



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Third Membership Meeting
Minutes
October 21 – November 9, 2018**

**Orlando
October 22, 2018**

TWU Local 556 2nd Vice-President LaTonia Paul Benoit called the Third Membership Meeting of 2018 to order at 1002 local in Orlando.

LaTonia Paul Benoit served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Members John Parrott, Jimmy West and Charla Miller were present at the Meeting. Committee Chairperson Steven Hobbs was present at the Meeting. Shop Stewards present: Marty Premo, Susan Johnson (NTF), Drew Shy, Joe Rivera, Elizabeth Leapley, Patrick Paladino, Sandi Voyik and Brad Voyik. Twenty-three (23) total members were present.

LaTonia Paul Benoit reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. LaTonia explained that the Meeting would be conducted by parliamentary procedure Robert's Rules of Order and noted that copies of the procedure were available for Members to reference during the Meeting. LaTonia reminded Members that video and/or audio recordings of the meeting were prohibited. LaTonia reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

LaTonia Paul Benoit read President Lyn Montgomery's statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Jimmy West made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Susan Kern **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

LaTonia Paul Benoit explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Orlando DEBM Jimmy West sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

LaTonia Paul Benoit opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Jimmy West sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- FAA Reauthorization Bill
 - The required rest period of 10 hours
- Concerns for the NT to Address
 - Van disruption time
 - Hotel rest interpretations (i.e. fire alarms, not having the crew listed, etc.)
- Open time issue on October 20th.
- AFL-CIO Get Out to Vote and Labor Friendly Candidates
- 2Ready2Negotiation Campaign
- Membership Meetings Concerns
 - E-mailing reminders regarding base meetings
- Technology concerns
- Membership Communication

Orlando DEBM Jimmy West provided a base update.

Susan Johnson made a **motion** to Recess. Patrick Paladino **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

LaTonia Paul Benoit **recessed** the Orlando Session of the Meeting at 1126 Local.

Baltimore **October 23, 2018**

TWU Local 556 2nd Vice-President LaTonia Paul Benoit called the Baltimore Session of the Meeting to order at 1101 Local.

LaTonia Paul Benoit served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Member John Parrott was present at the Meeting. Committee Chairpersons Lucy White-Lehman and Lisa Happer were present at the Meeting. Shop Stewards present: Osha Stegall, Mel Powe-Tuzun, Elizabeth Leapley, Melissa Grube, Pat Carter, Rick Desmond, Cindy Rousseau and George Rousseau. Twenty-seven (27) total members were present.

LaTonia Paul Benoit reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. LaTonia explained that the Meeting would be conducted by parliamentary procedure Robert's Rules of Order and noted that copies of the procedure were available for Members to reference during the Meeting. LaTonia reminded Members that video and/or audio recordings of the meeting were prohibited. LaTonia reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

LaTonia Paul Benoit read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Lucy White-Lehman made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. George Rousseau **seconded** the motion. Members present at the Meeting voted on the motion by show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

LaTonia Paul Benoit explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The

ballots were collected and placed in the designated envelope. Shop Steward Committee Chairperson, Lucy White-Lehman sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

LaTonia Paul Benoit opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Lucy White-Lehman sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- 2Ready2Negotiation Campaign
- Membership Meeting Concerns
 - Scheduling of the Meetings
- Electronic Meetings
 - Future Usage Plans
- Management Communication
 - Contract Negotiations
- Uniform Concerns
- Company Technology Issues
 - Open time issue on October 20th
 - Ongoing technology concerns
- Membership Communication
- COPE and Labor Friendly Candidates
- Negotiation Committee
 - Compensation
- SWAPA and AMFA General Questions

Melissa Grube made a **motion** to Recess and Osha Stegall **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

LaTonia Paul Benoit **recessed** the Baltimore Session of the Meeting at 1145 Local.

Atlanta **October 24, 2018**

TWU Local 556 2nd Vice-President LaTonia Paul Benoit called the Atlanta Session of the Meeting to order at 1215 Local.

LaTonia Paul Benoit served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Members John Parrott and Pamila Forte were present at the Meeting. Negotiation Committee Member LaShaye Hutchinson and Committee Chairperson Jabari Smith were present at the Meeting. Shop Stewards present: John Justen, Mel Powe-Tuzun, Ken Mills, Casey Rittner, Travis Bruce (NTF), Eric McCulley, Courtney Uche, LaKenya Johnson, Vonda Henry, Veronica Espinoza, Alison Head, Deidre McLeod, Michelle Montez and Karla Braxton. Thirty-seven (37) total members were present.

