chris Abert nominated Megan Corbett and Justin Cullipher.

Charla Miller nominated Sara King, Anthony Wood, and Chris Sullivan.

Chris Sullivan nominated Jeff Burgower, Janet Bottles, and Jake Goddard.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review. Chris Sullivan made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Jamie Simpson ***seconded*** the motion. The motion ***carried***.

President Lyn Montgomery presented the **Financial Report**. Lyn explained lost time.

President Lyn Montgomery explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws. Lyn opened the floor for nominations.

Charla Miller nominated Sonia Hall and Chris Sullivan.

Jessica Parker nominated Matthew Dunn.

President Lyn Montgomery closed the floor for Board of Election nominations.

TWU Local 556 Shop Steward Committee Chair Lucy White Lehman distributed Shop Steward Election ballots to the eligible voting Members. Lucy White, Charla Miller, and Jessica Parker acted as tellers for the Shop Steward election and tabulated the votes. The floor was opened for discussion.

President Lyn Montgomery opened the floor for general business. Lyn discussed negotiations and informed the Members of the two newly appointed negotiators. Lyn informed the Members about strategic planning, the importance of Member surveys and the upcoming 2Hot2Cold mobilization seeking regulations for temperatures onboard the aircraft. Lyn also reported to the Members about difficulties obtaining food while on duty, related discipline and future mobilization campaigns. There was discussion regarding surveys. Lyn informed the Members to send suggestions to the Negotiating Team Members. There was a question regarding professional negotiators. There was a question about mobilization and prioritizing. There was a question regarding reducing sick calls. There was a question regarding scheduling repercussions when the contract is violated. There was a Member statement regarding Hawaiian Airlines contract. There was a Member statement regarding the 737-700 Max and additional seating. There was discussion regarding the 737-700 Max. Lyn informed the Members about geo-fencing and updated those present on the status of the check-in application. There was discussion regarding SWAPA's use of the check-in application. There were questions regarding the changes within the Education Committee and the future direction of the committee. Discussion continued the Education Committee. There were Member questions regarding a reserve committee and a satellite committee. There was a question regarding Emergency Officer on Call. There was a Member question regarding pending lawsuits. There was discussion regarding working with AFA. There was discussion regarding the carry-on baggage policy. There was discussion regarding the fatigue policy.

President Lyn Montgomery provided the results of the Shop Steward Election **pending eligibility verification.** Elected Shop Stewards pending verification: Anthony Woods, Keith Rhodes, Jamie Simpson, Carolee Weatherbee, Ryan Smith, Alexander Ricker, Stacey Vavakas, Courtney Davis, Michael Konkel, Jennifer Shaddock - Lewis, Shelby Pierce, Cynthia Bickel, Julie Turpin, Timothy Blore, Jason Arnold-Burke, Matthew Lanclos Dunn, Norman Scott Christen, Chris Albert, Evan Turner, Aubrey Kamps, Leah Bowser, Matthew Fearey, Jayson Schaal, Robert "Robby" Hupp, Kolette Miller, Courtney Stone, Jessica Parker, Allison Parker-Lauck, Michelle Abramovitch, Robert "Zach" Hart, Jaren Needham, James Jenkins, Shalonda Sanders, Justin Cullipher, Megan Corbett, Rebecca "Denise" Thomason, Sara King, Eric Brothers, Jeff Burgower, Jake Goddard, Janet Bottles, Jarrad Sambataro, Allie Brown, Alex Jeffers, Stephanie Weunch, Ryan Wagner, Boris Kurtz and Maverick Quiamboa.

Chris Sullivan made a ***motion*** to recess. Shelby Pierce ***seconded*** the motion. The motion ***carried.***

President Lyn Montgomery *recessed* the meeting at 1513.

Dallas

July 31, 2018

TWU Local 556 President Lyn Montgomery called the Dallas Session of the 2nd Membership Meeting of 2018 to order at 1009. President Lyn Montgomery introduced the Executive Board Members, Shop Stewards, Grievance Team Members, Negotiators and Committee Chairs in attendance. Lyn welcomed the Members and informed those present of the rules of the Meeting.

TWU Local 556 Officers present at the Dallas Session were: President Lyn Montgomery, 1st Vice President Chad Kleibscheidel, 2nd Vice President Latonia Paul-Benoit, Recording Secretary KeyAnder Early, Board Member at Large Charla Miller, Board Member at Large Kay Hogan, Board Member at Large Gayle Ross and Dallas Domicile Executive Board Member Kristie Scarborough.

Member Jannah Dalak recorded the minutes.

TWU Local 556 Committee Members in attendance were Gayle Ross Middleton Chairperson Grievance Committee, Joe Skotnik New Hire Committee, Latonia Paul Benoit Chairperson Civil and Human Rights Committee, Eileen Rodriguez Chairperson CISM, Chad Kleibscheidel Chairperson Communications, Steven Hobbs Chairperson Education Committee, Jannah Dalak Co-Chair Safety Committee, Lucy White Lehman Chairperson Shop Steward Committee, VeAnne Reader Survey Committee Chairperson and Drew Kennedy Technical Services Committee Chairperson.