LaTonia Paul Benoit reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. LaTonia explained that the Meeting would be conducted by parliamentary procedure Robert's Rules of Order and noted that copies of the procedure were available for Members to reference during the Meeting. LaTonia reminded Members that video and/or audio recordings of the meeting were prohibited. LaTonia reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

LaTonia Paul Benoit read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Casey Rittner made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Travis Bruce **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

LaTonia Paul Benoit explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Atlanta DEBM Pamila Forte, sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

LaTonia Paul Benoit opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Pamila Forte sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- Company Technology Issues
 - Open time issue on October 20th
- FAA Reauthorization Bill
 - Required rest period of 10 hours
- Website
 - Committee Chairpersons and Committee Members listing
- Contract Negotiations
- AFL-CIO and Labor Friendly Candidates
- Uniforms
 - Wear Test
 - Allergic Reactions

Atlanta DEBM Pamila Forte provided a base update.

Alison Head made a **motion** to Recess and Nate Wysong **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

LaTonia Paul Benoit **recessed** the Atlanta Session of the Meeting at 1350 Local.

Houston **October 26, 2018**

TWU Local 556 2nd Vice-President LaTonia Paul Benoit called the Houston Session of the Meeting to order at 1205 Local.

LaTonia Paul Benoit served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Members John Parrott and David Jackson were present at the Meeting. Shop Stewards present: Marcellaus Roberson, Anthony Wood, Mel Powe-Tuzun, Mitzi Cramer, Darlene Sain, Debbie McDermott, Michael McNeil and Victor Conejo. Twenty (20) total members were present.

LaTonia Paul Benoit reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. LaTonia explained that the Meeting would be conducted by parliamentary procedure Robert's Rules of Order and noted that copies of the procedure were available for Members to

reference during the Meeting. LaTonia reminded Members that video and/or audio recordings of the meeting were prohibited. LaTonia reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

LaTonia Paul Benoit read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. David Jackson made a **motion** to dispense with reading the Minutes aloud and to approve them as presented. Cathy Keiser-Campbell **seconded** the motion. Members present at the Meeting voted on the motion by show of hands. The motion **carried**.

David Jackson made a **motion** to suspend the agenda and move to the BOE Election. Cathy Keiser-Campbell **seconded** the motion. Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

LaTonia Paul Benoit explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Houston DEBM David Jackson sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

LaTonia Paul Benoit opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

"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."

The ballots were collected and placed in the designated envelope. David Jackson sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

General Union Business

- Contract Negotiations
- Management Communication
 - Contract Negotiations
- Group Grievance
 - Regarding the new discipline policy

Houston DEBM David Jackson provided a base update.

David Jackson made a **motion** to Recess and Michael McNeil **seconded**. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

LaTonia Paul Benoit **recessed** the Houston Session of the Meeting at 1307 Local.

Oakland **October 30, 2018**

TWU Local 556 Financial Secretary-Treasurer John Parrott called the Oakland Session of the Meeting to order at 1110 Local.

John Parrott served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Member Josh Rosenberg was present at the Meeting. TWU International Chairperson Matt Hettich was present at the Meeting. Committee Chairpersons Amanda Gauger, Lori Light, and Heather Kelly-Gray were present at the Meeting. Shop Stewards present: Carolee Weatherbee, Lori Lochelt, Mike Konkel, Eric Hironymous, Samantha Wilkins, Matthew Fearey, Matt Hettich, Conrad Arnold, Angie Kilbourne, Johnathan Black, Ashley Wilhelm, Mark Torrez, Genesis McCoy and Janell Torres. Twenty-six (26) total members were present.