TWU Local 556 Negotiators Denny Sebesta and LaShay Hutchinson were in attendance.

TWU Local 556 Board of Election Chairperson Will Browne was in attendance.

President Lyn Montgomery moved directly to Negotiating Team nominations.

Board of Election Chairperson Will Browne informed the Members of the requirements per the TWU Local 556 Bylaws to be eligible for the Negotiating Team. Will opened the floor for Negotiating Team nominations.

Thomas Boyd nominated Jeanna Jackson.

Kay Hogan nominated Joe Skotnik.

Heather Condry nominated Amy Peters.

Kenyatta Smith nominated Kristina Silva and Erica Selma.

Sara King nominated B.R. Ricks.

Jeanna Jackson nominated Chantil Huskey.

Angela Whittaker nominated Stacey Wiley.

Board of Election Chairperson Will Browne closed the floor for Negotiating Team nominations.

President Lyn Montgomery opened the floor for Shop Steward Nominations and informed the members of the expectations of Shop Stewards and requirements per the Bylaws. Lyn opened the floor for Shop Steward Nominations.

Erica Selma nominated Makada Martin.

Makada Martin nominated Erica Selma and Renee Salisbury.

Jennifer Sykes nominated Stacy Madison, Michael Kassulker, Keenan Manzo, Michelle Nickelberry, Eileen Rodriguez and Jules Humphries.

VeAnne Reeder nominated Drew Kennedy, Thom Reeder, Jessica Zimmerman, Alice Watkins, Andrea Garnett, Kristie Scarborough and Lyn Montgomery.

Michael Kassulker nominated Charles Goldman.

Tiffanie Morris nominated Darryl Gregory, Paulette Rice, and Alex Ziad.

Kristie Scarborough nominated Robin Brewer Thompson, Dawn Wann, Liana Rohrer, Sherrie Smalling, Melissa Anderson Bustos, Dana Perkins, Michele Moore, Gayle Ross Middleton, Veanne Reeder, Jennifer Sykes, Charla Logsdon, Stacy Wolfe Riley, Oscar Paul, Diane Dennis, Denny Sebesta, Shelley Dogston, Michael Ramon, Wendy Sibley, Martha Wells, Dedra Bass, Dianne Dennis, Matt Lang, Haley Piatt, Joy Bassinger, Pamela McLaughlin, B.R. Ricks, Vince Eakes, Stephanie Ayers, Erin Ayers, Dedra Blackburn, Tiffanie Morris, Wendy Ascheerock, Kristina Silva, Amy Palmer Peters, Janette Golden, Susan Healey, Ashley Dawn Brewer, Jessica Zimmerman and Tiffany Padilla.

Gayle Ross Middleton nominated Lucy Evans, Lynn Forner, Marcy Vinyard, Lauren Childs, Ann Claire Crawford, Prairie Firkus, Barbara Fitzhugh, Amy Harthousen, Brandon Hillhouse, Drew Kennedy, Renda Marsh, John Moore, Becky Parker, Stephanie Connelly, Beth Ross, Tye Shirley, Joe Skotnik, Paul Sweetin, John Williams and Thomas Boyd.

President Lyn Montgomery closed the floor for Shop Steward Nominations.

President Lyn Montgomery presented the minutes from the **1st Membership Meeting of 2018** for review VeAnne Reeder made a ***motion*** to dispense with the reading of the minutes and approve them as presented. Kristie Scarborough ***seconded*** the motion. The motion ***carried***.

President Lyn Montgomery explained the responsibilities of the Board of Election and eligibility requirements per the Bylaws. Lyn opened the floor for nominations.

Vee Ann Reader nominated Jessica Zimmerman.

Vince Eakes nominated Kristie Scarborough.

Sara King nominated B.R. Ricks.

Denny Sebesta nominated Sara King.

Alex Ziad nominated Tiffanie Morris.

President Lyn Montgomery closed the floor for Board of Election nominations.

Treasurer John Parrott presented the **Financial Report**. John explained upcoming expenses, lost time, negotiating team expenses and fact-finding costs.

President Lyn Montgomery opened the floor for general business. Lyn discussed negotiations and introduced the newly appointed negotiators, Denny Sebesta and LaShaye Hutchison. Lyn discussed strategic planning and the importance of Member surveys. Lyn informed the Members of the 2Hot2Cold mobilization seeking regulations for temperatures onboard the aircraft. Lyn also reported to the Members about difficulties obtaining food while on duty, related discipline and future mobilization campaigns. There was discussion regarding surveys. Lyn informed the Members to send suggestions to the Negotiating Team Members.

Further, Lyn explained to the Members future negotiating and mobilization campaigns. There was discussion about mobilizing with SWAPA and other unions. There was discussion about the check-in application and the contract language violation. There was a discussion about geo-fencing. There was a discussion about accessing personal points. There was a discussion about the iPad boarding test. There was discussion about technology. There was a Member question about new hires and the future vision of educating them. There was a question about staffing the lounge with a union representative daily. There was discussion regarding the education of Shop Stewards.