John Parrott reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. John explained that the Meeting would be conducted by parliamentary procedure Robert's Rules of Order and noted that copies of the procedure were available for Members to reference during the Meeting. John reminded Members that video and/or audio recordings of the meeting were prohibited. John reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

John Parrott read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Corrections were made to the minutes. Matt Hettich made a **motion** to dispense with reading the Minutes aloud and to approve them as amended. Eric Hironymous **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

John Parrott explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Oakland DEBM Josh Rosenberg sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

John Parrott opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Oakland DEBM Josh Rosenberg sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- Membership Meeting Concerns
 - Scheduling
 - Absence of 1st Vice President
- Union Properties for Union Business
- Election Guide for Voting
- COPE and Labor Friendly Candidates
- Guidelines While on Company Property
 - Employee Drinking
- Executive Board Meeting Minutes
 - Changes
 - Officer & Committee Reporting
- Contract Negotiations
- Management Communication
 - Contract Negotiations
- Union Communications
- Investment Committee
- Pending Union Litigation
- Oakland Sick Leave/Kin Care
- New Hire Concerns

Oakland DEBM Josh Rosenberg provided a base update.

Sam Wilkins made a **motion** to Recess and Josh Rosenberg **seconded**. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

John Parrott **recessed** the Oakland Session of the Meeting at 1349 Local.

Phoenix **October 31, 2018**

TWU Local 556 Financial Secretary-Treasurer John Parrott called the Phoenix Session of the Meeting to order at 1104 Local.

John Parrott served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Member John DiPippa was present at the Meeting. Committee Chairperson Wayne Tipton was present at the Meeting. Shop Stewards present: Kristin Vanden Brandon, Bill Bradley, Wayne Tipton, Rob Riddell, John Durr, Sandra Roll, Cynthia Harris and Jim Volpe. Sixteen (16) total members were present.

John Parrott reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. John explained that the Meeting would be conducted by parliamentary procedure Robert's Rules of Order and noted that copies of the procedure were available for Members to reference during the Meeting. John reminded Members that video and/or audio recordings of the meeting were prohibited. John reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

John Parrott read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Robert Riddell made a **motion** to dispense with reading the Minutes aloud and to approve them as amended. Nancy Potts **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

John Parrott explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Phoenix DEBM John DiPippa sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

John Parrott opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Phoenix DEBM John DiPippa sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- Base Manager Update
- Grievance Staff Training
- Scheduling Concerns
 - Accountability
 - Pressuring F/A outside of guidelines
- Copies of Contracts in the Bases
- Technology Concerns
 - Open time issue on October 20th
 - Forty-Five Minute Report to Gate
- Emotional Support Animals
 - Animal Biting's
 - Union reporting process
 - Addressing how the company handles the situations
 - Pressuring the company to establish additional guidelines
- Negotiations Day One
 - November 6, 2018
- Operations Agents Concerns
 - Discipline issued under class 3
- Relationships with TWU Local 555 and Operations Supervisors
- Phoenix Employee Parking
- TWU State Conference & Educating on Labor Friendly Candidates
- Increasing New Member Involvement

Phoenix DEBM John DiPippa provided a base update.

Announcements: USO Food Drive

Robert Riddell made a **motion** to Recess and Nancy Potts **seconded**. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

John Parrott **recessed** the Phoenix Session of the Meeting at 1234 Local.

Las Vegas **November 1, 2018**

TWU Local 556 Financial Secretary-Treasurer John Parrott called the Las Vegas Session of the Meeting to order at 1208 Local.

Financial Secretary-Treasurer John Parrott served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Member Rachel Brownfield was present at the Meeting. Shop Stewards present: Herman Baker, Scooby Scovel, Darol Glasscock, Faith France, Karen Scovel, and Addie Crisp. Twenty-six (26) total members were present.

John Parrott reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. John 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. John said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. John reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

John Parrott read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Rachel Brownfield made a **motion** to dispense with reading the Minutes aloud and to approve them as amended. Mitch Williamson **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

John Parrott explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Las Vegas DEBM Rachel Brownfield sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

John Parrott opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Las Vegas DEBM Rachel Brownfield sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- Early Voting and AFL-CIO General Election Information
- NT Survey Feedback
- FA Reauthorization Bill
- AMFA Informational Picket
 - LAX November 18
- Shop Stewards for LAX
- TWU Local 556 Survey

Las Vegas DEBM Rachel Brownfield provided a base update.

Announcements: USO Food Drive

Mitch Williamson made a **motion** to Recess and Rachel Brownfield **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

John Parrott **recessed** the Las Vegas Session of the Meeting at 1337 Local.

Denver **November 2, 2018**

TWU Local 556 Financial Secretary-Treasurer John Parrott called the Denver Session of the Meeting to order at 1205 Local.