Shop Steward Committee Chair Lucy White Lehman distributed ballots to the eligible voting members. Lucy White Lehman, Board Member at Large Charla Miller and Dallas Domicile Executive Board Member Kristie Scarborough acted as tellers for the Shop Steward election and conducted the counting of the ballots. The floor was opened for discussion.

President Lyn Montgomery *recessed* for a 10-minute break.

General business resumed. A Member asked questions about the status of the uniform testing. 1st Vice President Chad Kleibschedel informed the Members on the uniform testing process. There was discussion about allergic reactions, point accumulation, discipline, toxicology reports and cotton alternative uniforms. Discussion continued again about the 2Hot2Cold Media Campaign. There was a Member question regarding the LODO hiring. There was a Member question about satellite bases. Discussion continued satellite bases, future bases, and negotiations.

President Lyn Montgomery *recessed* for a 15-minute break.

President Lyn Montgomery provided the results of the Shop Steward Election *pending eligibility verification*. Elected Shop Stewards pending verification: Makada Martin, Erica Selma, Renee Salisbury, Stacy Madison, Michael Kassulker, Keenan Manzo, Michelle Nickelberry, Eileen Rodriguez, Jules Humphries, Drew Kennedy, Thom Reeder, Jessica Zimmerman, Alice Watkins, Andrea Garnett, Kristie Scarborough, Lyn Montgomery, Charles Goldman, Darryl Gregory, Paulette Rice and Alex Ziad, Robin Brewer Thompson, Dawn Wann, Liana Rohrer, Sherrie

Smalling, Melissa Anderson Bustos, Dana Perkins, Michele Moore, Gayle Ross Middleton, Veanne Reeder, Jennifer Sykes, Charla Logsdon, Stacy Wolfe Riley, Oscar Paul, Diane Dennis, Denny Sebesta, Shelley Dogston, Michael Ramon, Wendy Sibley, Martha Wells, Dedra Bass, Dianne Dennis, Matt Lang, Haley Piatt, Joy Bassinger, Pamela McLaughlin, B.R. Ricks, Vince Eakes, Stephanie Ayers, Erin Ayers, Dedra Blackburn, Tiffanie Morris, Wendy Ascheerock, Kristina Silva, Amy Palmer Peters, Janette Golden, Susan Healey, Ashley Dawn Brewer, Jessica Zimmerman, Tiffany Padilla, Lucy Evans, Lynn Forner, Marcy Vinyard, Lauren Childs, Ann Claire Crawford, Prairie Firkus, Barbara Fitzhugh, Amy Harthousen, Brandon Hillhouse, Drew Kennedy, Renda Marsh, John Moore, Becky Parker, Stephanie Connelly, Beth Ross, Tye Shirley, Joe Skotnik, Paul Sweetin, John Williams and Thomas Boyd.

Jessica Zimmerman made a ***motion*** to adjourn. Thomas Boyd ***seconded*** the motion. The motion ***carried***.

TWU Local 556 President Lyn Montgomery ***adjourned*** the meeting at 1245.

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


Jannah Dalak (Oct 17, 2018)

Jannah Dalak
TWU 556 Member

Presented By:

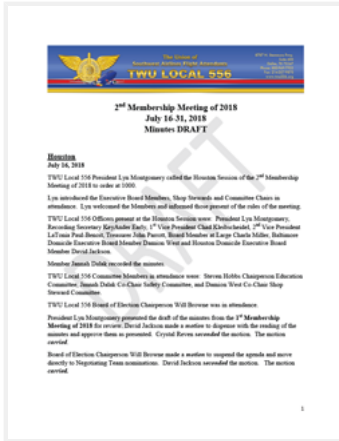

KeyAnder Early
TWU Local 556 Recording Secretary

DRAFT

2nd Membership Meeting of 2018

Adobe Sign Document History

10/17/2018



Created:	10/16/2018
By:	Lisa Le (lle@twu556.org)
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"2nd Membership Meeting of 2018" History

-  Document created by Lisa Le (lle@twu556.org)
10/16/2018 - 8:33:26 AM CDT- IP address: 71.78.133.98
-  Document emailed to Jannah Dalak (jdalak@twu556.org) for signature
10/16/2018 - 8:34:24 AM CDT
-  Document viewed by Jannah Dalak (jdalak@twu556.org)
10/16/2018 - 9:38:07 AM CDT- IP address: 64.233.172.220
-  Jannah Dalak (jdalak@twu556.org) has explicitly agreed to the terms of use and to do business electronically with TWU Local 556
10/17/2018 - 7:08:58 PM CDT- IP address: 76.219.145.129
-  Document e-signed by Jannah Dalak (jdalak@twu556.org)
Signature Date: 10/17/2018 - 7:08:58 PM CDT - Time Source: server- IP address: 76.219.145.129
-  Signed document emailed to Lisa Le (lle@twu556.org), KEARLY@TWU556.ORG and Jannah Dalak (jdalak@twu556.org)
10/17/2018 - 7:08:58 PM CDT