Financial Secretary-Treasurer John Parrott served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Denver Executive Board Member Jessica Parker was present at the Meeting. Committee Chairperson Xander Ricker was present at the meeting. Shop Stewards present: Megan Corbett, Stacey Vavakas, Alexandria Jeffers, Allyson Parker-Lauck, Ryan Wagner, Jamie Simpson, Jennifer Shaddock, Jason Arnold-Burke, Justin Cullipher, and Leah Bowser. Twenty-eight (28) total members were present.

John Parrott reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. John 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. John said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. John reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

John Parrott read President Lyn Montgomery statement regarding her absence during today's session.

John Parrott read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Stacey Vavakas made a **motion** to dispense with reading the Minutes aloud and to approve them as amended. Jerry Beth Owen **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

John Parrott explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Denver DEBM Jessica Parker sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

John Parrott opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

"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.”

The ballots were collected and placed in the designated envelope. Denver DEBM Jessica Parker sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- FA Reauthorization Bill
- TWU Local 556 Survey
- General Election and Phone Banking Information
- AMFA Informational Picket
 - LAX
- Pride at Work Denver
- LAX DEBM Submission deadline
- COPE Release Staff for Colorado
- Layover Hotels on Strike
- Minutes and Communications
 - Elements of Style
 - Errors
 - Officer and Committee Reports
 - Unity Magazine Publication
- Online Check-In Update
- Denver Parking Concerns
 - Cost
 - SIDA
- Executive Board Meetings
 - Parliamentary
- Pass Privileges Changes
- SWA Technology Issues and Concerns
- IPAD Charging Issues
- Scheduling Committee
 - Roles and responsibilities

Denver DEBM Jessica Parker provided a base update.

Announcements: USO Food Drive

Arnold Burke made a **motion** to Recess and Jerry Beth Owen **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

John Parrott **recessed** the Denver Session of the Meeting at 1345 Local.

Chicago **November 8, 2018**

TWU Local 556 1st Vice-President Chad Kleibscheidel called the Chicago Session of the Meeting to order at 1201 Local.

Chad Kleibschedel served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Executive Board Member John Parrott, Donna Keith, Charla Miller and Eric Weis were present at the Meeting. Committee Chairperson Brendon Remezas was present at the Meeting. Shop Stewards present: Yolondia Johnson, Mel Powe-Tuzun, Dale Wilson, James Jakeway, Andrew Diefenthaler, Brad Owens, Joseph Brown, Suzie Lyons, Roy Soria, Stevie Moffatt, Mark Hoewisch, Abraham Camargo, Charlie Ulrich, Corliss King, Jay McCleave, and Elizabeth Weis. Forty-two (42) total members were present.

Chad Kleibschedel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad 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. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Chad Kleibschedel read President Lyn Montgomery statement regarding her absence during today's session.

Chad Kleibschedel read the **TWU Membership Pledge** aloud.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Donna Keith made a **motion** to dispense with reading the Minutes aloud and to approve them as amended. Mark Hoewisch **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

John Parrott explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Chicago DEBM Donna Keith sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

Special Assessment Fee

John Parrott opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Chicago DEBM Donna Keith sealed and signed the envelope, to be opened during the final session of the Membership Meeting.

General Union Business

- Communications Committee Concerns
 - Cost
 - Unity magazine
 - Role of communications
 - 737 Max 8 Incident communication
- Committee and Board Members Accountability
- Education
 - Unionism
- Probationary F/A
 - Fact Finding Meetings
 - Peer Evaluations
- NTF Agents Role
- Member Engagement
 - New Members
 - Increasing Member participation
- Board Member at Large Roles
- IFB Issues
 - Charging
 - Malfunctioning

Chicago DEBM Donna Keith provided a base update.

Andrew Diefenthaler made a **motion** to Recess. Jay McCleave **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Chad Kleibschedel **recessed** the Chicago Session of the Meeting at 1451 Local.

Dallas
November 9, 2018

TWU Local 556 President Lyn Montgomery called the Dallas Session of the Meeting to order at 1210 Local.

Lyn Montgomery served as the Chairperson of the Meeting and KeyAnder Early served as the Recording Secretary.

Executive Board Members present were Kristie Scarbrough, LaTonia Paul Benoit, John Parrott, Gayle Ross Middleton, Chantil Huskey, and Pamila Forte.

Committee Chairperson Steven Hobbs and Heather Kelly-Gray were present. Negotiations Committee Members Liz Howayeck, Joe Skotnik and Denny Sebesta were present. Shop Stewards present: Darryl Gregory, Tiffany Padilla, Tiffanie Morris, Michael Kassulker, Ashley Breuer, VeeAnne Reeder, and Janette Cole. Thirty-six (36) total members were present.

Lyn Montgomery reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Lyn 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. Lyn said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Lyn reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Lyn Montgomery read a statement regarding her absence during the past membership meeting sessions.

BOE/Special Assessment Fee

KeyAnder Early explained the secret ballots and how voting would be conducted during the Membership Meeting. KeyAnder reported that during the final Session of the Meeting on November 9th in Dallas, the votes would be tallied, and the results would be read. KeyAnder distributed the ballots.

Board of Election

John Parrott explained the duties of the Board of Election. The floor was opened for discussion regarding the candidates. Members present at the Meeting completed their ballots. The ballots were collected and placed in the designated envelope. Dallas DEBM Kristie Scarbrough sealed and signed the envelope.

Special Assessment Fee

John Parrott opened the floor for discussion regarding the motion on the floor. Members present at the Meeting voted on the motion by secret ballot:

Motion 1:

“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.”

The ballots were collected and placed in the designated envelope. Dallas DEBM Kristie Scarbrough sealed and signed the envelope.

Members Renda Marsh, Pamila Forte, Tiffany Padilla, Michael Kassulker, Chantil Huskey and LaTonia Paul Benoit served as the Tellers. KeyAnder Early provided instructions for the tellers and tally sheets.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2018 Minutes** for approval. Joe Skotnik made a **motion** to dispense with reading the Minutes aloud and to approve them as

amended. John Long **seconded** the motion. Members present at the Meeting voted on the motion by show of hands. The motion **carried**.

Financial Report

Financial Secretary-Treasurer John Parrott submitted the **August 2018 TWU Local 556 Financial Report** for review and answered questions.

General Union Business

- FA Reauthorization Bill
 - Current Contract Language
- Unity Magazine
 - Distribution Timeline
- Negotiations Priorities
- Max 7 Aircraft Concerns
 - More seats
- 2Ready2Negotiation
- Management Communication
 - Contract Negotiations
- Negotiation Task Force Program
- Shop Steward Mobilization
- SWA Retreat Class

Dallas DEBM Kristie Scarbrough provided a base update.

Lyn Montgomery called for a Break at 1354 to allow for the election and special assessment fee tally.

Lyn Montgomery called the meeting back to order at 1409.

Ballot Results

Board of Election Results:

- 1) Lori Lochelt 122 votes
- 2) Erich Schwenk 92 votes
- 3) Malinda “Mel” Powe-Tuzun 86 votes
- 4) Tiffanie Morris 73 votes
- 5) Jason Arnold Burke 72 votes
- 6) David Kirtley 65 votes
- 7) Elizabeth Leapley 64 votes
- 8) Brendon Remezas 59 votes
- 9) Michelle Montez 57 votes
- 10) Mitch Williamson 50 votes
- 11) Kevin Rhine 46 votes
- 12) Mitzi Cramer 38 votes
- 13) Cheri Parnell-Vincent 36 votes
- 14) Manny Santana 35 votes
- 15) Jessica Zimmerman 32 votes
- 16) Jeffery Baker 31 votes
- 17) Nicholas Rhine 30 votes

- 18) Sara King 26 votes
- 19) Chris Sullivan 18 votes

Special Assessment Fee Results:

Total Votes Cast: 240

Yes: 169

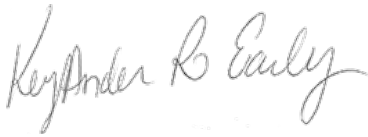
No: 69

Void: 2

Steven Hobbs made a **motion** to Adjourn the meeting. John Long **seconded** the motion. Members present at the Meeting voted on the motion by a show of hands. The motion **carried**.

Lyn Montgomery **adjourned** the Meeting at 1413 Local.

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

A handwritten signature in cursive script, reading "KeyAnder B Early". The signature is written in dark ink and is positioned above the printed name of the Recording Secretary.

KeyAnder Early
TWU Local 556 Recording Secretary